

Examining Women Empowerment Initiatives in India

Dr. Rupam Soti

Mihir Bhoj PG College, Dadri, G. B. Nagar

Email: [drrupamsoti\[at\]gmail.com](mailto:drrupamsoti[at]gmail.com)

Abstract: *This research article critically reviews the women empowerment initiatives undertaken by governmental and non-governmental organizations in India. With the aim of enhancing gender equality and empowering women across various domains, the article evaluates the efficacy, impact, and challenges associated with these initiatives. The objective of this review paper is to critically analyze the women empowerment initiatives undertaken by governmental and non-governmental organizations in India. By conducting an in-depth analysis of key programs, policies, and strategies, this study sheds light on the strengths and weaknesses of women empowerment efforts in India, providing valuable insights for policymakers, organizations, and researchers. Women empowerment is a critical aspect of India's development agenda, and both government and NGO initiatives have made significant contributions. However, challenges persist, requiring a comprehensive approach and collaboration between different stakeholders. By addressing these challenges and implementing the recommendations, India can advance towards achieving gender equality, social justice, and inclusive development for all.*

Keywords: women empowerment, government and non-governmental initiatives

1. Introduction

Women empowerment is a crucial concept in the pursuit of gender equality and social justice. In the Indian context, it encompasses initiatives aimed at enhancing women's access to education, healthcare, economic opportunities, and decision-making power. The empowerment of women is not only essential for achieving sustainable development but also for creating a more inclusive and equitable society.

The objective of this review paper is to critically analyze the women empowerment initiatives undertaken by both governmental and non-governmental organizations in India. By examining the strengths, weaknesses, and impacts of these initiatives, this paper aims to provide a comprehensive assessment of the progress made and the challenges faced in advancing women's empowerment. The review encompasses various domains, including education, employment, entrepreneurship, health, and political participation.

This review paper has critically examined women empowerment initiatives undertaken by the government and non-governmental organizations in India. It highlights the strengths and weaknesses of these initiatives, emphasizing the need for collaboration and addressing persistent gaps. To achieve sustainable women empowerment, it is crucial to ensure effective implementation, enhance resource allocation, promote gender-responsive governance, and challenge deep-rooted societal norms and biases. By critically analyzing the progress, challenges, and successes in women empowerment initiatives, this review paper aims to contribute to the ongoing discourse on gender equality in India. It underscores the importance of evidence-based policy formulation, innovative approaches, and multi-stakeholder partnerships in creating an enabling environment for women's empowerment.

2. Government Initiatives for Women Empowerment

2.1 Major Government Programs, Policies, and Initiatives

The Government of India has implemented several programs and policies to promote women empowerment. One notable initiative is the Beti Bachao Beti Padhao (Save the Daughter, Educate the Daughter) campaign, launched in 2015, which aims to address the declining child sex ratio and improve girls' access to education and healthcare. According to a study by Singh and Kumar (2020), the campaign has shown positive outcomes in terms of increased awareness and improved enrollment of girls in schools. Another significant government initiative is the Mahila Shakti Kendra (Women Power Centers) scheme, introduced in 2017. These centers serve as one-stop facilities to provide support and assistance to rural women in areas such as skill development, legal aid, and health services. However, a study by Joshi et al. (2019) highlights the challenges faced in the effective implementation and sustainability of these centers, including inadequate infrastructure and limited availability of trained staff.

The Government of India has implemented several key programs, policies, and initiatives to promote women empowerment. These include:

- 1) The National Rural Employment Guarantee Act (NREGA): NREGA guarantees 100 days of employment to rural households, with a special focus on women's participation. It has provided women with income opportunities, financial independence, and increased decision-making power within households (Dev et al., 2017).
- 2) The Pradhan Mantri Ujjwala Yojana (PMUY): PMUY aims to provide free LPG connections to women from economically disadvantaged households. This initiative

Volume 11 Issue 2, February 2022

www.ijsr.net

Licensed Under Creative Commons Attribution CC BY

has improved women's health and reduced their exposure to indoor air pollution by replacing traditional cooking methods with clean and efficient LPG stoves (Pande et al., 2020).

- 3) The Swachh Bharat Abhiyan (Clean India Mission): This nationwide campaign focuses on improving sanitation and hygiene practices. It has had a positive impact on women's safety, health, and dignity by promoting access to clean toilets and reducing open defecation, particularly in rural areas (Gupta et al., 2019).
- 4) The Beti Bachao Beti Padhao (Save the Daughter, Educate the Daughter) campaign: This initiative seeks to address the declining child sex ratio, promote gender equality, and improve girls' access to education and healthcare. It has generated awareness about gender discrimination and encouraged communities to value and invest in girls' education (Mukherjee et al., 2018).

2.2 Strengths and Successes of Government Initiatives

The government initiatives mentioned above have made significant strides in empowering women in India. They have resulted in various positive outcomes:

- 1) Economic Empowerment: Programs such as NREGA have provided women with income-generating opportunities, leading to improved economic independence, enhanced decision-making power, and reduced vulnerability to poverty. According to a study by Debnath et al. (2019), NREGA has positively influenced women's economic empowerment by increasing their bargaining power within households and improving their overall well-being.
- 2) Education and Skill Development: Initiatives like Beti Bachao Beti Padhao have contributed to increased enrollment and retention of girls in schools, bridging the gender gap in education. The campaign's focus on promoting girls' education has played a crucial role in empowering them and preparing them for future opportunities (Husain, 2020).
- 3) Health and Well-being: Government initiatives like PMUY have addressed health-related challenges faced by women, particularly those arising from traditional cooking practices. The provision of LPG connections has reduced women's exposure to harmful smoke and improved their respiratory health, contributing to overall well-being (Jeemon et al., 2019).
- 4) Social Awareness and Attitudinal Change: Government campaigns and policies have raised awareness about gender discrimination, encouraging attitudinal shifts within society. They have helped challenge prevailing norms and perceptions that perpetuate gender inequality, fostering a more inclusive and supportive environment for women (Ray, 2021).

These initiatives reflect the government's commitment to promoting women's empowerment in various domains. While they have achieved significant success, challenges remain in terms of effective implementation, equitable access, and long-term sustainability. Continued evaluation, monitoring, and refinement of these initiatives are crucial to ensure sustained progress and address existing gaps.

2.3 Limitations and Challenges

While government initiatives for women empowerment in India have achieved significant progress, several limitations and challenges hinder their implementation and effectiveness. These include:

- 1) Implementation Gaps: One major challenge lies in the effective implementation of these programs. Limited resources, bureaucratic hurdles, and inadequate infrastructure can hinder the delivery of services and benefits to the intended beneficiaries (Dwivedi et al., 2019). There is a need for improved coordination, capacity building, and monitoring mechanisms to address these implementation gaps.
- 2) Accessibility and Reach: Despite the government's efforts, certain marginalized communities, such as those from remote rural areas, tribal regions, or lower socioeconomic backgrounds, may face barriers in accessing and benefiting from these programs (Roy et al., 2020). Issues of geographical remoteness, lack of awareness, and cultural norms can limit the reach of initiatives, requiring targeted outreach strategies and tailored interventions.
- 3) Gendered Social Norms: Deep-rooted patriarchal norms and discriminatory attitudes continue to pose challenges to women's empowerment in India (Kabeer, 2020). These societal beliefs often limit women's decision-making authority, mobility, and participation in public life. Government initiatives must be accompanied by efforts to challenge these norms and promote gender equality at all levels of society.
- 4) Sustainability and Long-term Impact: Ensuring the sustainability and long-term impact of empowerment initiatives is crucial. Many programs face challenges in sustaining their benefits beyond the initial implementation phase (Datta et al., 2021). Adequate financial resources, institutional mechanisms, and community ownership are needed to ensure that the positive outcomes of these initiatives endure over time.
- 5) Data and Evaluation: Limited availability of comprehensive data and rigorous evaluation mechanisms can impede the assessment of program effectiveness and impact. Robust monitoring and evaluation frameworks, along with data-driven decision-making, are essential to identify gaps, measure progress, and inform evidence-based policy interventions (Gangopadhyay et al., 2020).

Addressing these limitations and challenges requires a multi-dimensional approach that includes policy reforms, capacity building, community engagement, and targeted interventions. Collaboration between the government, civil society organizations, and other stakeholders is crucial to address these challenges effectively.

2.4 Non-Governmental Organizations (NGOs) and Women Empowerment

Non-governmental organizations (NGOs) play a vital role in driving women empowerment initiatives in India. One prominent example is the Self-Employed Women's Association (SEWA), which focuses on empowering women

in the informal sector through capacity building, advocacy, and access to finance. A study by Chatterjee and Ghosh (2018) demonstrates the positive impact of SEWA in enhancing women's economic empowerment and improving their overall well-being. Additionally, NGOs like Breakthrough and CREA have been actively involved in addressing gender-based violence, promoting women's rights, and empowering marginalized communities. These organizations utilize innovative approaches such as multimedia campaigns, community mobilization, and capacity building workshops to foster positive social change. However, challenges such as limited resources and scalability hinder the widespread impact of these initiatives (Karki, 2019).

a) Role of NGOs in Promoting Women Empowerment

Non-Governmental Organizations (NGOs) play a crucial role in promoting women empowerment in India. They act as catalysts for change by implementing innovative initiatives, advocating for gender equality, and providing support services to women. NGOs often work in collaboration with communities, government agencies, and other stakeholders to address the multifaceted challenges faced by women.

b) Notable Initiatives and Interventions by NGOs

Several NGOs in India have undertaken notable initiatives and interventions to empower women. These initiatives encompass various areas such as education, skill development, health, livelihoods, and social empowerment. Some examples include:

- 1) SEWA (Self-Employed Women's Association): SEWA focuses on organizing and empowering women in the informal sector. It provides financial services, vocational training, and social security measures to enhance women's economic independence and social standing (Patel, 2019).
- 2) Breakthrough: Breakthrough is an NGO that utilizes media and community engagement to challenge social norms and promote gender equality. Their initiatives, such as the Bell Bajao campaign, address issues of domestic violence and promote bystander intervention (Kapur, 2018).
- 3) Nirbhaya Jyoti Trust: This NGO works towards supporting survivors of sexual violence and empowering them through legal aid, counseling, and vocational training. Their initiatives aim to restore the confidence and autonomy of survivors, enabling them to rebuild their lives (Sinha, 2017).

c) Challenges Faced by NGOs and Strategies Employed

NGOs face several challenges in their efforts to empower women in India. These challenges include limited financial resources, bureaucratic hurdles, cultural resistance, and sustainability concerns. To overcome these challenges, NGOs employ various strategies:

- 1) Advocacy and Awareness: NGOs engage in advocacy and awareness campaigns to bring attention to gender issues, influence policy changes, and mobilize public support for women's empowerment (Jain & Rao, 2018). They collaborate with media, community leaders, and

government bodies to amplify their voices and create an enabling environment for change.

- 2) Capacity Building: NGOs focus on building the capacity of women through training programs, skill development, and entrepreneurship support (Haque et al., 2020). By enhancing women's knowledge, skills, and self-confidence, NGOs enable them to take charge of their lives and participate actively in decision-making processes.
- 3) Partnerships and Networking: NGOs often form partnerships and networks with other organizations, including government agencies, donors, and community-based groups (Mishra & Bawa, 2020). Collaborative efforts allow for resource sharing, knowledge exchange, and collective action, maximizing the impact of their interventions.
- 4) Monitoring and Evaluation: NGOs prioritize monitoring and evaluation to assess the effectiveness and sustainability of their initiatives. By collecting data, measuring outcomes, and analyzing impact, they can identify areas for improvement and demonstrate the value of their work to stakeholders (Samanta & Nayak, 2019).

These strategies enable NGOs to navigate challenges and drive positive change in women's lives. However, continuous adaptation, financial stability, and long-term sustainability remain critical factors for their success.

2.5 Comparative Analysis of Government and NGO Initiatives

Government and NGO initiatives in women empowerment often work in tandem, each contributing unique strengths and approaches. While government programs have the advantage of wider reach and policy influence, NGOs often excel in grassroots-level implementation and community engagement. The study by Shah et al. (2021) highlights the importance of collaboration between government and NGOs to achieve sustainable outcomes in women empowerment, citing successful examples of partnership and shared responsibility.

a) Approaches, Methodologies, and Outcomes

Government initiatives and NGO interventions for women empowerment in India differ in their approaches, methodologies, and outcomes.

1) Approaches:

- Government initiatives tend to have a broader policy focus, aiming for systemic change through legislation, schemes, and programs. They often operate on a larger scale and have a top-down approach (Haque et al., 2020).
- NGOs, on the other hand, often adopt a bottom-up approach, working at the grassroots level to address specific needs and challenges faced by women. They emphasize community participation, empowerment, and capacity building (Jain & Rao, 2018).

2) Methodologies:

- Government initiatives typically involve the formulation and implementation of policies, resource allocation, and service delivery through government machinery (Roy et al., 2020).

- NGOs employ diverse methodologies, including direct service provision, awareness campaigns, community mobilization, advocacy, and innovative approaches tailored to local contexts (Kapur, 2018).
- 3) **Outcomes:**
- Government initiatives have the potential for broader coverage and impact due to their reach and resources. They often focus on achieving macro-level changes in gender equality indicators and social development (Mishra & Bawa, 2020).
 - NGOs tend to generate localized impact, often focusing on specific target groups or regions. Their outcomes may be more context-specific and tangible, with a strong emphasis on individual empowerment and community development (Haque et al., 2020).

b) Complementary Roles of Government and NGOs

Government and NGOs play complementary roles in empowering women in India.

1) Policy Formulation and Implementation:

- The government has the authority and resources to develop and implement policies, programs, and legal frameworks that address gender disparities on a national scale (Dwivedi et al., 2019).
- NGOs contribute by providing valuable inputs, feedback, and grassroots insights that inform policy formulation, implementation strategies, and program design (Roy et al., 2020).

2) Service Delivery and Community Engagement:

- Government initiatives often provide essential services, infrastructure, and entitlements to women, leveraging their reach and administrative machinery (Dev et al., 2017).
- NGOs fill gaps in service delivery, particularly in remote areas or marginalized communities. They engage directly with communities, provide support services, build awareness, and empower women at the grassroots level (Patel, 2019).

3) Advocacy and Capacity Building:

- NGOs play a crucial role in advocacy, campaigning for policy changes, raising awareness about women's rights, and challenging societal norms and practices (Kabeer, 2020).
- The government's role in advocacy is often driven by policy-level changes and legal reforms. It supports capacity building through training programs, workshops, and partnerships with NGOs (Jain & Rao, 2018).

c) Collaboration between Government and NGOs

Collaboration between the government and NGOs is essential for enhanced effectiveness and sustainability.

1) Resource Sharing and Partnership:

- Collaboration allows for resource pooling, leveraging the strengths and expertise of both government agencies and NGOs (Mishra & Bawa, 2020).
- NGOs often collaborate with government bodies in program implementation, utilizing government resources, while bringing their grassroots knowledge and community networks to the table (Samanta & Nayak, 2019).

2) Knowledge Exchange and Learning:

- Collaboration facilitates knowledge sharing, capacity building, and learning between government agencies and NGOs (Haque et al., 2020).
 - Government agencies can learn from NGOs' innovative approaches, community-driven models, and best practices, while NGOs can benefit from the government's institutional support and scale of operations.
- 3) **Policy Advocacy and Implementation Support:**
- NGOs can play a crucial role in advocating for policy changes, monitoring the implementation of government programs, and providing feedback to improve their effectiveness (Dwivedi et al., 2019).
 - The government can support NGOs by creating an enabling policy environment, ensuring a conducive regulatory framework, and providing funding and institutional support for their initiatives (Roy et al., 2020).

Collaboration between the government and NGOs strengthens the overall ecosystem of women empowerment initiatives, fostering sustainability, innovation, and responsiveness to the diverse needs of women in India.

2.6 Successes and Gaps in Women Empowerment Initiatives

Several women empowerment initiatives in India have yielded positive results. For instance, the National Rural Livelihood Mission (NRLM), implemented by the Ministry of Rural Development, has significantly contributed to the economic empowerment of rural women through self-help groups and entrepreneurship training (Singh and Dwivedi, 2020). Similarly, the reservation of seats for women in local governance bodies has led to increased political participation and decision-making (Kapur, 2018). However, challenges and gaps persist in women empowerment initiatives. Limited access to quality education and skill development opportunities, gender-based violence, social norms, and unequal power structures continue to impede progress. Efforts to address these challenges should focus on comprehensive policy frameworks, targeted interventions, and the empowerment of women at the grassroots level (Patel et al., 2021).

a) Achievements and Success Stories

Women empowerment initiatives in India have yielded significant achievements and success stories, contributing to positive change in the lives of women. Some major accomplishments include:

- 1) **Increased Access to Education:** Government and NGO efforts have led to increased enrollment and retention of girls in schools, promoting gender parity in education (Chaudhary et al., 2018).
- 2) **Economic Empowerment:** Women's participation in the formal and informal workforce has improved through skill development programs, entrepreneurship support, and microfinance initiatives (Haque et al., 2020).
- 3) **Political Representation:** Efforts to increase women's political participation have resulted in higher representation of women in local governance bodies, fostering gender-responsive policies and decision-making (Bhalotra et al., 2019).

- 4) Legal Reforms and Safety: Advocacy campaigns and legal interventions have led to reforms in laws relating to domestic violence, sexual harassment, and inheritance rights, providing greater protection for women (Chowdhury, 2018).

b) B. Persistent Gaps and Emerging Challenges

Despite the achievements, several persistent gaps and emerging challenges hinder the full realization of women empowerment in India:

- 1) Gender-based Violence: Gender-based violence, including domestic violence, sexual assault, and trafficking, remains a significant challenge. Implementation gaps in legal frameworks, social stigma, and patriarchal attitudes contribute to the persistence of violence against women (Kabeer, 2020).
- 2) Economic Disparities: Women continue to face wage gaps, limited access to productive resources, and occupational segregation. These disparities hinder their economic empowerment and financial independence (Haque et al., 2020).
- 3) Social Norms and Discrimination: Deep-rooted social norms, cultural practices, and discrimination limit women's agency, decision-making power, and access to resources and opportunities (Chaudhary et al., 2018).
- 4) Digital Divide: The digital divide poses a challenge to women's empowerment, with limited access to technology, digital skills, and online platforms restricting their participation in the digital economy and information society (Gurumurthy & Chami, 2017).

c) Addressing the Gaps and Recommendations

To address the gaps and challenges in women empowerment initiatives, the following recommendations can be considered:

- 1) Strengthening Implementation: Enhance the implementation of existing laws, policies, and programs through capacity building, monitoring, and evaluation. Improve coordination among government agencies, NGOs, and other stakeholders (Samanta & Nayak, 2019).
- 2) Empowering Grassroots Institutions: Invest in strengthening local governance institutions, such as Panchayati Raj institutions, to enhance women's political participation and decision-making power at the grassroots level (Bhalotra et al., 2019).
- 3) Comprehensive Approach: Adopt a multi-sectoral and integrated approach to address the multiple dimensions of women's empowerment, encompassing education, health, economic opportunities, legal reforms, and social change (Kabeer, 2020).
- 4) Gender-responsive Education: Promote gender-responsive education that challenges gender stereotypes, ensures safe and inclusive learning environments, and equips girls and women with relevant skills for employability and leadership (Chaudhary et al., 2018).
- 5) Engaging Men and Boys: Engage men and boys as allies in promoting gender equality, challenging harmful gender norms, and fostering respectful relationships (Kabeer, 2020).
- 6) Technology and Digital Inclusion: Bridge the digital divide by providing digital literacy programs, affordable access to technology, and promoting women's

participation in the digital economy (Gurumurthy & Chami, 2017).

- 7) Empowerment at the Grassroots: Strengthen community-based organizations, self-help groups, and women's collectives to foster local leadership, social mobilization, and collective action for women's empowerment (Haque et al., 2020).

By addressing these gaps and implementing the recommended strategies, India can make further progress towards achieving comprehensive women empowerment, fostering gender equality, and creating an inclusive and just society.

3. Conclusion

1) Key Findings from the Review

This review has highlighted the significant efforts made by both the government and non-governmental organizations (NGOs) in promoting women empowerment in India. The analysis of government initiatives revealed strengths such as policy formulation, service delivery, and capacity building. These initiatives have shown achievements in areas such as education, economic empowerment, political representation, and legal reforms. Similarly, NGOs have played a crucial role through their community-driven approaches, advocacy, and direct interventions, resulting in localized impact and empowerment at the grassroots level. However, the review also identified limitations and challenges in the implementation and effectiveness of women empowerment initiatives. Gender-based violence, economic disparities, social norms, and the digital divide continue to persist as significant obstacles to women's empowerment. Addressing these gaps requires a comprehensive approach that encompasses multiple sectors and dimensions of empowerment, involving collaboration between government agencies, NGOs, and other stakeholders.

2) Importance of a Comprehensive and Integrated Approach

The findings underscore the importance of adopting a comprehensive and integrated approach to women empowerment in India. Such an approach should encompass education, economic opportunities, political participation, legal reforms, and social change. By addressing these interconnected dimensions, it becomes possible to create a conducive environment for women to exercise their rights, access resources, and participate fully in society. This approach recognizes the multi-faceted nature of gender inequality and acknowledges that progress in one area can reinforce progress in others.

3) Implications for Future Policy, Program Design, and Research

The findings of this review have important implications for future policy formulation, program design, and research in India. Policymakers need to prioritize the implementation and monitoring of existing laws and initiatives, ensuring effective coordination and resource allocation. It is crucial to engage with grassroots institutions, women's collectives, and local governance bodies to foster women's leadership and community-driven solutions. Additionally, efforts should focus on addressing persistent challenges such as gender-

based violence, economic disparities, social norms, and the digital divide.

Future research should explore innovative approaches, best practices, and context-specific interventions that can enhance the impact of women empowerment initiatives. Studies should evaluate the effectiveness and sustainability of different strategies, identify barriers and enablers of success, and examine the long-term outcomes of empowerment programs. Moreover, research should involve the active participation of women and communities, incorporating their perspectives and experiences in shaping policies and interventions.

In conclusion, women empowerment is a critical aspect of India's development agenda, and both government and NGO initiatives have made significant contributions. However, challenges persist, requiring a comprehensive approach and collaboration between different stakeholders. By addressing these challenges and implementing the recommendations, India can advance towards achieving gender equality, social justice, and inclusive development for all.

References

- [1] Bhalotra, S., Clots-Figueras, I., &Iyer, L. (2019). Pathbreakers? Women's Electoral Success and Future Political Participation. *American Economic Review*, 109 (8), 2928-2955.
- [2] Chatterjee, S., &Ghosh, S. (2018). Self-employed women's association (SEWA) in India: Empowering women in the informal sector. *Journal of Entrepreneurship and Innovation in Emerging Economies*, 4 (2), 124-136.
- [3] Chaudhary, M., Kaul, V., & Das, S. (2018). Women's empowerment in India: Initiatives and challenges. *Journal of Economic Issues and Policy Review*, 12 (2), 381-400.
- [4] Chowdhury, M. S. (2018). Addressing violence against women in India: An overview of legislative and policy measures. *Social Change*, 48 (4), 616-633.
- [5] Datta, N., Sharma, R., &Chatterjee, S. (2021). Understanding the sustainability of women's empowerment programs in India: Insights from case studies. *Gender, Place & Culture*, 28 (4), 566-587.
- [6] Debnath, D., Das, S., &Saha, A. (2019). Women's empowerment through the National Rural Employment Guarantee Act (NREGA): Evidence from West Bengal, India. *Journal of Rural Studies*, 68, 125-133.
- [7] Dev, S. M., Rao, N. C., & Sharma, A. N. (2017). Impact of MGNREGA on women's empowerment and household consumption expenditure: Evidence from Rajasthan, India. *World Development*, 98, 430-441.
- [8] Dev, S., MahendraDev, S., &Saxena, A. (2017). Government programs for women's empowerment in India: A critical analysis. *Gender & Development*, 25 (3), 355-373.
- [9] Dwivedi, R. S., Bhardwaj, R., &Dwivedi, A. K. (2019). Role of NGOs in women empowerment: A study in Bundelkhand region of Uttar Pradesh, India. *IJKMMENA*, 6 (4), 427-434.
- [10] Dwivedi, R., Dwivedi, N., &Verma, A. (2019). Implementation issues of women empowerment programmes in India. *International Journal of Research in Economics and Social Sciences*, 9 (3), 383-393.
- [11] Gangopadhyay, S., Mukherjee, A., & Rajeev, M. (2020). Women's empowerment programs in India: A systematic review of evaluations. *World Development*, 127, 104755.
- [12] Gupta, S., Chakrabarti, A., & Singh, R. (2019). Impact of Swachh Bharat Abhiyan on women's health in India: A systematic review. *International Journal of Environmental Research and Public Health*, 16 (18), 3398.
- [13] Gurumurthy, A., &Chami, N. (2017). Gender, ICTs and decision-making: An overview. *Gender & Development*, 25 (2), 169-185.
- [14] Haque, M. M., Islam, M. M., &Kabir, M. H. (2020). Microcredit and women's empowerment: A study on non-governmental organizations in Bangladesh. *Cogent Social Sciences*, 6 (1), 1803461.
- [15] Husain, S. (2020). Beti Bachao Beti Padhao: Exploring the campaign's effectiveness in improving girls' education in India. *Indian Journal of Human Development*, 14 (1), 93-110.
- [16] Jain, K., &Rao, N. (2018). Advancing gender equality through nonprofit organizations in India: A qualitative study. *Nonprofit and Voluntary Sector Quarterly*, 47 (4), 698-716.
- [17] Jeemon, P., Narayanan, G., Kondal, D., Kahol, K., Bharadwaj, A., Purty, A., . . . &Prabhakaran, D. (2019). Women's access to clean cooking fuel: A household-level analysis in India. *Environmental Research*, 170, 434-444.
- [18] Joshi, A., Sharma, R., &Chaudhary, A. (2019). Evaluation of Mahila Shakti Kendra Scheme in Gujarat. *Indian Journal of Health and Wellbeing*, 10 (5), 769-774.
- [19] Kabeer, N. (2020). Gender equality and women's empowerment: A critical analysis of measurement frameworks. *Gender & Development*, 28 (2), 189-205.
- [20] Kapur, D. (2018). Political reservations and women's political participation in rural India. *The Journal of Development Studies*, 54 (9), 1655-1671.
- [21] Kapur, R. (2018). Bell Bajao campaign: Evaluating the role of NGOs in promoting gender justice through popular media in India. *Media Asia*, 45 (4), 256-267.
- [22] Karki, L. (2019). Challenges and prospects of NGOs in women empowerment in Nepal: A case study of CREA. *International Journal of Social Sciences and Management*, 6 (4), 285-295.
- [23] Mishra, A., &Bawa, S. (2020). Role of NGOs in women's empowerment: Evidence from rural Bihar, India. *Journal of Social and Economic Development*, 22 (1), 1-19.
- [24] Mukherjee, A., Das, S., &Gangopadhyay, S. (2018). BetiBachao, BetiPadhao: Evidence from the implementation of a national campaign in India. *World Development*, 110, 42-56.
- [25] Pande, S., Roy, D., Sen, G., & Khan, S. (2020). Evaluating the PradhanMantriUjjwalaYojana: Clean

- fuel for sustained development. *Energy Research & Social Science*, 64, 101418.
- [26] Patel, S. (2019). Empowering women: Role of SEWA in women's livelihood enhancement. *International Journal of Management, Technology, and Social Sciences*, 4 (1), 114-122.
- [27] Patel, S., Vadera, A. K., &Yadav, N. (2021). Women empowerment in India: Challenges and strategies. *Journal of Indian Business Research*, 13 (2), 141-157.
- [28] Ray, S. (2021). Changing social norms through Beti Bachao Beti Padhao campaign: Evidence from Haryana, India. *Journal of Gender Studies*, 1-17.
- [29] Roy, D., Aggarwal, S., &Pande, S. (2020). Addressing barriers to accessing and utilizing government programs for women's empowerment: Evidence from the PradhanMantriUjjwalaYojana in India. *World Development*, 129, 104859.
- [30] Roy, D., Chaudhuri, S., &Bharati, P. (2020). Non-governmental organizations, women empowerment and microcredit. *Cogent Business & Management*, 7 (1), 1723437.
- [31] Samanta, G., &Nayak, S. (2019). Monitoring and evaluation in non-governmental organizations: A critical review. *Evaluation and Program Planning*, 72, 76-84.
- [32] Shah, M., Kumar, R., &Bharti, M. (2021). Partnership between government and non-governmental organizations: A key to women empowerment. *Indian Journal of Gender Studies*, 28 (1), 62-76.
- [33] Singh, R., &Dwivedi, R. (2020). An analysis of National Rural Livelihood Mission (NRLM) and its impact on rural women empowerment in India. *Journal of Rural Development*, 39 (4), 53-67.
- [34] Singh, V., & Kumar, V. (2020). A critical analysis of Beti Bachao Beti Padhao (BBBP) campaign: Challenges and opportunities. *International Journal of Science and Research*, 9 (6), 1321-1325.
- [35] Sinha, A. (2017). Empowering sexual violence survivors through community-based interventions: Insights from NirbhayaJyoti Trust. *Indian Journal of Gender Studies*, 24 (3), 400-414.