

THE DIMENSIONS OF WOMEN'S EMPOWERMENT AND DEVELOPING ENTREPRENEURIAL WORK IN THE REGION OF HAIL

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ABSTRACT

Design/methodology: *This study examines this research aims to identify the dimensions of women's empowerment and its impact on entrepreneurship development in the Hail region, to identify the concept of entrepreneurial work*

Purpose: *its impact on achieving economic growth in societies, and to explore the field reality of women's empowerment and its influence on developing entrepreneurial work in the Hail region. For this purpose, we administered a questionnaire to 164 women, who graduated from the University Of Hail (UOH) (Female Section).*

Findings: *Several results were obtained, the most prominent of which is that women's empowerment in its various aspects plays a major role in entrepreneurial work development and that women's social empowerment in Hail needs to change the social perception of women and recognize their social role in developing entrepreneurial work.*

Originality: *This research reached several conclusions as follows. The empowerment of women with its various dimensions has an effective role in developing entrepreneurship. A large percentage of respondents feel the importance of empowering women in entrepreneurship and that this types of empowerment helps them develop and lead their own projects. Besides, the women are not sufficiently aware of the role of social empowerment in the Hail region.*

Keywords: Women's Empowerment, Dimensions of Women's Empowerment, Developing Entrepreneurial, Economic Empowerment of Women, Social Empowerment of Women

INTRODUCTION

Women entrepreneurship is a modern phenomenon and is emerging as a trend of empowering females. In today's world, women would not have reached this high level of sophistication, prosperity, creativity, innovation, and wealth without the development of entrepreneurship offering an economic alternative for female decision-makers, as in the Kingdom of Saudi Arabia, the economy is mainly dependent on oil

The economic, social, and cultural aspects of Saudi women's lives have received a great deal of attention to resolve the challenges they face when they try to contribute to the economy. Educational reforms and training have been implemented as an effort to integrate them into economic development plans, making it possible for Saudi women to advance in all cultural, scientific, and social fields (Mohamed, 2020; Alhayani, 2020).

Hence, the interest in empowering Saudi women began to grow, as empowerment grants women the ability to make their presence known in leadership and social, economic, and educational aspects. And empowerment is influenced and depends on various factors as follows: social status, educational status, age, and leadership orientation. In terms of social goals, women's

economic empowerment is an integral part of every society's growth objectives (Hasin, 2018; Alhayani, 2017).

The issue of integrating women into the economic system has been a top priority at all levels; in particular, it has caught the attention of political executives and leadership, as the participation of Saudi women in economic activity and long- and short-term growth plans is one of the most important goals according to the Kingdom's 2030 Vision. The increase in the Gross Domestic Product (GDP) rate to 7% led to a series of decisions that in turn, resulted in women's participation in entrepreneurship in the Kingdom (Shuqair, 2018; Alhayani, 2020).

Muhammad (2020) & Alhayani (2014) analyzed the reality of Saudi women in 2017 with figures demonstrating the support offered to Saudi women and their empowerment, the increased percentage of their rehabilitation and training, and their integration into development plans. The Kingdom's 2030 Vision aims to increase the percentage of its employees in the private sector to 10%, followed by an expected decrease in the unemployment rate from 3.12% to 9% by 2020.

Therefore, this study examines the field reality of empowering women and its impact on the development of entrepreneurial work in Hail, according to the Kingdom's 2030 sustainable plan.

LITERATURE REVIEW

The participation of women in development and their empowerment is one of the indicators against which the progress and advancement of nations are measured. It is also one of the important human development factors affecting the ranking of countries. The need for empowering women and their participation in decision-making in all community organizations has become an urgent and highly important. It is indispensable for advancing development and reducing poverty, as it greatly contributes to enhancing the health and productivity of entire countries and societies (Bin Shalhoub, 2017; Alhayani, 2020).

Studies have confirmed that women are an important human resource and that empowering them helps raise their status (Mashry & Munther, 2020; Mohamed, 2020); Hasin's study (2018) emphasized the necessity of exploring the key issues for women empowerment and using a multidimensional strategic model to empower them and enhance their confidence, personality, and strength in all aspects of life. Moreover, the results revealed that there is a significantly positive relationship between women's age, education, decision-making power, paid work, empowerment, and poverty reduction and that education is the most important factor in empowerment (Shahbaz et al., 2017; Shuqair, 2018; Shamlawi, 2019). Furthermore, Shuqair (2018) found that women's entrepreneurship initiatives in Saudi Arabia are still subpar due to prevailing cultural norms and social obstacles.

Mohammad (2020) also highlighted that empowering women economically allows them to practice entrepreneurial work and that there is a tendency in KSA to increase the rate of participation in the labor market from 22% to 30%, which in turn will play an important role in reducing unemployment rates from 12% to 9% by 2020 year.

In all development plans, women have been the focus of the Kingdom's attention, as the government seeks to encourage women to work, strengthen their role in participation in the government and private sectors, open new outlets to support women in the private sector, and provide research and education services for women in consulting services (Ministry of Planning, 2001). The KSA 2030 Vision stipulated that over 50% of university graduates are women which will contribute to building the nation and the future. Thus, one of the objectives of the Kingdom's 2030 Vision is to raise the rate of women's participation in the labor market from 22% to 30% (The Vision of the KSA 2030).

The Kingdom is committed to the process of developing its talents, investing their energies, and enabling them to obtain appropriate opportunities to build their future and contribute to the development of our society and our economy.

In KSA, recently, women are building and developing all social, leadership, and economic aspects with their representation in public life; this has led to a change in the customs and traditions of Saudi society, especially because it is a society that was dominated by male culture, for a long time. There is a clear gap between the roles of women and men in the economic construction of society and the development efforts made by both sexes, and this study tries to explain the current situation for women in Hail and the efforts they make in developing society, by studying the reality of the dimensions of women's empowerment and its impact on developing entrepreneurial work, from the perspective of Vision 2030.

Despite the importance of empowering women, studies indicated that there is a lack of awareness regarding the importance of empowering women and the steps in place for empowerment, representing a barrier against empowerment efforts. It measures progress in this direction (Al-Buqami, 2020). Also, Al-Yazidi (2020) & Alhayani (2020) also pointed out that some difficulties impede the empowerment of women in KSA, including social and cultural difficulties such as customs and traditions and early marriage, challenges in scientific preparation and professional qualification for women, and the difficulties of integrating women into the production process and entrepreneurial work. These obstacles result in the low participation of women in positions of responsibility and decision-making and hinder the empowerment of women in KSA in general and in the Hail region in particular.

Questions

The study answers the main question "What is the reality of the dimensions of women's empowerment and its impact on developing entrepreneurship in Hail?" The questionnaire includes the following:

1. What is meant by empowering women in light of contemporary administrative thought in terms of concept and dimensions?
2. What is pioneering work and its importance in the economic growth of societies?
3. What is the field reality for empowering women and its impact on developing entrepreneurial work in Hail?
4. What are the proposed results and recommendations for activating the dimensions of women's empowerment to develop administrative work in the Hail region?

RESEARCH METHOD

Research Objectives

This research seeks to define the concept and dimensions of women's empowerment and the concept of entrepreneurial work and its importance in the economic growth of societies.

Also, it explores the field reality of empowering women and its impact on developing entrepreneurial work in the Hail. Finally, some recommendations are made based on the results related to the reality of the dimensions of women's empowerment to develop administrative work in the Hail region.

Importance of Research

Two variables are studied characterized by modernity in the educational field, namely, women empowerment and entrepreneurship. The results and recommendations reached in this research may increase the political leadership's interest in empowering women realizing its impact on the success and development of entrepreneurial work and knowing the economic and social return, particularly in Hail and the Kingdom in general. This research is in line with the Kingdom's 2030 Vision of caring for women and youth and empowering them as an entry point for developing entrepreneurial work in the Kingdom.

Theoretical Framework

Empowerment is a process that occurs in organizations and societies, as it involves active participation and critical thinking, supports decision-making, and creates an atmosphere of mutual respect. Empowerment is defined as “a process in which an individual or group of individuals is granted more freedom and rights, thereby helping to allow workers to make decisions” (Cambridge Dictionary, 2019). In another view, it is “giving a person the power, authority, and rights that help him to perform various actions or duties” (Merriam-Webster Dictionary, 2019).

Empowerment is a deliberate process centered on community organizations, involving mutual respect, critical thinking, and collective participation, through which marginalized people gain greater support in accessing and controlling resources. It is also a process through which people can control their lives through democratic participation in their society and a critical understanding of their environment (PERKINS, 2010). Therefore, the empowerment of women is defined procedurally as "giving women more powers and responsibilities that help them to perform the work that they do and to access and control resources, which makes them feel the democratic participation in the society in which they live."

Meshri & Munther (2020) confirmed e-management is an entry point that helps women achieve effectiveness in producing knowledge and thus creating added value for the organization that runs it, while Batool & Batool (2018) emphasized that women in paid jobs are more empowered than those who are not in paid jobs as in volunteer work. Also, women of older age and those who are more educated have significantly higher scores in terms of women's empowerment. On the other hand, Shahbaz, et al., (2017) identified the obstacles preventing women's empowerment, such as social, economic, cultural, and family values and standards.

Empowerment of Women and Entrepreneurship in Light of Contemporary Management Thinking

1. **Empowering Women:** The research found in its procedural definition that empowering women is centered around giving them more authority and responsibility so that they can perform the tasks assigned to them at work, in turn giving them more confidence and a voice in their societies. Several works in the literature have dealt with the importance of empowering women at work (Meshri and Munther, 2020) by achieving a competitive advantage and optimum utilization of available resources, especially human resources.
2. **Dimensions of Women's Empowerment:** Several works in the literature have confirmed that there are many dimensions related to women's empowerment as follows:
 - **Leadership Empowerment of Women:** It is a style of empowerment that allows women to exercise influence in work, organize procedures, control their behavior, and direct workers' behaviors towards hard work to achieve the desired results. It also helps them to achieve the following (Mehta and Sharma, 2014):
 - **Impact:** women have an impact on the behavior of workers in the organization and thus achieving the desired results from the work environment.
 - **Professional Development:** empowered women are more able to develop their career.
 - **Independence in Decision-Making:** women are able to take a decision on their own through the information obtained from the communication process inside and outside the organization.
 - **Efficiency and Self-Efficacy:** women feel more confident that they can engage in the work of the organization.
 - **Good Social Relationships:** leadership empowerment allows women to build a good network of social relationships within work enabling them to successfully lead the organization.
3. **Economic Empowerment of Women:** The economic empowerment of women is the ability of women to participate in the processes of growth and development and benefit from them. In various ways, it determines the values of women's participation and their self-esteem and allows for a more equitable distribution of development benefits, as economic independence enhances women's access and control over resources and economic opportunities such as financial services, property, jobs and other fruitful aid, market information, and skills development. The empowerment and economic participation of women are essential in promoting women's civil rights, exercising influence in society, and women's full control over their lives and activities and supporting their families, resulting in an impartial society that achieves the maximum return for all development investments in it for both sexes (Ahmad et al., 2018).

4. **Social Empowerment of Women:** It refers to the radical change of values and beliefs associated with decision-making related to women's work in all fields. This type allows optimal empowerment to bring about radical changes in the institutions of society, to enhance women's freedom and dignity giving them the ability to self-control, which increases from their sense of social responsibility (Omar, 2015). Women's empowerment asserts this feeling that society values women and their right to manage and establishes a sense of economic security.
5. **Educational Empowerment of Woman:** Education is one of the most basic pillars in empowering women and their possession of power and ability to influence, further enhancing their confidence and raising awareness of the importance of their participation in economic work. It helps improve their status and position in society; the aspects of women's economic, social, and leadership empowerment depend on women's education. Depriving women of education in certain areas education greatly affects their economic and social participation and may make this almost impossible in society, especially in rural societies, due to traditions, customs, social beliefs, and early marriage. Domestic and nondomestic work also affects women's education in some areas (Shamlawi, 2019).

Entrepreneurship

The term entrepreneurial refers to “an activity undertaken by a person who organizes, manages and takes on the risks of a business or project, by taking risks and taking risks in order to reap profits” (Free Dictionary, 2019), whereas entrepreneurship is an activity of setting up a business, establishing companies, and taking financial risks in the hope of profit (Oxford Dictionary, 2019).

Al-Shumaimari & Al-Mubeirik (2016) stated that entrepreneurship is "an activity based on the creation of a new project that provides economic effectiveness by managing resources with high efficiency to provide something new and create a new economic and administrative activity that is characterized by creativity and risk." It is known procedurally that women's entrepreneurship in the Hail region is represented in "engaging in a commercial or economic activity, in which she manages resources with high efficiency in order to present something new in the hope of reaping profits and seeking to achieve economic safety for her." The results of some studies concluded that there are problems on the ground that hinder the development of entrepreneurship and the majority of female entrepreneurs provide a medium assessment of business climate (Seitov, 2020; Pereira, 2020). Shuqair (2018) found that the reasons for the failure of women's initiatives in the field of entrepreneurship and small enterprises and their exit from the market are as follows: financial illiteracy and wrong policies in dealing with the project budget, competition from foreign products, the lack of a clear strategic vision for businesswomen, and their main motivator being quick earning.

The results showed that there is an intermediate degree for the application of entrepreneurship among graduate students, and educational leaders play a role in developing entrepreneurship among graduate students (Sharman, 2019). In addition, finance was a great indicator of entrepreneurship and thus, entrepreneurship is an important indicator of economic growth. Besides, the results showed that there is a positive relationship between entrepreneurship and economic growth and a positive relationship between finance and economic growth in the OIC (Organization of Islamic Cooperation) countries (Khyareh, 2020).

With a quick analytical look, we find the following: there are many dimensions of empowerment; education, age, and experience influence the empowerment of women; entrepreneurial work stimulates the economic growth of some countries and reduces women's unemployment; finance plays an important role in the success of entrepreneurial work.

This study tries to link two variables, namely, women's empowerment and entrepreneurial work, while the aforementioned previous studies were divided into two axes, namely, empowerment and entrepreneurship. The target group in this research for entrepreneurial work and empowerment is university graduates, while previous studies included women of all ages and education levels.

Entrepreneurial Work and the Role of Empowering Women in its Development

Entrepreneurial work is the practice of commercial or economic activity, in which you manage resources efficiently to provide something new in the hope of reaping profits. The interest in the entrepreneurial work of women in any society is due to many economic and social advantages and benefits (Misawi, 2020). The economic benefits of entrepreneurship can be summed up in the following points:

- It is considered the main source of job creation in both developed and developing economies, as previously, the necessity of providing and creating job opportunities for citizens was confined to the state.
- The low amount of capital is required for the establishment of projects, thus the ease of initial establishment of the project.
- It depends largely on the work component, thus providing more job opportunities than large projects.
- It depends on local primary resources as inputs and on local markets to sell its products.

Given the importance of entrepreneurial work, many studies have indicated that there is an interest in entrepreneurship education becoming part of the curricula and decisions at the school and university level. Consequently, this will improve knowledge, build skills, and encourage behavior towards entrepreneurial work assisting learners in preparing to start and run their own businesses, which is an investment in education, school, on-the-job training, and other types of experience. "Entrepreneurship education helps improve students' knowledge and skills so that potential entrepreneurs are well equipped with basic competencies to enter the business environment in addition to learning about opportunities in the places they live in, and how to exploit these opportunities" (Manyaka-Boshielo, 2019).

Through their role, women can develop entrepreneurial work, as educational empowerment makes them aware of the laws and legislations that facilitate their projects, their right to manage them, and financing for their development. Economic empowerment enables them to expand and introduce modern technologies to work. Through entrepreneurial work, economic security is established for women and, on the other hand, their projects generate job opportunities for other citizens, thus achieving economic growth. In addition, the social empowerment of women plays an important role in developing entrepreneurial work through changing the societal perception of women, which lead to empowering their leadership and driving small businesses for the better. Thus, all empowerment dimensions lead to the development of entrepreneurial work.

EMPIRICAL FRAMEWORK

The research adopted the descriptive approach as one of the methodologies based on "a set of research procedures that are integrated to describe the phenomenon or topic based on the collection of data and facts, their classification, and analysis sufficient and accurate to extract their significance and arrive at conclusions or generalizations about the phenomenon or topic in question" (Al-Rashidi, 2000). To this end, a questionnaire has been prepared and administered to 16 Hail University female graduates studied at the colleges of education, pharmacy, and computer and information. The research was organized and conducted according to the following steps:

First Step: Exploring the field reality of the dimensions of women's empowerment and its impact on developing entrepreneurial work in Hail.

Through reviewing previous studies, a questionnaire was prepared to determine the field reality, and from here, this step will proceed as follows:

Through the analysis of previous studies, a questionnaire was prepared to determine the field reality as follows:

1. **Objectives:** the field study aimed to know the opinions of the study sample on empowering women and the effect of this empowerment on developing administrative work in the Hail.
2. **Application Field Procedures:** they include the study sample and its characteristics, the study tool and its preparation, and its description.
3. **Study Population:** female graduates from the UOH were included. They were chosen randomly, and the selection of the sample, in this case, was based on the free choice of the researcher and according to the nature of his research and his capabilities (Mohamed, 2017).
4. **Data Collection Tool:** the research was based on a questionnaire. To answer the questions, it was designed in light of the theoretical framework and previous studies, taking into account the possibility of arriving at the sample's views towards the reality of the dimensions of women's empowerment and the dimensions and its relationship to developing entrepreneurial work in Hail (Al-Azzawi, 2008; Al-Shumaimari et al., 2016; Mohamed, 2020; Meshri & Munther, 2020).
5. **The Questionnaire Preparation was Represented in Four Axes:** first, women's leadership empowerment and its impact on the development of entrepreneurship in Hail; second, the social empowerment of women and its impact on the development of entrepreneurial work in Hail; third, the economic empowerment of women and its impact on the development of entrepreneurial work in Hail; fourth, empowering the educational effect of women and its impact on the development of the entrepreneurial work in Hail. The questionnaire was prepared in its initial form, where the axes were formulated in the form of phrases on the three-dimensional Likert scale. The first arbitration was made to determine the appropriateness of formulating the phrases and their relevance to the axes by experts at UOH, and some amendments have been made to it. The wording of some phrases has been modified to suit the target group.
6. Legalizing the questionnaire through the use of content validity and reliability as follows:
 - **Content Validity:** It means the tool's ability to correctly measure what it was set to measure (Abdel-Rahman, 2005). The researcher relied on verifying the validity of the form based on the validity of the arbitrators; in light of the modifications they made, adjustments were made to the phrases and axes of the questionnaire, as the wording of some of the phrases were modified and some of them were deleted until the questionnaire reached in its final form.
 - **Questionnaire Stability:** To calculate the reliability of the questionnaire, the Cronbach's alpha coefficient was employed, and the calculation results of the reliability coefficients are shown in Table 1.

Table 1
THE CALCULATION OF THE STABILITY COEFFICIENTS FOR THE QUESTIONNAIRE

The axes for which the stability is calculated	Cronbach's alpha
Empowering women leadership and its impact on developing entrepreneurship in Hail	0.903
Social empowerment of women and its impact on developing entrepreneurship in Hail	0.835
Economic empowerment of women and its impact on developing entrepreneurship in Hail	0.877
Educational empowerment of women and its impact on developing entrepreneurship in Hail	0.918
Total questionnaire score	0.887

Table 1 shows the high stability coefficient for all the resolution axes, ranging between 0.835 and 0.903 and the high stability coefficient of Cronbach's alpha relative to the total questionnaire score as reached 0.887, indicating high stability of the resolution, that is, suitable for the purpose of the study.

7. **Statistical Methods:** we used methods that fit with the study function and are consistent with its variables as follows: Statistical Package for the Social Sciences (SPSS) was employed to calculate the stability; Cronbach's alpha coefficient was used to calculate the differences in the dimensions of the empowerment of women according to the different disciplines; frequencies and percentages and the mean and standard deviation of the sample members were calculated.

Limitations

This research had four identified limitations as follows. Human limitation: the research was applied to a relatively small sample (164) of female graduates from the colleges of education, pharmacy, engineering, and computer science. Time limitation: the study was conducted during the academic year 2019/2020. Spatial boundaries: it was carried out in the city of Hail. Regional

boundaries: the empowerment of women was addressed in terms of dimensions and the extent of their impact on the development of entrepreneurship in the Hail region. Thus, these limitations are to be taken into account when generalizing the results.

RESULT AND DISCUSSION

The First Axis: knowing the reality of empowering women leadership and its impact on developing entrepreneurial work in Hail.

No.	Statement	Frequency and ratio	Approval degree		
			Large	Medium	Not agree
1	Hail women have a high response to commercial and economic activities.	Frequency	108	49	7
		Ratio	65.9%	29.9%	4.3%
2	Project management helps women develop their leadership traits	Frequency	109	52	3
		Ratio	66.5%	31.7%	1.8%
3	The leadership characteristics of women have a big role in influencing the behavior of women working with them in the project.	Frequency	122	39	3
		Ratio	74.4%	23.8%	1.8%
4	The interest of women in developing their knowledge and experiences affects the development of the enterprise that they own	Frequency	110	50	4
		Ratio	67.1%	30.5%	2.4%
5	Women are able to improve and develop the quality of the output or service they provide through contacting the beneficiaries.	Frequency	107	53	4
		Ratio	65.2%	32.3%	2.4%
6	A woman's self-confidence is linked to her success in developing the enterprise she owns.	Frequency	109	53	2
		Ratio	66.5%	32.3%	1.2%
7	The network of social relationships possessed by women enables the development of the activity that they practice (whether agricultural, industrial, commercial, etc.).	Frequency	107	54	3
		Ratio	65.2%	32.9%	1.8%

In Table 2, by noting the percentages in terms of female leadership empowerment, it was noticed that they are 65.2%–67.1% for a largely consistent response, which is close and somewhat high, indicating that a large number of women, more than 65%, feel the importance of empowering women as leaders to develop entrepreneurial work. This result is consistent with the findings of (Meshri & Munther, 2020), which suggested the importance of women in developing work and creating an added value for it.

The average approval values for the items ranged from 23.8% to 32.9%, which is a rather low percentage, indicating that some do not feel this empowerment and do not see that there is great importance related to the empowerment of women.

These results are consistent with what was found in (Shuqair, 2018), which confirmed that the empowerment of Saudi women is still not possible to the required degree.

The Second Axis: knowing the reality of social women empowerment and its impact on developing entrepreneurship in Hail.

No.	Statement	Frequency and ratio	Approval degree		
			Large	Medium	Not agree
1	A neighborhood society gives women enough freedom to run the enterprises that they own.	Frequency	94	67	3
		Ratio	57.3%	40.9%	1.8%
2	In the Hail region, women practicing in entrepreneurship is a way to improve their social status.	Frequency	104	55	5
		Ratio	63.4%	33.5%	3%
3	Entrepreneurial work in the Hail region gives women a distinct social status.	Frequency	101	58	5
		Ratio	61.6%	35.4%	3%
4	Some customs and traditions in the Hail region hinder women from practicing some commercial and industrial activities.	Frequency	95	65	4
		Ratio	57.9%	39.6%	2.4%
5	Society grants women the freedom to establish enterprises in their various commercial, industrial, and agricultural activities ... etc.	Frequency	89	70	5
		Ratio	54.3%	42.7%	3%
6	Small enterprises run by women in the Hail region are helping to reduce the social gap between families.	Frequency	105	58	1
		Ratio	64%	35.4%	0.6%

From Table 3, approval ratios were close to a large degree and the rates were moderate, except for statement no. 6. This means that women are not sufficiently aware of the role of social empowerment in the Hail region, unlike in the leadership empowerment dimension. However, the general agreement is that social empowerment is present, as evidenced by the weak frequency scores, which did not exceed 5 out of a total of 164 cases. This may be due to some social problems within the society currently. This result is in agreement with the study by Seitov (2020), which indicated some social problems facing the entrepreneurial work of small and medium enterprises, and with the findings of Khan, et al., (2017), which reported that empowering social welfare for women in rural areas is weak as a result of social, cultural, and family values and norms.

As for statement no. 6, the high approval rates are large, and the low approval rates are considered average. This means that the social role of women is prominent in small enterprises, which may be because these projects are easy to manage and they give women a sense of confidence and strength of character. This is in agreement with the study of Hasin (2018), which emphasized the importance of empowering women to enhance their personality and overcome life challenges. The current study disagrees with the study of Shuqair (2018), which reported the failure of small women's projects in the Qassim region.

The Third Axis: knowing the reality of women's economic empowerment and its impact on developing entrepreneurship in Hail.

No.	Statement	Frequency and ratio	Approval degree		
			Large	Medium	Not agree
1	There are bank facilities that encourage women in Hail to set up businesses.	Frequency	84	69	11
		Ratio	51.2%	42.1%	6.7%
2	Ease of submitting proposals on projects that can be practiced by the women of the district to the competent authorities.	Frequency	79	69	16
		Ratio	48.2%	42.1%	9.8%
3	Government agencies in the Hail region facilitate the administrative procedures necessary for	Frequency	84	78	2
		Ratio	51.2%	47.6%	1.2%

	women to engage in a specific activity and expand it.				
4	Projects set up by women play a vital role in development plans in the Hail region.	Frequency	85	74	5
		Ratio	51.8%	45.1%	3%
5	Women's enterprises run by women in Hail give them economic safety	Frequency	93	69	2
		Ratio	56.7%	42.1%	1.2%
6	The private enterprises that women establish in Hail reduce the negative aspects of the routine.	Frequency	90	71	3
		Ratio	54.9%	43.3%	1.8%
7	Women's economic empowerment plays a prominent role in providing job opportunities for many women in the Hail region.	Frequency	95	69	-
		Ratio	57.9%	42.1%	-

From Table 4, it is noticed from the percentages and frequencies that statement no. 7 has no percentages of disapproval. The approval was clear and ranged between 57.9% and 42.1%, which reflects the availability of job opportunities to some extent for all women in the community of the Hail region. Besides, approval rates of medium and large degrees are close, meaning that approval ratings are somewhat high in the economic empowerment process; however, women need more economic empowerment to reach the desired level and achieve economic security.

This indicates that women in Hail society play a prominent role in economic development; on the other hand, the importance of pioneering work in achieving economic growth, particularly in Hail and the Kingdom in general, is evident. These results are consistent with the findings of previous studies on the importance of pioneering work in the economic and social fields and emphasize the role of Saudi women in economic development (Abdul, 2020; Mohammad, 2020; Khyareh, 2020).

The Fourth Axis: educational empowerment of women and its impact on developing entrepreneurship in Hail.

No.	Statement	Frequency and ratio	Approval degree		
			Large	Medium	Not agree
1	The educational level helps in the diversity of activities that women practiced in Hail.	Frequency	114	48	2
		Ratio	69.5%	29.3%	1.2%
2	A woman's educational level is linked to her success in developing her entrepreneurial work.	Frequency	113	47	4
		Ratio	68.9%	28.7%	2.4%
3	Education provides women with the skills and knowledge necessary for the success of their activity.	Frequency	117	46	1
		Ratio	71.3%	28%	0.6%
4	Educating women helps provide them with lifelong learning skills that enable them to develop the projects they run.	Frequency	120	43	1
		Ratio	73.2%	26.2%	0.6%
5	Education provides women with knowledge of their religious rights and the basis for dealing when engaging in and managing various activities.	Frequency	117	47	-
		Ratio	71.3%	28.7%	-
6	Education equips women with the skills to undertake the continuous development of the enterprise that they own.	Frequency	116	48	-
		Ratio	70.7%	29.3%	-
7	The limitation of women's education to certain fields greatly affects the project development processes that they pursue.	Frequency	112	50	2
		Ratio	68.3%	30.5%	1.2%

It was noted from Table 5 that the percentage of disapproval is very weak and that its frequency did not exceed two cases. This indicates that women enjoy educational empowerment and all the skills and knowledge necessary for them as citizens of the Hail region. The results suggest that they are familiar with their religious rights and their knowledge of all the information required for the establishment of small projects and they practice activities deemed economically appropriate for them.

These results are consistent with the findings of Mohammad's study (2020), which highlighted the Kingdom's role in educational empowerment and women's education under the Kingdom's 2030 Vision. They are also in agreement with the Batool & Batool (2018) study, which confirmed that women with a higher educational level are more able to participate in volunteer work. The study of Khan, et al., (2017) indicated the importance of educational empowerment as an important factor and indicator of women's empowerment.

The Fifth Axis: The differences between the sample members according to specializations with regard to the dimensions of women's empowerment.

The mean and standard deviation were calculated to identify the extent of the differences between the dimensions of women's empowerment according to the specializations of the sample members, which were education, pharmacy, and computer science. The Women's leadership empowerment.

Dimension	College	Mean	N	Standard deviation
Leadership empowerment	Education	16.47	32	2.04
	Pharmacy	16.83	60	2.06
	Engineering and computer science	14.94	72	2.75
	Total	15.93	164	2.53

It was noticed from the arithmetic mean that women who graduated from colleges of education and pharmacy excelled in leadership empowerment than their counterparts from the college of computer science.

This is because the nature of the field of work of pharmacy graduates imposes the necessity of leadership empowerment for the success of the pharmacy project they establish after graduation. This is evidenced in Figure 1.

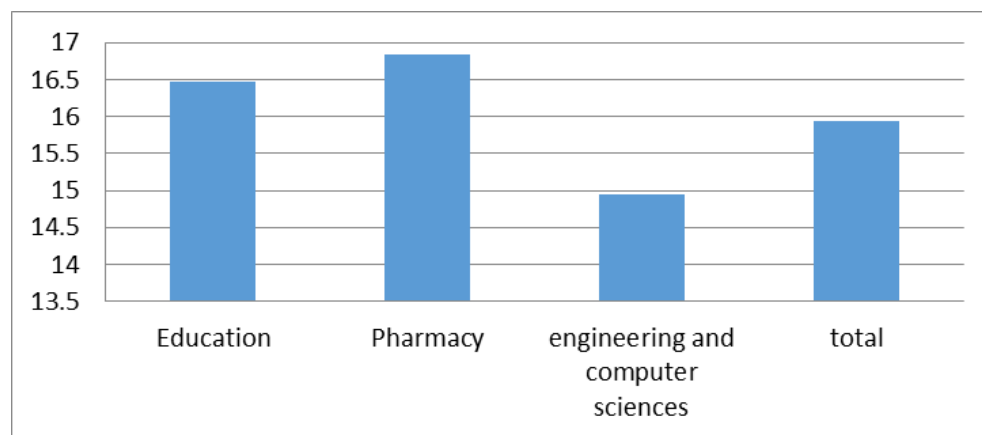


FIGURE 1
THE DIFFERENCES BETWEEN THE SAMPLE MEMBERS ACCORDING TO SPECIALIZATIONS (WOMEN'S LEADERSHIP EMPOWERMENT)

The Social Empowerment of Women

Dimension	College	Mean	N	Standard deviation
Social empowerment of women	Education	15.06	32	2.04
	Pharmacy	16.32	60	2.17
	Engineering and computer science	14.89	72	2.45
	Total	15.45	164	2.4

From the arithmetic mean in Table 7 and Figure 2, it was noted that women who graduated from the pharmacy college were outperformed those who graduated from the college of education graduates (the second place), followed by those who graduated from computer science college (third place). This may be because graduates of the pharmacy college, through the nature of their work interacting directly with society, have social skills that help them be more socially empowered.

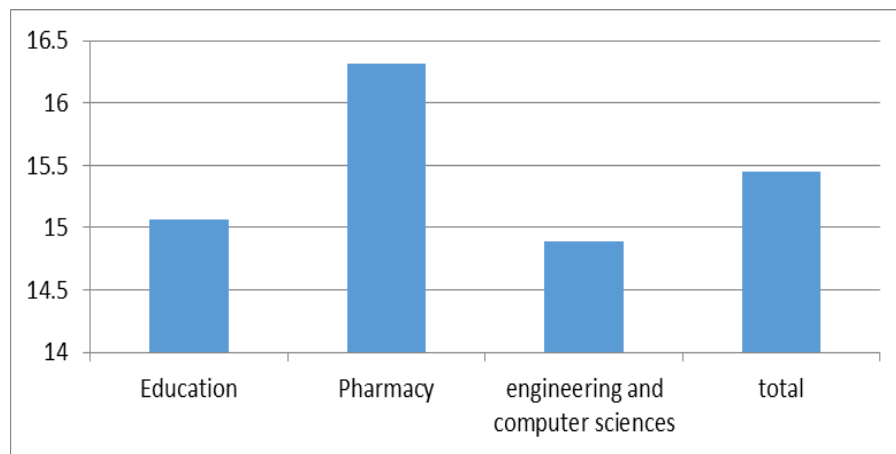


FIGURE 2
THE DIFFERENCES BETWEEN THE SAMPLE MEMBERS ACCORDING TO SPECIALIZATIONS (SOCIAL EMPOWERMENT OF WOMEN)

Women's Economic Empowerment

Dimension	College	Mean	N	Standard deviation
Women's economic empowerment	Education	17.5	32	2.47
	Pharmacy	18.15	60	3.17
	Computer science	16.92	72	3.07
	Total	17.48	164	3.04

From Table 8 and Figure 3, it was noticed from the arithmetic average that women who graduated from the college of pharmacy outperformed in economic empowerment, followed the college of education graduates in the second place, and then the female graduates of the computer science college in third place. This may indicate the ability of pharmacy graduates to go directly to entrepreneurship after graduation by virtue of their job needs.

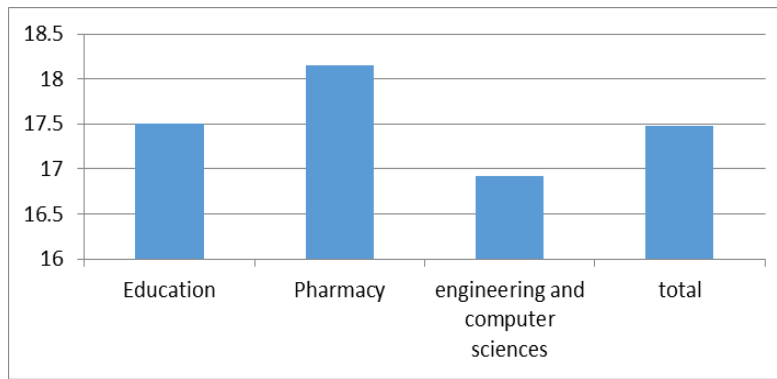


FIGURE 3
THE DIFFERENCES BETWEEN THE SAMPLE MEMBERS ACCORDING TO SPECIALIZATIONS (WOMEN'S ECONOMIC EMPOWERMENT)

Women's Educational Empowerment

Dimension	College	Mean	N	Standard deviation
Women's educational empowerment	Education	18.53	32	2.81
	Pharmacy	19.85	60	2.2
	Engineering and computer science	18.21	72	2.94
	Total	18.87	164	2.75

From Table 9 and Figure 4, it was noticed from the arithmetic average that women who graduated from the pharmacy college excelled in educational empowerment, followed by the education college graduates in the second place, and then the female graduates of the computer science college in the third place. However, there is convergence in the average degrees of the colleges of education and computer science in terms of educational empowerment. Perhaps, the high degree of educational empowerment for female graduates of the pharmacy college is due to their chances of obtaining high grades at the secondary level, their ability to educationally progress in a scientifically and socially distinguished faculty, and the societal view of the female students at the pharmacy college.

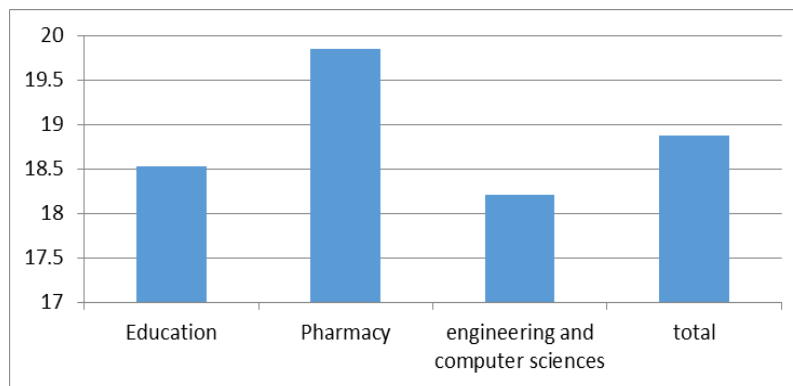


FIGURE 4
THE DIFFERENCES BETWEEN THE SAMPLE MEMBERS ACCORDING TO SPECIALIZATIONS (WOMEN'S EDUCATIONAL EMPOWERMENT)

The Overall Degree of Empowerment in Women's Entrepreneurial Work

Dimension	College	Mean	N	Standard deviation
The overall degree of empowerment in women	Education	67.56	32	7.24
	Pharmacy	71.15	60	7.3
	Engineering and computer science	64.96	72	9.74
	Total	67.73	164	8.85

From Table 10 and Figure 5, it was observed from the arithmetic average that women who graduated from the pharmacy college outperformed in terms of pioneering work, followed by the college of education graduates in the second place, and then the female graduates of the computer science college in the third place. The superiority of the female graduates of the pharmacy college in all areas of empowerment, in general, is due to the nature of this profession, which has a social, economic, educational, and leadership aspects, and the presence of practical training directly for female graduates in the labor market, justifying having an average higher than their counterparts in the education college or engineering and computer science college.

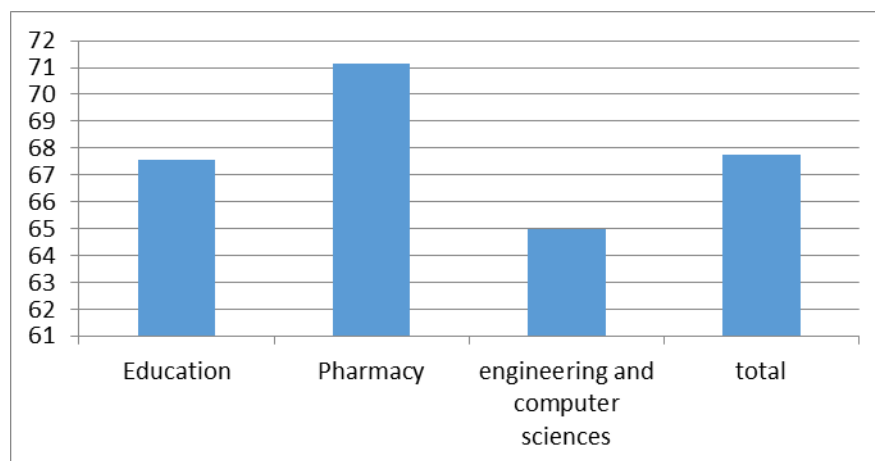


FIGURE 5
THE DIFFERENCES BETWEEN THE SAMPLE MEMBERS ACCORDING TO SPECIALIZATIONS (WOMEN'S EMPOWERMENT)

CONCLUSION

This research reached several conclusions as follows. The empowerment of women with its various dimensions has an effective role in developing entrepreneurship. A large percentage of respondents feel the importance of empowering women in entrepreneurship and that this type of empowerment helps them develop and lead their own projects. Besides, the women are not sufficiently aware of the role of social empowerment in the Hail region; this may be due to the values and social heritage in the region, which play a role in weak recognition of the social role of women who own projects in society. The results related to each dimension of this research are as follows:

The results related to women's leadership empowerment and its impact on developing entrepreneurial work in the Hail region.

The large percentage of respondents feels the importance of empowering women in entrepreneurship; this type of empowerment helps them develop and lead their own projects. Women need to be more aware of leadership empowerment in the Hail region, especially female graduates. Empowerment of leadership gives women the ability to control their behaviors and motivate those working with them, which has the greatest impact on achieving the best results.

The results related to the social empowerment of women and their impact on the development of entrepreneurship in the Hail region.

The social empowerment of women in the Hail region is not fully realized, and this may be due to the social values and heritage, which have a role in weak recognition of the social role of women who own projects in society. Social empowerment needs more visibility to enlighten women about the aspects of development in entrepreneurial work. Moreover, social empowerment increases a woman's sense of social responsibility and creates a change in the unwanted values and legacies of society.

The results related to women's economic empowerment and its impact on developing entrepreneurship in the Hail region

Women in the Hail region need more economic empowerment, which will achieve their economic security. The economic empowerment of women allows them to own and open projects, in addition to supporting their families, and it also provides many job opportunities. Moreover, it contributes to strengthening women's control over their personal and civil lives. This promotes establishing women's rights in society through the projects that they establish.

The results related to women's educational empowerment and its impact on developing entrepreneurial work in the Hail region.

Female students of the college of education and engineering and computer science need more educational empowerment because the results reflect their lack of knowledge of laws that facilitate women's undertaking of projects and ways to develop them. Alternatively, the graduates of the college of pharmacy are more educationally empowered, highlighting their ambition and knowledge to integrate into entrepreneurial work, and thus they are the most motivated group with the constant desire to know the legislations for entrepreneurial work. Social empowerment opens up all opportunities for women to pursue any field of education they desire, thus achieving social justice between the sexes at the level of the KSA in general and the Hail region in particular.

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