
mLAC Journal for Arts, Commerce and Sciences (m-JACS)
Volume 4, No.5, April 2026, P 1-16
ISSN: 2584-1920 (Online)

**EMPOWERING WOMEN FOR INCLUSIVE SOCIAL DEVELOPMENT: A
GLOBAL PERSPECTIVE**

Padmini Behra¹, Ruchi Gupta^{*2}

^{1,2}Faculty of Commerce, ICFAL University, Raipur, Chhattisgarh., India,

* Corresponding author email address: ruchigupta@iuraipur.edu.in

Paper Received: 31.08.2025 | Revised: 26.02.2026 | Accepted: 19.04.2026

DOI: <https://doi.org/10.59415/mjacs.323> | ARK: <https://n2t.net/ark:/26340/MJACS.v4i5.323>

Abstract

Women's empowerment is not just a social responsibility; it is a necessary foundation for building a fairer and more balanced world. When women are given equal access to opportunities in education, healthcare, politics, and the economy, they contribute meaningfully to the growth and strength of their communities. This paper examines how the active involvement of women plays a central role in achieving inclusive social development, drawing on examples from various countries and sectors that have made substantial progress toward gender equality. In many parts of the world, women still face long-standing barriers, including limited access to education, financial resources, and decision-making roles. Cultural traditions, discriminatory laws, and social norms continue to prevent many women from reaching their full potential. These limitations not only affect individual lives but also slow down the development of entire nations. However, efforts such as women-led community programs and international frameworks, including the Sustainable Development Goals (SDGs), have shown that investing in women yields positive and lasting change. The paper also explores how factors such as caste, economic status, ethnicity, and location shape the challenges women face. It underscores the importance of tailored solutions, including access to mobile technology, small-business support through microfinance, legal protection, and representation in government. The central argument is clear: no society can grow fairly and sustainably unless women are fully involved in shaping its future. When women are empowered, they uplift families, improve communities, and help build nations that are more resilient, equal, and prepared for future challenges.

Keywords: Women Empowerment, Sustainable Development Goals, Social Development, social responsibility.

1. INTRODUCTION

Women's empowerment has shifted from a narrow welfare issue to a central component of development strategy (Malik, 2018; Susanti & Mas'udah, 2017). The reasoning is simple: when women have equal access to education, health care, economic opportunities, and political representation, the advantages spread throughout households and communities. Studies and global reports consistently show connections between gender equality and improved economic growth, better health and education for children, and stronger social outcomes (Xu, 2025).

Despite progress, gender gaps persist in many areas (Algül, 2024; OECD, 2017). Issues like educational inequality, limited reproductive rights, lack of access to care, economic exclusion, and widespread gender-based violence continue to affect many people (Makhanya, 2024). The pace of change is not uniform. Some countries and regions have made rapid improvements in representation or economic inclusion, whereas others lag due to entrenched social norms, weak legal protections, or persistent poverty. Additionally, gender disadvantage often intersects with factors like caste, ethnicity, disability, migration status, or rural living, which means tailored solutions are needed instead of generic ones (Johnson et al., 2025; Resurrección et al., 2019).

This paper examines the topic from a global perspective. It raises several questions: (a) which frameworks best explain how empowerment leads to inclusive social development, (b) what structural and social barriers still hinder progress, (c) which practices in different countries have made an impact, and (d) what policy and program recommendations come from the evidence. The methodology, described later, is based on a systematic review of secondary literature, including peer-reviewed articles, reports from global agencies, and documented national evaluations. The focus is on interventions that show measurable outcomes (Leszczyński, 2014; Salman et al., 2025). The argument presented here is practical: women's empowerment serves as both a goal and a tool for achieving broader development objectives. Investing in women's education, health, financial inclusion, legal rights, and political participation not only addresses injustice but also increases human capital, enhances well-being across generations, and makes governance more effective and stable. The rest of the paper explores this claim through theory, global challenges, examples, international frameworks, and specific recommendations.

2. LITERATURE REVIEW

1. In 1999, Sen introduced the Capability Approach, arguing that real empowerment means widening women's actual freedoms and opportunities, not just handing them resources, the difference between owning a book and being able to read it (Unterhalter, 2019).

2. ([Malhotra & Schuler, 2005](#)) stressed that women's empowerment spans many dimensions, shaping choices at home, like how money is spent, as well as driving change in the wider community and society.
3. In 2011, Nussbaum developed the Central Human Capabilities framework, outlining key abilities such as access to education and personal safety, that allow women to live with dignity and equality([Alvey, 2011](#)).
4. In 2012, Duflo showed with clear data that giving women more power drives economic growth and lifts the well-being of future generations such as a mother's education opening doors for her children([Duflo, 2012](#)).
5. In 2012, Kabeer pointed to deep structural inequalities in labour markets such as women being clustered in low-paid, insecure jobs, as key obstacles to their economic empowerment and to truly inclusive development([Kabeer, 2012](#)).

3. CONCEPTUAL FRAMEWORK

Definition and dimensions:

Women's empowerment means improving women's ability to make meaningful life choices and to turn those choices into real and results. It includes multiple, connected dimensions:

Economic: control over income, ownership of assets, access to credit, and participation in economic activities.

Social: access to quality education, healthcare, and social networks that strengthen community participation.

Political: representation in decision-making bodies, leadership roles, and the ability to influence governance.

Legal: protection of rights, enforcement of gender-sensitive laws, and equal access to justice.

Personal/Psychological: self-confidence, autonomy, and the ability to act on one's aspirations.

Theoretical Foundations

1. Capability Approach (Amartya Sen and Martha Nussbaum)

This framework sees empowerment as an expansion of capabilities. It focuses on the real freedoms individuals have to lead lives they value, moving beyond just access to resources.

2. Feminist Development Theory

This viewpoint emphasizes the deep-rooted gender power dynamics in social, political, and

economic institutions. It calls for structural change rather than merely redistributing resources to address systemic inequalities ([Azuh & Amodu, 2017](#); [Ferrant & Kolev, 2016](#)).

3. Human Development Approach (UNDP)

This approach centres on human well-being. It emphasises health, education, and equal opportunities as both goals and tools for development. Gender equality is an important driver of sustainable progress.

4. Pathways Linking Empowerment to Inclusive Development: -

Empowered women are more likely to invest in children's education, nutrition, and healthcare. This improves human capital for future generations. Their political involvement can shape policy priorities, leading to social protection measures and maternal health programs. Economic inclusion increases household income, encourages entrepreneurship, and diversifies market participation. In addition, legal protections and changes in social norms create a stable environment for maintaining empowerment outcomes over time.

Intersectionality: -

This framework acknowledges that gender inequality rarely exists on its own. It often overlaps with other types of marginalisation, such as caste, ethnicity, class, and geographic location ([Block et al., 2023](#); [Mcmaster & Cook, 2018](#)). Therefore, any effective empowerment strategy must tackle these overlapping disadvantages. Interventions must be tailored to the specific context and socially inclusive.

5. GLOBAL CHALLENGES IN WOMEN'S EMPOWERMENT

Despite policy focus and various programs, several ongoing global challenges hinder women's empowerment:

3.1 Education and skill gaps While global primary enrollment for girls has improved, secondary completion and quality still face issues in many low-income areas ([Psaki et al., 2022](#)). Early marriage, safety concerns, and household poverty drive girls out of school, restricting their ability to gain skills ([Khaskheli et al., 2023](#); [Premachandran, 2025](#)).

3.2 Economic exclusion Women are still overrepresented in informal, low-paying, and unstable work ([Manzoor et al., 2018](#); [Rhodes et al., 2017](#)). They also experience a consistent gender pay gap ([Klugman et al., 2015](#)). Legal and social barriers to owning property and using collateral limit women's access to formal credit ([Bank, 2018](#); [Sen, 2016](#)).

3.3 Political underrepresentation. The representation of women in national parliaments and local

leadership varies greatly([Ono & Endo, 2024](#)). Many systems still have structural obstacles, including party nomination biases, gaps in campaign financing, and social stereotypes([Ono & Endo, 2024](#); [Sudulich et al., 2024](#)).

3.4 Gender-based violence (GBV). The high rates of intimate partner violence, sexual harassment, and harmful traditional practices restrict women's mobility, affect their psychological well-being, and limit their ability to participate in public life([Contreras et al., 2023](#); [Rapinyana & Baratedi, 2023](#)).

3.5 Health disparities. Maternal mortality and limited access to reproductive health services in low-resource settings remain major obstacles([Khan et al., 2024](#); [Sarikhani et al., 2024](#)). Poor quality care and cultural barriers hinder women's health choices([Kuteesa et al., 2024](#)).

3.6 Digital divide and technology barriers. Women in many countries have less access to mobile phones, the internet, and digital skills. This limits their access to information, digital finance, and market opportunities([Saluja et al., 2023](#)).

3.7 Intersectional vulnerabilities. Women from marginalized ethnic groups, lower castes, those with disabilities, and those who are refugees face multiple forms of exclusion that standard programs may not address([Manderson et al., 2022](#); [Mendola & Pera, 2021](#)).

6. BEST PRACTICES & CASE STUDIES

The following examples show different ways to empower people and the outcomes that can be achieved.

Rwanda offers an important example of political inclusion. After the conflict, constitutional reforms and quotas resulted in high female representation in parliament([Meador & O'Brien, 2019](#); ["Womens-Political-Participation-and-Economic-Empowerment-in-Postconflict-Countries-Lessons-from-the-Great-Lakes-Region-in-Africa," 2016](#)). This representation led to laws that addressed gender issues, such as inheritance and anti-GBV laws(["Womens-Political-Participation-and-Economic-Empowerment-in-Postconflict-Countries-Lessons-from-the-Great-Lakes-Region-in-Africa," 2016](#)). It also increased attention to women's issues in national policymaking([Kantengwa, 2010](#)).

Bangladesh is characterized by, microfinance and NGOs. Organizations like Grameen Bank and BRAC provided small loans, group support, and training to millions of women([Brau & Woller, 2004](#); [Hasan et al., 2019](#)). Evidence shows that when programs were well designed and included training alongside credit, there were increases in household income, women's decision-making,

and children's schooling ([Ahmed et al., 2009](#)).

In India, Self-Help Groups and digital initiatives are significant. Large SHG networks, such as Kudumbashree and other state programs, have promoted savings, enterprise, and collective bargaining ([Kumar et al., 2021](#); [Rajagopal, 2020](#)). Digital literacy projects and e-service facilitation have helped women access banking, market information, and public services ([Buteau et al., 2021](#); [Mahesh et al., 2023](#)).

Kenya, mobile money (M-Pesa). Mobile money platforms have greatly expanded financial access. Studies show increased savings, transfers, and investments. Female-headed households have seen significant reductions in poverty.

Nordic countries' policy structure. Generous parental leave, subsidized childcare, and active labor market policies have combined to achieve near-gender parity in labor force participation and high female representation in leadership positions ([Bratsberg et al., 2017](#); [Søgaard, 2018](#)).

7. ROLE OF INTERNATIONAL FRAMEWORKS

Global normative frameworks provide targets, monitoring tools, and political leverage.

SDGs: The 2030 Agenda (SDG 5) explicitly targets gender equality and connects with nearly all other SDGs such as those related to poverty, health, education, and decent work. SDG indicators help track progress and encourage action from different sectors.

CEDAW & Beijing Platform. CEDAW establishes a legal framework that requires states to eliminate discrimination ([Nurhidayatulloh et al., 2018](#)). The Beijing Platform for Action outlines program priorities for gender equality ([Bella et al., 2023](#)).

UN Women coordinates technical support, advocacy, and global campaigns such as Generation Equality ([Women, 2023](#)). These efforts mobilize states, civil society organizations, and private sector actors.

Regional instruments such as the Maputo Protocol in Africa, EU gender strategies, and regional gender frameworks tailor global commitments to regional needs ([Madsen et al., 2021](#)).

These frameworks are important because they create accountability, offer funding opportunities, standardize measurement, and provide best practices across countries.

8. METHODOLOGY / APPROACH

Data Sources

This review is based on secondary data from reliable sources. These include peer-reviewed journal articles, systematic review studies, and official reports from global organizations like the United

Nations and the World Bank, as well as regional groups. We also examined evaluations of national programs to ensure they are practically relevant.

Inclusion Criteria

We selected studies that clearly measured outcomes in economic, social, or political areas, described program structures in detail, or provided comparative evidence from different countries.

Analytical Framework

Auhtor's analyzed the selected literature to identify conceptual models, recurring barriers, and enabling factors. We synthesized the findings to highlight common patterns and gather policy-relevant lessons that apply in various contexts.

Limitations

As this is a secondary review, the analysis relies on the accuracy, scope, and comparability of existing publications. Differences in local contexts mean that our recommendations are presented as flexible guidelines rather than universal solutions.

9. POLICY RECOMMENDATIONS & PRACTICAL SUGGESTIONS)

Based on conceptual arguments and global evidence, these recommendations focus on policymakers, development practitioners, and civil society:

9.1 Strengthen girls' education and lifelong learning.

Focus on helping girls finish secondary school and pursue vocational paths.

Address barriers related to safety and cost by providing scholarships, safe transportation, school sanitation, and conditional cash transfers aimed at keeping girls in school.

9.2 Expand economic inclusion and asset rights.

Ensure women's property and inheritance rights are legally protected.

Pair microcredit with business training, market connections, and digital payments to improve financial outcomes.

Support women-owned businesses by simplifying registration and creating targeted procurement policies.

9.3 Bridge the digital gender divide.

Invest in affordable internet access and programs that improve digital literacy for women.

Increase women's ability to use mobile banking, e-commerce platforms, and digital agricultural extension services.

9.4 Protect from violence and ensure legal access.

Create and enforce laws against gender-based violence (GBV) with survivor-centered services. These include hotlines, shelters, and legal aid ([Ahmad & Arif, 2015](#)).

Provide training for police and the judicial system on gender sensitivity, and simplify processes for handling GBV cases.

9.5 Increase political representation and leadership training.

Introduce temporary special measures like quotas where representation is very low, along with leadership and campaign training for women who aspire to lead.

Strengthen women's networks and mentoring programs to create future political leaders.

9.6 Provide family-friendly policies.

Offer subsidized childcare, parental leave for both parents, flexible working options, and enforce policies for equal pay.

9.7 Adopt an intersectional, data-driven approach.

Gather gender-disaggregated data that considers caste, ethnicity, disability, and location.

Create programs that address various challenges, like combining job support with social protection for marginalized women.

9.8 Foster multi-stakeholder partnerships.

Promote collaboration between governments, NGOs, the private sector, and community groups. Use corporate social responsibility and impact investments to grow women-led businesses ([Klugman et al., 2015](#)).

9.9 Monitor, evaluate, and scale evidence-based interventions.

Employ strong evaluation methods, such as randomized control trials and quasi-experimental designs when possible, to test programs and expand successful models while remaining true to their contexts.

10. CONCLUSION

Women's empowerment is a moral necessity and a smart development strategy. The evidence shows that when women have access to education, legal rights, financial resources, protection from violence, and a voice in politics, everyone benefits. This empowerment leads to better health, improved education for children, higher household incomes, and more responsible governance ([Engida, 2021](#); [Wei et al., 2021](#)). Successful programs provide resources like financial resources and services, build agency through training and networks, create supportive laws, and ensure access to technology ([Akpuokwe et al., 2024](#); [Pandey & Parthasarathy, 2019](#)).

Challenges are significant and varied. Deeply rooted norms, overlapping vulnerabilities, and structural obstacles need ongoing political commitment and flexible policy approaches. International frameworks like the SDGs and CEDAW offer important support, but local ownership, awareness of specific contexts, and strong monitoring are essential ([Kabadayi, 2024](#); [Onditi & Odera, 2016](#)).

In summary, empowering women is necessary for sustainable development; it is central to this endeavor. Policymakers should focus on strategies that involve multiple sectors and are based on evidence while treating women as active participants and partners. When women succeed, communities and nations benefit ([Reshi & Sudha, 2022](#)).

11. STATEMENTS & DECLARATIONS

AI Statement: The authors declare that they have not used generative artificial intelligence, specifically ChatGPT, in the writing of this manuscript and/or in the creation of images, graphics, tables, or their corresponding captions.

Authorship Contribution: Padmini Behra: Carrying out the data collection, data curation, and writing the original manuscript. Ruchi Gupta: Supervision and reviewing the manuscript.

Ethical Standards: All the ethical research standards were followed while writing this conceptual paper.

Conflict of Interest: The authors state that they do not have any conflict of interest.

Informed Consent / Ethical Compliance: As this is a conceptual paper, no consent is required.

Human or animal involvement in the article: None

Data Availability: All data included in this research article is secondary data, and its references are provided.

12. REFERENCE

Ahmad, S. Z., & Arif, A. M. M. (2015). Strengthening access to finance for women-owned SMEs in developing countries. *Equality Diversity and Inclusion An International Journal*, 34(7), 634. <https://doi.org/10.1108/edi-11-2012-0104>

Ahmed, A., Quisumbing, A., Nasreen, M., Hoddinott, J., & Bryan, E. (2009). *Comparing Food and Cash Transfers to the Ultra-Poor in Bangladesh*. <https://doi.org/10.2499/9780896291737rr163>

-
- Akpuokwe, C. U., Chikwe, C. F., & Eneh, N. E. (2024). Leveraging technology and financial literacy for women's empowerment in SMEs: A conceptual framework for sustainable development. *Global Journal of Engineering and Technology Advances*, 18(3), 20. <https://doi.org/10.30574/gjeta.2024.18.3.0041>
- Algül, Y. (2024). Assessing the relationship between broad gender inequality and the gender unemployment gap: insights from an extensive global macroeconomic panel analysis. *Discover Sustainability*, 5(1). <https://doi.org/10.1007/s43621-024-00663-y>
- Alvey, J. E. (2011). Ethics and economics, today and in the past. *The Journal of Philosophical Economics*. <https://doi.org/10.46298/jpe.10614>
- Azuh, D., & Amodu, L. (2017). Factors of Gender Inequality and Development among Selected Low Human Development Countries in Sub-Saharan Africa. *IOSR Journal of Humanities and Social Science*, 22(2), 1. <https://doi.org/10.9790/0837-2202040107>
- Bank, W. (2018). Women Economic Empowerment Study. In *World Bank, Washington, DC eBooks*. <https://doi.org/10.1596/31351>
- Bella, E. di, Fachelli, S., López-Roldán, P., & Suter, C. (2023). Measuring Gender Equality. In *Social indicators research series*. Springer Nature (Netherlands). <https://doi.org/10.1007/978-3-031-41486-2>
- Block, R., Golder, M., & Golder, S. (2023). Evaluating Claims of Intersectionality. *The Journal of Politics*, 85(3), 795. <https://doi.org/10.1086/723813>
- Bratsberg, B., Raaum, O., Røed, K., Åslund, O., Forslund, A., Liljeberg, L., Sarvimäki, M., Schultz-Nielsen, M. L., Grönqvist, H., Niknami, S., Jakobsen, K. T., Kaarsen, N., Vasiljeva, K., & Ruist, J. (2017). Nordic Economic Policy Review. In *TemaNord*. <https://doi.org/10.6027/tn2017-520>
- Brau, J. C., & Woller, G. M. (2004). Microfinance: A Comprehensive Review of the Existing Literature [Review of *Microfinance: A Comprehensive Review of the Existing Literature*]. *Deleted Journal*, 9(1), 1. <https://doi.org/10.57229/2373-1761.1074>

- Buteau, S., Rao, P., & Valenti, F. (2021). Emerging insights from digital solutions in financial inclusion. *CSI Transactions on ICT*, 9(2), 105. <https://doi.org/10.1007/s40012-021-00330-x>
- Contreras, H., Candia, C., Troncoso, R., Ferres, L., Bravo, L., Lepri, B., & Rodríguez-Sickert, C. (2023). Linking physical violence to women's mobility in Chile. *EPJ Data Science*, 12(1). <https://doi.org/10.1140/epjds/s13688-023-00430-5>
- Duflo, E. (2012). Women Empowerment and Economic Development. *Journal of Economic Literature*, 50(4), 1051. <https://doi.org/10.1257/jel.50.4.1051>
- Engida, Y. M. (2021). The Three Dimensional Role of Education for Women Empowerment. *Journal of Social Sciences*, 17(1), 32. <https://doi.org/10.3844/jssp.2021.32.38>
- Ferrant, G., & Kolev, A. (2016). The economic cost of gender-based discrimination in social institutions. In *OECD Publishing eBooks*. <https://doi.org/10.1787/a36ccaafa-en>
- Hasan, N., Shetu, S. H., Chakraborty, B., & Khan, A. G. (2019). Impact of Microcredit Programs on Women Empowerment in Bangladesh: A Comparative Study of Grameen Bank and BRAC. *Global Journal of Management and Business Research*, 43. <https://doi.org/10.34257/gjmbavol19is10pg43>
- International Labour Organization. (2021). *World employment and social outlook: Trends for women 2021*. <https://www.ilo.org/global/research/global-reports/weso/trends-for-women2021>
- Johnson, R., Saseendran, A. K., Abraham, A., PS, A., & MK, B. (2025). Who Is Left Behind? Intersectional Barriers in Women's Empowerment Programs in Emerging Economies. *International Journal of Multidisciplinary Research and Growth Evaluation*, 6(6), 331. <https://doi.org/10.54660/ijmrge.2025.6.6.331-336>
- Kabadayı, A. (2024). Feminist Demography Critique of the Demographic Indicators on the SDGs in Türkiye. *DergiPark (Istanbul University)*. <https://dergipark.org.tr/en/pub/nufusbilim/issue/90205/1628793>

- Kabeer, N. (2012). Women's economic empowerment and inclusive growth: labour markets and enterprise development. *Center for International and Regional Studies (Georgetown University)*.
- Kantengwa, M. J. (2010). The Will to Political Power: Rwandan Women in Leadership. *IDS Bulletin*, 41(5), 72. <https://doi.org/10.1111/j.1759-5436.2010.00168.x>
- Khan, N. U., Asif, N., Miraj, M. A., Khalid, H., Awan, T. B., Khan, M. A., Khalid, N., Khan, M. U., & Safi, S. (2024). Understanding maternal mortality: A multifaceted analysis of demographic, temporal, and contextual factors. *Research Square (Research Square)*. <https://doi.org/10.21203/rs.3.rs-4337034/v1>
- Khaskheli, W. A., Qureshi, J. A., & Memon, Z. A. M. (2023). Investigating the Factors of Low Enrolment of Girls at Secondary School Level: A Sociological Analysis. *Pakistan Journal of Applied Social Sciences*, 14(2), 57. <https://doi.org/10.46568/pjass.v14i2.724>
- Klugman, J., Hanmer, L., Twigg, S., Hasan, T., McCleary-Sills, J., & Santamaría, J. (2015). Voice and agency: empowering women and girls for shared prosperity. *Choice Reviews Online*, 52(8), 52. <https://doi.org/10.5860/choice.189123>
- Kumar, N., Raghunathan, K., Arrieta, A., Jilani, A., & Pandey, S. (2021). The power of the collective empowers women: Evidence from self-help groups in India. *World Development*, 146, 105579. <https://doi.org/10.1016/j.worlddev.2021.105579>
- Kuteesa, K. N., Akpuokwe, C. U., & Udeh, C. A. (2024). FINANCING MODELS FOR GLOBAL HEALTH INITIATIVES: LESSONS FROM MATERNAL AND GENDER EQUALITY PROGRAMS. *International Medical Science Research Journal*, 4(4), 470. <https://doi.org/10.51594/imsrj.v4i4.1050>
- Leszczyński, D. (2014). The Investigation into Motivations, Success Factors and Barriers Among Women Small Business Owners: An Overview of Extant Literature. *International Journal of Management and Economics*, 39(1), 108. <https://doi.org/10.2478/ijme-2014-0024>
- Madsen, D. H., Gouws, A., & Chiweza, A. L. (2021). Gender mainstreaming in Africa. In *Routledge eBooks* (p. 524). Informa. <https://doi.org/10.4324/9781003143840-54>

-
- Mahesh, K. M., Aithal, P. S., & Sharma, K. R. S. (2023). Impact of Digital Financial Inclusion (DFI) Initiatives on the Self-Help Group: For Sustainable Development. *International Journal of Management Technology and Social Sciences*, 20. <https://doi.org/10.47992/ijmts.2581.6012.0309>
- Makhanya, M. T. B. (2024). Perspective chapter: Examining the intersecting connections between intersectionality and socioeconomic inequality. In *IntechOpen eBooks*. IntechOpen. <https://doi.org/10.5772/intechopen.1003841>
- Malhotra, A., & Schuler, S. R. (2005). Women's empowerment as a variable in international development. In *Measuring empowerment: Cross-disciplinary perspectives* (p. 71). World Bank. <https://openknowledge.worldbank.org/handle/10986/7441>
- Malik, A. A. (2018). Women's Economic Empowerment Sans Labour Rights: Inadvertent Oversight or Tacit Omission. *Strategic Studies*, 38(1), 85. <https://doi.org/10.53532/ss.038.01.00163>
- Manderson, L., Chavarro, D., Kaunda-Khangamwa, B. N., Kagaha, A., & Zakumumpa, H. (2022). Containing COVID-19 and the social costs on human rights in African countries [Review of *Containing COVID-19 and the social costs on human rights in African countries*]. *Humanities and Social Sciences Communications*, 9(1). Palgrave Macmillan. <https://doi.org/10.1057/s41599-022-01357-4>
- Manzoor, S., Manzoor, A., & Qureshi, M. B. (2018). Analyzing Economic Empowerment Of Women Entrepreneurs In Informal Sector. *Pakistan Journal of Applied Social Sciences*, 8(1), 73. <https://doi.org/10.46568/pjass.v8i1.323>
- Mcmaster, N. C., & Cook, R. (2018). The contribution of intersectionality to quantitative research into educational inequalities. *Review of Education*, 7(2), 271. <https://doi.org/10.1002/rev3.3116>
- Meador, J. E., & O'Brien, D. J. (2019). Placing Rwanda's agriculture boom: trust, women empowerment and policy impact in maize agricultural cooperatives. *Food Security*, 11(4), 869. <https://doi.org/10.1007/s12571-019-00944-9>

- Mendola, D., & Pera, A. (2021). Vulnerability of refugees: Some reflections on definitions and measurement practices. *International Migration*, 60(5), 108. <https://doi.org/10.1111/imig.12942>
- Nurhidayatulloh, N., febrina, ferli, Romsan, A., Yahanan, A., Sardi, M., & Zuhro, F. (2018). FORSAKING EQUALITY: EXAMINE INDONESIA'S STATE RESPONSIBILITY ON POLYGAMY TO THE MARRIAGE RIGHTS IN CEDAW. *Jurnal Dinamika Hukum*, 18(2), 182. <https://doi.org/10.20884/1.jdh.2018.18.2.810>
- OECD. (2017). The Pursuit of Gender Equality. In *OECD eBooks*. Organization for Economic Cooperation and Development. <https://doi.org/10.1787/9789264281318-en>
- Onditi, F., & Odera, J. (2016). Gender equality as a means to women empowerment? Consensus, challenges and prospects for post-2015 development agenda in Africa. *African Geographical Review*, 36(2), 146. <https://doi.org/10.1080/19376812.2016.1185737>
- Ono, Y., & Endo, Y. (2024). The Underrepresentation of Women in Politics: A Literature Review on Gender Bias in Political Recruitment Processes. *Interdisciplinary Information Sciences*, 30(1), 36. <https://doi.org/10.4036/iis.2024.r.01>
- Pandey, N., & Parthasarathy, D. (2019). IMPACT ANALYSIS OF WELFARE SCHEMES OF WOMEN'S EMPOWERMENT: WITH REFERENCE TO RMK, STEP AND E-HAAT. *JOURNAL OF MANAGEMENT*, 6(2). <https://doi.org/10.34218/jom.6.2.2019.018>
- Premachandran, P. (2025). Girls' Education in Rural India: Barriers, Challenges, and Policy Interventions. *International Journal of Teacher Education Research Studies (IJTERS)*, 34. <https://doi.org/10.63090/ijters/3049.1614.0012>
- Psaki, S., Haberland, N., Mensch, B., Woyczynski, L., & Chuang, E. K. (2022). Policies and interventions to remove gender-related barriers to girls' school participation and learning in low- and middle-income countries: A systematic review of the evidence. *Campbell Systematic Reviews*, 18(1). <https://doi.org/10.1002/cl2.1207>
- Rajagopal, N. (2020). Social Impact of Women SHGs: A Study of NHGs of 'Kudumbashree' in Kerala. *Management and Labour Studies*, 45(3), 317. <https://doi.org/10.1177/0258042x20922116>

- Rapinyana, M. O., & Baratedi, D. W. M. (2023). Gender Based Violence: Psychosocial, Economic and Physical Impacts and Proposed Mitigating Measures. *European Journal of Theoretical and Applied Sciences*, 1(6), 538. [https://doi.org/10.59324/ejtas.2023.1\(6\).54](https://doi.org/10.59324/ejtas.2023.1(6).54)
- Reshi, I. A., & Sudha, D. T. (2022). Women Empowerment: A Literature Review [Review of *Women Empowerment: A Literature Review*]. *International Journal of Economic Business Accounting Agriculture Management and Sharia Administration (IJEBAAS)*, 2(6), 1353. <https://doi.org/10.54443/ijebas.v2i6.753>
- Resurrección, B. P., Goodrich, C. G., Song, Y., Bastola, A., Prakash, A., Joshi, D., Liebrand, J., & Shah, S. A. (2019). *In the Shadows of the Himalayan Mountains: Persistent Gender and Social Exclusion in Development* (p. 491). https://doi.org/10.1007/978-3-319-92288-1_14
- Rhodes, F., Parvez, A., & Harvey, R. (2017). *An Economy that Works for Women: Achieving women's economic empowerment in an increasingly unequal world*. <https://doi.org/10.21201/2017.9019>
- Salman, D., Fawzy, N. M., & Zaazou, Z. (2025). The role of digitalization and education in empowering Egyptian women entrepreneurs. *Future Business Journal*, 11(1). <https://doi.org/10.1186/s43093-025-00583-x>
- Saluja, O. B., Singh, P., & Kumar, H. (2023). Barriers and interventions on the way to empower women through financial inclusion: a 2 decades systematic review (2000–2020). *Humanities and Social Sciences Communications*, 10(1). <https://doi.org/10.1057/s41599-023-01640-y>
- Sarikhani, Y., Najibi, S. M., & Razavi, Z. (2024). Key barriers to the provision and utilization of maternal health services in low-and lower-middle-income countries; a scoping review [Review of *Key barriers to the provision and utilization of maternal health services in low-and lower-middle-income countries; a scoping review*]. *BMC Women s Health*, 24(1). BioMed Central. <https://doi.org/10.1186/s12905-024-03177-x>
- Sen, G. (2016). Progress of the world's women 2015–2016: Transforming economies, realizing rights. *Global Social Policy*, 16(1), 94. <https://doi.org/10.1177/1468018115624314a>
- Søgaard, J. E. (2018). Top Incomes in Scandinavia : Recent Developments and the Role of Capital Income. *Research Portal Denmark*, 66. <https://doi.org/10.6027/a8f75d4b-en>

- Sudulich, L., Trumm, S., & Makropoulos, I. (2024). Running uphill: A comparative analysis of the gender gap in campaign financing. *European Journal of Political Research*. <https://doi.org/10.1111/1475-6765.12741>
- Susanti, E., & Mas'udah, S. (2017). Women's empowerment model in home-based industries in East Java Province, Indonesia. *Masyarakat Kebudayaan Dan Politik*, 30(4), 353. <https://doi.org/10.20473/mkp.v30i42017.353-366>
- Unterhalter, E. (2019). Balancing Pessimism of the Intellect and Optimism of the Will: Some Reflections on the Capability Approach, Gender, Empowerment, and Education. In *Palgrave Macmillan UK eBooks* (p. 75). Palgrave Macmillan. https://doi.org/10.1057/978-1-137-35230-9_4
- Wei, W., Sarker, T., Żukiewicz-Sobczak, W., Roy, R., Alam, G. M. M., Rabbany, Md. G., Hossain, M. S., & Aziz, N. (2021). The Influence of Women's Empowerment on Poverty Reduction in the Rural Areas of Bangladesh: Focus on Health, Education and Living Standard. *International Journal of Environmental Research and Public Health*, 18(13), 6909. <https://doi.org/10.3390/ijerph18136909>
- Women, U. N. (2023a). Progress on the Sustainable Development Goals: The Gender Snapshot 2023. In *Progress on the Sustainable Development Goals*. <https://doi.org/10.18356/9789210029063>
- Women, U. N. (2023b). Generation Equality Accountability Report 2023. In *United Nations eBooks*. United Nations. <https://doi.org/10.18356/9789213585177>
- womens-political-participation-and-economic-empowerment-in-postconflict-countries-lessons-from-the-great-lakes-region-in-africa. (2016). [Data set]. In *Human Rights Documents online*. https://doi.org/10.1163/2210-7975_hrd-1920-0082
- Xu, L. C. (2025). Gender Equality and Economic Development: A Cross-country Comparative Study. *Advances in Economics Management and Political Sciences*, 162(1), 200. <https://doi.org/10.54254/2754-1169/2025.20393>