

# The Influence of Education and Participation in Decision Making on Women's Empowerment

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## Article Info

### Article history:

Received Dec, 2023

Revised Jan, 2024

Accepted Jan, 2024

### Keywords:

Education

Participation in Decision Making

Women empowerment

## ABSTRACT

This research tries to explain the influence of education and participation in decision-making on women's empowerment, by observing a sample of 53 women in the village. The data were analyzed using Partial Least Squares Structural Equation Modelling (PLS-SEM) methods using the SMARTPLS version 3 software. The samples were chosen and gathered via purposive sampling and disseminated using an online questionnaire using Google form. The results show that education has an insignificant effect, with a Tstatistics value of 5.600 and P values of 0.000, while participation in decision-making has a significant effect, with a Tstatistics value of 2.295 and P value of 0.022 on women's empowerment.

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## 1. INTRODUCTION

Women's empowerment is an effort to increase women's abilities and potential so that they can play an optimal role in the life of society, nation, and state. Women's empowerment can be done in various ways, one of which is through education and participation in decision-making.

Education is an important factor in women's empowerment. Education can give women access to the knowledge, skills, and information necessary to improve their quality of life. Education can also help women to develop leadership and decision-making skills. In 2020, a research carried out by UNESCO revealed that women who possess advanced education are afforded more prospects for engagement in economic, political, and social endeavors. Educated

women also have more knowledge about their rights and are better able to demand justice.

Engaging in decision-making processes is a means of acknowledging and promoting gender equality. Women's involvement in decision-making enables them to articulate their perspectives and shape policies that directly affect them. In 2021, the United Nations growth Program (UNDP) performed a research which demonstrates that women's involvement in decision-making processes has the potential to enhance both economic and social growth. Women who engage in decision-making typically advocate for policies that prioritize the interests of women and children, such as laws aimed at enhancing women's access to education, healthcare, and work opportunities.

The Central figures Agency (BPS) projects that the female labor force participation rate in Indonesia will reach 53.73% in 2022, according to their figures. This figure is still lower than the male labor force participation rate which reached 80.97%. Furthermore, according to data provided by the Ministry of Women's Empowerment and Child Protection (PPPA), it is projected that in 2022, a mere 24.9% of government jobs would be occupied by women. This figure is also still lower than the ratio of women's representation in parliament which reached 27.09%.

This gap in field problems shows that there is still a gender gap in terms of education and participation in decision-making. This needs to be addressed so that women's empowerment can run optimally.

## 2. LITERATURE REVIEW

### 2.1 *Women empowerment*

Women's empowerment is an effort to expand women's access and control over resources, both economic, political, social, and cultural resources so that women can improve their quality of life [1]. Women's empowerment is a process of providing opportunities for women to improve their abilities so that women can participate actively in development [2]. Women's empowerment is an effort to change people's thought patterns and behavior so that gender equality occurs[3]. Women's empowerment is a deliberate endeavor to enhance the capabilities of women, enabling them to actively engage and contribute to the social, national, and governmental aspects of life [4]. Women's empowerment is a deliberate endeavor to establish parity between genders, including economic, political, social, and cultural domains [5].

These definitions have something in common, namely that women's empowerment is an effort to improve the quality of life of women,

both individually and collectively. Women's empowerment also aims to create gender equality, in economic, political, social, and cultural aspects. The difference between these definitions lies in the focus and approach used. The first and second definitions focus more on aspects of access and control of resources. The third definition focuses more on changing people's thought patterns and behavior. The fourth definition focuses more on increasing women's capacity. Meanwhile, the fifth definition focuses more on gender equality. Women's empowerment is a complex and ongoing effort. Therefore, various appropriate approaches and strategies are needed to achieve its goals

### 2.2 *The Influence of Education on Women's Empowerment*

Education is an important factor in women's empowerment. Through education, women can gain the knowledge, skills, and attitudes needed to improve their quality of life[6]. Education can increase women's knowledge about various things, including their rights and potential, world developments, and various challenges faced by society. This knowledge can help women make better decisions for themselves and their families. Education has the potential to enhance women's proficiency in both technical and non-technical areas. Proficiency in technical skills can empower women to engage in employment and produce financial resources. Women may actively engage in society and have a positive impact by developing non-technical skills, such as effective communication and strong leadership abilities. Education can improve women's attitudes, such as self-confidence, independence, and responsibility. These attitudes are important to encourage women to take action and achieve their goals.

Education can help women change their thought patterns and behavior, so they can play a more active role in society [7]. The knowledge, skills, and attitudes obtained through education can help women to change their thought patterns and behavior. With education, women will be more aware of their rights as humans and citizens. They will also have more confidence to take a more active role in society.

To increase the role of education in empowering women, efforts need to be made such as increasing access to education for women, developing gender-friendly curricula, and developing educational programs that focus on women's empowerment.[8]. This effort can be done by providing subsidies for women's education costs, building more women-friendly schools and colleges, and providing non-formal education programs for women who cannot access formal education. Develop a gender-friendly curriculum. A gender-friendly education curriculum needs to be formulated to ensure that education can provide equal opportunities for women and men to develop their potential. This curriculum must include material that is relevant to the needs and experiences of women and does not contain discriminatory elements against women. Develop educational programs that focus on women's empowerment. Educational programs that focus on empowering women can provide the knowledge, skills, and attitudes women need to participate actively in development. This program may include material on women's rights, women's leadership, and women's entrepreneurship. These efforts need to be carried out comprehensively and sustainably to achieve the goal of women's empowerment. With quality

education, women can play a more active role in society and development.

Women's education is an important factor in realizing gender equality [9]. Gender equality is a condition where women and men have the same rights, opportunities, and treatment in all aspects of life, both in the economic, political, social, and cultural fields. Women's education can play an important role in realizing gender equality because education can provide the knowledge, skills, and attitudes that women need to participate actively in society and development.

Entrepreneurship education can improve women's abilities in entrepreneurship, thereby increasing their independence and welfare[10]Entrepreneurship education can provide the knowledge, skills, and attitudes women need to become successful entrepreneurs. Increasing understanding of entrepreneurship can help women understand the concepts, principles, and practices of entrepreneurship. Developing entrepreneurial skills and abilities can increase women's ability to start, run, and develop their businesses. Increasing access to resources can provide greater opportunities for women to start and develop their businesses. Women's ability to be entrepreneurs can increase their independence and prosperity. Economic independence can be achieved through independent businesses that generate their income. Economic independence can reduce women's dependence on men and increase women's role in the family and society

Therefore, this research proposes the hypothesis that "Education has a positive and significant impact on women's empowerment (H1).

### 2.3 *The Influence of Participation in Decision Making on Women's Empowerment*

Women's participation in decision-making can improve women's welfare, both economically, socially, and politically [11]. Economically, women's participation in decision-making can increase women's opportunities to access economic resources, such as education, employment, and entrepreneurship. This has the potential to enhance women's financial autonomy and diminish their reliance on males. Women's involvement in decision-making processes can have a positive impact on their representation in society and contribute to overall growth. This can stimulate the establishment of gender equality and preservation of women's rights. From a political standpoint, the involvement of women in decision-making processes has the potential to enhance the representation and influence of women in the realms of government and politics. This can encourage the creation of fairer and more inclusive policies. The following are several concrete examples of how women's participation in decision-making can improve women's welfare.

Women who participate in decision-making are more likely to work outside the home and generate their income. This can increase women's economic independence and reduce their dependence on men. Women who participate in decision-making are more likely to be involved in social activities and community empowerment. This can increase the role of women in community development. Women who participate in decision-making are more likely to support policies that favor women. This can improve women's overall well-being. Therefore, women's participation in

decision-making is important to encourage. The government and society need to work together to create space and opportunities for women to participate in decision-making.

Women's participation in village meetings can increase women's empowerment, especially in terms of increasing women's knowledge, skills, and participation in society [12]. Women's participation in village meetings can increase women's knowledge about various matters, including village development, women's rights, and women's empowerment. This knowledge can help women understand their role and potential in village development. Skill improvement. Women's participation in village meetings can improve women's skills, both technical and non-technical skills. Technical skills can help women participate in village development, such as in the fields of agriculture, fisheries, and infrastructure development. Non-technical skills, such as communication and leadership skills, can help women to contribute to society's development. Increased participation. Women's participation in village meetings can increase women's participation in society. This is because village deliberations are village decision-making forums that involve all village residents, including women. By participating in village meetings, women can convey their aspirations and needs, and be involved in village decision-making. Therefore, women's participation in village meetings is an important thing to encourage. The government and community need to work together to create space and opportunities for women to participate in village deliberations.

Women's participation in village community institutions can

increase women's empowerment, especially in terms of increasing women's access to public resources and services [13]. Village community institutions (LKMD) are a forum for village communities to participate in village development. LKMD consists of various elements of society, including women. Women's participation in LKMD can provide benefits for women in terms of increasing access to public resources and services. LKMD has an important role in planning and implementing village development. By participating in LKMD, women can play a role in determining the direction of village development, including in terms of resource allocation. This can increase women's access to resources, such as education, health, and employment. LKMD also plays a role in providing public services in villages. By participating in LKMD, women can play a role in monitoring and evaluating the implementation of public services. This can improve the quality of public services provided to women.

Women's participation in politics can increase women's empowerment, especially in terms of increasing women's access to leadership and decision-making positions [14]. Women's participation in politics can increase women's opportunities to be elected and occupy leadership positions, such as members of parliament, regional heads, and president. This can increase women's representation in government and politics. Women's participation in social media can increase women's empowerment, especially in terms of increasing women's awareness of their rights and increasing women's entrepreneurial skills [15]. Social media can be a means for women to access information and education about their rights. By accessing this

information and education, women can increase their awareness of the rights they have, such as the right to education, health, work, and protection from violence. Social media can also be a means for women to learn and develop entrepreneurial skills. By learning from various sources on social media, women can improve their skills in business, such as marketing, financial management and production.

Therefore, this research proposes the hypothesis "Participation in decision-making has a positive and significant impact on women's empowerment (H2).

### 3. RESEARCH METHODS

This research uses primary data collection methods by filling out questionnaires online using Google Forms. The sample involved was 53 respondents, selected using the purposive sampling method. The data analysis was conducted with the Partial Least Squares and Structural Equation Modelling (PLS-SEM) technique, employing the SMARTPLS 3.2.9 software. This research used the Confirmatory Composite Analysis (CCA) technique to develop the model. The indicators for each latent variable are established on a robust theoretical basis derived from prior studies.

The analytic procedure utilizing the PLS-SEM technique comprises of two primary phases, specifically evaluating the outside model and the inner model. The outer model comprises a sequence of statistical studies designed to evaluate the construct's validity and reliability. The construct is composed of a set of indicators inside the survey instrument. In measuring instrument validity, two steps are carried out, namely convergent and discriminant validity. The instrument's reliability was assessed using Composite Reliability (CR) and Cronbach's alpha (CA) values. Latent variables with CR and CA values over 0.70 were deemed trustworthy. Convergent validity is assessed by calculating the Average Variance Extracted (AVE) value.

This value is regarded satisfactory if it exceeds 0.50, as recommended by Hair in his recommendations [16].

#### 4. RESULTS

Figure 1 shows that 5 indicator items in this study have loading factor values below 0.70, namely PPK2 of 0.643, PPK3 of 0.561, PPK4 of 0.350, PP3 of 0.616 and PP4 of 0.343, so these indicator items are excluded from the model.

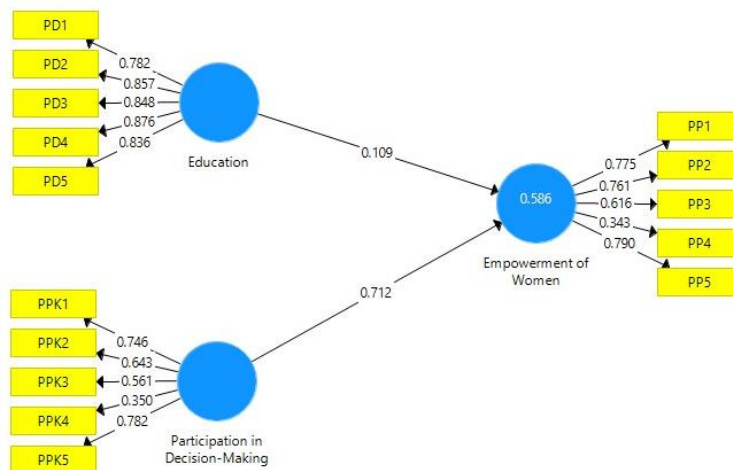


Figure 1. Outer Model 1 Testing

Figure 2 demonstrates that all indicator items in this study possess factor loading values over 0.70, signifying that all

the indicators accurately describe the construct.

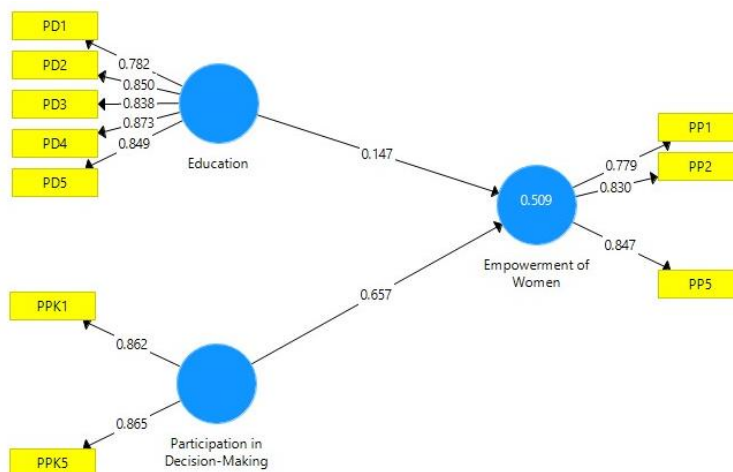


Figure 2. Outer Model 2 Testing

Table 1 demonstrates that the Composite Reliability (CR) and Cronbach's Alpha (CA) values for each latent variable in this investigation were all more than 0.60. The investigation indicated that the constructed measurement apparatus was reliable. In

addition, the n value of Average Variance Extracted (AVE) for each latent variable in this study is likewise more than 0.50. This number demonstrates the validity of the instrument produced in this research.

**Table 1. Convergent Validity and Reliability of Instruments**

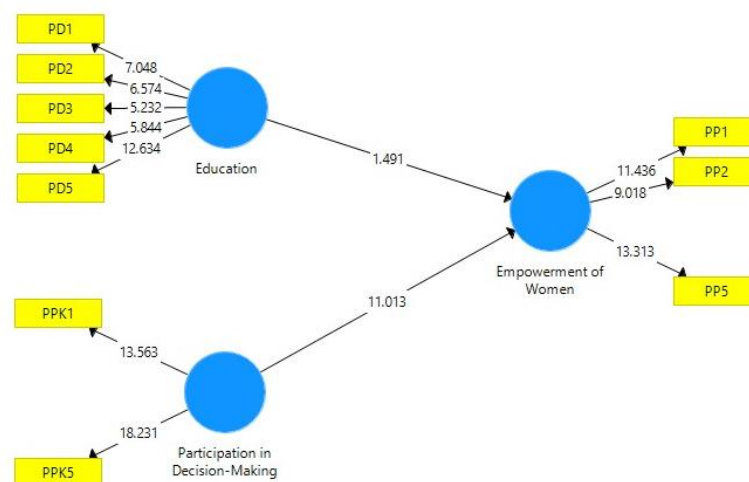
Variable	Items	Factor Loading Model 1	Factor Loading Model 2	C.A	CR	AVE
Education	WW1	0.782	0.782	0.897	0.922	0.704
	WW2	0.857	0.850			
	PD3	0.848	0.838			
	PD4	0.876	0.873			
	PD5	0.836	0.849			
Participation in Decision Making	PPK1	0.746	0.862	0.659	0.854	0.746
	PPK2	0.643				
	PPK3	0.561				
	PPK4	0.350				
	PPK5	0.782	0.865			
Women empowerment	PP1	0.775	0.779	0.758	0.859	0.671
	PP2	0.761	0.830			
	PP3	0.616				
	PP4	0.343				
	PP5	0.790	0.847			

The next test is the R2 value obtained from the PLS algorithm procedure. The R2 ratio level is classified into three categories, namely 0.75 (strong), 0.50 (medium), and 0.25 (weak; Hair, et.al in [17]. Table 2 shows that the R2 value of the Women's Empowerment variable is 0.509 in the medium category. These results show that the influence of education and participation in decision-making on women's empowerment is 0.509 or 50.90% and the remaining 49.10% is influenced by other variables outside of this research variable.

**Table 2. Coefficient of Determination Test Results**

	R Square	R Square Adjusted
Women empowerment	0.509	0.489

The final step of inner model analysis is hypothesis testing through the bootstrapping method.



**Figure 3. Inner Model Testing**

This study employs a significance threshold ranging from 5% to 10%. This degree of relevance is widely acknowledged in the fields of economics and management studies. The results indicating the direct correlation between latent variables are presented in Table 3. The data shown in Table 3 indicates that the Education variable, as per

the model, does not have a statistically significant impact on Women's Empowerment. However, the Participation in Decision Making variable, based on the model, does have a statistically significant influence on Women's Empowerment. Based on the aforementioned facts, it may be inferred that hypothesis H1 is disproven, whilst H2 is validated.

**Table 3. Direct Effect Test Results**

Hypothesis	Path	Coefficient	STDs	t-statistic	p-value	Conclusion
H1	PD => PP	0.147	0.099	1,491	0.137	Not significant
H2	PPK => PP	0.657	0.060	11,013	0,000	Significant

The direct relationship test findings confirm that both research topics in this study have been addressed. The study model effectively shown that education, as defined by the model, does not have a substantial impact on Women's Empowerment. However, Participation in Decision Making does have a considerable influence on Women's Empowerment. Education has a little impact on Women's Empowerment, as indicated by a t-statistic value of 1.491 and a p-value of 0.137. On the other hand, Participation in Decision Making has a substantial impact on Women's Empowerment, with a t-statistic value of 11.013 and a p-value of 0.000.

Findings Education has no significant effect on women's empowerment, which is not in line with previous research which states that education is an important factor in women's empowerment. Through education, women can gain the knowledge, skills, and attitudes needed to improve their quality of life[6]. Education can help women change their thought patterns and behavior, so they can play a more active role in society [7]. To increase the role of education in empowering women, efforts need to be made such as increasing access to education for women, developing gender-friendly curricula, and developing educational programs that focus on women's empowerment.[8]. Women's education is an important factor in realizing gender equality[9], Entrepreneurship education can improve women's abilities in

entrepreneurship so that they can increase their independence and prosperity [10].

Meanwhile, participation in decision-making has a significant effect on women's empowerment, in line with previous research [11] which states that women's participation in decision-making can improve women's welfare, both economically, socially, and politically. Women's participation in village meetings can increase women's empowerment, especially in terms of increasing women's knowledge, skills and participation in society [12]. Women's participation in village community institutions can increase women's empowerment, especially in terms of increasing women's access to public resources and services[13]. Women's participation in politics can increase women's empowerment, especially in terms of increasing women's access to leadership and decision-making positions[14]. Women's participation in social media can increase women's empowerment, especially in terms of increasing women's awareness of their rights and increasing women's entrepreneurial skills [15].

## 5. CONCLUSION

Based on research results, education does not have a significant effect on women's empowerment. This means that the higher the level of women's education, it does not always have an impact on increasing the level of women's empowerment. Several factors can explain this, including: a) An education



system that does not fully support gender equality. The education system in Indonesia is still dominated by patriarchal values, so women often do not have equal opportunities to develop their potential. b) Gender stereotypes are still strong in society. Gender stereotypes that assume that women are only suitable for roles in the domestic sphere can limit women's space to participate in various areas of life.

Participating in decision-making has a notable impact on the empowerment of women. Consequently, a direct correlation exists between the extent of women's involvement in decision-making and the degree of women's empowerment. Women's empowerment may be measured by their level of involvement in decision-making processes. Women's engagement in decision-making demonstrates their equitable entitlements and prospects to shape their own destiny. Various variables contribute to the impact of involvement in decision-making on the empowerment of women, such as: a) Enhancing women's knowledge and recognition of their rights and capabilities. Engaging in decision-making processes can enhance women's consciousness of their entitlements and capacity as persons who possess equal status to males. b) Enhance women's self-assurance. Engaging in decision-making processes can enhance women's self-assurance to assume positions in diverse domains of life. d) Enhance women's accessibility to resources. Women's access to resources, such as education, employment, and health care, can be enhanced by their active involvement in decision-making processes.

Based on the conclusions above, it can be concluded that education and participation in decision-making are two important things to achieve women's empowerment. Education can provide the knowledge and skills women need to participate in decision-making. Meanwhile, participation in decision-making can increase women's awareness, self-confidence, and access to resources.

### 5.1 Research Implications

1. Theoretical Implications:  
Education does not have a

significant effect on women's empowerment, which has important theoretical implications. This shows that education alone is not enough to achieve women's empowerment. Education can provide the knowledge and skills women need to participate in various areas of life. However, education cannot overcome other factors that hinder women's empowerment, such as an education system that is not yet fully pro-gender equality and gender stereotypes that are still strong in society. Therefore, there needs to be other efforts to achieve women's empowerment, such as efforts to change the education system and gender stereotypes.

2. Practical Implications:

Participation in decision-making has a significant effect on women's empowerment and has important practical implications. This shows that participation in decision-making is an important key to achieving women's empowerment. Participation in decision-making can increase women's awareness, self-confidence, and access to resources. This can encourage women to take a more active role in various areas of life, both in the public and domestic spheres. Therefore, efforts need to be made to encourage women's participation in decision-making. This effort can be made through various means, such as education, training, and advocacy.

Following are some recommendations to encourage women's participation in decision-making:

- a) Carry out educational reforms to strengthen the values of gender equality.

- b) Carrying out campaigns to change gender stereotypes.
- c) Creating a friendly environment for women, both in the public and domestic spheres.
- d) Provide equal opportunities for women to participate in decision-making.

With these efforts, it is hoped that it can increase women's participation in

decision-making so that it can encourage overall women's empowerment.

### 5.2 Study Limitations

The study's findings may be limited in generalizability due to the specific demographic characteristics or cultural context of the sample population. Extrapolating the results to a broader population should be done cautiously.

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