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Resident Empowerment in All-Inclusive Context: Cost–Benefit Perception and Support for Sustainable Tourism Development in a Small Island Destination

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ABSTRACT

This study examines the relationships among resident empowerment, perceptions of tourism costs and benefits, and support for sustainable tourism development (SSTD) in a small island destination dominated by all-inclusive resorts. Using survey data from 341 residents in Cape Verde and employing PLS-SEM analysis, results reveal significant relationships between empowerment, benefits, and SSTD. The perception of all-inclusive resorts' positive impacts moderates the relationship between empowerment and SSTD, while the perception of all-inclusive resorts' costs does not moderate any relationships. The study contributes to understanding how all-inclusive tourism development influences resident attitudes and support for sustainability in small island contexts. The findings underscore the importance of empowering residents and managing perceptions of tourism impacts to foster SSTD. Practical implications include the need for policies that promote local empowerment, equitable benefit distribution, and mitigation of negative impacts to ensure long-term sustainability of small island destinations and beyond.

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Support for sustainable tourism development; resident empowerment; benefits and costs of tourism; all-inclusive tourism; Cape Verde

1. Introduction

The intrapsychic realm of social interactions emphasizes empowerment's ability to strengthen individuals and communities's capabilities to participate in social, political, cultural, economic, justice, and environmental matters (Santos et al., 2024a). By prioritizing local community needs, empowerment challenges the entrenched power dynamics within the tourism industry, contributing to a fairer and more equitable sector (Pang et al., 2024).

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Within the context of tourism, empowerment is a multifaceted and context-specific process that grants greater autonomy, liberty, and well-being to individuals, organizations, and communities (Aghazamani & Hunt, 2017). Due to its pronounced recognition in tourism communities, empowerment has sparked discussion related to pro-poor tourism income distribution and women entrepreneurship (Pang et al., 2024; Pécot et al., 2024). It has also been linked to quality of life, tourism engagement, and both positive and negative impacts of tourism (Gautam & Bhalla, 2024; Li et al., 2022a; Mody et al., 2020). While the terms "cost" and "benefit" in tourism are often used interchangeably to describe positive and negative impacts, the interplay between these factors and the outcomes of empowerment in support of sustainable tourism development (SSTD) remains an area with limited understanding.

The concept of empowerment in tourism communities has gained significant attention in recent years. It encompasses psychological, social, political, economic, and environmental dimensions that influence residents' perception and attitude toward the impacts of tourism development (Boley et al., 2025; Santos et al., 2024a). These impacts are typically assessed through indicators reflecting residents' perceptions of the costs and benefits associated with tourism growth in their communities. In small island destinations, where all-inclusive tourism is dominant, local governments' access to revenue (derived from all-inclusive) supports economic development and leverages public finance (Sharpley, 2022). Sheldon and Mak (1987, p. 13) define all-inclusive as a "trip planned and pre-paid with a single price, which covers a broad range of items from transport and accommodation to meals and sightseeing". Marketed as a safe, exclusive, and affordable holiday choice, all-inclusive tourism has become one of the world's most popular products among vacationers (Naidoo & Sharpley, 2016). To maintain cohesion within the study, the all-inclusive tourism development model and all-inclusive resorts will be used interchangeably.

However, the all-inclusive tourism model has faced criticism for its potential to create economic leakage and limit local participation in the tourism value chain, raising concerns regarding its impact on sustainability. Critics of this type of development argue that it amounts to "internal capitalism" heavily influenced by Western practices (Mbaiwa, 2005). The monothematic nature of all-inclusive tourism, characterized by isolation, exclusiveness, and remoteness, raises questions about its impact on small economies, residents' well-being, and community empowerment (Peterson et al., 2020). While literature acknowledges that costs and benefits of tourism, as well as empowerment, may influence residents' perception and attitude toward its development, it hasn't thoroughly examined how all-inclusive tourism development affects the links between empowerment, cost–benefit impacts, and SSTD. Understanding how the all-inclusive tourism model interacts with empowerment, cost-benefit impacts, and SSTD is crucial for the development and implementation of sustainable strategies in vulnerable small island destinations.

To explore the complex relationships among empowerment, costs and benefits of tourism, and SSTD, as well as the moderating effects of the all-inclusive tourism development model, this study employs Social Exchange Theory (SET) and Weber's Theory of Formal Substantive Rationality (WTFSR). This integrated approach provides a comprehensive lens through which to examine the multifaceted dynamics of resident perceptions and attitudes in tourism-dependent communities. SET has been instrumental in the evaluative process at play when residents interact with tourism-related activities and determine

how the costs and benefits of tourism affect their daily lives (Andereck et al., 2005). Originating in sociology and psychology, SET posits that social behavior is the result of an exchange process aimed at maximizing benefits and minimizing costs (Ward & Berno, 2011). Applied to tourism contexts since the 1980s (e.g. Ap, 1992; Perdue et al., 1987), this theory has helped elucidate the fundamental reasons for how residents' decision-making processes are influenced by their perception of costs and benefits of tourism (Látková & Vogt, 2012).

However, SET's underpinnings may not fully capture the complexities of resident attitudes, particularly in the context of power dynamics and intangible factors (e.g. how different dimensions of power and tourism policies influence residents' attitudes) (Boley et al., 2025). To address this limitation, SET's framework is hybridized with WTFSR (Yeager et al., 2020). WTFSR introduces the concepts of formal and substantive rationality, providing a nuanced understanding of how residents navigate both economic and value-based considerations in their interactions with tourism. WTFSR formal and substantive rationality has been prominent in explaining residents' interaction with the political and economic systems and how they decide to support or oppose tourism development (Kalberg, 1980; McGehee, 2007). Formal rationality focuses on means-end calculations based on rules and regulations, while substantive rationality considers value-oriented action based on ethical, political, or religious beliefs.

While the examination and application of these two theoretical underpinnings vary in the literature (Eluwole et al., 2022; Yeager et al., 2020), their integration offers a more holistic framework for understanding resident attitudes. By using this blended framework of SET and WTFSR, the study seeks to underscore the interaction between the sentiments of empowerment, perceptions of cost-benefits, and SSTD, providing a more comprehensive understanding of resident perception in the context of all-inclusive tourism development in small island destinations.

This study makes several key contributions to tourism literature and practice. By examining the interplay between empowerment, cost–benefit perceptions, and SSTD through the lenses of SET and WTFSR, we provide insights into the complex dynamics of tourism development in small island destinations. Our research offers a more comprehensive understanding of how residents evaluate both economic and non-economic factors in their support for sustainable tourism (Santos et al., 2024a). Moreover, by investigating the moderating role of all-inclusive tourism on these relationships, we address a critical gap in understanding how this dominant model in small island destinations impacts long-term destination sustainability. This study's findings have important implications for policymakers and tourism planners, particularly in developing strategies that promote local empowerment, equitable benefit distribution, and mitigation of negative impacts (Higgins-Desbiolles & Bigby, 2022; Scheyvens et al., 2021). Ultimately, this research contributes to a more comprehensive framework for sustainable tourism management in small island contexts, especially relevant in an era of global uncertainties and evolving tourism paradigms.

2. Theoretical framework and hypothesis development

2.1. Social exchange theory

SET has emerged as one of the most prominent frameworks (in the fields of sociology, psychology, community development, and tourism) that explain the underlying reason

individuals reach a decision based on interaction with different sets of activities (Emerson, 1976). This framework postulates that human behavior and social interaction are influenced by the exchange based on a primary motive: obtaining a reward (Homans, 1961). Although rewards are weighted through cost–benefit analysis, studies have hinted that when certain risk factors are at play (inequality, exclusion), beneficial rewards overshadow costs (Strzelecka & Wicks, 2015).

The popularity of SET in tourism is due to its capacity to identify the diverse features and perspectives of locals in tourism communities (Nunkoo, 2016). Gursoy et al. (2019) meta-analysis study examined how SET has aided researchers in understanding how residents' perception of the economic, cultural, and environmental impact of tourism determines their support or opposition to tourism development. A test of three different models in the study concluded that in the predominant two-dimensional model (perceived costs and benefits) perceptions of positive tourism impact overshadowed negative impact, which was recognized as a stronger predictor of residents' attitude (Gursoy et al., 2019). In a post-communist context, although the relationship between social and environmental impact and support for tourism lines was blurred, economic impact positively predicted support for tourism (Çalişkan & Özer, 2021).

Traditional theory, such as SET, has undeniably advanced our understanding of resident support (Eslami et al., 2019; Graci & Van Vliet, 2019; Nunkoo, 2016). However, its limitations often lie in its struggles to fully capture the complexities of power dynamics, intrinsic motivations beyond pure utilitarianism, and the specific mechanisms of fostering genuine community agency, particularly in contexts marked by historical inequalities or external dominance (Higgins-Desbiolles, 2022; Nunkoo et al., 2018; Scheyvens & Van der Watt, 2021). It is precisely in these areas that alternative and complementary theories like WTFSR become critical.

2.2. Weber's theory of formal substantive rationality

When sociologist Max Weber developed the WTFSR, he sought to illuminate how different cultures interact with the political and economic systems (Kalberg, 1980). With a keen focus on the formal (extrinsic) and substantive (intrinsic) rationalities, this theory has assisted tourism researchers in understanding the tangible and intangible factors that shape the development of tourism (Mody et al., 2020).

Decisions that arrive from an economic perspective are explained in Weber's formal rationality (Kalberg, 1980). For instance, when residents engage with tourism and embrace it in their communities, they do so with an understanding that the sector will enhance their standard of living by providing employment opportunities and secure family income, which in turn can secure their support. Economic stability and improved community well-being have been found to contribute to the sustainable development of the sector (Lee, 2013). Conversely, if the distribution of economic benefits is unbalanced, benefiting the minority (multinational corporations and elites), support for the sector is likely to be withdrawn. This occurs because substantive rationality (values, beliefs, and ideology) plays a major role in residents' decision-making process (Li et al., 2022b).

Values and beliefs are associated with the empowerment dimensions of psychological, political, social, and environmental (McGehee, 2007). For example, the appreciation

residents demonstrate when foreigners visit their communities, value their culture, are actively engaged in tourism-related activities and are allowed to protect and conserve their natural environment are manifestations of empowerment. These sentiments of empowerment can translate into support for a more sustainable sector (Santos et al., 2024a). Nevertheless, the decision to support further development may be limited when tourism projects, such as those resulting in all-inclusive tourism development, are implemented without providing locals with the means to become empowered (Higgins-Desbiolles et al., 2023).

2.3. Residents' perception of empowerment

In the resident perception and attitude literature, empowerment emerges as an essential component delineated under the premise of sustainable development (Perren et al., 2025). Advocates have emphasized that through a participatory mechanism, individuals engage in tourism to acquire knowledge regarding the opportunities that can be triggered to influence their surroundings (e.g. empowerment) (Pécot et al., 2024). Therefore, the examination of resident sentiments of empowerment is a necessary barometer in the quest to resolve the psychological, social, political, economic, and environmental issues rooted in vulnerable tourism destinations (Santos et al., 2024a; Strzelecka et al., 2025).

Psychological empowerment corresponds to sentiments of self-esteem and pride residents feel when their culture and tradition are valued by the tourists who visit their community (Scheyvens, 1999). This dimension of empowerment was found to influence residents' travel decision-making and intention to travel in England (Kim et al., 2024). Results from India also yield similar findings confirming the effects of psychological empowerment on quality of life (Gautam & Bhalla, 2024). Recently, Santos et al. (2024a) found that psychological empowerment had a significant relationship with SSTD.

Social empowerment manifests through community cohesiveness and unity established when tourism contributes to social stability (Boley & McGehee, 2014). Although Santos et al. (2024b) confirmed a negative relation between social empowerment and SSTD, results from other studies demonstrated that social empowerment predicted residents' SSTD in a small island destination context (e.g. Santos et al., 2024a).

Political empowerment occurs when residents in tourism communities are involved in the decision-making process regarding the sector's development (Scheyvens & Van der Watt, 2021). A recent study examining female empowerment as an Airbnb host found that political empowerment predicted quality of life (Efthymiadou & Farmaki, 2024), which is a strong indicator for residents to demonstrate their support for tourism (Eluwole et al., 2022).

Environmental empowerment provides residents with the opportunity and power to manage their natural resources and engage in tourism-related activities that are environmentally friendly for the destination and community (Ramos & Prideaux, 2014). Gannon et al. (2021) uncovered that residents who adopted environmentally friendly behavior also displayed support for tourism. Examined through the lenses of political, economic, and cultural imperialistic tourism development models, Santos et al. (2024b) discovered that, although this type of tourism development hinders growth, environmental empowerment had a significant effect on SSTD.

Economic empowerment enables an equal distribution of benefits through tourism among community members (Santos et al., 2024a). When residents benefit economically through tourism, they can ensure family income and improve their living standards (Boley et al., 2025; Joo et al., 2019). Recent findings from Santos et al. (2024a) revealed that economic empowerment is a strong predictor of residents' SSTD. Separate evidence shows that higher SSTD is associated with better reported quality of life among residents (Aleshinloye et al., 2022).

Taken together, the five dimensions included in the Resident Empowerment through Tourism Scale (RETS 2.0), developed and validated by Santos et al. (2024a), assume distinctive contours in small island developing states (SIDS) such as Cape Verde. A confined landmass and dense place-attachment magnify the pride effects associated with psychological empowerment, while tight social networks make the spill-over of social empowerment especially visible. Political empowerment becomes pivotal because investment decisions are often steered by external actors, limiting residents' voice in an economy dominated by all-inclusive resorts. Likewise, the mono-product nature of island tourism heightens residents' sensitivity to leakages, so concrete signals of economic empowerment (e.g. local hiring, supply-chain inclusion) carry extra weight. Finally, fragile coastal and marine ecosystems mean that environmental empowerment, the ability to safeguard beaches, reefs and water supplies, directly underpins both livelihoods and identity. Viewing empowerment holistically, therefore, captures how these mutually reinforcing dimensions shape support for sustainable tourism in SIDS when assessed through the costs and benefits lens.

2.4. Benefits and costs of tourism development

Previous studies have found that while tourism provides benefits to local communities, it also creates cost-related burdens for residents (Higgins-Desbiolles, 2022; MacNeill, 2017). If residents perceive that, within such conditions, they bear most of the tourism costs while external investors reap the benefits, they are more likely to express negative behavior toward the industry and withdraw their support for further development (Zheng et al., 2021). Although the negative impact of tourism generates more costs, due to future prospects and development associated with benefits, residents may be willing to accept the changes (Látková & Vogt, 2012).

Studies have also investigated the power and empowerment effect on the costs and benefits of tourism development (Boley et al., 2014; Nunkoo & Ramkissoon, 2012). Results from Nunkoo and Ramkissoon (2012) found a direct relationship between residents' power to influence tourism development and perceived benefits and a negative relationship between residents' power to influence tourism development and perceptions of tourism costs. Boley et al. (2014) discovered that residents' perceptions of psychological, social, and political empowerment had a positive (negative) and significant effect on positive (negative) impacts of tourism. More recently, Mody et al. (2020) obtained empirical evidence that residents' perception of Airbnb's positive impacts of Airbnb is enhanced by psychological and social empowerment. The authors also confirmed that a stronger sense of psychological empowerment reduces the perception of Airbnb's negative (costs) impacts, but politically empowered residents perceived greater negative (costs) impacts of Airbnb. With this evidence, this study proposes the following:

H1: Residents' perception of empowerment has a positive effect on perception about the benefits of tourism.

H2: Residents' perception of empowerment has a negative effect on perception about the costs of tourism.

2.5. Support for sustainable tourism development

Offering a nuanced understanding of how residents weigh the costs and benefits, SET's orientations highlight that if participatory actions such as entrepreneurship or environmental conservation are displayed, support for further development increases (Weaver et al., 2021). Wang et al. (2020) employed SET to illuminate how feelings of well-being affect residents' support toward tourism. Other studies discovered that community attachment, costs and benefits, and quality of life had a direct and significant effect on support for tourism (Vinerean et al., 2021). Recently, Santos et al. (2024a, 2024b) confirmed that residents' empowerment is a relevant predictor of SSTD.

Although SET's original rationality was delineated under the premise of mutually contingent and mutually rewarding, which include transactions and exchange between visitors and locals, criticism surrounding this theory has generated numerous debates in the literature, its inclination toward economic factors being the most salient (Mody et al., 2020). For this reason, as advocated in literature (Látková & Vogt, 2012), SET's orientations are aligned with WTFSR's to better understand the intangible motives that drive individuals to demonstrate their support for or opposition toward the development of tourism. These underpinnings present a holistic understanding of the intersection between different formal rationality (economic factors) and substantive rationality (non-economic factors) that influence residents' decision-making (Li et al., 2022b). Using SET and WTFSR, Gannon et al. (2021) confirmed that community attachment, environmental attitudes, and economic gains had a significant effect on support for tourism. Various studies have confirmed the role of empowerment on support for tourism as well as different types of tourism development (Mody et al., 2020; Strzelecka et al., 2017). Eluwole et al. (2022) found that residents' empowerment directly affects their support for festival tourism. Recently, Santos et al. (2024b) confirmed a significant relationship between various dimensions of empowerment and SSTD.

Lee (2013) established that, while a positive relationship was found between perceived benefits of tourism impact and SSTD, a negative relationship between perceived costs of tourism impact and SSTD was found. Residents' perception of rural tourism benefits was found to have the same positive effect on SSTD (Bajrami et al., 2020). In other instances, when modeled with emotional solidarity, stakeholder commitment, and perceptions of economic benefits also predicted residents' SSTD (Wu et al., 2023). In the same study, the relationship between costs of tourism and SSTD, also proposed as negative, was not statistically significant (Wu et al., 2023). Following the literature presented above, we propose that

H3: Residents' perception of empowerment has a positive effect on SSTD.

H4: Residents' perception of benefits of tourism has a positive effect on SSTD.

H5: Residents' perception of costs of tourism has a negative effect on SSTD.

2.6. The moderating role of the all-inclusive tourism development model

All-inclusive is described as a pre-paid planned holiday covering a range of activities, including accommodation, meals, entertainment, and other events (Sheldon & Mak, 1987). Examining the interplay between all-inclusive tourism and SSTD is lacking in the literature. However, drawing from SET, the findings of Woosnam and Erul (2017) suggest that the Perception of All-inclusive Resort (PAIR) scale could be applied more widely in other contexts to better understand the mechanisms of all-inclusive resorts and their potential contribution to sustainability, as well as to improve comprehension of residents' SSTD. Local communities benefit from all-inclusive tourism when they can secure a steady income and increase their standard of living (Manuel-Navarrete, 2016). Governments, keen to push their country toward economic growth, also benefit from all-inclusive policies in various ways (e.g. the property and local tax, increased GDP, and improved infrastructure) (Naidoo & Sharpley, 2016). Perceptions of such benefits can influence residents to demonstrate SSTD. However, perceptions of costs, such as community isolation, local economic leakage, and inequality, may drive residents to withdraw their SSTD (Saarinen, 2017). Other costs related to all-inclusive tourism have been linked to increased poverty in developing countries (Oviedo-García et al., 2019), questioning the sector's ability to contribute to the local economy and secure support for further development (Sharpley, 2022). Considering that the all-inclusive tourism model is the ultimate approach for tourism development in this context, and based on the above review and suggestion by Woosnam and Erul (2017), we propose to test the moderating effect of resident Perception of All-inclusive (PAIR) as follows:

H6: Perception of the benefits of all-inclusive tourism development model moderates the relationships proposed in H1 to H5.

H7: Perception of the costs of all-inclusive tourism development model moderates the relationships proposed in H1 to H5.

Figure 1 presents the proposed theoretical framework to test the relationship among constructs.

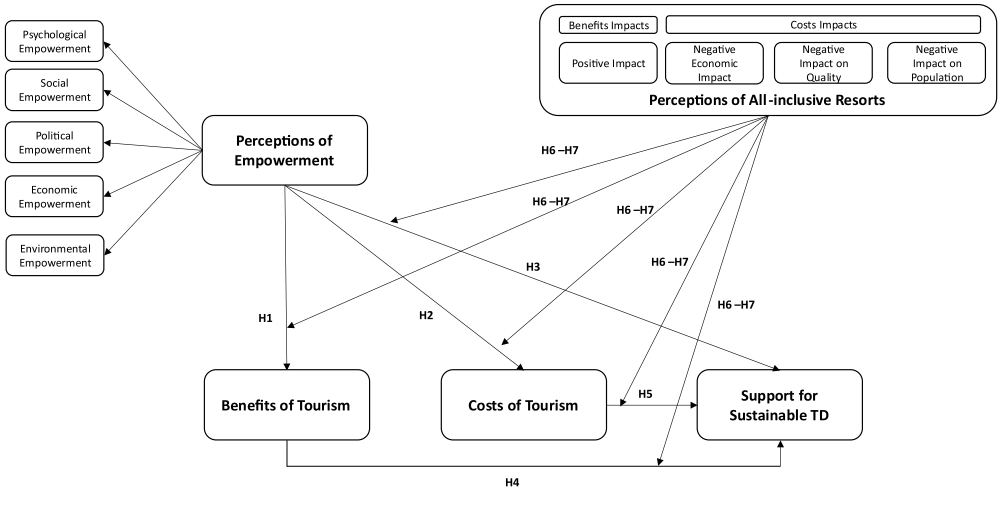

Figure 1. Theoretical framework and hypotheses.

3. Methodology

3.1. Study setting

The research methodology involved gathering survey data from residents on Sal Island, Cape Verde. The unique characteristics of this island have attracted large hotel chains due to its stunning coastlines and warm climate, making it a hub for tourism projects. Tourism in Cape Verde is largely centered on Sal, driven by multinational companies offering all-inclusive packages. As of the 2021 census, Sal's population was 33,347, with over half (52.9%) employed in tourism before the pandemic (INE, 2021). Strategically located on the Africa-America-Europe route, Sal has been crucial to Cape Verde's tourism boom since the 1960s (Santos, 2014). Accommodation establishments in Cape Verde hosted nearly 1,180,00 international visitors in 2025, with 58.5% staying on Sal (INE, 2025). The island features 34 accommodations, including 21 high-end resorts offering thousands of rooms, four- and five-star (17,490 rooms during the high season and 12,903 rooms during low season) (TradeInvest, 2021). Most tourists opt for all-inclusive packages provided by major brands like Riu, Melia, Marriott, and Oasis.

3.2. Sampling and data collection

Data collection occurred at popular tourist locations on Sal Island, including Santa Maria, Murdeira, and Palmeira, during July, August, and October 2022. Researchers used a systematic sampling method with a random route approach to distribute a self-administered, paper-and-pencil questionnaire door-to-door (Boley & McGehee, 2014). This method ensured a representative sample by gender, reduced errors, and boosted response rate. Participants received additional information about the study before participating. The target population of this study was composed of Cape Verde residents aged 18 years or older. Of the 836 self-administered questionnaires distributed face-to-face across the three touristic areas, 544 were returned (gross response rate = 65%). After eliminating 203 questionnaires that were incomplete or displayed straight-lining, 341 usable questionnaires remained. This represents an effective response rate of 41% and, equivalently, 63% of the returned questionnaires were usable. These figures compare favorably with the average 35% response rate reported in a meta-analysis of organizational surveys (Baruch & Holtom, 2008) and are in line with recent resident-perception studies in tourism (e.g. Woosnam & Erul, 2017; Yeager et al., 2020). The final dataset, aligned with census data, consisted of 44.6% males and 55.4% females, as shown in Table 1.

The instrument was first drafted in English, translated into Portuguese, the official language of Cape Verde, and back-translated by an independent bilingual scholar. A cognitive pre-test with 15 residents confirmed that all items were clear and culturally appropriate.

3.3. Questionnaire design

This study used previously tested and validated scales to obtain information regarding residents' perceptions and attitudes toward tourism in Cape Verde. Resident perceptions of empowerment were measured using the 15-item Resident Empowerment through Tourism Scale (RETS 2.0) borrowed from Santos et al. (2024a) (Appendix 1).

Table 1. Sociodemographic profile ($n = 341$).

Variables	Category	Frequency	Percentage
Gender	Male	152	44.6
	Female	189	55.4
Age (years)	18–24	26	7.6
	25–36	168	49.3
	37–46	117	34.3
	47–56	13	3.8
	57–64	13	3.8
	>65	4	1.2
Marital status	Single	233	68.3
	Married	80	23.5
	Divorced	25	7.5
	Widow	3	0.9
Education	Primary School	26	7.6
	Secondary School	147	43.1
	Technical Training	77	22.6
	University	91	26.5
Occupation	Self-employed	60	17.6
	Public-private sector	255	74.8
	Student	5	1.5
	Unemployed	14	4.1
	Maid	7	2.1
Family income (euros)	<€181.38	32	9.4
	€181.39–€362.75	87	25.5
	€362.76–€544.13	119	34.9
	€544.14–€725.52	46	13.5
	>€725.53	57	16.7
Length of residence (years)	1–5	27	7.9
	6–10	82	24.0
	11–15	60	17.6
	16–20	54	15.8
	>20	118	34.6
Primary income comes from tourism	Yes	172	50.4
	No	169	49.6
Work in tourism	Yes	212	62.2
	No	129	37.8
Work in tourism as …	Employer	45	13.2
	Employee	162	47.5
	Missing	134	39.3

Note: Missing data related to the question: *"Do you work in tourism?"*, if participants did not work in tourism, the question was left blank, corresponding to missing data.

Residents' perception of all-inclusiveness was measured using the reduced Perception of All-inclusive Resort (PAIR) 10-item scale, borrowed from Woosnam and Erul (2017). This scale included four sub-dimensions for measuring residents' PAIR (Positive Impact, Negative Economic Impact, Negative Impact on Quality, and Negative Impact on Population). Residents' attitude toward SSTD was measured using the 7-item scale borrowed from Lee (2013) and Man-Cheng et al. (2021). Residents' perception of tourism costs (4-item) and benefits (3-item) was measured using the scale from Nunkoo and Ramkissoon (2011, 2012). The questionnaire also included questions about the sociodemographic characteristics of residents.

3.4. Analytical approach and statistical verification

Following Podsakoff et al.'s (2003) recommendations, several measures were taken to mitigate Common Method Bias (CMB) in the data. Before data collection, first, the questionnaire was carefully designed with proper wording to ensure that appropriate

information was captured. Participants were assured that their responses were strictly used for academic purposes, and confidentiality was secured during data collection. Second, to identify a potential CMB, the researchers conducted Harman's single-factor test through Exploratory Factor Analysis (EFA) using SPSS v29. In this analysis, all items were loaded into a single common factor (Fuller et al., 2016). As maintained in the literature, more than 50% of the variance in a single factor is an indication of CMB. In our study, EFA generated a factorial structure where the first factor explained 29.69% of the variance, well within the recommended threshold. Additionally, the Harman test was complemented with the full collinearity test, which is more suitable for assessing CMB in partial least-squares structural equation modeling (PLS-SEM) (Hair et al., 2021). CMB is detected if the variance inflation factor (VIF) for the exogenous latent variable exceeds 3.3, which was not the case in our study.

SmartPLS 4 software was used to test the theoretical model (Ringle et al., 2024), in which Empowerment was treated as a second-order construct (Sarstedt et al., 2019). Bollen (1989) and Sarstedt et al. (2019) maintain that the second-order model is more suitable than the first-order because it allows for covariation between first-order dimensions, which identifies common errors found in first-order models. To test the moderating effect of PAIR on the proposed relationships, PLS-SEM multigroup analysis (PLS-MGA) was conducted. Following Hair et al. (2021) and Matthews (2017), MGA was adopted to test the moderation instead of interaction effects since the latter should be used when a moderator influences a specific relationship in the model. MGA, on the other hand, is adequate when a moderator potentially affects all relationships in the model, as proposed in this study (Matthews, 2017). Indeed, H6 and H7 propose that the perceptions of benefits/costs of all-inclusive tourism (i.e. PAIR Benefits and PAIR Costs) moderate all relationships outlined in H1 to H5. In this analysis, the aggregated scores of the PAIR costs (measured by the dimensions of Negative Economic Impact, Negative Impact on Quality, and Negative Impact on Population) and PAIR benefits (measured by Positive Impact) were computed for each participant in the study, named PAIR Benefits and PAIR Costs, respectively. Subsequently, binary variables were computed for each of these composite variables using their medians to form two groups. Regarding PAIR Costs, group 1 are residents who perceive less of the negative impacts of AIR, and group 2 are those who perceive these impacts strongly. Concerning PAIR Benefits, group 1 represents residents who perceive less the positive impacts of AIR, and group 2 those who perceive more of the positive impacts of AIR. To test the moderating effect of PAIR on the proposed relationships, we followed the three-step Permutation PLS-MGA approach. This involved confirming configural invariance first (step 1), then compositional invariance (step 2), and finally equal mean values and variances (step 3). Once measurement invariance has been proven, the moderator analysis can be performed by determining whether there are statistically significant differences in the path coefficient between the two groups for each binary variable (Hair et al., 2021; Matthews, 2017).

4. Results

4.1. Demographic profile

The sample consisted of interviewees across various age groups, ranging from 18 to 24 years (7.6%) up to those aged 65 and older (1.2%). Notably, the largest group fell

within the 25–36-year-old category. Regarding marital status, 68.3% of respondents were single, while 23.5% were married. A significant proportion of respondents held a high school diploma (43.1%). Furthermore, 74.8% of participants were employed in the public-private sector, with a majority working in tourism-related fields (62.2%). Additionally, 34.6% of residents had lived on the Island of Sal for more than 20 years. Approximately, one-third of families reported an average income between €362.72 and €544.13, with half of them deriving their income from the tourism industry (50.4%).

4.2. Measurement model test and higher-order construct validation

A two-stage method approach was utilized to measure the second-order construct (Empowerment) (Sarstedt et al., 2019). First, the latent variable scores for the five first-order dimensions of Empowerment were obtained and saved to create a new dataset. Then, these latent variable scores were used as indicators of Empowerment, as a second-order construct. In both stages, all constructs were treated as reflective. To the author's knowledge, our study is the first to use all five dimensions of empowerment (e.g. RETS 2.0) as a second-order construct in a reflective model.

The results for the first-order constructs can be consulted in Appendix 1. All indicators show an adequate level of individual reliability with factor loadings higher than 0.707 (Hair et al., 2021). Construct reliability was assessed using the composite reliability (CR) coefficient that, in our model, ranges from 0.858 to 0.937, exceeding the recommended value of 0.7. To evaluate convergent validity, the average variance extracted (AVE) of each construct was observed. In our model, all AVEs exceed 0.5 (Hair et al., 2021). Also, all indicators load significantly in the corresponding constructs (all p-values <0.001). Appendix 3 shows the results of the discriminant analysis of the first-order constructs using both the Fornell and Larcker (1981) and the Heterotrait-Monotrait Ratio (HTMT) criteria. Confirming discriminant validity, all AVE square root values, in the diagonal, were greater than the values below. Moreover, as desirable, all HTMT scores were lower than 0.85 (Henseler et al., 2015).

The results of the second stage, measuring empowerment as a second-order construct, are presented in Table 2. Except for "political empowerment" (0.4), all factor loadings exceeded the recommended threshold of 0.707 (Hair et al., 2021). Nonetheless, considering that deleting the referred dimension would not improve the model, the researchers decided to keep it in the model. This decision was also taken, considering the theoretical implications of maintaining all the variables on the five-dimensional scale of empowerment. Table 2 also shows some descriptive statistics about the items measuring each construct. As can be observed, residents feel reasonable psychological empowerment (mean = 3.84) but report low levels of empowerment in the remaining dimensions, mainly political empowerment (mean = 2.58). Overall, participants in the study are supportive of Sustainable Tourism Development (mean = 3.94). Moreover, they are more aware of the Costs of Tourism (mean = 3.90) than of the Benefits of Tourism (mean = 3.67).

The model was again assessed for construct reliability and convergent validity. As can be seen in Table 3, the CR for all constructs was above the threshold of 0.70. In the proposed model, all AVE values exceeded the threshold of 0.50 (Hair et al., 2021). Similarly, the Cronbach alpha scores for each construct all exceed 0.70. Discriminant validity was also verified. Firstly, according to the Fornell and Larcker (1981) criterion, all AVE square

Table 2. Measurement model: reliability and convergent validity results.

Constructs and Items	Means	Factor Loading	*t*-statistics
Second-order construct			
Economic Empowerment ($\alpha = 0.843$)	3.29	0.745	22.231***
Environmental Empowerment ($\alpha = 0.843$)	3.38	0.797	24.231***
Psychological Empowerment ($\alpha = 0.855$)	3.84	0.758	30.339***
Social Empowerment ($\alpha = 0.850$)	3.28	0.787	19.006***
Political Empowerment ($\alpha = 0.859$)	2.58	0.372	4.855***
First-order constructs			
Support for Sustainable Tourism Development ($\alpha = 0.922$)	3.94		
Overall, I would support sustainable tourism development that aims to bring a positive experience for local people, tourism companies, and tourists themselves	3.95	0.828	46.522***
I would support the development of sustainable tourism initiatives	4.04	0.787	31.126***
I would participate in sustainable tourism-related plans and development	3.91	0.831	42.648***
I would participate in cultural exchanges between local residents and visitors	3.86	0.807	36.506***
I would cooperate with tourism planning and development initiatives	3.87	0.856	49.33***
I would participate in the promotion of environmental education and conservation	3.99	0.840	50.448***
I would cooperate with regulatory environmental standards to reduce the negative impacts of tourism	3.96	0.822	37.76***
Benefits of Tourism ($\alpha = 0.754$)	3.67		
Tourism in Sal offers employment opportunities for the local population	3.69	0.781	21.635***
Tourism in Sal offers business opportunities for the local population	3.79	0.834	34.077***
Tourism in Sal attracts more investments and expenses	3.56	0.837	39.252***
Costs of Tourism ($\alpha = 0.836$)	3.90		
Tourism in Sal increases environmental pollution	3.85	0.865	39.325***
Tourism in Sal increases alcoholism and prostitution	3.76	0.798	36.218***
Tourism in Sal increases the price of goods and services	4.07	0.851	39.277***
Tourism in Sal increases living expenses	3.93	0.754	22.766***

Note: α = Cronbach's Alpha.
***$p < 0.001$.

root values were larger than the values below. Furthermore, all HTMT scores were lower than 0.85 (Henseler et al., 2015).

4.3. Structural model and hypothesis testing

The structural model assessment involves evaluating the signal, the magnitude, and the significance of the path coefficient in the structural model, indicating how the relationship between constructs behaves in the model. Before testing the research hypotheses, the study examined the exploratory and predictive power, assessing the coefficient of determination, size effect, and the predictive relevance (R^2, f^2, and Q^2, respectively) for the endogenous constructs. R^2 results were as follows: SSTD = 0.356; COST = 0.129, and BNFT = 0.284, indicating a moderate to weak proportion of variance explained by the

Table 3. Discriminant validity test based on FornellLarcker criterion and Heterotrait-Monotrait ratio (HTMT).

	Means	SD	CR	AVE	1	2	3	4
1. BNFT	3.676	0.804	0.858	0.669	0.818§			
2. COST	3.903	0.839	0.890	0.670	0.498|0.609‡	0.818§		
3. Empowerment	3.274	0.705	0.828	0.504	0.527|0.621‡	0.359|0.398‡	0.710§	
4. SSTD	3.940	0.780	0.937	0.680	0.439|0.513‡	0.502|0.558‡	0.467|0.465‡	0.825§

Note: §Fornell-Larcker Criterion; ‡Heterotrait-Monotriat Ratio (HTMT); SSTD = Support for Sustainable Tourism Development; BNFT = Benefits of Tourism; COST = Costs of Tourism.

predictors of the model. As seen in Table 4, all f^2 effect sizes reveal a small to medium effect on the R^2 if the construct "empowerment" is removed: "benefits" (0.384); "costs" (0.148); and "SSTD" (0.087). The final stage evaluated the predictive relevance of the model through Q^2 values. Hair et al. (2021) maintain that a rule of thumb for Q^2 values should be 0, 0.25, and 0.50, representing small, medium, and large predictive relevance. In our model, the Q^2 scores for the endogenous constructs were as follows: BNFT: 0.269, COST: 0.119, and SSTD: 0.208, indicating small and medium predictive relevance in the model.

The direct effect of perceptions of empowerment on benefits of tourism ($\beta = 0.527$, $p < 0.001$) was found to be positive and significant, supporting H1. Although the relationship between empowerment and costs of tourism ($\beta = 0.359$, $p < 0.001$) was significant, the coefficient value was positive at the structural level, rejecting H2. Empowerment effect on SSTD ($\beta = 0.281$, $p = 0.002$) was found to be positive and statistically significant, thus supporting H3. The path coefficient connecting benefits to SSTD ($\beta = 0.121$, $p = 0.025$) is positive and statistically significant, lending support to H4. However, the effect of costs on SSTD ($\beta = 0.341$, $p < 0.001$), was found to be positive, rejecting H5.

4.4. Testing measurement and structural invariance

Descriptive statistical data of the PAIR scale are provided in Appendix 2. As is evident, residents were more sensitive to AIR's negative impacts on the population (means = 3.53). Moreover, they are well aware of AIR's negative economic impact on local businesses (mean = 3.35) and AIR's negative impacts on quality (mean = 3.40), but also appreciate AIR's positive impacts (mean = 3.41).

Before testing the moderating effect of PAIR (H6 and H7), an assessment of the measurement invariance was performed to test the stability of the factor loadings for the constructs' items in each pair of groups defined by the binary variables that indicate PAIR Benefits and PAIR Costs. With this aim, our study followed MICOM protocol procedures, which include testing first configural invariance (step 1) (both groups must use identical measurement models, i.e. the same items) and then compositional invariance (step 2) (construct scores across groups must not differ statistically) (Henseler et al., 2016; Matthews, 2017). The study confirmed configural invariance as the same survey structure was used for both groups. Compositional invariance was validated, i.e. non-statistically significant difference in construct scores between PAIR Cost and PAIR Benefits groups were found (all permutation p-values >0.05). Further test of the partial measurement invariance and full measurement invariance (step 3) revealed that the

Table 4. Structural model analysis.

Hypotheses	β	t statistics	p-value	Results
H1: Empowerment → BNFT	0.527	14.379	<0.001	Supported
H2: Empowerment → COST	0.359	7.435	<0.001	Not Supported
H3: Empowerment → SSTD	0.281	4.618	0.002	Supported
H4: BNFT → SSTD	0.121	1.959	0.025	Supported
H5: COST → SSTD	0.341	6.401	<0.001	Not Supported
f^2	BNFT	COST	SSTD	
Empowerment	0.384	0.148	0.087	

Note: SSTD = Support for Sustainable Tourism Development; BNFT = Benefits of Tourism; COST = Costs of Tourism.

means and variances differences were not significant in all cases, indicating full measurement invariance in both MGAs (see Appendix 4).

As measurement invariance was demonstrated, multigroup analysis was conducted to test H6 and H7. To test the moderating effect of PAIR Costs, group 1 are residents who perceive less of the negative impacts of AIR, and group 2 is those who perceive these impacts strongly. As Table 5 highlights, there are no significant differences between the two groups. Thus, the H7 is not supported. In turn, to test the moderating effect of PAIR Benefits, group 1 represents residents who perceive less of the positive impacts of AIR and group 2 those who perceive more of the positive impacts of AIR. As shown in Table 5, there are no significant differences between the two groups in most of the model's relationships. However, there is a significant difference in one relationship, the one between Empowerment and SSTD. Therefore, H6 is partially supported. Table 5 also shows that the relationship between Empowerment and SSTD is stronger among residents who strongly perceive the benefits of AIR than among the other group of residents. In other words, within residents who are more receptive toward the tourism development model based on AIR, the residents who feel more empowered are willing to show more of their SSTD.

5. Discussion and conclusion

This study aimed to examine how tourism contributes to small economies, focusing on Sal, Cape Verde. It explored how policies, economic conditions, and socio-cultural factors influence sustainability in this context and beyond. As tourism activities increase in the region, understanding residents' perceptions of its benefits and costs, as well as their level of SSTD, is crucial. Additionally, the study investigated how all-inclusive

Table 5. Test for structural invariance (multigroup analysis).

PAIR Costs	Group 1 β (*p*-value)	Group 2 β (*p*-value)	Difference (Group1 – Group2)	2-tailed (Group1 vs Group2) *p*-value
H1: Empowerment → BNFT	0.537 (<0.001)	0.430 (<0.001)	0.107	0.094
H2: Empowerment → COST	0.359 (<0.001)	0.344 (<0.001)	0.015	0.443
H3: Empowerment → SSTD	0.162 (0.033)	0.203 (0.009)	−0.041	0.369
H4: BNFT → SSTD	0.120 (0.130)	0.246 (0.001)	−0.126	0.171
H5: COST → SSTD	0.373 (<0.001)	0.289 (<0.001)	0.084	0.238
PAIR Benefits				
	Group 1 β (*p*-value)	Group 2 β (*p*-value)	Difference (Group1 – Group2)	2-tailed (Group1 vs Group2) *p*-value
H1: Empowerment → BNFT	0.513 (<0.001)	0.440 (<0.001)	0.073	0.180
H2: Empowerment → COST	0.404 (<0.001)	0.257 (<0.001)	0.147	0.089
H3: Empowerment → SSTD	0.053 (0.256)	0.335 (<0.001)	−0.282	0.010
H4: BNFT → SSTD	0.229 (0.007)	0.147 (0.023)	0.082	0.244
H5: COST → SSTD	0.342 (<0.001)	0.340 (<0.001)	0.002	0.487

Note: SSTD = Support for Sustainable Tourism Development; BNFT = Benefits of Tourism; COST = Costs of Tourism.

resorts affect (PAIR Benefits, PAIR Costs) these perceptions. The findings showed that empowering residents enhances their view of tourism benefits, which positively impacts SSTD. However, in Cape Verde, where multinational corporations dominate tourism, recognizing the costs of this model leads residents to favor alternative, sustainable tourism approaches. This view is parallel to residents' perception of political empowerment, in which active engagement in tourism policy is lacking, as demonstrated in Table 2. The study also found that the positive aspects of all-inclusive tourism moderate the relationship between empowerment and SSTD, highlighting the need for sustainable policies to mitigate negative impacts. These insights contribute significantly to the existing tourism literature.

5.1. Theoretical implications

By investigating the interplay between empowerment, costs and benefits of tourism, and SSTD in an all-inclusive tourism development setting, this study aimed to enhance our understanding of how the dynamics of these constructs behave in a context where the all-inclusive model is dominant. Firstly, the hybridization of SET and WTFSR sheds new light on the intricacy between tangible and intangible elements present in tourism communities. In this study, WTFSR's substantive rationality illuminates that sentiments of empowerment generate SSTD when certain traits of formal rationality benefit the community, an aspect that aligns with SET's orientations. This finding corroborates Santos et al. (2024a, 2024b), who found that various dimensions of empowerment predicted residents' SSTD. In vulnerable destinations, decisions to demonstrate support for tourism are leveraged by the intent to obtain tangible and intangible rewards for the exchange, features emphasized in SET and WTFSR. As suggested in Nunkoo and Gursoy (2016) tourism policies should be designed to cater to locals' needs and aspirations (e.g. empower them to take up important decisions).

Secondly, the combined theoretical viewpoints of social exchange and Weber's theory illuminate the assessment residents undertake when engaging with tourism in their community, particularly the advantages they receive. In the context of SET, this study discovered that economic benefits arise from local business ventures and employment opportunities. This is attributed to the weight placed on WTFSR formal rationality, where residents embrace tourism in their community, with the expectation of obtaining economic retribution for their engagement. Additionally, the values, beliefs, and customs found in WTFSR's substantive rationality explicitly explained how sentiments of pride, collective effort, and active engagement play an important role in ensuring sustainable development in tourism communities. These findings are echoed by Mody et al. (2020) and Yeager et al. (2020), who found a direct and indirect relationship between empowerment and the positive impact of tourism (benefits).

Thirdly, examined through the tenets of two theoretical frameworks, the operationalization of costs demonstrates the evaluative process that shapes residents' perceptions and attitudes when they interact with the economic and non-economic elements of tourism. Considering that all-inclusive projects are usually coupled with degradation of the environment, exclusiveness, and local community isolation, policies that mitigate such costs are essential for a destination's pursuit of sustainability. Our study confirmed that although tourism may bring costs to the community (e.g. implementation of policies

that do not fully cater to residents' needs and aspirations), the intention to support a different model of tourism development (sustainable) increases. Specifically, this reveals that when residents perceive the costs of tourism, they support the alternative form of development shown. Previous studies have shown that when residents are excluded from critical decision-making processes and policy formulation regarding tourism development in their communities, particularly due to the absence of platforms to voice their concerns, their support for such development tends to decline (Higgins-Desbiolles et al., 2023; Scheyvens et al., 2021). In particular, although these costs are associated with environmental pollution, alcoholism, prostitution, and increased living expenses (aspects that may affect substantive rationality), residents are willing to engage in tourism by expressing their support if a sustainable approach to tourism development is adopted.

Finally, the all-inclusive tourism development model is considered a key business proposition for economic development in small-sized economies (Naidoo & Sharpley, 2016). Government efforts toward economic growth (Pratt et al., 2016) have been implemented through this type of tourism model (Naidoo & Sharpley, 2016). The findings show that PAIR Benefits moderate the relationship between empowerment and SSTD. This is because, although there are negative impacts associated with all-inclusive project (e.g. Woosnam & Erul, 2017), within WTFSR's tangible and intangible elements and SET underpinnings, if residents feel that this type of tourism development contributes to family income, reminds them that they have a unique culture, makes them feel connected to the community, and offers outlet to voice their opinion, support for further development is demonstrated. Nevertheless, when negative impacts (significantly affecting residents' substantive rationality), PAIR Costs increase prostitution, cause environmental degradation, and provide short-term income, this moderation is non-existent.

5.2. Practical implications

The specific context of the Island of Sal provides a unique opportunity to examine how different dynamics of empowerment, costs, and benefits behave within an all-inclusive tourism model. By identifying the challenges associated with implementing all-inclusive projects, the research aimed to contribute to the existing knowledge on sustainable tourism development and offer new insights for policymakers, practitioners, and stakeholders. First, with the application of RETS 2.0 (Santos et al., 2024a), a more complete measurement of perception of empowerment, this research expands our understanding of the political and economic structure of small island developing states as well as the important role of all-inclusive in the economic development of low-income destinations. Considering that all-inclusive resorts are a key employer in Cape Verde (more than ten thousand employees), strategies that enhance residents' sense of empowerment, such as a fairer distribution of benefits and long-term economic gains, are vital. For example, as advocated in literature, governments should ensure that part of the revenues generated from the all-inclusive business model is reinvested in host communities. Such an approach would enable residents to benefit from improved access to education, healthcare, and social service programs, thereby enhancing community well-being and overall quality of life (Pang et al., 2024). Other initiatives such as implementation of tourism projects in unpopular areas (fishing village of *Palmeira*, *Vivero Botanical Garden and Zoo di*

Terra, and formal commercial center of the island, *Salinas de Pedra de Lume*, known for its natural salt pool) can contribute positively to tourism development (promote local businesses, local souvenir purchases, and encourage visitors to explore the unique culture, attractions, and traditions of the island).

Second, evidence from our study highlights that local authorities' efforts to promote economic growth, particularly in the context of Sal, has been toward attracting FDI through the implementation of all-inclusive projects. While this strategy has contributed to employment and GDP growth, future policies should also encourage local entrepreneurship and trade. Moreover, establishing platforms that strengthen residents' empowerment (such as community consultation councils, participatory planning forums, and digital tools for citizen engagement) would enhance their active role in tourism-related decision-making. It is imperative that rational economic planning that drives development be aligned with localresidents' aspirations and needs (Biddulph & Scheyvens, 2018). As advocated in Scheyvens and Biddulph (2018), tourism should be inclusive and engage multiple stakeholders in the process toward achieving sustainable outcomes and ensure long-term economic stability, which is crucial for developing a more sustainable sector.

Third, our findings provide valuable insight into the challenges of gaining local support where the all-inclusive tourism development model dominates. Considering the backlash experienced in many European countries regarding mass tourism, programs aimed at mitigating the negative effects of all-inclusive (degradation of the environment, increased living expenses and price of goods and services), are also important in securing local support for future development. Moreover, demographic statistics from our study reveal that 50.4% of residents' income derives from tourism-related activities. This evidence emphasizes how community initiatives designed to promote transparency and provide equal distribution of benefits from tourism is crucial in ensuring local support for a sustainable sector (Higgins-Desbiolles & Bigby, 2022). Policies implemented to educate the locals of the importance of tourism in their community and the benefits it provides should also be a priority (Scheyvens et al., 2021). Legal mechanisms aimed at promoting community-based tourism, fostering entrepreneurship initiatives, and protect local businesses can contribute to the inclusiveness of residents in the operation of tourism as well as gain their support for future development (Melubo & Doering, 2022).

5.3. Limitation and future research

This study sought to address an important gap in the literature regarding the development of tourism in small island destinations; however, the limitations of the findings are worth noting. First, although the employment of WTFSR and SET shed light on the economic and non-economic elements that are embedded in tourism and influence residents to demonstrate their support for tourism, other theoretical orientations, such as Theory of Planned Behavior (TPB) (Ajzen, 1985) or Power-Dependence Theory (PDT) (Emerson, 1962), may provide a deeper understanding of the intersection of tourism policy and economic objectives within vulnerable destinations. While TPB extend our perspectives of perceived behavioral control and how these behaviors are influenced by behavioral intention and subjective norms (Shen & Shen, 2021), PDT brings to light the mechanisms that govern tourism. Therefore, future research should apply these theoretical backgrounds to better understand these dynamics.

Second, using quantitative assessment to obtain residents' perceptions of tourism, this study confirmed a significant and direct effect of perceptions of empowerment on costs and benefits of tourism. Although quantitative studies allow researchers to gain a wider understanding of specific tourism phenomena, qualitative insights (through structured interviews, observation or focus groups) could provide complementary inputs on how residents perceive tourism development in their communities. Future studies should consider collecting qualitative data from different demographic groups (employees and non-employees) in an all-inclusive. An experimental study with a test group (employees of all-inclusive) and a control group (non-employees of all-inclusive) could also reveal interesting findings. Further, other future studies should adopt a longitudinal approach to monitor and compare residents' perceptions over time, particularly as authorities adapt and implement policies that promote sustainability. Also, considering that the items in the PAIR scale used in this study were mostly negative, future studies could include more positive items to examine how these influence residents' perception and attitude toward the all-inclusive tourism development model.

Lastly, this study's focus on a single island in Cape Verde limits the generalization of its results. To gain a deeper understanding of local perceptions and attitudes toward tourism, future research should consider a broader geographic scope, incorporating both national and international viewpoints. Expanding the study to include multiple small island destinations could provide more comprehensive insights. Additionally, as Clarke (1997) highlights, multinational corporations play a significant role in tourism development. Investigating residents' views on all-inclusive tourism from a diverse perspective and comparing it with other forms like ecotourism or rural tourism could enhance the generalizability of the findings and highlight contextual variations in empowerment processes. This would allow for a more robust test of the generalizability of the theoretical model beyond Cape Verde.

Author contributions

CRediT: **Edson Redy Moreira dos Santos:** Conceptualization, Data curation, Investigation, Writing – original draft, Writing – review & editing; **Luís Nobre Pereira:** Methodology, Supervision, Validation, Writing – review & editing; **Patrícia Pinto:** Methodology, Supervision, Validation, Writing – review & editing; **Manuel Alector Ribeiro:** Methodology, Supervision, Validation, Writing – review & editing.

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Appendices

Appendix 1. Measurement model of first-order constructs

Constructs and Items	Factor loading	CR	AVE
Environmental Empowerment (ENVE)		0.905	0.760
Reminds me that I have the obligation to protect my natural surroundings	0.881***		
Provides ways for me to promote environmentally friendly initiatives	0.863***		
Makes me feel I can contribute to my community's well-being through the preservation of the physical surroundings	0.873***		
Economic Empowerment (ECOE)		0.914	0.780
Makes me feel I can benefit economically long-term	0.851***		
Provides ways for me to support my family	0.897***		
Makes me feel I can improve my standard of living	0.899***		
Psychological Empowerment (PSE)		0.912	0.776
Makes me feel special because people travel to see my country's unique features	0.850***		
Reminds me that I have a unique culture to share with visitors	0.881***		
Makes me want to work to keep Sal special	0.911***		
Social Empowerment (SCE)		0.906	0.763
Makes me feel more connected to my community	0.914***		
Fosters the sense of community spirit within me	0.862***		
Provides ways for me to get involved in my community	0.842***		
Political Empowerment (PLE)		0.900	0.754
I have a voice in Sal tourism development decisions	0.934***		
I have access to the decision-making process when it comes to tourism in Sal	0.958***		
I have an outlet to share my concerns about tourism development in Sal	0.686***		
Support for Sustainable Tourism Development (SSTD)		0.937	0.680

(*Continued*)

Continued.

Constructs and Items	Factor loading	CR	AVE
Overall, I would support sustainable tourism development that aims to bring a positive experience for local people, tourism companies, and tourists themselves	0.832***		
I would support the development of sustainable tourism initiatives	0.787***		
I would participate in sustainable tourism-related plans and development	0.826***		
I would participate in cultural exchanges between local residents and visitors	0.802***		
I would cooperate with tourism planning and development initiatives	0.854***		
I would participate in the promotion of environmental education and conservation	0.841***		
I would cooperate with regulatory environmental standards to reduce the negative impacts of tourism	0.828***		
Benefits of Tourism (BENFT)		0.858	0.668
Tourism in Sal offers employment opportunities for the local population	0.777***		
Tourism in Sal offers business opportunities for the local population	0.943***		
Tourism in Sal attracts more investments and expenses	0.832***		
Costs of Tourism (COST)		0.890	0.670
Tourism in Sal increases environmental pollution	0.867***		
Tourism in Sal increases alcoholism and prostitution	0.790***		
Tourism in Sal increases the price of goods and services	0.853***		
Tourism in Sal increases living expenses	0.759***		

***$p < 0.001$.

Appendix 2. Resident Perception of All-inclusive Resorts (PAIR) scale

	CR	AVE
AIRs' negative economic impact on local business ($\alpha = 0.74$)	0.885	0.793
AIRs reduce the profitability of local businesses.		
AIR reduces the number of customers in local businesses		
AIRs' positive impacts ($\alpha = 0.85$)	0.911	0.774
AIRs contribute positively to tourism in Sal.		
AIRs should be applied everywhere tourism exists.		
AIRs' increased occupancy rates in hotels and businesses		
AIRs' negative impacts on quality ($\alpha = 0.72$)	0.880	0.785
AIRs discourage higher middle-class tourists from visiting Sal.		
AIRs are a short-term marketing strategy in the industry.		
AIRs' negative impacts on population ($\alpha = 0.77$)	0.897	0.813
AIRs have lessened the number of staff members in local businesses.		
The number of tourists will increase once the AIR system is abolished.		

Note: AIR = All-inclusive Resorts; α = Cronbach Alpha.

Appendix 3. Discriminant validity test based on Fornell-Larcker criterion and Heterotrait-Monotrait ratio (HTMT) of first-order constructs

Heterotrait-Monotrait Ratio (HTMT)	BENFT	COST	ECOE	ENVE	PLE	PSE	SCE	SSTD
BENFT								
COST	0.609							
ECOE	0.518	0.312						
ENVE	0.504	0.269	0.630					
PLE	0.183	0.159	0.459	0.418				
PSE	0.550	0.404	0.424	0.508	0.125			
SCE	0.421	0.248	0.524	0.630	0.577	0.567		
SSTD	0.513	0.558	0.323	0.391	0.143	0.557	0.264	
Fornell-Larcker Criterion	BENFT	COST	ECOE	ENVE	PLE	PSE	SCE	SSTD
BENFT	0.818							

(*Continued*)

Continued.

Heterotrait-Monotrait Ratio (HTMT)	BENFT	COST	ECOE	ENVE	PLE	PSE	SCE	SSTD
COST	0.495	0.819						
ECOE	0.419	0.268	0.884					
ENVE	0.403	0.230	0.538	0.872				
PLE	0.091	−0.097	0.395	0.355	0.884			
PSE	0.443	0.353	0.364	0.433	0.052	0.881		
SCE	0.338	0.214	0.449	0.533	0.493	0.484	0.877	
SSTD	0.438	0.502	0.288	0.347	−0.062	0.497	0.236	0.825

Note: BENFT: Benefits; COST: Costs; SSTD: Support for Sustainable Tourism Development.

Appendix 4. Results for MICOM (steps 1, 2, and 3) PAIR_Benefits and PAIR_Costs

PAIR Benefits

Step 2

	Original correlation	Correlation permutation mean	5.00%	Permutation *p*-value
BENFT	1.000	0.998	0.993	0.993
COST	0.999	0.998	0.995	0.575
EMP	0.997	0.992	0.978	0.765
SSTD	1.000	0.999	0.999	0.495

Step 3 (means)

	Original difference	Permutation mean difference	2.50%	97.50%	Permutation *p* value
BENFT	−0.103	−0.004	−0.217	0.209	0.343
COST	−0.155	−0.004	−0.205	0.202	0.148
EMP	−0.076	−0.006	−0.235	0.204	0.486
SSTD	0.116	0.000	−0.217	0.222	0.290

Step 3 (variance)

	Original difference	Permutation mean difference	2.50%	97.50%	Permutation *p*-value
BENFT	0.001	0.005	−0.312	0.299	0.993
COST	0.126	0.006	−0.262	0.252	0.350
EMP	0.111	−0.003	−0.291	0.251	0.452
SSTD	0.035	0.000	−0.258	0.244	0.802

PAIR Costs

Step 2

	Original correlation	Correlation permutation mean	5.00%	Permutation *p*-value
BENFT	0.999	0.998	0.993	0.729
COST	1.000	0.998	0.995	0.853
EMP	0.997	0.992	0.978	0.752
SSTD	1.000	0.999	0.999	0.843
	0.999	0.998	0.993	0.729

Step 3 (means)

	Original difference	Permutation mean difference	2.50%	97.50%	Permutation *p* value
BENFT	−0.013	0.000	−0.206	0.201	0.905
COST	−0.017	−0.003	−0.228	0.210	0.876
EMP	−0.143	−0.001	−0.208	0.212	0.178
SSTD	−0.010	−0.002	−0.221	0.220	0.927

Step 3 (variance)

	Original difference	Permutation mean difference	2.50%	97.50%	Permutation *p*-value
BENFT	−0.013	0.000	−0.206	0.201	0.905
COST	−0.017	−0.003	−0.228	0.210	0.876
EMP	−0.143	−0.001	−0.208	0.212	0.178
SSTD	−0.010	−0.002	−0.221	0.220	0.927

Note: EMP: Empowerment; BENFT: Benefits; COST: Costs; SSTD: Support for Sustainable Tourism Development.