

WOMEN'S EMPOWERMENT THROUGH EDUCATION AND SKILLS TRAINING PROGRAMS

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Abstract

Skills are one of the fundamental human needs to fulfill their life needs. One way that can be done is through entrepreneurship, especially for women. By entrepreneurship, women can not only increase family income, but also reduce dependence on men. The aim of this journal research is to analyze in depth the effectiveness of education and skills training programs in empowering women. This research aims to identify how these programs can increase women's capacity, provide wider access to economic opportunities, and encourage women's active participation in community development. The method used is a descriptive method with a literature approach, by analyzing 50 international and national journals that have been published online. Before the paper is published, it must first be discussed with peers and colleagues to get meaningful input. After the paper has been revised according to colleagues' input, the paper is published to increase the scope of scientific development. Based on the results of the literacy analysis, it can be concluded that entrepreneurship training can encourage women to become independent and improve their quality of life. This research can study how social, cultural and religious norms influence women's participation in skills training programs.

Keywords: women's empowerment, education, skills training

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Introduction

In the era of globalization, individuals are required to have the abilities needed to meet life's needs. A number of people decide to work as employees at the company. Meanwhile, many choose to start their own businesses or become entrepreneurs. Skills are very important for someone to be able to create business opportunities and not depend on other people, especially for women who often depend on men. Women need to have skills in order to increase their partner's income. Therefore, the process of empowering women is very important so that they are not completely dependent on men and are able to increase family income (Rasyiqah et al., 2023). There is a woman behind a successful man. This woman is the driving energy and source of inspiration behind every success. This expression is no longer relevant because women have now entered various fields of life to compete and even surpass men in some areas. It is important for them to receive recognition, good training, and encouragement to achieve the seemingly impossible. Although women have often been involved in household affairs, there are also a number of women who play dual roles in the world of work or the public sector (Pokharel, 2024). Women are an important factor in the success of national development. In this regard, sustainable development initiated by many countries, including Indonesia, is known as the Sustainable Development Goals, supporting women to be able to participate fully and have opportunities to lead at all levels of decision making in aspects of politics, economics and the public sphere. However, the current problem is the lack of opportunities for women in all fields, for example in terms of work, so that many women do not work (Ahamad & Sinha, 2023). The involvement of women in development is very important because if women are marginalized, the country will not be prosperous. This is a motivation for women to improve themselves so that they can overcome various obstacles.

The societal mindset that lowers the position of women in economic activities, both across sectors and in certain sectors, is the main obstacle for women to get good opportunities. An unequal system, where men dominate and women are subordinate, has separated the two genders in the workplace. Men gain superiority in these different roles. The process of identification, which assesses that certain jobs

are in accordance with socially constructed feminine characteristics, is the source of marginal jobs that are usually carried out by women. This process involves understanding oneself and various aspects of women's lives, so there are many factors that need to be considered. Women are often placed in marginal jobs because they are considered to have a gentle and patient nature. This causes marginal jobs to be identified with these characteristics, and thus these jobs are often considered less important and have low wages (Samboja et al., 2009). Women's empowerment aims to increase self-confidence and provide wider access so that women can participate independently in solving problems (Rahman, 2022). To grow and explore women's potential as individuals, women's empowerment is needed in various fields. One of these activities is "Women's Empowerment Through Skills Training". The aim of this activity is to: (1) increase the self-capacity of women so that they can have self-confidence so that women can participate and take part in all aspects of life; (1) improving role quality and independence Woman; (3) educating women to increase their capacity; and (4) developing efforts to empower women and housewives for family resilience (Sukmawani et al., 2023).

The majority of Indonesians are women, so they have the potential to increase human resources. This is a great opportunity for women empowerment. This will be an arena for women's gender transformation, which can be better utilized so that women have more power to develop hard and soft skills in a sustainable manner. Fostering and empowering potential through training and mentoring, as well as socialization and counseling is one way (Sari et al., n.d.). The aim of women's empowerment is to increase women's ability to manage household businesses, which include large and small industries, thereby increasing household needs and opening up opportunities for productive and independent workers (Factor, 2022). Training can help women become more financially independent in addition to improving their skills. Indonesian women have played a significant role in the history of the country's development, including RA. Kartini, who lived from 1879 to 1904, fought for women's rights and freed herself from discrimination against women. According to Law no. 20 of 2003, article 13 paragraph 1, the national education system consists of three educational pathways: formal, non-formal and

informal. By empowering women, human resources can also be improved through education. Formal education is education provided in schools with clear and sequential levels. Non-formal education is education provided outside of school, such as training, courses, TPQ, etc., which aims to improve existing talents. Training is one way of non-formal education to maximize creativity and expertise. The process of learning certain abilities or skills to achieve a goal is called training.[4] By emphasizing skills and self-development, training aims to increase individual creativity and expertise (Purwanti et al., 2024). Non-formal education is defined as any activity carried out systematically and organized outside the established school system. These activities are carried out independently or as an important part of broader activities intended to help specific students achieve their learning goals. Education has the ability to provide various types of skills training and training to increase the capacity of Human Resources (HR) to improve people's capabilities, capabilities and expertise.

Providing economic education to women is not just about teaching them about money and how to manage a business. More than that, this is a way to make women have the same position as men in the economic world. If women have a good economic education, they will have the opportunity to develop themselves, get better jobs, and participate in determining economic decisions, both in the household and in society at large. This not only makes women's lives better, but is also good for the country's economy as a whole. If the economy advances, there are more goods and services that can be purchased, and people also have free time to rest. By empowering women economically, the distribution of money becomes fairer, and more people need goods and services, which ultimately makes the economy grow. Apart from that, women who are smart and have their own income usually care more about their family's education and health. This is very important for building a strong and sustainable economy in the long term (Economy, 2024).

II. Theoretical Review

Women's Empowerment

Empowering women means making women aware of their own abilities, able to participate and have a bigger voice in making important decisions, as well as monitoring the course of various things. The aim is so that women and men have an equal and fair position in all matters (Khoirunnisa & Suharso, 2022). In the past, there was an assumption about five main roles for women which were called "Five Tasks of Women". Here are the five roles in easier language:

- **As wife:** Women are expected to be their husband's life partner, lover and friend so that the family can be happy together.
- **As a mother:** Women have the task of educating and guiding children so that they are mentally and physically strong, can face the challenges of the times, and become useful people for the country.
- **As a house organizer:** Women are responsible for making the house a safe and tidy place for all family members.
- **As an employee:** Women are also expected to work, whether in government offices, companies, politics, opening their own businesses, etc. to help increase the family's money.
- **As a member of the community:** Women are also expected to be active in community organizations, especially women's organizations or other social activities, to help others.

In the feminist view of Rosemerie (1989), which was explained by Achmad (1994), the aim is to elevate women's honor as human beings. Ultimately, women are expected to be independent by creating new things, eliminating things that are detrimental, and correcting things that are unfair to women. According to Pranarka (1996), the process of empowering poor communities can be done in stages. more focused on society, involves everyone, makes people stronger, and is sustainable. This idea emerged from many experts who were looking for alternative ways of development, as Friedman said, which wanted democracy that involved everyone, appropriate economic growth, equality between men and women, and justice between generations. Compared to men, women are often trapped in society's rules and views that make them uncomfortable. This concept of empowerment has

actually also been studied. In essence, empowerment is not about making women stronger than men. Although it is important to increase women's strength, this method focuses more on looking at strength not just about who is more powerful than whom, but more about women's ability to become more independent and have strength from within themselves. Empowering women is very important because women can be agents of great change in society and development. If women are empowered, they can really contribute to creating a more just, balanced and progressive society. Women's empowerment is not just a matter for certain individuals or groups, but is also an important goal in world development that involves many parties, including governments, international organizations and companies.

Education

Formal education is a structured and systematic type of education, which we usually encounter in schools. This system has clear and sequential levels, starting from Elementary School (SD) as basic education, then continuing to Junior High School (SMP) and Senior High School (SMA) as secondary education, until finally reaching higher education such as universities or other tertiary institutions. On the other hand, economic education is an important part of the subject matter provided at school. The main goal is to equip each individual with a basic understanding and ability regarding economic concepts. Through economic education, someone will learn about how goods and services are produced, distributed and used by society. This understanding is very useful so that everyone can make better financial and economic decisions in everyday life, as well as understand how these decisions can affect other people and the environment around them. More than just teaching the basics of economics, this education also plays an important role in forming positive views and values regarding economics. The learning process in economic education encourages students to develop the ability to think critically, analyze various

economic situations, and find creative solutions to economic problems they may face.

In today's connected era, understanding economic matters is important, not only in our environment, but also at the country and even world level. Studying economics helps us see how complex economic problems and opportunities are at various levels. With this knowledge, everyone can play an active role in finding solutions to world economic problems and help build solutions that can be used continuously. In Indonesia, it is very important to prioritize building community capacity, especially for women who live in villages and whose economic conditions are less fortunate. Education here does not always have to be formal schooling, but rather an effort to make women more empowered, increase their knowledge, and develop the skills they have. Empowerment means the conditions or results to be achieved from social change, namely poor people who have the power to be independent. Seeing how important a mother's role is in educating children, women should also have a proper role in education in society so that their rights as human beings can be protected. This can be seen from women's opportunities to develop themselves and become more independent. In the past, education for women was often considered a luxury, so getting a good education was not considered a primary need. Changing the way society thinks about the equal position of women is the essence of the feminist movement throughout the world.

Skills training

The process of acquiring and improving skills outside the current education system in a relatively short time with methods that prioritize practice over theory is known as training (Research et al., n.d.). On the other hand, skills are the ability to utilize reason, thoughts, ideas and creativity to do, change or create something to make it more meaningful and produce value from every effort undertaken. Skills, according to Dunnette (1976), are knowledge acquired and expanded through experience and practice in carrying out various tasks. Peter F. Drucker, on the other

hand, described entrepreneurship as the ability to create something new and unique. It shows a person's ability to creatively apply innovative concepts to the real world. Apart from that, entrepreneurship can be defined as behavior, art, science, nature, character and individual characteristics (Latipah, 2020). When it comes to women's empowerment, it is important to analyze the relevant factors that enable successful skills training. These factors include gender norms, access to resources, and support from family and community. Thus, it is important for significant skills training to be structured by examining the social, economic and cultural contexts in which women live. Not only that, it is very important to evaluate the impact of skills training, which includes increasing income, increasing self-confidence, increasing social participation and women's psychological well-being.

Training requires training to develop the effectiveness of human resources to strengthen their skills and progress. Training is a very important component of improving conditions, because advances in science and technology must be met with efforts to develop effective human resources to run the organization. Individual training will also benefit the company and employees because it provides opportunities for development. With lower socio-economic conditions, people tend to be passive and wait; Women's empowerment will also have an impact on socio-economic conditions and women's participation in training activities. This is because they don't have much information. It is critical for women to gain knowledge about their skills and perspectives to maximize their potential. This is because they don't have much knowledge. It is very important for women to gain knowledge about the skills and perspectives needed to use and utilize natural resources in the local environment. Thus, participation encourages the implementation of further maintenance, which encourages the emergence of responsibility, which results in a combination of various work capacities being applied in an appropriate way, freeing people from dependence on the expertise of others, and increasing public awareness of the sources of poverty and encouraging efforts to overcome the problem.

III Methodology

The method used in this research is a descriptive method with a literature approach. This research relies on an in-depth analysis of 50 international and national journals that have been published online. Before publication, research manuscripts are thoroughly discussed with peers and colleagues to obtain constructive feedback. After improvements based on this input, the research manuscript is published with the aim of contributing to the development of science. This research uses books, journals and research results (thesis, thesis and dissertation) as bibliographic sources. Therefore, this research applies general processes such as identifying theories thoroughly, collecting literature findings, and analyzing documents that contain information relevant to the research topic.

IV Results

The Role of Education in Increasing Gender Equality

In the Encyclopedia of Women's Studies, Nasaruddin Umar explains that gender is a cultural concept that is used to create differences between men and women. These differences include roles, behavior, mentality and emotional characteristics that develop in society (Aktas & Kumtepe, 2021). It is possible to understand that gender is not just a biological difference ordained by God. The concept of "gender" must be distinguished from the term "sex" because the sex differences between men and women are the result of social formation rather than permanent and unchangeable biological provisions. These differences have been shaped by cultural and social processes that have been going on for a long time. Unfortunately, women are often looked down upon in the family, especially in terms of education (Winchester & Browning, 2022). Women's lives will definitely be affected if the family has less financial resources. When the family's financial situation does not allow it, parents will give priority to their sons over their daughters to continue their education. Education is prioritized to assist men in their role as heads of households and responsible for raising their families. However, women are considered only to be housewives who take care of their children, husband and home (Gender, 2022).

Gender is published and continues through learning processes and methods at school and in the family environment. Children will learn that mothers or female housemaids always do household work such as cooking, washing and sweeping. This will instill the belief that household work is women's work (Kabeer, 2021). Many illustrations and sentence structures do not depict gender equality in school learning environments, such as textbooks. For example, images of pilots are always male because the job requires strength and skills that only men can possess. Because teachers are always associated with a nurturing or educational role, images of teachers educating in class always have a female theme. Students also discovered, ironically, that although many teachers were female, the principals were mostly male (Gender et al., 2020). Society has done a lot to ensure that all people have equal rights in education. Taking into account that education is an investment for them and their children, there are no gender restrictions on fulfilling the educational rights of boys and girls. If in the past parents only allowed boys to continue school, now many parents support their daughters to do so (Anggraini & Ardiansya, 2021).

Strategically, education is a means of social change to combat gender inequality because it is an institution that not only provides information but also shapes individual attitudes, values and behavior. Thus, education can be a catalyst in increasing gender awareness (Filho et al., 2023). Equality-based education helps people understand and challenge discriminatory norms and actively contribute to creating social change. Education has a big role in changing norms, thought patterns and social structures, which are often based on gender discrimination. Policies established in the education system play a strategic role in encouraging gender equality in society (Tue & , Ramla Hartini, Lukman Samatowa, 2022). Gender equality education is a conscious and systematic effort to provide knowledge, experience, attitudes and skills to students that do not differentiate between men and women. Thus, gender equality education also aims to change (reconstruct) the understanding of gender which has experienced a large gap between the roles of men and women (Fitriani & Neviyarni, 2022). The concept of equality allows for differences between distribution, recipients, goods, systems and results to achieve justice or fairness. For example, girls and boys may equally benefit from a different

model of schooling than currently exists; girls may need different or greater resources than boys to access the same number of schools; Due to historical and current inequalities in the division of labor, boys and girls may face different challenges (Chisamya et al., 2023).

Impact of Skills Training on Women's Empowerment

Training and development is a process that helps employees achieve certain abilities to achieve company goals. As a human resource development activity, training and development can be used to improve abilities, overcome limitations, create new skills, and broaden perspectives. Women have demonstrated their capacity to build society. Therefore, it is very important for women to contribute to skill development (Vyas, n.d.). Formal programs, implementation of actions, job rotation, and delegation are usually part of development activities like this. Training activities aim to increase employee knowledge, skills and competence regarding their work. Employees who are able to do this will have the opportunity to continue their career path and be successful (M et al., 2014). Training is a method of developing human resources for employees. This helps them understand the skills, aptitudes and attitudes required by government organizations to achieve goals (Siddiq, 2024)

The majority of women in Indonesia still live in limitations or poverty, whether caused by natural, structural or cultural poverty. If poverty is seen from a structural perspective, namely from discriminatory policies or regulations, women are truly marginalized (P & Kurian, 2023). This is demonstrated by discrimination that continues to occur in terms of access to education, access to the distribution of economic independence, access to the world of work, and access to salaries. Skill is a state in which someone can complete a task quickly and precisely and produce results that meet standards. Through experience, knowledge and sincerity, everyone can have this ability (Rompas & Londa, 2021). It is possible to reduce social inequality and poverty by increasing women's participation in skills training. Skills

training for women's empowerment can help create a more just, equal and economically sustainable society. Therefore, investment in skills training can be considered a wise choice and have a positive impact on economic and social development (Jahan & Bukhari, 2015). Empowering women through economic education also includes implementing policies that support work-life balance (Economy, 2024).

According to (P & Kurian, 2023) Training is a process carried out systematically to change employee behavior to achieve organizational goals. It is hoped that training provides employees with the understanding and knowledge necessary to perform their current duties well. Training can be understood as an effort to improve employee performance, both in their current position and in future work. Experts state that training is a process of teaching skills to employees, both new and existing, to support the achievement of company or organizational goals. Through training, employees will become more skilled and able to meet the various job demands they face (Pandiangan et al., 2023). Empowered women have the ability to be independent, enjoy free mobility, and participate freely in the fields and fields of their choice. When women become leaders in the economic, social and political fields, empowerment becomes more real. According to this belief, the main aim of this research is to find out how skills training contributes to improving social and economic status (Pokharel, 2024).

Job Opportunities for Women in the Digital Economy

Online business has become one of the main routes to entrepreneurship in this digital era, providing opportunities for women to overcome social and geographical barriers in running their businesses. Although there is great potential, there are still several challenges that need to be overcome, such as lack of technical knowledge, access to capital, and increasingly fierce competition (Journal et al., 2024). Technological developments, especially digital communication technology, have opened up new opportunities for business. Women entrepreneurs are trying to take advantage of new entrepreneurial opportunities in the digital economy by

using social media such as Facebook and Instagram to sell goods, connect and transact with buyers virtually or without direct meetings (Intaratat, 2022). It covers the process of building a business, as well as the innovations and approaches used to develop a business. Women entrepreneurs rely on their understanding of changing market tastes to generate new innovations. In addition, their status as women culturally helps them understand market dynamics in industries such as fashion and culinary (Nurmayani, n.d.). It is known that women entrepreneurs use social media for business promotion purposes (Rahmah et al., 2023). Instagram is the most widely used social media due to changing trends and its ability to support a wide range of business promotion strategies. Entrepreneurs also use Instagram ads to map interests and market segmentation (Mada, 2020).

Online businesses offer many promising opportunities for women to participate actively in the digital economy, but also face many problems that require continuous improvement and support (Kamberidou, 2020). However, women can overcome these difficulties and be successful in online business with a holistic and integrated approach, as well as support from various parties. Empowering women with the knowledge, skills and resources necessary for online entrepreneurship is critical. To reduce gaps in technical access and skills, programs tailored to women's needs can help. Additionally, women working in online businesses can gain inspiration, moral support, and valuable collaboration opportunities through establishing communities and support networks (Ristanović, 2024). Indonesia actively provides opportunities for women to play a more active role in the modern economy. With digital transformation in banking, women can now participate more in the economy while still playing an important role in the family. The government has adopted various policies that focus on digital economic inclusion (Magister et al., 2023). Data collected by the Central Statistics Agency and the Ministry of Cooperatives & SMEs shows that 64.5% of MSMEs in Indonesia are women. This shows that Indonesian women have a strategic role in the country's economic growth and will continue to encourage and improve their businesses. Business activities such as micro, small and medium enterprises (MSMEs) have the ability to increase the number of jobs and reduce the unemployment rate (Veranita et al.,

2023). Women in digital entrepreneurship, or entrepreneurship, can combine work and household responsibilities. For years, women working as entrepreneurs were considered a solution to women's dissatisfaction and discrimination in the conventional world of work. Equal digital opportunities between men and women. Micro, small and medium enterprises (MSMEs) and women business people in Indonesia are the same. (Keberusahaah & Dalam, 2022).

Government Policy and Support for Women's Empowerment

To achieve gender equality and justice, one way to build women's empowerment is to create policies and programs that consider women's experiences, aspirations, needs and problems when planning, implementing, monitoring and evaluating various areas of life and development (Pratiwi et al., 2022). Basically, issues of gender equality and justice have long been of concern to many people across the country and around the world. After being discussed at the Population Conference in Cairo (1994), this problem became increasingly important. The issue of gender justice and equality is closely related to the struggle for human rights expressed in the UN Declaration of Human Rights (HAM) in 1948. The conference on the elimination of discrimination against women, also known as the convention on the elimination of discrimination against women (CEDAW), which was ratified by Law number & of 1984, obliges states and governments to protect all their citizens from all forms of discrimination (Pusadan, 2023). To accelerate the achievement of gender justice and equality, the government issued a trial policy for implementing gender responsive budgeting (ARG) in 2010 in seven ministries or technical departments in Indonesia. In this trial, each ministry or government agency was asked to create gender responsive planning and budgeting (PPRG), namely planning that includes gender equality and gender equity (Tambaip & Tjilen, 2023).

Both progress and development depend on empowering women. A country must progress through gender progress by increasing access to formal financial institutions. Women often face injustice and vulnerability in all aspects of their lives,

including economic, social, political, educational, and legal, so women need to be empowered in all aspects of their lives to combat socially constructed gender bases. To encourage women to become more financially capable, policies must ensure that women have financial stability (Muliana et al., 2023). Women's empowerment is included in mandatory non-basic service matters. In Article 8 Paragraph (1) of the Regulation of the Minister of State for Women's Empowerment of the Republic of Indonesia Number 2 of 2008 concerning Guidelines for Implementing the Protection of Women, it is stated that governors, regents and mayors have the responsibility to implement policies, programs and activities for the protection of women to end discrimination and violence against women in their areas (Bandung & Tahun, 2023). Certain governments have prohibited discrimination based on gender through the adoption of specific provisions in their laws on government procurement. Companies that implement gender or wage equality policies are given greater benefits by the government. The financial sector has also adopted several gender policies, such as including gender budgeting in national financial sector plans or collecting data on how women are included in the financial sector (Staff et al., 2019). In addition, the lack of women's participation in the economy is associated with a lack of opportunities for women to work and try, as well as a lack of access to economic resources such as markets, working capital, technology and information (Utama, 2023). The terms "women's empowerment" and "gender equality" are often used. Although the two are related, they are different. Women's empowerment includes women's ability to hold control, power, and make strategic and practical decisions, while gender equality refers to the status of women compared to men (Desai, 2022).

Education builds critical thinking, confidence, and awareness of rights. By participating in the economy, women can be financially independent and contribute to their families and communities. Women involved in politics have access to a voice in decisions that affect their communities and lives. These strategies work together to empower women as a whole, enabling them to overcome social challenges and reach their full potential (Okunade et al., 2024). The focus of developing gender equality and women's empowerment is to improve the quality of life of women and their role

in various areas of development; reduce the number of cases of gender-based violence, exploitation and discrimination against women; Increasing cooperation between institutions and integrating gender issues and women's empowerment at the national and regional levels, including providing statistical data disaggregated by gender (Siscawati et al., 2020).

DISCUSSION

Women's empowerment and gender equality have become crucial aspects of global agreements, covenants and declarations. This is due to the understanding that they function as a catalyst for a clear development strategy, aimed at reducing poverty, raising living standards, and encouraging good governance and productive investment. Therefore, it is very important to create greater capacity to provide better opportunities for women. To ensure gender equality and human dignity, many commendable efforts have been made in Indonesia to implement the necessary mechanisms to eliminate gender discrimination. The National Gender Policy replaces and strengthens the previous National Women's Policy. This policy specifically focuses on the problem of gender inequality in Indonesia. The history of Indonesian development policy seems to ignore gender variables. For example, during the twenty years of Indonesia's development planning from 1963 when it became a Republic, development policies did not consider gender and were not gender sensitive. In Indonesia, especially since the revival of the 1980s, there have been gender-biased economic policies, where women's interests are more important than national interests, and gender sensitivity is relatively small, if not non-existent. Women's empowerment is greatly assisted by Islamic education. Nyai Siti Walidah Dahlan is one of the figures who actively fights for Islamic education for women. She tenaciously fought for equal education for women and men in the early 20th century, challenging the conventional idea of confining women to the home. By establishing a women's study group called Sopo Tresno, Nyai Dahlan helped women gain religious education and practical skills. Based on Islamic principles of equality and

responsibility, he refers to verses in the Koran which emphasize that men and women have the same rights and obligations. The group he founded later developed into Aisyiyah, which focuses on education, health, social welfare and community empowerment. As the main leader of the organization, Nyai Dahlan continues to struggle to create positive changes in women's lives (Sugitanata et al., 2024).

Inequalities between men and women are visible in various fields. For example, the Labor Force Participation Rate (TPAK) for women was recorded at 51.89 percent, while for men it reached 83.13 percent. In addition, women also often receive lower salaries than men, which is evidence of discrimination in terms of wages. In 2019, the average ratio of women's salaries was 77.39 percent of men's salaries (Kemen. PPPA, 2020a). This phenomenon also occurs throughout the world; according to UNDP data, women earn only 77 cents for every dollar earned by men in the same position. Empowering women in the economic sector is expected to have a positive impact on other sectors, such as health and education, as well as increasing their participation in decision making, at least at the family level. Various studies also show how microfinance can contribute to women's empowerment (Aljihad, n.d.). Through appropriate education, society can transform and eliminate existing gender disparities because it is an institution that not only provides knowledge but also shapes individual attitudes, values and behavior. Thus, education can be a catalyst in increasing gender awareness. Equality-based education can help people understand and challenge discriminatory norms and actively participate in creating social change. Education has a significant impact in changing thought patterns, social norms and social structures which are often gender biased. There are five main responsibilities known as "Five Duties of Women", namely: (1) As wives, women are expected to accompany their husbands as partners, friends and lovers, and together build a harmonious family; (2) As mothers, women have an important role in educating and guiding the younger generation so that their children have the spiritual and physical strength to face the challenges of the times, so that they can become useful individuals for their country and region; (3) As mothers, women are also tasked with maintaining the home so that it becomes a safe and orderly place for all family members; (4) As workers,

women can contribute to the world of work, whether in private companies, government, politics or entrepreneurship, in order to increase family income; and (5) As members of society, especially in women's organizations, social bodies, and the like, women play an active role in making positive contributions to society.

Women play an important role in the success of national development. This means that many countries, including Indonesia, have initiated sustainable development programs, which encourage women to participate fully and have opportunities to lead at all levels of decision-making in the political, economic and public spheres. However, the current problem is the lack of opportunities for women in various fields, such as work, which causes many women not to work. Education has great power to change the way people think, social norms, and social structures that are often gender biased. Strategically, education policies used as the basis of the education system play a role in encouraging gender equality in society (Tue & , Ramla Hartini, Lukman Samatowa, 2022).

Training is a method of developing human resources for employees. This helps them understand the skills, abilities and attitudes required by government organizations to achieve goals (Siddiq, 2024). As a human resource development activity, training and development can be used to improve abilities, overcome limitations, create new skills, and broaden perspectives. Women have demonstrated their capacity to build society. Therefore, it is very important for women to contribute to skill development (Vyas, n.d.). by reducing social disparities and poverty, namely by increasing women's participation in skills training. Skills training for women's empowerment can help create a more just, equal and economically sustainable society. Therefore, investment in skills training can be considered a wise choice and have a positive impact on economic and social development (Jahan & Bukhari, 2015). One important way to encourage women through economic education is to create policies that help them balance their personal and work lives (Economics, 2024). Empowered women can become independent, enjoy free movement, and participate freely in the fields and fields of their choice. Empowerment becomes more real when women become leaders in the

economic, social and political fields. Women have great potential for progress and a better life, because they make up almost half of Indonesia's population. Every individual, both men and women, has the right to obtain opportunities and rights as human beings to participate in various aspects of life, including politics, economics, law, social culture, education, as well as national defense and security. They also have the right to enjoy the results of this progress. In Chapter X of the 1945 Constitution, article 27 paragraph (1) clearly states that all citizens have equal status before the law and government. Everyone is obliged to uphold the law and government without exception. In this way, this article emphasizes that there is no discrimination in position before the law and the government.

V. CONCLUSION

Education is an important part of efforts to promote gender equality. By giving women and men equal access to high-quality education, we can remove the social and economic barriers that hinder women's progress. Education not only teaches knowledge and skills, but also changes the way people think and social norms that discriminate against women. Therefore, supporting women in education means supporting gender equality and sustainable development.

Skills training has a direct and positive effect on women's empowerment. Training helps women acquire skills relevant to labor market needs, which increases their chances of finding decent work and being economically independent. Training also helps them manage small and medium-sized businesses, which helps local economic growth.

The digital economy opens up new job opportunities for women, as shown by the increased use of information and communication technology. However, to take advantage of these opportunities, women need to have sufficient digital skills. Therefore, to take advantage of these opportunities, women must be trained in digital skills and have access to global markets.

Government policies and assistance are very important in creating an environment that supports women's empowerment. To achieve sustainable women's

empowerment, the government must issue policies and support that promote gender equality in education, employment and political participation.

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