

visions and goals of health, and (4) Increasing a sense of self-awareness to become and remain healthy. The psychometric properties of the WHES included (1) a content validity index of 0.94, (2) construct validity using EFA on the total sample and then splitting the sample into two groups and performs it again. The results showed the similarity in factor items, factor loadings, variance percentage, eigenvalue and communalities, (3) hypothesis testing displayed significant correlations for most of the demographic variables and the WHES total score, (4) Cronbach's coefficient alpha internal consistency reliability demonstrated the alpha of the four factors and displayed a total scale ranging from 0.811-0.956 indicating a highly reliable internal consistency, and (5) test-retest techniques showed the reliability coefficient of the WHES subscales and total scale ranged from 0.606-0.724 ($p < .001$). The innovative empowerment scale developed as a result of this study can be used to determine the extent of empowerment related to the health of Thai female factory workers. The information can be used to enable health care providers, particularly nurses, to promote and maintain women's health such as improving health and safety in the workplace. Furthermore, the WHES can be used to advocate further research in various fields, such as nursing practice, education, research, and theory development.