

An Analytical Study of the Reality of Empowering and Building the Capacities of Palestinian Women through Arab and International Experiences

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Abstract: *The study aimed to identify the reality of empowering and building the capacities of Palestinian women through Arab and international experiences. The study population reached (132) employees. The electronic questionnaire was used as a study tool. In addition to the use of interviews for both employees of the ministry and women's institutions, the statistical analysis program for social sciences (SPSS) was also used. The results confirmed that the Foundation is facing difficulties in funding women's empowerment programs. The Ministry was providing logistical support to empower women within the institution. The Ministry contributes to the empowerment of women through the Foundation's programs. The Ministry also develops policies to empower women within the institution. In light of the previous results, the study recommends: The ministry's interest in networking with women's institutions to provide all services efficiently and high quality to the beneficiaries, and its contribution to the involvement of women's institutions with donor partners. And the need to communicate and communicate with the Ministry and women's institutions permanently so that there is no duplication of work. And that the ministry to establish a clear guides to the tasks and work of women's institutions so that all services are provided equally and non-recurring. And the need to establish a comprehensive database on all women's institutions in Palestine. The need for continuous meetings between women's institutions and the Ministry of Women's Affairs coordinated by women's institutions. The importance of exchanging experiences between workers in women's institutions and those working in the Ministry of Women's Affairs. And the need for women's institutions to rely on themselves, not just on funded projects.*

Keywords: Empowerment, Capacity Building, Palestinian Women, Ministry of Women's Affairs, Women's Institutions, Palestine.

Introduction

The issue of the advancement and empowerment of women is one of the priorities on the agenda of the countries of the world at the beginning of the twenty-first century. Women's issues, their status and their position, both poverty and sustainable development, have captured a large part of the United Nations Millennium Development Goals, directly or indirectly. In crystallizing the global development agenda (Abu Radi, 2017).

Women's issues have become an essential part of international conferences and highlighted in various researches. Many countries have implemented strategic plans aimed at empowering women and maximizing their importance in various fields, because women are an important human resource that must be invested and enabled to achieve comprehensive and equitable development capable of Change.

Whereas the Beijing Document (1995) affirmed that improving the social, economic and political status of women is an essential factor that will promote the empowerment of women, Women's participation strikes a balance that reflects the natural composition of society, which would achieve the principles of democracy and efficient functioning (Abu Mandil, 2014).

Therefore, the issue of women's empowerment is an issue that cannot be discussed away from the issues of society. It must be seen as a social and economic issue for any society. It is related to time and place, because it is the result of historical conditions and social components of each society. However, it is different from the issue of women in other parts of the world, including Arab societies although most Arab governments have passed legislation and laws that equate men and women, this equality has not been achieved on the ground (Al-Kafarneh, 2018).

Problem Statement

The issue of women cannot be considered a private issue, but it is a public issue, which can be viewed from many social aspects, because women have an important role in building the family and the first building block in society, so it was important to work to enable them in all aspects politically, economically and socially. Culturally and psychologically, as a partner in development, but despite the efforts made in the empowerment of women, we find a problem in how to enable them in all aspects because it requires a high financial cost and great effort, and the existence of many obstacles to women's empowerment politically, and suffering Women suffer from customs and traditions T underestimate women and raise its status, and the lack of equal opportunities between men and women so that there will be a constructive contribution to the

development., Beside the lack of a unified reference for the work of women's organizations in women's empowerment programs.

Research Questions:

1. What is the reality of women's empowerment in the Gaza Strip?
2. What is the role of women's institutions in empowering women in the Gaza Strip?
3. What is the role of the Ministry of Women's Affairs in empowering women in the Gaza Strip?
4. What is the impact of women's empowerment on the family in the Gaza Strip?
5. What are the challenges facing women's empowerment in the Gaza Strip?
6. What are the ways to promote women's empowerment in the Gaza Strip?

Research Importance

The importance of the study is as follows:

1. Highlight the role played by States in the empowerment of women.
2. Provide information on the situation of women in the Gaza Strip.
3. Enrich studies on Palestinian women on the subject of women's empowerment.
4. To come up with a theoretical framework that clarifies the role of the Ministry of Women's Affairs and women's institutions in empowering women in the Gaza Strip.

Research Objectives

1. Identify the reality of women's empowerment in the Gaza Strip.
2. Reveal the role of women's institutions in empowering women in the Gaza Strip.
3. Reveal the role of the Ministry of Women's Affairs in empowering women in the Gaza Strip.
4. Learn about the impact of women's empowerment on the Palestinian family in the Gaza Strip.
5. Identify the challenges facing women's empowerment in the Gaza Strip.
6. Identify ways to promote women's empowerment in the Gaza Strip.

Research Terminology

- **The Ministry of Women Affairs:** Founded in November of the year 2003 AD as the first Ministry of Women Affairs in Palestine in response to the struggles of Palestinian women to obtain their national rights to independence, and the establishment of the Palestinian state on the one hand and to obtain their social, economic and political rights to build a civil society in which comprehensive human development is achieved from Other side (<http://www.mowa.pna.ps>,2019).
- **Capacity Building:** The USAID program defined it as a systematic process to develop the efficiency and effectiveness of the organization in its pursuit of its goal, and to provide high-quality services, by enhancing its organizational and technical capabilities (Hallo, 2016).
- **Feminist institutions:** They are organizations concerned with women's affairs, which are run and planned by women or mainly managed by women (Kattana, 2016).
- **Procedural definition of empowerment:** Granting employees in the institution all human and material resources, and support them with the authority and power that contribute to the achievement of the objectives of the institution, and take appropriate decisions in a timely manner.

Theoretical Framework

Empowerment:

Empowerment is seen as an important part of making progress in the work of the institution, and achieving the goals that the institution seeks to reach, and administrators continuously strive to empower individuals so that the institution has a high degree of change and progress in the work, because the vital factor for the success of any institution is based on decisions Taken by the employee, and the knowledge gained so as to continue to work in the institution of high quality.

Definition of Empowerment:

There are several definitions to enable, including:

1. A process by which authority and responsibility are delegated to individuals at lower administrative levels (Marzouk, 2017).
2. A process by which women become individually and collectively aware of the way power relationships affect their lives; they gain self-confidence and the ability to address inequalities with men (Abu Mandil, 2014).
3. It is the equitable transfer of responsibility and authority from managers to subordinates and it also supports subordinates with authority and a sincere invitation to those in decision-making authority (Ali, 2013).
4. An extension of organizational processes through communication, criticism, feedback and teamwork, to increase knowledge, skills and motivation (Qadour, 2013).

From the previous definitions, the researchers concluded that there are points of agreement in the definition of empowerment, namely:

1. Urging, training and motivating employees to work with all motivation.
2. Delegation of authority.
3. Strive to achieve the goals of the institution.
4. Take responsibility.
5. Provide workers with all logistics to enable them to work.

Importance of Empowerment:

To reduce the increasing and continuous burdens caused by poverty, ignorance and negative culture, and place them on the shoulders of women, inequality and inequality due to unequal access to health care, and related services, inequality in political and economic structures in all forms of productive activities and resource utilization, lack Equality between men and women in power-sharing and decision-making at all levels, insufficient and effective mechanisms for the advancement of women at all levels (Tantawi, 2016).

Empowerment Equation:

Empowerment = Power X Information X Knowledge X Rewards (Abu Mandil, 2014).

Empowerment Goals:

1. Capacity development for individuals, groups, organizations and communities.
2. Achieving more justice and equality.
3. Broadening freedom, participatory democracy, flexibility, creativity and responsibility (Omar, 2015).
4. Strengthen the spirit of cooperation and build self-confidence and capabilities of others.
5. Control and control of circumstances and situations.
6. Ensuring effective services (Al-Srouji, 2010).

Types of Empowerment:

Enabling types can be grouped as follows:

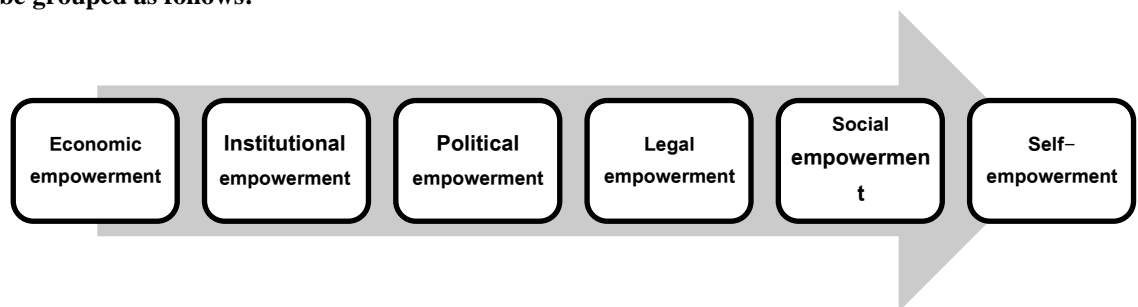


Figure (1): Types of empowerment
Source: Figure prepared by researchers

Advantages of Empowerment:

1. More responsive to customer needs.
2. Workers' satisfaction.
3. Good service builds customer loyalty and business reputation.
4. Increased competitiveness.
5. Increased cooperation on problem solving.
6. Achieving a distinguished position (Radi, 2010).

Principles of Women's Empowerment

Empowerment is based on a set of principles and pillars through which the objectives of empowerment can be achieved these principles include:

1. The principle of participation.
2. The principle of self - reliance.
3. The principle of starting with society is where it is.
4. The principle of responsibility.
5. The principle of justice and legal equality (Shbaier and Al-Mghani, 2018).

Barriers to Empowerment:

1. Increase training and education costs for individuals.
2. Not all staff can fully identify how to make effective decisions.
3. Providing workers with theoretical concepts without practical application.
4. Employees focus on their personal success without paying attention to group success (Al-Shaer, 2018).
5. Strong centralization in decision-making authority (Al-Omari, 2014).
6. Not wanting to change.
7. Inadequate reward system.

The Work of the Ministry Of Women's Affairs in Empowering Women:

The Ministry of Women's Affairs is empowered to:

1. **Political Empowerment:** by drawing on the National Plan for Political Participation and Security Council Resolution 1325 on: Women, Security, and Peace.
2. **Economic empowerment:** Through the employment fund, which is to qualify new female graduates from work to integrate into the labor market, by enabling them to enter the labor market through the training and employment program, and after training, it begins the work and work hours of female graduates in women's institutions, where work continues for two months for each A paid graduate, after which periodic follow-ups and field visits to the graduates are followed in their workplaces for continuous guidance and guidance (<http://www.mowa.pna.ps>, 2019).

The researchers believe that it was clear that empowerment is very important within women's ministries and institutions because it works to increase innovative capabilities, achieve a distinctive position, and improve the quality of production and services, and high loyalty of workers, and high resistance to the individual work stress, and the development of a sense of responsibility, to reflect this to facilitate access to The desired objectives.

Arab and International Experiences in Women's Empowerment

1. The UAE Experience in Empowering Women

The UAE has implemented the strategy for empowering and pioneering women, launched by Sheikha Fatima Bint Mubarak for the period (2015-2021 AD) and there were several stages for its implementation of the first stage between (2016 to 2018) and the second stage between the years (2019 to 2021 AD), and was among the most prominent Its strategic goals are to create a legislative and institutional framework in support of women, in line with best practices in the field of women's empowerment, and in line with the state's obligations in international covenants and treaties, in addition to raising the level of women's participation in quantity and quality in various fields, and the percentage of their representation in positions of authority and decision-making (Dubai Media Corporation, 2019).

It included empowering and building the capabilities of Emirati women to be an effective and pioneering element in sustainable development, and providing the elements of a decent and safe life and social well-being with high-quality foundations for women, and overcoming difficulties in their participation in all fields, where the strategy is a framework for all governmental and private women's institutions and civil society institutions in developing plans and programs Her work, and in order to provide a decent life for women to make them empowered, entrepreneurial, and an initiative to participate in all areas of the sustainable development process, in a way that achieves the quality of life for her.

Since its establishment, the state has been keen on providing all the legislative laws that guarantee the rights of individuals in society, as it has worked to provide for all their needs, and the UAE constitution came out stating the rights and duties of individuals in society and women as one of the main pillars of society as these laws came as a supporter of women in all its affairs. And its entity, and women enjoy the services provided by the state to individuals from education, health and civil service laws pertaining to women's work and privacy (Emirates Strategic Plan, 2018).

Researchers believe that it is clear that the UAE's strategic plan works directly to empower women and build their capacities, and highlighted the importance of networking between the government and civil society and private institutions, and focused on the important role of laws and legislation in the protection of women, and provide a dignified and sustainable life for them, and this is confirmed by the study Among the current variables are the importance of empowerment, networking, laws, legislation and capacity building of women within the state and within women's institutions.

2. The experience of the State of Egypt in empowering women:

The President of the State of Egypt, Abdel Fattah Al-Sisi, paid attention to his recent speeches on the pioneering role of Egyptian women, where he said in a special speech to him: The state has put in place a complete plan to empower women within the framework of the state strategy (2030 AD) with mechanisms to ensure their full implementation, and that women now represent 20% of The current government, and represented the governor for the first time, and there is an unprecedented large percentage in parliament (Egypt Experience, 2030).

The strategy was in line with Egypt's Vision for Sustainable Development (2030), which seeks to build a just society that guarantees equal rights and opportunities for its sons and daughters for the highest degree of social integration for all groups. The National Strategy for the Empowerment of Egyptian Women (2030) adopts a definition of women's empowerment, based on five Elements, namely:

1. That women value themselves and trust in their potential.
2. Women have the options and have the right to make choices.
3. Ensure that women have the right to access and obtain opportunities and resources.
4. That women have the right to have control over the capabilities of their lives.

The strategy adopts three dimensions of the concept of sustainable development (the National Strategy for Empowering Egyptian Women, 2030). The following graphic shows the dimensions of the concept of sustainable development in the National Strategic Plan for Empowering Egyptian Women:

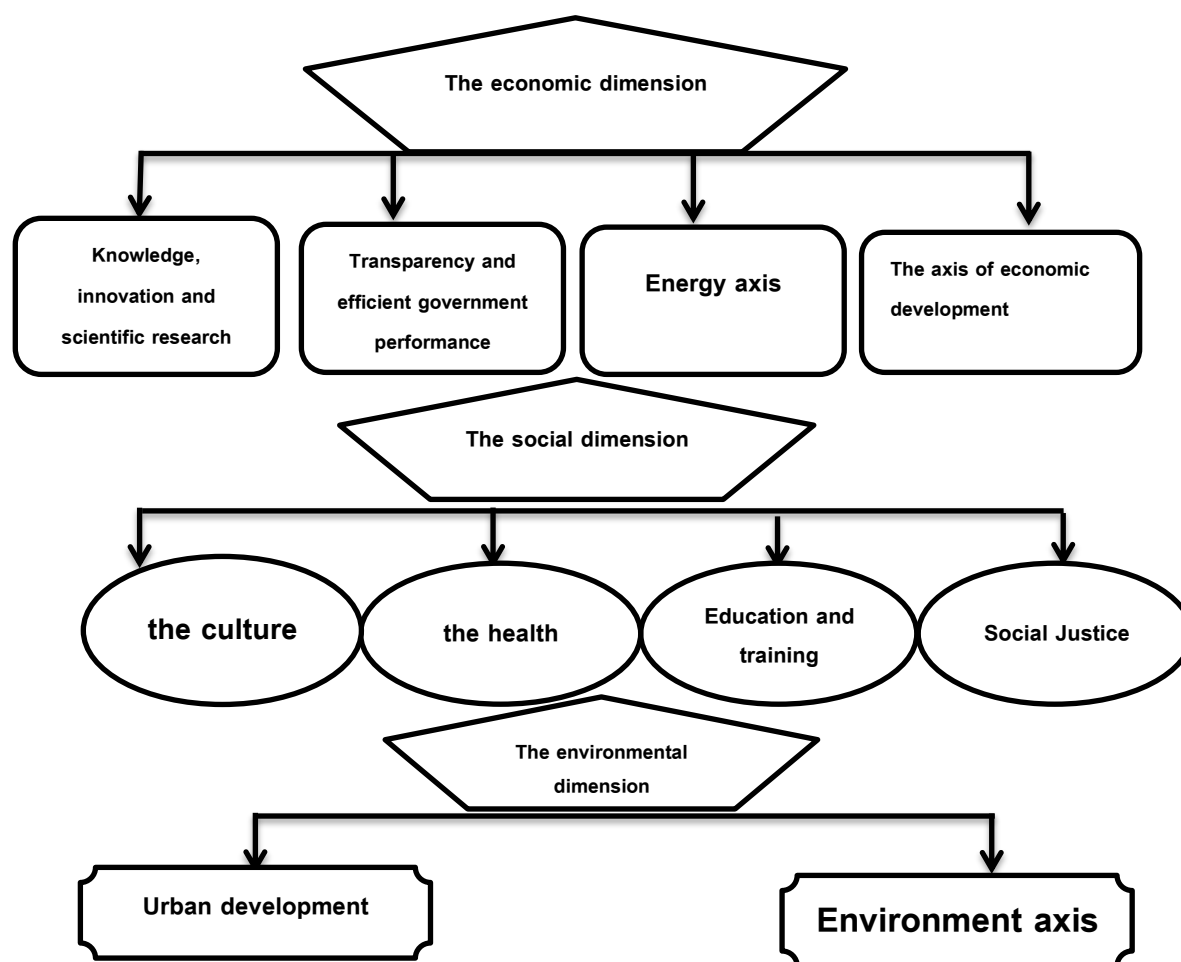


Figure (2): Dimensions of the concept of sustainable development
 Source: Figure prepared by researchers.

The Egyptian strategy is based on achieving several aspects for women, including:

1. **Political empowerment of women and the enhancement of their leadership roles:** By stimulating political participation of women in all its forms, including parliamentary representation at the national and local levels, and preventing discrimination against women in leadership positions in women's executive and judicial institutions, and preparing women to succeed in these positions.
2. **Economic Empowerment Of Women:** By developing women's capabilities to expand work options before them, increasing their participation in the workforce, achieving equal opportunities in employing women in all sectors including the private sector, entrepreneurship, and holding key positions in public bodies and companies while creating opportunities for social participation Greater for women, expanding their capabilities to choose, and preventing practices that perpetuate discrimination against women and that harm them, whether in the public domain or within the family.
3. **Social empowerment of women:** By creating opportunities for greater social participation of women and expanding their capabilities to choose, and preventing practices that perpetuate discrimination against or harmful to women, whether in the public sphere or within the family, and social empowerment by helping women obtain their rights in various areas Providing education and health services to women, as well as supporting women living in difficult circumstances, including elderly and women with disabilities, empowering young women and increasing their social participation.
4. **Protecting women:** By eliminating negative phenomena that threaten her life, safety and dignity, and prevents them from effective participation in all fields, including all forms of violence against women, and protecting them from environmental hazards that may affect them negatively from a social or economic point of view. (National Strategy for Empowering Egyptian Women, 2030).

The researchers believe that the national strategy for the empowerment of Egyptian women (2030) was based on the Sustainable Development Goals (2030), especially the fifth goal, which is concerned with the empowerment of women in all aspects politically, economically, socially and environmentally. Legislation regulates the lives of individuals, as well as the importance of building the capacity of women to have an active role in Egyptian society.

3. Tunisia's experience in empowering women:

The Arab League crowned Tunisia as the capital of Arab women for the years 2018-2019, in recognition of the gains made by Tunisian women since independence (1956), because they were proactive in enacting a number of laws that give women an important place and guarantee their rights at all levels. The most recent of these laws, praised by various countries of the world is the ratification of the law against violence against women.

Among the most important gains that Tunisia has made in support of women and which was also a reason for its title as the capital of Arab women:

1. Participation in the municipal elections, where a large number of women candidates applied for the mayor's presidency, which reflects that the revolution provided a lot for Tunisian women.
2. Equity between women and men.
3. The existence of many legislations and laws, all of which were in favor of women.
4. The presence of Tunisian women in many of the highest ranks in the country.
5. The legislative system was supporting Tunisian women.
6. Activating the law against violence against women.
7. Coordination and networking between different countries in order to develop strategies and action plans in the field of empowering and protecting women (Tunisian experience, 2019).

The researchers believe that the state of Tunisia was distinguished in the field of supporting women in various aspects, and the reason was clear the importance of the role played by the state in order to highlight the role of Tunisian women in Tunisian society and gain many privileges, and there was a similarity between Tunisia's experience with the current study by focusing on the importance of laws and legislation Supportive and supportive to protect women.

4. Malaysia's Experience in Women's Empowerment

Women in Malaysia have a strong presence in various spheres of life, political and social, and the country's Constitution preserves their full rights before men without prejudice.

Laws in Malaysia have allowed women to hold a number of senior positions in the country, and Aziza Ismail became the first woman to hold the position of Deputy Prime Minister in the country's history, and she was also assigned the position of Minister of Women Affairs and Family Development (Kamel, 2018).

In addition, women have strong and effective representation in the House of Representatives and the Senate, and women occupied 23% of the top positions for private and government institutions, as well as in the judiciary, while 44% of them work in technical and craft work (World Bank Statistics, 2018).

Government Privileges Offered to Women in Malaysia:

Malaysia has provided free education for women in government universities to enable them and link them in the development cycle, and the proportion of women enrolling in academic education is 65% superior to men in this field, in contrast to the percentage of female illiteracy is only 3%, and with regard to working women, the government seeks to enact some laws that grant A married woman who works as an opportunity to make her relationship successful with her family, and among these laws is flexibility in office hours in the first months of her birth to give her time to care for her children, as maternity leave reaches sixty days, and extends in some women's institutions to ninety days, and some ministries and foundations Governmental feminists open nurseries to take care of children during the working hours of women, and to preserve their comfort, privacy and safety, the government resorted to allocating cars in trains especially for women, and men are prohibited from riding them, and the same thing is in parking lots where designated areas that are easy to monitor to be safer and more comfortable under the leadership of The woman for the car (Nasrallah, 2019).

Researchers believe that what distinguishes the Malaysian experience is that the state has taken care of women's issues and supports them very much, through fair laws and legislations against women, and the need to hold political positions in the state, and Malaysia's experience with the current study similar to the subject of women's empowerment, and the importance of the existence of laws and legislation supporting women.

5. Canada's Experience in Women's Empowerment

Women's rights in Canada are complete equality between men in everything they have and what they have. But the arrival of women in Canada to that stage of citizenship and equality was not a gift that society gave them. But the women's movement in Canada has gone through three successive phases, bringing it to all these rights:

Stages of the women's movement in Canada:

The feminist movement has gone through three stages in women's history, and Canada was one of those countries that went through these stages, and each stage was a step forward in achieving all its social, legal and political rights.

The term waves has been launched in three stages of the struggle of women by scientists, and some believe that this term is too weak to describe the size of the conflict that took place in the last time period for the international community to recognize all women's rights, and that struggle was old, as Canada participated with it with its first steps It was initiated by Canada through the indigenous women of Quebec who were the starting spark for a change in their own society, and that change has extended to include all Canadian society (Life in Canada, 2019).

The three waves of the feminist movement are:

1. The first wave - the women's liberation movement:

The first wave of the feminist movement began in Canada in the late nineteenth and early twentieth centuries, and focused on strengthening the role of women in public life, including the right to vote, the right to property, the right to education, and the

right to be recognized as a "person" under the law, and this was based on The concept of the first wave of the feminist movement in Canada is largely based on the maternal feminist movement based on the idea that women are the natural incubators and "mothers of the homeland" who should be involved in public life due to their natural tendency to take decisions that are in the interest of society based on this vision, was looking To women as a civilizing force in society, which constituted an important part of women's involvement in missionary work and in the Christian Women Union to combat alcohol (Life in Canada, 2019).

2. The second wave - the female holiness:

The problem of women's access to their rights such as voting, voting, property, education and other rights that they had been able to achieve was that the feminist movement did not have certain ideologies and therefore faced the threat of annihilation; Because it did not have a strategy to achieve part, but a set of goals that it was able to achieve and only.

3. Third wave- Recoil wave:

That wave was like a feminist reversion, because the demands for which these movements were made have already been legalized and there is no longer a need to exist, as it began to show the difference between feminist currents and the idea of full equality and the idea of biological difference (Women's rights in Canada, 2019).

The researchers believe that Canada's experience is similar to the emergence of the feminist movement in Palestine, where each of them had several stages or waves of their establishment, all aimed at upgrading the status of women, and give them full rights.

Arithmetic mean, relative weight, and T value of the empowerment axis:

No.	Paragraph	SMA	Standard Deviation	Relative Weight%	Test Value	p value	Ranking	Degree Of Impact
1.	The Ministry of Women Affairs is developing policies to empower women within the institution.	3.23	1.19	64.67	2.15	0.03	3	Medium
2.	The Ministry of Women Affairs contributes to empowering women through the Foundation's programs.	3.28	1.16	65.62	2.66	0.01	2	Medium
3.	The Foundation is facing difficulties in financing women's empowerment programs.	3.59	1.11	71.71	5.86	0.00	1	Large
4.	The Ministry of Women Affairs contributes to providing logistical support to empower women within the organization.	2.96	1.19	59.17	-0.38	0.70	4	Medium
The Empowerment		3.28	0.90	65.56	3.42	0.00		Medium

The table shows that the relative weight of the total empowerment axis was 65.56%, while the third paragraph faced difficulties in funding women's empowerment programs, ranked first with a relative weight of 71.71%, while the fourth paragraph was contributing the Ministry of Women's Affairs in providing logistical support to empower women within the institution Researchers attribute this to the fact that women's institutions face difficulties in funding women's empowerment programs and are severely underfunded, relying on small-scale projects rather than long-term programs that affect women's empowerment programs, and provide all services to them. And on the contraction p In addition, donor countries seek to provide support to politically stable countries. This is confirmed by a study (Shbaier and Al-Mghani, 2018) that women's institutions suffer from poor funding for empowerment programs, while the lowest percentage of paragraph 4 is Relative 59.17%, researchers attribute this because the Ministry of Women's Affairs provides all the needs of various government ministries in the Gaza Strip.

Results

- The results confirmed that the Foundation is facing difficulties in funding women's empowerment programs.
- The results showed that the Ministry is providing logistical support to empower women within the institution.
- The Ministry contributes to the empowerment of women through the Foundation's programs.
- The Ministry establishes policies to empower women within the institution

Recommendations

- The ministry is interested in networking with women's institutions to provide all services efficiently and high quality to the beneficiaries, and its contribution to the involvement of women's institutions with donor partners.

- The need to communicate and communicate with the ministry and women's institutions permanently so that there is no duplication of work.
- The ministry should work to establish a clear guide to the tasks and work of women's institutions so that all services are provided equally and non-repetitively.
- Establishing a comprehensive database on all women's institutions in Palestine.
- Ongoing meetings between women's institutions and the Ministry of Women's Affairs are coordinated by women's organizations.
- Exchange of experiences between workers in women's institutions and workers in the Ministry of Women's Affairs.
- The need for women's institutions to be self-reliant, not just on funded projects.

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