

## **The Reality of Women's Empowerment in Military Sectors and its Impact on Family in the Kingdom of Saudi Arabia**

**By**

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### **Study Problem**

The concept of empowerment first appeared as a contemporary management theory around the beginning of the 1980s. The 1990s saw a transformation. Its use was associated with decentralized management, which allowed supervisors and subordinates from various administrative levels and backgrounds, including scientific and practical ones, to develop their ability to carry out duties. Because empowerment organizes and activates functional relationships and increases productivity, organizations have realized that empowered workers are the true long-term sponsors for the continuity and development of work. They are also the ones who determine whether tasks are completed successfully or unsuccessfully. The opportunity for independence and freedom to perform their jobs without intervention from upper management is another benefit (Qasim, 2011, p. 567).

The states' adoption of the empowerment policy revealed that there has been a structural change in the way they view women's roles and occupations by moving away from the feminist formula and toward the citizen formula. States no longer viewed women in the same way that they had historically, according to their historical contribution to the production and nourishment of mankind, but rather as equal partners in citizenship. They must help develop the languages of political, economic, cultural, and security affairs. The attempts to adapt society and its cultural and tribal structures to this shift and the attempts of women to adapt to them through replication of their own identities that match function, natural history, and being citizens in a modern state were both accompanied by profound crises (Hafez, 2010, 401).

Women's empowerment in the workplace cannot be achieved solely by laws and regulations; rather, it must be accompanied by a women's conviction that motivates her to make a sincere effort to improve her circumstances. This calls for altering how women see themselves and boosting their confidence that they are on par with men in terms of career chances (Malik, 2012, 117). The most crucial way to include women in development is to empower them and remove obstacles to their success (Al-Hawamdeh, 2009, 66).

In addition to providing women with the tools they need to fulfill their roles and advance development, empowerment aims to develop and strengthen women's capacities and emphasize their contributions to the cause of equality and progress. It also aims to help

women realize how empowered they are as development participants. After her participation as an unavoidable and essential requirement in the growth and development of society, the development of her talents has thus become a national demand and improving her performance and delivery for the advancement of society has become a life requirement (Saad Allah, 2011, 831).

The potential of women to fulfill unattainable rights in the military and achieve equality with males in this setting is a global phenomenon (Kobe, 2019, 32). Mohammed Bin Salman, the Crown Prince, has aimed to enhance job prospects for women as part of the Kingdom Vision 2030, give them more authority in the government and security sectors, and expand their involvement in the transformation of the Kingdom's aspirations. The women had never considered a career in the military in the past. This idea became a reality after a royal decree upheld women's right to serve in the military sector. She is now able to work in a variety of military establishments to defend the country and its citizens, as well as in various military branches, including the Royal Saudi Land Forces, Royal Saudi Air Defense Forces, Royal Saudi Air Forces, Royal Saudi Naval Forces, Royal Saudi Strategic Missile Forces, and the General Department of Armed Forces Medical Services. Security sectors opened new professional horizons for women, allowing them to be a major component in this sector, just like men; specifically, she possesses the qualifications, knowledge, and experiences that enable her to complete required tasks effectively after approving their capabilities and possibilities in this sector. The Royal Guards and the Interior Ministry are both fields of work for her. She has also been heavily incorporated into the Makkah Al-Mukarramah Grand Mosque Security Forces and is tasked with conducting security follow-ups on matters and observations inside the Grand Mosque (Al-Hamid, 2021).

According to the Al-Aqeel study (2021), the presence of women in the security and military sectors reflects a desire and intention to broaden the scope of women's work in the Kingdom and increase their security positions. We observe a pronounced female presence during this time in the Ministry of Interior's departments dealing with public security, civil defense, passports, drug control, industrial security, prisons, and security operations. This demonstrates Saudi society's desire for women to work in security and military fields, especially when they have demonstrated their capacity to perform and complete tasks.

Despite the persistent efforts to allow women to work alongside men to advance Saudi society, women's involvement in the security industry can be characterized as small because their roles are restricted to administrative duties in security agencies, such as handling traffic and passports. When it comes to adopting duties and competing with males in the security and military industries, she has not yet attained the status of a competitor (Al-Aqeel, 2021, 23). Additionally, the researcher found that Saudi women's opinions regarding fieldwork in the security sector were moderate. This was true for both male and female personnel in the Ministry of Interior divisions. Regardless of the type of their occupation, the additional obligations they have outside of the military, or the financial aspects of their jobs, perceptions about women serving in the military are generally negative, according to a study by Al-Zubaidi and Al-Hammadi (2012).

Based on the aforementioned, the Saudi community's need for women to work in the military and security sector, and pursuing numerous facilitations in providing new, contemporary spaces and work opportunities for women within the framework of Kingdom Vision 2030, this study aimed to address the problem, which was expressed in the following main question:

*“What is the reality of women's empowerment in military sectors, and how does it affect family life in Saudi Arabia?”*

### **Study Objectives**

This study aims to:

1. Identify the reality of women's empowerment in military sectors in the Kingdom of Saudi Arabia.
2. Determine the family implications of women's empowerment in military sectors in the Kingdom of Saudi Arabia.
3. Provide suggestions through which women can be empowered in military sectors in the Kingdom of Saudi Arabia.

The significance of the current study is derived from the following:

– ***Theoretical Significance:***

1. There is a dearth of literature and research that studies the reality of women's empowerment in the military sectors in the Kingdom of Saudi Arabia, so it is hoped that the Arab educational library will be supplemented on this subject.
2. Encouraging scientists to follow new trends in their research to support the development of the security and military work systems under the challenges of the time and its indicators by creating novel mechanisms and visions that address the barriers to empowering women in the security and military sectors' work.
3. Attention to an important topic that the Kingdom of Saudi Arabia is experiencing as a result of the efforts made to carry out Vision 2030, as well as the sociological changes connected to creating large workspaces where women may participate as an active component in the work and production systems.
4. The widely accepted societal theory that claims men should be assigned to security and military positions instead of women.

– ***Applied Significance:***

1. The family implications of Saudi women working in the military are anticipated to be taken into account in this study.
2. This study is anticipated to provide important findings that will guide military officials in the Kingdom of Saudi Arabia in concentrating their efforts on advancing the status of women's empowerment in this sector.
3. This study is expected to focus the attention of military officials in the Kingdom on overcoming the obstacles and challenges that women might face in their organizational hierarchy in this sector, as well as the duties and tasks that are delegated to her in contrast to the facilitations offered to men about their empowerment and promotion in the military sector of the Kingdom of Saudi Arabia.
4. This study is predicted to provide proposals and recommendations on how women should be promoted and given more power in the Saudi Arabian military sector.

### **Study Limitations**

This study is restricted to the following limitations:

- Human Limitations:** Women who work in Saudi Arabia's military sectors are included in this study.
- Temporal Limitations:** In the academic year 1443-2022, the study will be put into practice in the third semester.

- **Spatial Limitations:** This study will be applied in Riyadh and Makkah Al-Mukarramah in the (Ministry of National Guards, Public Security, Ministry of Defense, and Ministry of Interior) in the Kingdom of Saudi Arabia.

*The study includes the following terms:*

- ***Empowerment***

It is defined as having high status. To be empowered is to be capable of doing something. It indicates the ability. It includes giving someone the capacity and ability to act. To sum up, empowerment, linguistically, means strengthening and reinforcement.

It is also described as the capacity of an individual to actively engage in numerous facets of economic and social life or the capacity to affect change in others, whether a single person or an entire society (Malik, 2012).

- Al-Abdel Karim (2014, 182) defined women's empowerment as "everything that would enable women to live as a fully capable human, including policies, laws, and real-world circumstances that allow her to develop the cultural, social, scientific, and necessary other skills to develop self-confidence, abilities, and a role in society without going against the unwavering tenets of the Islamic faith, including the acknowledged rights and obligations".

The researcher defines it procedurally as "enabling and supporting women by improving their status in the military, their economic and social standing, and their security and military capabilities, all of which create and multiply opportunities for their involvement in societal advancement and attachment to job opportunities in the Kingdom of Saudi Arabia".

- ***Military Sectors***

Abdel Rahim (2014) defines it as "the institutions with the power to use force or threaten to use it to defend the state and civilians, as well as the civil structures' role in managing these institutions".

Nauyoma (2015) defined it as: "the state's defense, policing, and intelligence duties, as well as the state's management of threats and breaches that endanger public peace through bilateral or multilateral operations".

Procedurally, the researcher defines the military sectors as the state's executive institutions, whose duties include establishing public order and security, carrying out laws and regulations, and defending citizens and their properties. They include all Saudi military units that are independent of each other, such as the Saudi Armed Forces affiliated with the Ministry of Defense, Saudi National Guards affiliated with the Ministry of National Guards, Border Guards affiliated with the Ministry of Interior, Saudi Royal Guards affiliated with the Presidency of the Royal Guards, Special Operations Forces affiliated with the Presidency of State Security, and Special Security Unit affiliated with the General Intelligence Presidency.

- ***Family***

Depending on whom you ask, different people have different definitions of a family. All academic disciplines pay considerable attention to family studies because they represent an important turning point in the development of civilization. It can be described as a small social group that typically consists of a father, a mother, and one or more children and that

shares obligation and exchanges love. It helps youngsters become civilized adults by socializing, guiding, and controlling them (Ibrahim, 9, 2020).

It is also defined as a social unit made up of people who are related by blood or marriage and who meet regularly to fulfill the family's social and economic needs (Ibrahim, 2018, 3).

Procedurally, the researcher defines the family as a social structure that comprises two couples and children that interact and fulfill communally prescribed social duties that both influence and are influenced by the stability of the household.

## **Theoretical Framework and Previous Literature**

### ***First: Theoretical Framework***

#### ***Women's Empowerment in the Kingdom of Saudi Arabia***

All developed nations rely on constant growth and sustainable development as the fundamental standards by which to assess their level of development. Without a doubt, women play an important role in any nation's development process and are crucial to achieving comprehensive development. As a result, the Kingdom of Saudi Arabia has made use of the productive potential of women by enabling their duties and skills, raising their level, and preparing them for the workforce. Then, it allowed her access to higher levels of government and decision-making inside the nation, resulting in the active participation of women in state production (Al-Bishri, 2017).

Governmental organizations and institutions have been interested in proposing qualified women for administrative and leadership posts since the implementation of Vision 2030 goals to empower women in Saudi society and activate their social and leadership roles in the nation. Women have held a variety of professions across all industries. The first Saudi woman to hold the position, Fatima Baeshen was appointed to represent the Ministry of Foreign Affairs in Washington as a spokesman, and Lubna Al-Ansari was named to the World Health Organization's board of directors. Following that, women continued to hold leadership positions in the nation, where they demonstrated success and distinction in numerous roles due to governmental support and their empowerment to hold crucial leadership positions (Al-Atwi, 2018).

#### ***Empowerment Characteristics:***

The following traits are among the most important ones that characterize empowerment (Talkukh, 2014):

1. Because some decisions require the participation of senior management, specialized teams, and consultants, the process of empowerment is not always necessary.
2. The management of the organization's leaders, who must support and encourage employees and maintain continual communication with them, determines whether empowerment is successful or not.
3. Empowerment demands prominent and successful training and educational programs. It also requires monitoring, assessing, motivating, organizing, and controlling how well subordinates are completing their duties at the implementation sites.
4. Empowerment depends on senior management taking risks. It requires a system of discipline based on rewards, encouragement, punishment, and discipline for those who abuse their power.

5. It necessitates a specific cultural atmosphere centered on trust, involvement, teamwork, and training from the leaders inside the organization. It also requires commitment, skills, and defined goals.
6. Possessing social qualities and skills, as well as being able to work and communicate, are all aspects of empowerment. It aims to invest in people's potential and internal skills. Along with the definition of participation for both individuals and groups, it also focuses on other ideas like delegation, authority, accountability, and effectiveness. It opposes direct control and adopts self-censorship instead.
7. Empowerment requires showing employees respect and commitment, changing the rigid norms of leaders and some jobs and professions, and consistently enhancing employees' competencies.

### *Characteristics of Saudi Women's Empowerment*

Various characteristics define the notion of women's empowerment in Saudi society, but the following are the most critical aspects (Faraj and Sharabi, 2020):

1. The case for women's empowerment in Saudi society cannot be optionally imposed by foreign organizations and Western women's movements. But it's a problem with a unique history in third-world nations, including the Kingdom of Saudi Arabia.
2. In Saudi society, women's empowerment does not equate to others' control. The ability of = women to be independent and take part in community construction and development increases their chances of obtaining numerous rights even while she does not have a bigger influence over men.
3. Women's empowerment in Saudi Arabia is a complex subject with wide-ranging sociological and developmental implications.
4. Adopting the principles of the right to Saudi women's empowerment into practice will necessitate the concerted and ongoing efforts of populist and feminist organizations, as it is being implemented by the country's higher levels and decision-makers.

The strategy for achieving justice and equality based on sex and gender is consistent with the concept of Saudi women's empowerment.

### *Women's Empowerment Dimensions*

Many factors contribute to a career path for women, but the following are the most key points (Al-Rifae, 2013):

1. **Cultural Dimension:** It is the empowerment of women to face today's challenges and seize new, beneficial opportunities while also being expected to comprehend and uphold the fundamentals of Islamic culture.
2. **Social Dimension:** Social transformation is significantly influenced by women's positions in society and their empowerment, which helps Islamic societies and the rest of the world advance and achieve civilized growth.
3. **Developmental Dimension:** Women are better equipped to take advantage of human potential as a key pillar of economic development when they are allowed to participate in decisions that affect their personal and social life and are not presented with obstacles.
4. **Economic Dimension:** It is the advancement of women in economic fields and the recognition of the economic value of the domestic work and unpaid labor they perform, as well as their full ownership rights and ability to make their own decisions about the money.

5. **Political Dimension:** It incorporates women's empowerment to influence governmental actions as a useful component in the political process because they make up half of society.

***Benefits of women's empowerment and participation in the military and security sector***

The following are the key benefits of working women that will enable them to advance successfully in the sectors of security and military work (Denham, 2008, 14):

1. When compared to their male counterparts, women stand out for their ability to handle violent situations.
2. Compared to their male contemporaries, women are less likely to spend money wisely.
3. Women are less likely to use extreme force, such as pointing weapons.
4. When a woman is arrested or interrogated, she doesn't show much resistance or objection.
5. Due to their superior communication abilities compared to those of their male contemporaries, women serve as role models in society.

***Factors Influencing Women's Attitudes Toward Security and the Military Sector's Work***

The following are the most important aspects that affect Saudi women's attitudes toward working in the security and military sectors:

1. **Social Defect:** Saudi women's attitudes toward working in traditional fields where men are involved without women are impacted by social inequality, according to how the community views it (Mobaraki, 2010). Women may encounter harassment or conduct that is contrary to societal norms for safety and security; this demonstrates the absence of security in women's workplaces (Adly, 2017). Alsulaimani (2013) study revealed that the notion of Saudi women's emancipation was not being expanded.
2. **Mixing:** It is one of the main reasons Saudi women avoid working in sectors that require them to interact with males, preferring instead to work in government agencies that ensure their privacy (Agboola, 2021).
3. **Nature of Work:** A woman's social position imposes itself on the job she chooses, which necessitates unique rules for work hours, mixing with males, and the impact of family care practices (Rahuma, 2012). When a woman works in the field in Saudi Arabia, cultural norms such as movement, travel, and direct interaction with societal segments may present challenges because they are incompatible with her nature and social role (Farid & Ali, 2016). Because she might come into irritants, harassment, or attack behaviors, the woman's fieldwork is not supported (Wang & Mahbub, 2014).

***Second: Previous Studies***

***First: Arabic Studies***

1. Al-Otaibi et al. (2020) study aimed to identify the social, cultural, and practical difficulties faced by women working in the security industry. The study used the complete census method in conjunction with the social survey methodology. A questionnaire served as the study's instrument for gathering data. It was tested on a sample of 75 female soldiers who are employed as guards in Riyadh jails. The study's findings demonstrated that societal problems had a moderate impact on women's work in the security sector, and this result showed that the role of the married woman within the family had been impacted by her work. It was obvious that working shifts

at night had a moderately negative impact on working women's ability to fulfill their responsibilities to their children, demonstrating how cultural barriers also moderately hinder women's work in the security sector. When tasks and attendance demands were made outside of the city, the level of criticism decreased, and the decline increased when working in a mixed-job environment. According to the descriptive data, it can be shown that married and divorced women were somewhat in accordance while there was a large degree of disagreement among single women; this is justified by the differential in social status between married and single women. The most crucial recommendation was that security organizations and decision-makers promote women's security work from a functional perspective. There is a clear need to support women in overcoming the obstacles they encountered and to encourage them to take on roles that, to the greatest extent feasible, fit their circumstances. Additional research on women's military service and the obstacles to it is also necessary.

2. Al-Halabi's (2020 AD) study aimed to determine the connection between Saudi women's empowerment and family stability in light of the Kingdom's Vision 2030, taking into account that women have emerged as key players in achieving development by gaining the knowledge and skills necessary to increase their stability, productivity, and psychological, social, and financial awareness to protect themselves. This study was descriptive-analytical based on the social survey approach and used a sample of women from various educational, social, and economic levels. The study used three tools: the Family Stability Questionnaire, the Woman Empowerment Questionnaire, and the General Data Form for Saudi Families. The findings showed that, under the study variables, there were statistically significant disparities in the sample members' average levels of women's empowerment. Additionally, the average levels of family stability among sample members were statistically different based on the study variables. Additionally, there was a relationship between the questionnaire on women's empowerment and the one on family stability, as well as a relationship between the study variables and the questionnaire on women's empowerment and family stability. The level of participation in factors influencing women's empowerment and the level of participation in factors affecting family stability differed. The study urged educational institutions, including universities, to focus on empowering women to take part in various decision-making processes and community involvement. To better understand the nature of relationships and the causes of actions, it is also crucial to quantify disparities in the many dimensions and factors affecting empowerment. The study recommended that additional research be done into the barriers to women's empowerment in families and society and that courses and seminars devoted to debating the various levels of empowerment at these levels and gauging their differences be increased. The study also suggested increasing media programs that highlight the value of increasing women's participation and empowerment for the advancement of society and utilizing various media tools due to their crucial role in identifying issues that might impede Saudi women's empowerment and their ability to contribute to the realization of the country's vision.
3. Al-Anazi and Al-Majri's (2022) study examined the effects of military work on family stability among Saudi women employed in the military sector. The social survey method was employed as a research technique to meet the study's goals. The sample included 42 female employees in the Passport Department in the Al-Khafji Governorate in the Kingdom of Saudi Arabia. The researcher used the complete census method to collect data from all female employees who completed the questionnaire. The study's findings indicated that among Saudi women employed in the military, military service had a moderately negative impact on family stability.



The degree of agreement among study participants on the axis relating to issues facing women in military work was moderate (partially), indicating convergence of study sample responses about these issues. The study recommended that universities create a curriculum that increases women's understanding of how to manage professional demands, family obligations, and stability since this curriculum must be taught as a university requirement. Effective legislation supporting working women and aiding them in coping with military work pressures is required to prevent the negative effects of their work on family stability. Effective actions must be taken to maintain married women's care for their children.

4. Al-Aqil (2021) study explored the reality of the attitudes of female employees in the departments of the Ministry of Interior towards fieldwork in the security sector in Saudi society and its obstacles using a descriptive-survey methodology based on a questionnaire administered to a sample of (60) female employees from the departments affiliated to the Ministry of Interior in Buraydah in Qassim. The study's results demonstrated that the study sample responses came with a moderate degree of reality in female employees' views toward fieldwork in the security sector of the Ministry of Interior's departments in Saudi society. Furthermore, the study sample's responses regarding the challenges related to their attitudes came with a high degree. The results of the study revealed that there were no statistically significant differences in the responses of the study sample to the questionnaire's axes and overall score according to the variables of age, marital status (single, married, divorced, or widowed), and type of job (civilian or military), as the factors related to age, marital status, and type of job did not have an impact on the attitudes of female employees in the sectors associated with the Ministry of Interior in Buraydah in Qassim.

### ***Second: Foreign Studies***

1. Lappage (2015) identified police officers' impressions of female police officers' competence, roles, and appreciation of female experiences. 33 female cops were interviewed as part of the study's social survey methodology. According to the survey, female police officers faced several difficulties in their day-to-day employment, including difficulties with the advancement system, exposure to abuse, restraint, and marginalization. Due to the improper environment, they have decided to leave their jobs as a result of this.

## **Study Methodology and Procedures**

An overview of the processes employed in this study is covered in this chapter, along with a description of the approach the researcher utilized and information about the study's demographics, research sample, and participants. Additionally, it covers the procedures required to check the validity and stability of the study instrument as well as the statistical techniques applied to the data processing and analysis.

**Study Method:** The analytical-descriptive method was employed by the researcher. This methodology is described as "the approach that investigates a present occurrence, event, or topic, from which information can be acquired from responses to the study questions without the researcher's interference".

**Study Population:** The study population includes women who work in the military in Riyadh and Makkah Al-Mukarramah in the Kingdom of Saudi Arabia.

**Study Sample:** A simple random sample involves (200) women in the military sector in the National Guards, Ministry of Defense, and Ministry of Interior (including the General Security and General Directorate of Prisons).

**Third: Study Participants' Description:** The characteristics of the study participants are reflected in Table 1 as follows: age, educational attainment, marital status, experience, income, military branch, and rank:

**Table (1): Study Participants' Distribution according to Job Characteristics**

| Study Variables           |                                    | Frequencies | Percentage   |
|---------------------------|------------------------------------|-------------|--------------|
| Age                       | 20 to less than 25 Years           | 15          | 7.5          |
|                           | 25 to less than 30 Years           | 101         | 50.5         |
|                           | 30 to less than 35 Years           | 60          | 30.0         |
|                           | 35 Years and More                  | 24          | 12.0         |
| Educational Qualification | Secondary                          | 52          | 26.0         |
|                           | University                         | 148         | 74.0         |
| Marital Status            | Single                             | 78          | 39.0         |
|                           | Married                            | 99          | 49.5         |
|                           | Divorced                           | 23          | 11.5         |
| Experience                | From 3 to less than 6 months       | 30          | 15.0         |
|                           | From 6 to less than 12 months      | 15          | 7.5          |
|                           | From 12 to less than 18 months     | 83          | 41.5         |
|                           | 18 months and more                 | 72          | 36.0         |
| Income                    | From 3000 to less than 4000 Riyals | 14          | 7.0          |
|                           | From 4000 to less than 6000 Riyals | 24          | 12.0         |
|                           | From 6000 to less than 8000 Riyals | 86          | 43.0         |
|                           | 8000 and more                      | 76          | 38.0         |
| Military Sector           | Ministry of National Guards        | 45          | 22.5         |
|                           | Ministry of Defense                | 100         | 50.0         |
|                           | Ministry of Interior               | 55          | 27.5         |
| Rank                      | Soldier                            | 120         | 60.0         |
|                           | Lance Corporal                     | 36          | 18.0         |
|                           | Corporal                           | 24          | 12.0         |
|                           | Other                              | 20          | 10.0         |
| <b>Total</b>              |                                    | <b>200</b>  | <b>100.0</b> |

The distribution of study participants by the characteristics of their jobs was shown in Table 1. The majority (50.5%) of the study's participants were aged 25 to less than 30. The vast majority of the study's participants (74.0%) had a university degree, and nearly half of the participants (49.5%) were married. 41.5% of the study's participants had work experience ranging from 12 to less than 18 months. For income, 43.0% of the study's participants earned between 6,000 to less than 8,000 Riyals. In the military sector, the Ministry of Defense operated 50.0% of the study's participants, 27.5% of the study's participants were employed in the Ministry of Interior, and 22.5% of the study's participants worked in the Ministry of National Guards. Lastly, the soldier rank was held by 60.0% of the study's participants.

#### ***Fourth: Study Tool***

The research revealed that the "questionnaire" is the best tool for achieving study objectives based on the type of data and methodology used in the study. According to its concept, the questionnaire is "a suitable tool for acquiring information, data, and facts relating to a particular reality. It is provided in the form of questions for some respondents who are interested in the questionnaire subject". The previous literature and studies related to the study subject were consulted for developing the study tool. The final questionnaire had two sections. The study sample's primary variables, including age, education, marital status, experience, income, military branch, and rank, were examined **in the first section**. **The second section** contained 33 items divided into three axes, including the first axis, which dealt with the reality of women's empowerment in the military in the Kingdom of Saudi Arabia and included (15) items; the second axis, which dealt with the family implications of women's empowerment in the military in the Kingdom of Saudi Arabia and included (10) items; and the third axis, which dealt with suggestions for how women can be empowered in the military sector. Participants in the study were instructed to respond to each item by placing a (√) before one of the following possibilities:

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

The categories of the Fifth- Likert Scale have been determined, as indicated in Table (2):

**Table (2) Determining Fifth - Likert Scale Categories**

| <b>Strongly Disagree</b> | <b>Disagree</b> | <b>Neutral</b> | <b>Agree</b> | <b>Strongly Agree</b> |
|--------------------------|-----------------|----------------|--------------|-----------------------|
| 1-1.80                   | 1.81- 2.60      | 2.61 – 3.40    | 3.41 – 4.20  | 4.21 – 5.0            |

**Study Tool Validity:** Through face validity and internal consistency validity, the researcher confirmed the study tool's validity as follows:

**Study Tool Face Validity:** The study tool was developed to address "the reality of women's empowerment in the military sectors and its influence on the family in the Kingdom of Saudi Arabia," and it was then provided to acquire arbitrators' opinions as guidance. The arbitrators were kindly invited to comment on the clarity and applicability of the items for the subject, the ease with which they fit on their axis, and any revisions or ideas for improving the study tool. The researcher made the necessary adjustments based on the alterations and comments offered by the arbitrators, as well as changing some elements and removing others until the questionnaire was generated in its final form.

**Internal Consistency Validity:** The researcher used the study tool in the field on a pilot sample of (30) female employees in the military after confirming its face validity. As indicated in the following tables, the Pearson correlation coefficient was determined between the degrees of each questionnaire item and the total degree of the axis for each item to determine the questionnaire's internal validity:

**Table 3:** *Pearson Correlation Coefficients of Study Tool Axis Items to the Total Degree of Each Axis*

| Empowerment Reality |                         | Family Implications |                         | Suggestions |                         |
|---------------------|-------------------------|---------------------|-------------------------|-------------|-------------------------|
| Item                | Correlation Coefficient | Item                | Correlation Coefficient | Item        | Correlation Coefficient |
| 1                   | 0.693**                 | 1                   | 0.910**                 | 1           | 0.824**                 |
| 2                   | 0.632**                 | 2                   | 0.896**                 | 2           | 0.842**                 |
| 3                   | 0.539**                 | 3                   | 0.736**                 | 3           | 0.838**                 |
| 4                   | 0.726**                 | 4                   | 0.931**                 | 4           | 0.785**                 |
| 5                   | 0.701**                 | 5                   | 0.924**                 | 5           | 0.792**                 |
| 6                   | 0.646**                 | 6                   | 0.892**                 | 6           | 0.753**                 |
| 7                   | 0.736**                 | 7                   | 0.945**                 | 7           | 0.773**                 |
| 8                   | 0.569**                 | 8                   | 0.887**                 | 8           | 0.641**                 |
| 9                   | 0.685**                 | 9                   | 0.787**                 | -           | -                       |
| 10                  | 0.719**                 | 10                  | 0.699**                 | -           | -                       |
| 11                  | 0.673**                 | -                   | -                       | -           | -                       |
| 12                  | 0.726**                 | -                   | -                       | -           | -                       |
| 13                  | 0.569**                 | -                   | -                       | -           | -                       |
| 14                  | 0.652**                 | -                   | -                       | -           | -                       |
| 15                  | 0.799**                 | -                   | -                       | -           | -                       |

*\*\*Significant at the Level (0.01)*

According to Table 4, all of the correlation coefficients between the items on the study tool's axes and the overall score of the axis were significant at the level (0.01), and their values ranged between (0.539, and 0.945), indicating that they were all good correlation coefficients. It showed that the current study tool could be applied with high internal consistency coefficients and sufficient validity indicators.

**Study Tool Reliability:** Whenever a questionnaire is considered reliable, the assurance that the results will be almost identical when administered to the same people multiple times is provided. Cronbach's Alpha Coefficient was used by the researcher to gauge the dependability of the study tool:

**Table (5):** *Cronbach's Alpha Coefficient for Measuring Study Tool Reliability*

| No. | Axis                       | Items No. | Reliability Coefficient |
|-----|----------------------------|-----------|-------------------------|
| 1   | <b>Empowerment Reality</b> | 15        | 0.841                   |
| 2   | <b>Family Implications</b> | 10        | 0.952                   |
| 3   | <b>Suggestions</b>         | 8         | 0.916                   |
|     | <b>Total Reliability</b>   | <b>49</b> | <b>0.923</b>            |

Table (5) demonstrates the statistically acceptable reliability of the study questionnaire, with an overall dependability coefficient (Alpha) value of (0.923), which is a high level of reliability. The research tool's stability coefficients, which ranged from (0.841 to 0.952) and were very trustworthy, may be relied upon when used with the current study tool.

**Statistical Methods:** The Statistical Package for Social Sciences (SPSS) was used to implement the study's objectives and analyze the collected data. Frequencies, percentages, the Pearson Correlation Coefficient, Cronbach's Alpha Coefficient, the mean, the standard deviation, the one-way ANOVA Analysis for differences in the military sector, and the Kruskal-Wallis Test for differences in rank are the most important statistical techniques.

## Study Results Presentation and Discussion

This chapter discusses the field study results and presents the study participants' responses to the questionnaire items by offering the following study questions:

### *First Question: What is the reality of women's empowerment in the military sectors in the Kingdom of Saudi Arabia?*

Frequencies, percentages, means, and standard deviation were determined for the responses of the study participants to determine the reality of women's empowerment in the military sectors in the Kingdom of Saudi Arabia.

**Table (6): Illustration of Women's Empowerment Reality in the Military Sectors in the Kingdom of Saudi Arabia**

| No. | Items  | Agreement Degree |            |           |            |           |            |           |            | Mean      | Standard Deviation | Rank |                   |   |
|-----|--|------------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|--------------------|------|-------------------|---|
|     |  | Strongly Agree   |            | Agree     |            | Neutral   |            | Disagree  |            |           |                    |      | Strongly Disagree |   |
|     |  | Frequency        | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage         |      |                   |   |
| 6   | The female security and military system is designed to cope with crises involving women.   | 131              | 65.5       | 69        | 34.5       | 0         | 0.0        | 0         | 0.0        | 0         | 0.0                | 4.66 | 0.48              | 1 |
| 4   | A Saudi woman works in security services for the planning and protection of religious events like Pilgrimage and Minor Pilgrimage. | 116              | 58.0       | 76        | 38.0       | 8         | 4.0        | 0         | 0.0        | 0         | 0.0                | 4.54 | 0.57              | 2 |
| 5   | Airports and security services are attracted to and recruit Saudi women.   | 116              | 58.0       | 60        | 30.0       | 24        | 12.0       | 0         | 0.0        | 0         | 0.0                | 4.46 | 0.70              | 3 |
| 2   | Saudi women are eligible to apply for higher military positions.   | 115              | 57.5       | 46        | 23.0       | 31        | 15.5       | 0         | 0.0        | 8         | 4.0                | 4.30 | 0.73              | 4 |

|    |   |     |      |    |      |    |      |    |     |    |     |      |      |    |
|----|---|-----|------|----|------|----|------|----|-----|----|-----|------|------|----|
| 8  | The financial obligations (salary) are consistent with how women are employed in the military sectors.                        | 108 | 54.0 | 53 | 26.5 | 31 | 15.5 | 0  | 0.0 | 8  | 4.0 | 4.27 | 0.79 | 5  |
| 11 | Several security difficulties involving crime, travel, and smuggling are involved with Saudi military women.                  | 92  | 46.0 | 77 | 38.5 | 23 | 11.5 | 8  | 4.0 | 0  | 0.0 | 4.27 | 0.82 | 6  |
| 12 | Women are enrolled in training and development programs across all military services.   | 106 | 53.0 | 55 | 27.5 | 31 | 15.5 | 0  | 0.0 | 8  | 4.0 | 4.26 | 0.99 | 7  |
| 10 | In the military, military women are given a variety of responsibilities that are distinct from those of men.                  | 106 | 53.0 | 62 | 31.0 | 16 | 8.0  | 0  | 0.0 | 16 | 8.0 | 4.21 | 0.94 | 8  |
| 15 | The official military leadership pledges to empower and rehabilitate military women and not place restrictions on their work. | 83  | 41.5 | 78 | 39.0 | 32 | 16.0 | 7  | 3.5 | 0  | 0.0 | 4.19 | 0.83 | 9  |
| 7  | Saudi women can work in the military sector alongside men.  | 99  | 49.5 | 62 | 31.0 | 23 | 11.5 | 8  | 4.0 | 8  | 4.0 | 4.18 | 0.85 | 10 |
| 1  | Saudi women can join any branch of the armed forces, including the Land Forces, Naval Forces, and Air Force.                  | 100 | 50.0 | 61 | 30.5 | 16 | 8.0  | 15 | 7.5 | 8  | 4.0 | 4.15 | 0.71 | 11 |
| 13 | Similar gender requirements apply to military work.   | 75  | 37.5 | 70 | 35.0 | 47 | 23.5 | 8  | 4.0 | 0  | 0.0 | 4.06 | 0.88 | 12 |
| 3  | Saudi women who serve in the military are permitted to operate military planes and vehicles.                                  | 92  | 46.0 | 31 | 15.5 | 61 | 30.5 | 8  | 4.0 | 8  | 4.0 | 3.96 | 0.94 | 13 |

|                             |  |    |      |    |      |    |      |    |      |    |     |             |             |    |
|-----------------------------|--|----|------|----|------|----|------|----|------|----|-----|-------------|-------------|----|
| 9                           | Saudi military women are given the same field duties and responsibilities as men, such as upholding security and safety. | 76 | 38.0 | 39 | 19.5 | 54 | 27.0 | 24 | 12.0 | 7  | 3.5 | 3.77        | 0.98        | 14 |
| 14                          | The soldier rank was the highest position available for women in the military sector.                                    | 59 | 29.5 | 23 | 11.5 | 48 | 24.0 | 54 | 27.0 | 16 | 8.0 | 3.28        | 0.99        | 15 |
| <b>Overall Mean of Axis</b> |  |    |      |    |      |    |      |    |      |    |     | <b>4.17</b> | <b>0.54</b> | -  |

Table (6) demonstrated that the reality of women's empowerment in the military sectors of the Kingdom of Saudi Arabia included 15 items. The items' means varied from 3.28 to 4.66 out of 5.0, which matched the third and fifth categories on the Fifth-Likert Scale. According to the previous finding, the study participants' responses on the axis terms varied from (neutral or strongly agree).

The overall mean of the axis items was (4.17) and the standard deviation was (0.54), which indicated that the degree of women's empowerment in the military sectors of the Kingdom of Saudi Arabia was high. Item (6) which claimed that (the female security and military system is designed to cope with crises involving women) came in the first rank with an arithmetic average (4.66) and a standard deviation (0.48). It is followed by item (4), which claimed that (Saudi woman works in security services for the planning and protection of religious events like Pilgrimage and Minor Pilgrimage) with an arithmetic average (4.54) and a standard deviation (0.57). In the fourteenth rank, item (9), which claimed that (Saudi military women were provided the same field duties and responsibilities as men, such as upholding security and safety) came with an arithmetic mean (3.77) and a standard deviation (0.98). In the fifteenth and final rank, item (14), which claimed that (the soldier rank was the highest position available for women in the military) came with an arithmetic mean (3.28) and a standard deviation (0.99).

***Second Question: What Are the Family Implications of Women's Empowerment in the Military Sectors in the Kingdom of Saudi Arabia?***

Frequencies, percentages, averages, and standard deviation were determined for the study participants' responses to determine the effects of women's empowerment on families in the military sectors of the Kingdom of Saudi Arabia:

**Table (7): Illustration of Family Implications of Women's Empowerment in the Military Sectors in the Kingdom of Saudi Arabia**

| No. | Items  | Agreement Degree |            |           |            |           |            |           |            |                   |            | Mean | Standard Deviation | Rank |
|-----|--|------------------|------------|-----------|------------|-----------|------------|-----------|------------|-------------------|------------|------|--------------------|------|
|     |  | Strongly Agree   |            | Agree     |            | Neutral   |            | Disagree  |            | Strongly Disagree |            |      |                    |      |
|     |  | Frequency        | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency         | Percentage |      |                    |      |
| 10  | My career in the military sector helped the family earn more money and meet their needs. | 83               | 41.5       | 55        | 27.5       | 39        | 19.5       | 8         | 4.0        | 15                | 7.5        | 3.92 | 1.00               | 1    |
| 9   | I experience family resistance to my working nights or at certain times.                 | 45               | 22.5       | 16        | 8.0        | 70        | 35.0       | 46        | 23.0       | 23                | 11.5       | 3.07 | 1.09               | 2    |
| 3   | My relationship with family is impacted by my work in the military sector.               | 14               | 7.0        | 15        | 7.5        | 54        | 27.0       | 93        | 46.5       | 24                | 12.0       | 2.51 | 1.03               | 3    |
| 1   | My family's obligations and needs are affected by my military career.                    | 22               | 11.0       | 8         | 4.0        | 40        | 20.0       | 106       | 53.0       | 24                | 12.0       | 2.49 | 1.01               | 4    |
| 2   | A military career has an impact on the type and strength of a marriage.                  | 14               | 7.0        | 0         | 0.0        | 77        | 38.5       | 77        | 38.5       | 32                | 16.0       | 2.44 | 1.00               | 5    |



|   |   |    |      |   |     |    |      |     |      |    |      |      |      |    |
|---|---|----|------|---|-----|----|------|-----|------|----|------|------|------|----|
| 5 | I suffer from my family's disapproval of my work and socializing with men in the military sector. | 30 | 15.0 | 0 | 0.0 | 38 | 19.0 | 86  | 43.0 | 46 | 23.0 | 2.41 | 1.07 | 6  |
| 8 | My function as a wife or mother in the household is impacted by my work in the military sector.   | 22 | 11.0 | 0 | 0.0 | 62 | 31.0 | 62  | 31.0 | 54 | 27.0 | 2.37 | 1.02 | 7  |
| 6 | I experience family rejection as a result of my presence in security and military offices.        | 22 | 11.0 | 7 | 3.5 | 24 | 12.0 | 116 | 58.0 | 31 | 15.5 | 2.37 | 1.03 | 8  |
| 4 | My family relationships' nature and strength are impacted by my work in the military sector.      | 14 | 7.0  | 8 | 4.0 | 46 | 23.0 | 93  | 46.5 | 39 | 19.5 | 2.33 | 1.06 | 9  |
| 7 | Because of my work in this sector, I have trouble with family issues.                             | 22 | 11.0 | 0 | 0.0 | 39 | 19.5 | 93  | 46.5 | 46 | 23.0 | 2.30 | 1.06 | 10 |

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**Overall Mean of Axis****2.62 0.96 -**

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Table (7) demonstrates that the axis of family implications of women's empowerment in the military sectors in the Kingdom of Saudi Arabia includes (10) items, with arithmetic averages of items ranging between (2.30, and 3.92) out of (5.0) degrees. These averages fall within the third and fourth categories on the Fifth-Likert Scale. The previous finding showed that the study participants' responses to the axis items ranged between (neutral and agree).

The axis' overall arithmetic mean was (2.62) and its standard deviation was (0.96). This demonstrated that opinions on the implications for families of women's empowerment in the military sectors of the Kingdom of Saudi Arabia were equally accepted and rejected among the study sample members. Item (10) which claimed that (my career in the military sector helped the family earn more money and meet their needs) came in the first rank, with an arithmetic mean (3.92) and a standard deviation of (1.0). It is followed by item (9), which claimed that (I experience family resistance to my working nights or at certain times) with an arithmetic mean (of 3.07) with a standard deviation of (1.09). Item (4), which claimed that (my family relationships' nature and strength are impacted by my work in the military sector) came in the ninth rank with an arithmetic mean (2.33) and a standard deviation (1.06). In the tenth and last rank, item (7), which claimed that (because of my work in this sector, I have trouble with family issues) came with an arithmetic mean (2.30) and a standard deviation (1.06). The current study's findings were in line with those of the Al-Enezi (2021) study, which found that there was general agreement among the study sample's participants regarding the social rejection of working nights due to the nature of security jobs and the challenges of balancing work and family obligations. The current study's findings were in line with those of Al-Otaibi et al. (2020) study, which found that working night shifts had a moderately negative impact on a working women's ability to fulfill her responsibilities to her children.

***Fourth Question: What are the suggestions through which women can be empowered in the military sector?***

Frequencies, percentages, averages, and standard deviation were calculated for the study participants' responses to come up with these recommendations for empowering women in the military sectors:

**Table (9): Illustration of the Suggestions through which Women Can Be Empowered in the Military Sectors**

| No. | Items  | Agreement Degree |            |           |            |           |            |           |            | Mean      | Standard Deviation | Rank |                   |       |
|-----|--|------------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|--------------------|------|-------------------|-------|
|     |  | Strongly Agree   |            | Agree     |            | Neutral   |            | Disagree  |            |           |                    |      | Strongly Disagree |       |
|     |  | Frequency        | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage         |      |                   |       |
| 6   | Increased efforts were made to prepare women to be leaders in the military and not just do certain responsibilities. Military officials support the advancement of women in the ministry's organizational structure based on their qualifications and abilities. | 105              | 52.5       | 63        | 31.5       | 32        | 16.0       | 0         | 0.0        | 0         | 0.0                | 4.37 | 0.74              | 1     |
| 2   | Providing financial and ethical incentives for women employed in the military sector.  | 107              | 53.5       | 62        | 31.0       | 24        | 12.0       | 0         | 0.0        | 7         | 3.5                | 4.31 | 0.94              | 2     |
| 5   |  | 107              | 53.5       | 62        | 31.0       | 24        | 12.0       | 0         | 0.0        | 7         | 3.5                | 4.31 | 0.94              | 2 Bis |

|   |  |    |      |    |      |    |      |   |     |   |     |      |      |          |
|---|--|----|------|----|------|----|------|---|-----|---|-----|------|------|----------|
| 1 | Conducting workshops, conferences, and seminars to increase understanding of the value of women empowerment and participation in military fieldwork. | 99 | 49.5 | 70 | 35.0 | 24 | 12.0 | 0 | 0.0 | 7 | 3.5 | 4.27 | 0.93 | 4        |
| 3 | Granting women unique military positions in light of the Kingdom's tendency to increase women's promotion and empowerment in the military sector.    | 99 | 49.5 | 70 | 35.0 | 24 | 12.0 | 0 | 0.0 | 7 | 3.5 | 4.27 | 0.93 | 4<br>Bis |
| 8 | Minimizing the obvious disparity between the equality talk and the reality of women's work in the military sector.                                   | 90 | 45.0 | 64 | 32.0 | 46 | 23.0 | 0 | 0.0 | 0 | 0.0 | 4.22 | 0.80 | 6        |

|                             |   |    |      |    |      |    |      |   |     |    |             |             |      |   |
|-----------------------------|---|----|------|----|------|----|------|---|-----|----|-------------|-------------|------|---|
| 7                           | Encouraging the values of gender equality at work in the military sector.   | 91 | 45.5 | 39 | 19.5 | 62 | 31.0 | 8 | 4.0 | 0  | 0.0         | 4.07        | 0.96 | 7 |
| 4                           | Creating media-specific advertising and awareness initiatives to encourage Saudi women to join the military sector. | 92 | 46.0 | 54 | 27.0 | 31 | 15.5 | 8 | 4.0 | 15 | 7.5         | 4.00        | 0.92 | 8 |
| <b>Overall Mean of Axis</b> |   |    |      |    |      |    |      |   |     |    | <b>4.23</b> | <b>0.72</b> | -    |   |

Table (9) demonstrated that there were (8) items on the axis of suggestions for empowering women in the military sectors, with the items' arithmetic averages falling between (4.0, 4.37) and (5.0) degrees. These averages fit into the Fifth-Likert Scale's fourth and fifth categories. According to the previous finding, the study sample participants' replies to the axis items fell between (agree and strongly agree).

The axis' overall arithmetic mean was (4.23) and its standard deviation was (0.72). This showed that the study sample's participants strongly agreed with the suggestions for empowering women in the military sector. Item (6), which claimed that (increased efforts were made to prepare women to be leaders in the military and not just do certain responsibilities), came in the first rank with an arithmetic mean (4.37) and a standard deviation (0.74). Then, item (2) which claimed that (military officials support the advancement of women in the ministry's organizational structure based on their qualifications and abilities) came with an arithmetic average (4.31) and a standard deviation (0.94). In the seventh rank, item (7) which claimed that (to encourage the values of gender equality at work in the military) came with an arithmetic mean (4.07) and a standard deviation (0.96). Item (4), which claimed that (creating media-specific advertising and awareness initiatives to encourage Saudi women to join the military), was ranked eighth and last, with an arithmetic mean (4.0) and a standard deviation (0.92).

***Summary of the Study Main Results:***

The study came to the following conclusions:

1. The reality of women's empowerment in the military was well-developed in the Kingdom of Saudi Arabia. This was evident from the study sample members' consensus on (the female security and military system is designed to cope with crises involving women and Saudi women work in security services for the planning and protection of religious events like Pilgrimage and Minor Pilgrimage).
2. Regarding the effects of women's empowerment in Saudi Arabia's military sectors on families, study sample participants were evenly divided between approval and rejection. Members of the study sample had a neutral agreement on (I experience family resistance to my working nights or at certain times, and my relationship with family is impacted by my work in the military sector).
3. There was broad agreement among the survey sample participants regarding the suggestions for empowering women in the military sector. The most important suggestions include (increased efforts making to prepare women to be leaders in the military and not just do certain responsibilities and military officials supporting the advancement of women in the ministry's organizational structure based on their qualifications and abilities).

***Study Recommendations:***

The researcher suggested the following in light of the findings:

- Raising public awareness through various media of the value of women's empowerment and engagement in the military workforce.
- Women in the military require both material and moral stimulation to succeed in their area of work.
- Emphasis on preparing and equipping military women to improve their capacity to carry out all responsibilities, rather than just certain tasks.

***Study Suggestions:***

The researcher makes the following recommendations for more research in light of the results:

1. Researching the barriers preventing women in Saudi Arabia's military sectors from achieving equality.
2. Gathering data on the Kingdom of Saudi Arabia's suggested plan for women's emancipation in the military sector.
3. Performing research on women's military emancipation and its contribution to sustainable development in the Kingdom of Saudi Arabia.

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