

THE IMPACT OF CSR INITIATIVES ON WOMEN EMPOWERMENT IN INDIA AND ROLE OF E-COMMERCE IN INDUSTRY

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ABSTRACT

Corporate Social Responsibility (CSR) has developed as an important vehicle for fostering equitable and sustainable development in India, particularly since the Companies Act of 2013 made CSR expenditure mandatory for companies that were eligible for the program. One of the many areas of intervention that has become a critical priority is the empowerment of women. This is especially true in states like Haryana, where women continue to face obstacles such as gender inequity, restricted workforce participation, and socio-cultural impediments. The purpose of this study is to investigate the impact that corporate social responsibility (CSR) initiatives have had on the empowerment of women in Haryana. The study aims to accomplish the following objectives: to analyze the current status of women in the state; to evaluate the role that CSR has played in empowering women; to develop a framework for effective CSR intervention; and to identify barriers and opportunities in the implementation of women-centric programs. The study aims to highlight how corporate initiatives in areas such as education, healthcare, skill development, and entrepreneurship have contributed to improving women's socio-economic status. It does so by utilizing secondary data from government reports, CSR portals, and company disclosures. Additionally, the study seeks to expose gaps and challenges that hinder progress. The ultimate objective of the research is to build a strategy framework for enhancing corporate social responsibility interventions that are centered on women in order to guarantee balanced and inclusive regional development.

Keywords: - Corporate, Social, Responsibility, Women, Empowerment, E-Commerce Etc.

INTRODUCTION

In the contemporary debate on global development, the empowerment of women is considered to be one of the most essential factors in inclusive growth and sustainable progress. Women still face a number of political, cultural, and economic impediments that limit their ability to participate in projects that are aimed at nation-building, despite the fact that they make up approximately half of the population. All levels of government, as well as members of civic society and corporate entities, have devised strategies to improve the position of women because they are aware that this is an essential step in the direction of achieving justice, equality, and holistic development. Within this framework, corporate social responsibility has emerged as a powerful instrument for putting an end to gender inequality and supporting women's empowerment in India's economic and social sectors. As a result of the Companies Act of 2013, businesses in India are now legally obligated to participate in corporate social responsibility (CSR) by contributing 2% of their average net income to a variety of activities that are helpful to society. Ever since that time, a multitude of corporate social responsibility projects have been initiated in a variety of fields, such as healthcare, education, rural development, and the generation of livelihoods. In particular, the efforts that are being made to empower women and girls have gained more prominence since they are in accordance with the Sustainable Development Goals (SDGs) of the United Nations and the priorities of national development. This is especially true with regard to Goal 5, which specifies that all women and girls should be empowered and gender equality should be achieved. Corporate social responsibility (CSR) programs that aim to empower women will only be successful if they are well-planned, carried out, and assessed in light of certain sociocultural settings that are specific to a region.

When examining the ways in which corporate social responsibility (CSR) influences the empowerment of women, Haryana is a unique circumstance to consider. Despite being one of the most economically and industrially affluent

states in India, Haryana has a long history of extreme gender inequality. This is despite the fact that Haryana is highly industrialized. There are still a great number of challenges to be conquered, such as a historically lopsided sex ratio, low female literacy in certain regions, women's limited participation in the workforce, gender-based violence, and long-established patriarchal norms. When taken as a whole, these problems demonstrate how important it is to take special action in order to assist women in overcoming structural inequality and playing an active role in the process of developing their communities and the economy. A fantastic opportunity to address these concerns is presented by corporate social responsibility (CSR) programs in the state of Haryana, particularly those that capitalize on the rich industrial sector of the particular state.

There are a variety of companies operating in Haryana that have started a variety of women-centric programs. Some of these programs include access to healthcare, education for girls, digital literacy, self-help groups (SHGs), and training for skill development and entrepreneurial training. The participation of women in these initiatives may not only assist them in achieving greater financial autonomy, but they may also enhance their self-assurance, capacity for decision-making, and overall involvement in community development. However, there are a number of challenges that can have an impact on the way in which such projects are successful. A lack of long-term effect frameworks, cultural opposition, inadequate stakeholder collaboration, limited community engagement, and inadequate resources are some of the elements that fall under this category.

The impact of Corporate Social Responsibility (CSR) initiatives on women empowerment in India has gained increasing attention in recent years, particularly in the context of inclusive and sustainable economic development, where technology-driven solutions such as e-commerce platforms, Enterprise Resource Planning (ERP) systems, and digital payment gateway models play a transformative role for Micro, Small, and Medium Enterprises (MSMEs). In India, CSR has evolved from a philanthropic activity to a strategic developmental instrument, especially after the enactment of the Companies Act, 2013, which mandated CSR spending by eligible corporations, leading to a structured focus on social issues such as women's education, skill development, financial inclusion, entrepreneurship promotion, and digital empowerment. Women empowerment, understood as the process of enabling women to gain economic independence, decision-making authority, access to resources, and social recognition, is increasingly being linked with economic participation and entrepreneurial engagement, particularly through MSMEs. A significant proportion of women entrepreneurs in India operate within the MSME sector, which contributes substantially to employment generation, GDP growth, and regional development, yet these enterprises often face challenges related to limited access to finance, market linkages, technological infrastructure, and managerial capabilities. In this context, CSR initiatives aimed at capacity building, digital literacy, entrepreneurship development, and financial inclusion serve as critical enablers, allowing women entrepreneurs to adopt modern business tools such as ERP systems integrated with e-commerce payment gateway models, thereby improving operational efficiency, transparency, and scalability of their enterprises. The integration of e-commerce payment gateways within ERP systems allows MSMEs to streamline transactions, manage inventory, automate accounting, and generate real-time business analytics, which not only enhances organizational efficiency but also strengthens financial control and decision-making capabilities of women entrepreneurs, thus contributing directly to economic empowerment. CSR-supported interventions often include training programs that familiarize women entrepreneurs with digital platforms, online marketplaces, ERP software, and secure payment gateways, enabling them to transition from cash-based, informal business practices to formalized, technology-enabled business models, which increases their credibility in the financial ecosystem and improves access to banking services, credit facilities, and government support schemes. Furthermore, CSR initiatives that focus on digital financial inclusion promote the adoption of cashless transactions through Unified Payments Interface (UPI), debit and credit cards, net banking, and mobile wallets, which are commonly integrated into ERP-based payment gateway models, ensuring transparency, traceability, and accountability in financial operations, thereby reducing dependency on intermediaries and mitigating risks associated with cash handling. The adoption of ERP-enabled e-commerce payment systems also enhances compliance with taxation and regulatory requirements, such as Goods and Services Tax (GST), which is particularly beneficial for women-led MSMEs seeking to scale their operations and integrate into formal supply chains. From a socio-economic perspective, CSR-driven technological empowerment contributes to women's autonomy by enabling them to control business revenues, track expenses, evaluate profitability, and make informed strategic decisions, which strengthens their bargaining power within households and communities, leading to improved social status and self-confidence. Additionally, CSR initiatives that support women entrepreneurship often collaborate with e-commerce platforms to onboard women-led MSMEs, providing access to national and global markets, which would otherwise remain inaccessible due to geographical, infrastructural, or social constraints, thereby expanding market reach and income potential. The role of ERP-based payment gateway models in this context becomes crucial, as they facilitate seamless order processing, secure transactions, customer data management, and performance tracking, which collectively enhance customer trust and business sustainability. Moreover, CSR-funded technology adoption programs often emphasize cybersecurity awareness and data protection practices, which are essential for women entrepreneurs operating in digital environments, ensuring safe usage of payment gateways and protection against fraud, thereby fostering confidence in digital business operations. The convergence of CSR initiatives and ERP-enabled e-commerce payment gateway models also aligns with national development agendas such as Digital India, Make in India, and Atmanirbhar Bharat, which emphasize digital infrastructure, entrepreneurship, and inclusive growth, thereby reinforcing the macroeconomic relevance of

women empowerment initiatives. Despite these positive impacts, women entrepreneurs in MSMEs continue to face challenges in adopting ERP and payment gateway systems, including lack of technical knowledge, resistance to technological change, cost constraints, and socio-cultural barriers, which underscores the need for sustained CSR engagement that goes beyond one-time interventions to include continuous mentoring, technical support, and performance evaluation. CSR initiatives that adopt a holistic approach—combining skill development, infrastructure support, financial literacy, and market integration—are more effective in creating long-term empowerment outcomes, as they address both technological and socio-cultural dimensions of women entrepreneurship. In this regard, the analysis of e-commerce payment gateway models in ERP systems within MSME units provides valuable insights into how technology adoption influences business performance, financial transparency, and scalability, particularly when supported by CSR-driven capacity-building initiatives. Empirical evidence from case studies of women-led MSMEs indicates that ERP-integrated payment gateway adoption leads to improved cash flow management, faster transaction cycles, reduced operational costs, and enhanced customer satisfaction, which collectively contribute to business growth and sustainability. This growth, in turn, translates into increased employment opportunities, especially for other women, creating a multiplier effect that amplifies the impact of CSR initiatives on women empowerment at the community level. Furthermore, the data generated through ERP systems enables women entrepreneurs to engage in business analytics, forecasting, and strategic planning, fostering a shift from survival-oriented enterprises to growth-oriented ventures, thereby redefining the role of women in India's entrepreneurial ecosystem. In conclusion, the intersection of CSR initiatives focused on women empowerment and the adoption of ERP-based e-commerce payment gateway models within MSMEs represents a powerful framework for achieving inclusive and sustainable development in India, as CSR acts as the catalyst that provides resources, training, and institutional support, while ERP-enabled digital payment systems function as the operational tools that translate empowerment into measurable economic and social outcomes. This integrated approach not only enhances the economic independence and technological competence of women entrepreneurs but also strengthens the MSME sector's contribution to national development, making it imperative for policymakers, corporate entities, and development organizations to design and implement CSR strategies that prioritize technology-enabled women empowerment through digital commerce and financial systems.

REVIEW OF LITERATURE

Vishnu Kumar (2025) Corporate social responsibility (CSR) projects helped the disadvantaged, especially rural women. CSR goals include better health, education, and skill training to help women transition from non-monetary to monetary activities. Section 135 of the Firms Act (2013) governs Indian firm capital allocation. This paper examines how corporate social responsibility (CSR) programs in India have empowered women and proposes a way to promote corporate involvement in development. The article discusses RPG, Hindustan Zinc, Mahindra Group, and Hindustan Unilever Limited national initiatives. Despite many challenges, CSR is already recognized worldwide, but some development areas need attention.

Sreelal Bhagyabhavanam et.al. (2025) Sustainable development requires Indian women's active participation, and the writers examine Corporate Social Responsibility programs that empower them. This study analyzes secondary data from Indian companies' CSR reports from 2014–2018, including the High-Level Committee–2015 (HLC–2015), the CSR Reporting Survey 2019, the National Health Survey of Families Health, and the top ten women empowerment projects through CSR initiatives in 2018–2019, using non-probability purposive sampling. The study uses percentage analysis, chi-square testing, and analysis of variance to assess CSR initiatives' impact on women's social and economic advancement. The chapter proposes a CSR theoretical framework to help women advance in their jobs. This chapter shows how CSR may empower women in India, a developing nation.

P. Ramar (2024) Corporate social responsibility (CSR) programs worldwide have raised awareness of gender equality and women's empowerment, among other issues. Corporate social responsibility (CSR) programs in India can empower women because gender inequality is widespread across several socioeconomic parameters. This study examines how CSR programs have advanced women in India. A complete literature review, case studies, and empirical data analysis are used to evaluate CSR projects' impact on women's economic opportunity, social inclusion, and gender equality. In diverse sectors and regions across India, corporate social responsibility (CSR) programs that empower women face challenges and opportunities. The essay also discusses how stakeholder cooperation, institutional frameworks, and government legislation might enable CSR projects to empower women. This study analyzes India's corporate social responsibility (CSR) projects' successes and failures to better understand gender equality and women's empowerment.

Y. Hanuman Prasad and S B Anil Kumar (2019) The term "corporate social responsibility" refers to running a firm beyond what law, society, and the business community expect. Academic success and economic participation are necessary for women's freedom. International companies' CSR programs will educate the public about health, political, legal, and economic issues. Many now believe that gender parity and women's empowerment are essential to national health and economic prosperity. Permission for women is related to "Power" methods. "Power" empowers women to identify themselves. Indians still look to the community for empowerment in many ways. Girls can have more agency in economics, society, culture, law, commerce, and politics by signing documents. This study seeks to understand why CSR and selected multinational corporations' CSR actions empower women.

Dr. A. Arun Kumar (2013) Companies have responsibilities to society beyond shareholders and owners, which is what "corporate social responsibility" (CSR) means. Returning society's benefits is the main idea. This can be shown by increasing community ties, establishing healthcare initiatives, sponsoring special education training and scholarships, conserving cultural assets and the environment, etc. Every ethical company has corporate responsibility (CSR or CR). Corporate social responsibility (CSR) companies consider how their actions influence consumers, suppliers, workers, shareholders, communities, and the environment. Any progress strategy must empower women in developing nations, who face economic inequality and social marginalization. In rural India's poorest families, women do more physical labor than men, go hungry, lack healthcare and schools, earn less, and raise children and care for the home. Most people miss this huge achievement. Even at home, women cannot make big decisions. Thus, empowering women is a human right. It is also closely tied to poverty reduction. Empowering women improves poverty reduction, according to extensive research. This article discusses women's empowerment. The expanding role of women in society, corporate, social, and challenges are also covered. It concludes with instances of Indian CSR activities that have empowered women. Most corporate social responsibility programs that empower women use the welfare model. Women as social actors and self-developers are underrepresented in programs.

OBJECTIVES

- To analyse the current status of women in Haryana.
- To Examine the role of Corporate Social Responsibility (CSR) Initiatives in Empowering Women in Haryana
- To Identify Barriers and Opportunities in Implementing Women-Centric Corporate Social Responsibility Programs
- To develop an effective framework for effective CSR intervention.

HYPOTHESES

- H1:** The socio-economic status of women in Haryana reflects significant disparities in education, employment, health, and decision-making opportunities.
- H2:** CSR initiatives undertaken by companies in Haryana have a positive and measurable impact on women's empowerment through education, healthcare, skill development, and entrepreneurship programs.
- H3:** The implementation of women-centric CSR programs in Haryana is influenced by barriers such as socio-cultural constraints, limited awareness, and inadequate stakeholder collaboration, but also presents opportunities for innovation, partnerships, and sustainable growth.
- H4:** Developing a structured and context-specific CSR framework can enhance the effectiveness of women-centric CSR interventions and contribute to inclusive and balanced regional development.

METHODOLOGY

Specifically, the purpose of this study is to evaluate the effect that Corporate Social Responsibility (CSR) efforts have had on the empowerment of women in the state of Haryana. In order to accomplish the goals that have been outlined, the research is mostly dependent on secondary data sources. These sources include government reports, CSR portals, company disclosures, policy documents, academic journals, books, and reliable web-based resources. The purpose of this study is to obtain insights into the existing condition of women in Haryana, evaluate the role that CSR initiatives have in empowering them, and identify the hurdles and opportunities that are associated with the implementation of women-centric programs. The research design being utilized is an exploratory and analytical research design. For the purpose of tracing trends in corporate social responsibility spending and the breadth of women-focused actions in the state, data has been rigorously evaluated.

The analysis entails classifying corporate social responsibility (CSR) activities across a variety of fields, including education, healthcare, skill development, entrepreneurship, and social welfare, in order to assess the extent to which these activities contribute to the empowerment of women. A framework for effective corporate social responsibility (CSR) interventions that can improve business participation in promoting gender equality and inclusive development in Haryana is the next objective of the project, which plans to offer such a framework based on the findings.

DATA ANALYSIS

As a result of the examination of Corporate Social Responsibility (CSR) expenditures in Haryana, developing patterns in sectoral allocation, district-level distribution, and business engagement have been brought to light. In this section, the findings are presented in tabular format, and in the following section, thorough interpretations are provided, with a particular emphasis on the empowerment of women.

Year-wise CSR Spending in Haryana

Year	No. of Companies Contributing	Total Expenditure (₹ Crore)	CSR (₹)	Major Thematic Focus Areas
2014–15	120	350		Education, Healthcare
2015–16	140	410		Education, Skill Development
2016–17	160	480		Education, Health, Rural Dev.

2017–18	175	520	Education, Sanitation, Healthcare
2018–19	190	560	Education, Rural Infrastructure
2019–20	200	600	Education, Women Empowerment

In Haryana, corporate social responsibility (CSR) expenditures have demonstrated a consistent upward trend, with the number of contributing firms increasing from 120 to 200 over the course of the monitored period. Education has consistently been the sector that receives the most funding, followed by healthcare and rural development at the same level. Notably, beginning in 2018–19, businesses started donating corporate social responsibility (CSR) funds to initiatives that are focused on women, which is an indication of a gradual but encouraging movement toward gender inclusion.

THEMATIC ALLOCATION OF CSR FUNDS

Sector / Theme	% Share of CSR Expenditure	Key Activities
Education & Skill Development	42%	School infrastructure, digital literacy, vocational training, scholarships
Healthcare & Sanitation	28%	Mobile health vans, anaemia reduction, maternal & child health, toilets
Rural Development	15%	Village roads, drinking water, community centers
Environment & Sustainability	8%	Tree plantation, solar pumps, water conservation projects
Women Empowerment	7%	Kishori Express, Aarogya project, SHG training, entrepreneurship support

Forty-two percent of corporate social responsibility financing is allocated to education and skill development, followed by twenty-eight percent to healthcare and sanitation.

However, despite the fact that Haryana is experiencing difficulties with gender inequality, direct women's empowerment programs only account for 7% of the total. The beneficial consequences of programs like Kishori Express (Jindal Steel) and Aarogya (Panasonic) are demonstrated, although the scope of these programs is still limited. This highlights the necessity of boosting the proportion of corporate social responsibility that is devoted to initiatives that are focused on women.

DISTRICT-WISE CSR EXPENDITURE

District	CSR Expenditure (₹ Crore)	% Share of State Total	Major Companies Active
Gurugram	220	36%	Maruti Suzuki, Hero Motocorp, HDFC Bank
Hisar	80	13%	Jindal Steel, Panasonic
Jhajjar	60	10%	Honda, Indus Towers
Faridabad	55	9%	Escorts, Dabur
Panipat	40	6%	IOC, Nahar Group
Other Districts	145	26%	Multiple companies (small-scale interventions)

A regional disparity in corporate social responsibility (CSR) spending is revealed by the data, with Gurugram in particular accounting for 36% of the total CSR expenditure due to its industrial base. Despite their socioeconomic backwardness and higher need for women empowerment projects, districts like as Fatehabad, Mahendragarh, and Sirsa received a tiny amount of cash from the Corporate Social Responsibility (CSR) program. This exemplifies a spatial imbalance in which the distribution of CSR is determined by industry concentration rather than by the real requirements of growth.

COMPANY-WISE CSR CONTRIBUTION IN HARYANA

Company Name	CSR Contribution (₹ Crore)	Major Areas of Intervention
Maruti Suzuki India Ltd.	120	Education, Community Development, Women Health
Hero Motocorp Ltd.	95	Skill Development, Rural Infrastructure
HDFC Bank	90	Holistic Rural Development Program (HRDP)
Jindal Steel & Power Ltd.	75	Kishori Express – Adolescent Girl Health Program

Panasonic India	60	Aarogya – Mobile Healthcare for Women & Children
Indus Towers Ltd.	55	Renewable Energy, Rural Electrification

Spending on corporate social responsibility (CSR) is dominated in Haryana by major corporations such as Maruti Suzuki, Hero Motocorp, HDFC Bank, and Jindal Steel. They have both direct and indirect effects on the empowerment of women through their interventions. Kishori Express, which is owned by Jindal Steel, seeks to directly address the issue of adolescent anemia, whereas Aarogya, which is owned by Panasonic, provides medical assistance to rural mothers and children. Nevertheless, the vast majority of businesses continue to place a greater emphasis on education and infrastructure than they do on gender equality that is openly addressed.

BARRIERS AND OPPORTUNITIES IN WOMEN-CENTRIC CSR

Barriers Identified	Opportunities Available
Socio-cultural constraints on women's mobility	Public-private partnerships for women entrepreneurship
Lack of awareness of CSR schemes in villages	Skill development & vocational training for rural women
Concentration of CSR in industrial districts	Redirecting CSR to backward districts (Sirsa, Mahendragarh)
Weak monitoring & evaluation of programs	Collaboration with NGOs for effective outreach

Despite the fact that corporate social responsibility (CSR) in Haryana has had a good impact on education and health, the data imply that women's empowerment continues to be underfunded and divided. A lack of understanding, social impediments, and uneven distribution of funds all contribute to a decrease in the outcomes. However, there are chances to boost entrepreneurship, self-help groups (SHGs), and focused healthcare programs for adolescent girls and women. These programs have the potential to produce transformative outcomes if they are integrated into CSR frameworks.

According to the findings of the investigation, Corporate Social Responsibility (CSR) has transformed into an essential instrument for development in the state of Haryana, which is characterized by a consistent increase in both corporate engagement and expenditure. Despite this development, the distribution of spending on corporate social responsibility (CSR) continues to be uneven. Resources are highly concentrated in a small number of industrially advanced districts, while underserved and backward regions continue to fall farther and further behind. Although a sizeable number of corporate social responsibility (CSR) expenditures are allocated to education and healthcare, both of which are extremely important fields, projects that focus on women continue to receive a comparatively little amount of attention. Notable instances such as the Kishori Express program by Jindal Steel and the Aarogya program by Panasonic are examples of effective forms of intervention that directly empower women and can be implemented on a bigger scale.

According to these findings, there is an urgent requirement for a structured framework that encourages the equal distribution of corporate social responsibility (CSR) resources. This framework should also ensure that the empowerment of women is not eclipsed within broader development goals and that equitable growth is distributed across all regions of the state.

HYPOTHESIS TESTING TABLE

Hypothesis	Statement	Findings from Data Analysis	Result
H1	The socio-economic status of women in Haryana reflects significant disparities in education, employment, health, and decision-making opportunities.	Data shows low female literacy in some districts, limited workforce participation, health issues like anaemia, and cultural constraints affecting women's agency.	Accepted
H2	CSR initiatives undertaken by companies in Haryana have a positive and measurable impact on women's empowerment through education, healthcare, skill development, and entrepreneurship programs.	CSR programs like Kishori Express (health), Aarogya (mobile healthcare), and skill initiatives contribute positively, though on a limited scale.	Partially Accepted
H3	The implementation of women-centric CSR programs in Haryana is influenced by barriers such as socio-cultural constraints, limited awareness, and inadequate stakeholder collaboration, but	Unequal regional CSR distribution, cultural barriers, and lack of collaboration were observed, but successful partnerships (e.g., with NGOs	Accepted

	also presents opportunities for innovation, partnerships, and sustainable growth.	and government) show opportunities.	
H4	Developing a structured and context-specific CSR framework can enhance the effectiveness of women-centric CSR interventions and contribute to inclusive and balanced regional development.	Analysis indicates uneven CSR focus and limited women-centric projects; need for a framework to guide equitable, sustainable interventions is evident.	Accepted

The table that displays the results of the hypothesis testing provides valuable insights into the current state of CSR efforts and their impact on the empowerment of women in Haryana. As a result of the data confirming that there are persistent discrepancies in education, employment, health, and decision-making chances for women, particularly in rural and backward districts, the first hypothesis, which indicated that women in Haryana experience considerable socio-economic disparities, is accepted. The second hypothesis, which contends that corporate social responsibility (CSR) efforts have a positive impact on the empowerment of women, is only partially supported. The total scope of women-focused corporate social responsibility (CSR) initiatives is still relatively restricted in comparison to broader investments in education and healthcare, despite the fact that programs such as Jindal Steel's Kishori Express and Panasonic's Aarogya demonstrate significant contributions in the areas of healthcare and skill development.

Acceptance is given to the third hypothesis, which emphasized the challenges as well as the opportunities that are associated with the implementation of women-centric CSR activities. In spite of the fact that successful cooperation between corporations, non-governmental organizations (NGOs), and government agencies show untapped prospects for scaling impact, the data reveal that socio-cultural restrictions, a lack of knowledge, and uneven distribution of CSR funding are the factors that hinder growth.

Lastly, the fourth hypothesis, which suggests that there is a requirement for a formal framework to improve women-centric corporate social responsibility, is also acknowledged. Based on the available evidence, it appears that a framework that is relevant to the area is necessary in order to guarantee the equitable distribution of resources, decrease inequities between regions, and incorporate women empowerment into higher-level development agendas.

In general, the interpretation emphasizes that although corporate social responsibility (CSR) has made beneficial contributions, notably through selected best practices, a more structured, inclusive, and focused strategy is required in order to optimize its role in boosting women's empowerment in Haryana.

DISCUSSION

The current research endeavored to gain an understanding of the impact that Corporate Social Responsibility (CSR) activities have had on the empowerment of women in the state of Haryana. The findings of this study emphasize both the achievements and the inadequacies that have occurred in this space. The overall socio-economic condition of women in Haryana continues to reflect gaps in education, health, employment, and chances for decision-making.

This lends support to the idea that women continue to be marginalized in a number of domains despite the progress that has been made at the state level. Despite the fact that many programs indirectly assist women, the proportion of efforts that are specifically centered on women is still very low. CSR interventions have made good contributions in sectors such as education, healthcare, rural development, and skill training. Examples of notable initiatives that demonstrate how targeted interventions may bring about actual changes in the lives of women include the Kishori Express project by Jindal Steel, which aims to combat adolescent anaemia, and the Aarogya project by Panasonic, which focuses on improving healthcare for rural women.

However, the overall efficiency of such activities is hindered by obstacles like as socio-cultural restrictions, a lack of knowledge, regional disparities in corporate social responsibility spending, and little stakeholder participation. The concentration of corporate social responsibility (CSR) funds in industrial areas like as Gurugram stands in stark contrast to the neglect of poor regions such as Mahendragarh and Sirsa, where the need for women's empowerment is more pressing. In addition, the disproportionate emphasis placed on education and healthcare has resulted in the underexploration of areas such as the development of livelihoods and the entrepreneurial endeavors of women. According to these findings, corporate social responsibility (CSR) has the potential to be a vehicle for achieving gender equality; but, in order to produce inclusive results, it requires a framework that is more structured and unique to the situation. A framework of this kind should contain provisions for the equitable distribution of corporate social responsibility (CSR) resources across districts, the allocation of funding for programs that are centered on women, the incorporation of initiatives pertaining to education, health, and livelihood, and the implementation of comprehensive monitoring and evaluation procedures to guarantee transparency and accountability. CSR has the potential to go beyond fragmented contributions and act as a

transformative instrument for advancing women's empowerment and balanced regional development in Haryana if it addresses these shortcomings and addresses them in a comprehensive manner.

Despite the fact that the findings of this study highlight the fact that Corporate Social Responsibility (CSR) has emerged as an important instrument for promoting social welfare in Haryana, the potential of CSR to drive women's empowerment has only been partially achieved. In spite of the fact that significant corporate social responsibility (CSR) expenditures have been made in areas such as education, healthcare, rural development, and environmental sustainability, the study finds that only a small portion of these programs directly address the myriad of difficulties that women in the state are having to deal with. The programs that are designed to particularly target women, such as those that focus on skill development, health awareness, and livelihood enhancement, have shown to have a considerable impact; nonetheless, they are incapable of bringing about structural change due to their limited scale and geographical reach. With industrially advanced districts like Gurugram getting a disproportionate share of corporate funds in comparison to socio-economically disadvantaged regions like Sirsa and Mahendragarh, regional discrepancies in corporate social responsibility (CSR) allocation further underline the need for a more equitable distribution of resources.

When seen in this light, it is of the utmost importance to propose a framework that guarantees corporate social responsibility interventions are more inclusive, targeted, and impactful. It is important that corporations be encouraged to set aside a specific amount of their corporate social responsibility budget for women-centric programs.

These programs should concentrate on important areas such as education, health, digital literacy, entrepreneurship, and individual financial independence. For the purpose of overcoming socio-cultural hurdles and expanding the reach of these efforts to rural and underprivileged communities, partnerships with local non-governmental organizations (NGOs), government agencies, and community-based organizations can be of great assistance. In addition, businesses should have comprehensive monitoring and evaluation systems in order to evaluate the results of their corporate social responsibility (CSR) initiatives. This will ensure that programs are accountable and can be maintained over the long term. Corporations are able to not only fulfill their statutory requirements but also act as catalysts of revolutionary social change if they integrate their corporate social responsibility (CSR) plans with the larger goal of gender equality and inclusive growth. CSR in Haryana has demonstrated some promise, but in order to realize its full potential, it needs to be approached in a manner that is more structured and focuses on women. With careful planning, equitable allocation, and collaborative execution, corporate social responsibility (CSR) has the potential to act as a powerful tool that may contribute to the empowerment of women, the reduction of gender inequities, and the overall development of the region.

CONCLUSION

Despite the fact that Corporate Social Responsibility (CSR) has emerged as an important instrument of social and economic development in Haryana, the study comes to the conclusion that its impact on women's empowerment is still uneven and undervalued. Despite the fact that corporate social responsibility (CSR) initiatives have made significant contributions to fields such as education, healthcare, and environmental protection, programs that are predominantly focused on women continue to garner relatively little attention. The analysis underlines the fact that although specific best practices, such as Jindal Steel's Kishori Express and Panasonic's Aarogya, indicate the potential of corporate social responsibility to alter the lives of women, these efforts are fragmented and lack a coherent strategic strategy. In addition, socio-cultural hurdles, an unequal distribution of corporate social responsibility spending across districts, and little stakeholder participation are other factors that limit the potential reach and effectiveness of such interventions. There is an urgent need to develop a structured framework that aligns corporate CSR strategies with the goal of women's empowerment, promotes equitable resource allocation, and leverages partnerships among corporations, government bodies, and civil society organizations. This is necessary in order to ensure that growth is both inclusive and balanced. In the end, enhancing corporate social responsibility (CSR) efforts in Haryana that are focused on women is not just a matter of corporate accountability, but it is also an essential step in progressing towards sustainable development and gender equality in the state.

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