

Understanding the Influence of Human Resources Management on Gender Equality: An Empirical Study in Saudi Arabia

Mokhtar Albishry

Queen's University Belfast, United Kingdom

Abstract

Gender equality remains a critical issue globally, with persistent disparities evident across various societal domains. This article investigates the institutional dynamics of gender equality within the context of Saudi Arabia's transformative Vision 2030 initiative. Drawing on a multidisciplinary approach, the study examines the evolution of gender-related institutions, from traditional to emerging, and their impact on organizational practices. Through qualitative research methods, including interviews and document analysis, the study explores how organizations respond to and implement institutional changes in gender equality, addressing potential conflicts and opportunities. Key objectives include identifying influential institutions, examining stakeholder perceptions, analyzing HRM strategies, and assessing workforce experiences. The findings contribute to understanding the complex interplay of institutional forces shaping gender equality reforms in Saudi workplaces and offer insights into broader implications for organizational practices and societal change.

Keywords: gender equality, Saudi context, HRM practices, Institutional theory, change