

## **From Vulnerability to Resilience: Kudumbasree Mission on Women Empowerment while assessing the Skill Enhancement Training as a Mediator: With special reference to Palakkad Dist in Kerala.**

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### **Abstract**

This study explores the mediating role of Skill Enhancement Training (SET) in the relationship between the Kudumbasree Mission (KM) and Women Empowerment (WE) among women in Palakkad district, Kerala. Grounded in a conceptual framework that positions SET as a critical link between institutional support and empowerment outcomes, the research involved 488 valid responses from six diverse panchayats. Data were collected through structured tested questionnaires and analyzed using Structural Equation Modeling (SEM). The results confirmed that Kudumbasree Mission(KM) significantly contributes to Women Empowerment (WE) both directly and indirectly through Skill Enhancement Training (SET). Measurement model evaluation showed strong reliability and validity, with satisfactory model fit indices (CFI = 0.96, RMSEA = 0.05).

**Keywords:-** Kudumbasree Mission (KM), Women Empowerment(WE), Skill Enhancement Training(SET)

**Design/Methodology/Approach** ; A research study was conducted to examine the impact of Kudumbasree Mission's Skill Enhancement Training (SET) on Women Empowerment (WE), with a focus on Kudumbasree members in Palakkad District, Kerala. Data was gathered through structured tested questionnaires involved 488 valid responses from six different Panchayaths.. Structural Equation Modelling (SEM) is recognized as a multidimensional analytical technique, was used in this investigation.

**Findings;**-The primary goal of this research is to investigate how the Kudumbasree Mission(KM) influences on women empowerment (WE) via through Skill Enhancement Training(SET). This study examined the role of the Kudumbasree Mission (KM) in promoting Women Empowerment (WE), with Skill Enhancement Training (SET) as a mediating factor. Results showed a strong positive relationship between KM and WE, and between SET and WE. KM also significantly influenced access to skill training. .Further analysis confirmed that SET partially mediates the relationship between KM and WE, with a VAF value between 20% and 80%, indicating partial mediation. This suggests that while KM directly contributes to empowerment, its impact is enhanced through skill development initiatives. Overall, the findings emphasize the importance of integrating training programs within women-centric missions to strengthen empowerment outcomes.

### **Originality?Value**

The study investigates the relationship between Kudumbasree Mission and Women Empowerment in Palakkad, Kerala, concentrating on the mediating function of skill development training programs using theretical and empirical methods.

### **Introduction**

Kudumbashree, launched in 1998 in Kerala, is a pioneering initiative aimed at empowering women and eradicating poverty. The core objective of the program is to uplift the standard of living for economically disadvantaged women, especially in rural areas, through micro-credit schemes and the establishment of productive enterprises. This initiative has been a significant milestone in Kerala's development history, focusing on women's socio-economic empowerment. Kudumbashree Mission is a community-driven self-help initiative aimed at empowering poor women. It was created as a collaborative program between the Government of Kerala and NABARD, and is carried out through Community Development Societies (CDSs) of women, which function as the community arm of local governments. (Dr. Venugopal- 2014). Kudumbasree has three-tier structure for its women community network, with Neighbourhood Groups (NHG) at primary level, Area Development Society (ADS) at

ward level, and Community Development Societies (CDS) at the Government level. CDS is the highest tier that monitors the thrift and credit activities of NHGs at these levels ie. Panchayath or municipality or corporation level. (Jomy Jose -2015). In Kerala, while most women are literate, they often lack their own employment and income. To address this issue, initiatives like Kudumbashree and other projects have been introduced. Kudumbashree offers various resources to enhance women's entrepreneurial and managerial skills. Research indicates that, thanks to the Kudumbashree Mission and women's active participation in it, their status within both their families and society has been empowered. (S.Bhuvaneswari -2019) Unemployed women can be empowered through training that enhances their skills, awareness, and knowledge, boosting their psychological confidence and enabling greater contributions to their families and society. The mission focuses on empowering women by forming self-help groups and promoting entrepreneurship through skill development. These training programs have positively impacted unemployed women, changing their attitudes towards self-employment and helping them build confidence to start a Kudumbasree unit for livelihood. (Dr. M. Dhanabhakym\* & S. Mufliha\*\*2013). Today Kudumbasree is one of the largest women- empowering schemes in the country. Kudumbasree designed a project called Asraya. –Destitute Identification Rehabilitation and Monitoring Project for the rehabilitation of destitute families. The project envisaged to address lack of food, health problems including chronic illness, educational facilities to children, land for home, drinking water, safe sanitation facilities, skill development , employment opportunities etc.( Pragabhalda K V -2017). Kudumbashree aims to meet the needs of the most vulnerable members of society, such as children, women, member (Selvi C, Saravana & Pushpa, K S. (2019). The study is conducted among a sample of 437 members who are affiliated to Kudumbasree mission, and it shows a positive sign of improvement in all domains of women empowerment projects.( Robin Jose.DR, n.Prathiba, DR.L Ranjit (2021)This paper tries to study the Skill Enhancement Training has a mediating effect on the relationship between Kudumbasree Mission on Women Empowerment.

#### Kudumbasree Mission and Women Empowerment

The Kudumbashree Mission was launched by the Government of Kerala in 1998 for poverty eradication and women's empowerment. It aims to empower women and reduce poverty by organizing them into self-help groups (SHGs). The mission operates on the principle that when women are provided with the resources to manage their economic activities and make collective decisions, they can enhance both their social and economic standing (Kerala State

Poverty Eradication Mission, 2021). Women Empowerment is a process of gaining power for women to understand their rights and fulfill their responsibilities towards themselves and others in the most effective way. The economic development of a nation is closely linked to women's empowerment, as women make up 50 percent of the population. By empowering women, societies can harness their full potential, contributing significantly to national growth and prosperity. (Sobha, K & Ijmtst, Editor. (2021). Women empowerment is the process of advancing women and including them in decision-making roles. It involves providing equal opportunities for growth and development in society while challenging and rejecting gender bias. Empowering women ensures they have the autonomy and resources to shape their own lives and contribute to the community. (Dr. (Smt.) Rajeshwari M. Shettar (2023)

The Kudumbashree Mission, with support from the Government of India and NABARD, empowers women through various initiatives. A unique situation in Kerala is that farmers are increasingly shifting away from crop production and other agricultural activities in search of better-paying jobs in non-agricultural sectors. In response, Kudumbashree aims to enhance the productivity of women farmer groups, helping them continue contributing to the agricultural sector while improving their economic standing.. (M, Amrith & Appukuttan, Suresh & Nair, Jayashree. (2018) Government of Kerala and NABARD implemented Kudumbashree through Community Development Societies (CDSs) of poor women, serving as the community wing of Local Government. Through its social development initiatives, Kudumbashree aims to support the most vulnerable groups in society, including children, women, Scheduled Tribes (ST), and destitutes. (Selvi C, Saravana & Pushpa, K S. (2019). Empowerment of women includes their economic, social, and political empowerment. Economic empowerment refers to women's ability to access resources and participate in the economic decision-making process. Social empowerment refers to women's ability to actively participate in cultural, social, and community activities, allowing them to influence and shape the society they live in. Political empowerment, on the other hand, refers to women's capacity to engage in the political process and decision-making, enabling them to have a voice in shaping policies and governance. (Reshi, Irshad & Sudha, Dr. (2022). Empowerment in woman's development is a way of defining, challenging and defeat barriers in her life through which increases her ability to shape her life. The empowerment process will not only be able to increase their skills and access to productive resources, but also succeed in improve their quality, dignity and work in the society status. (Dandona, Anu. (2015). Another study revealed that the level of empowerment was found to be medium among 55% of the

respondents, high level of empowerment was found among 19% of respondents and low level of empowerment was found among 26% of the respondents (Selvi & Pushpa 2017). Another Research highlights that the Kudumbashree Mission has been instrumental in empowering women, particularly by encouraging their involvement in micro-enterprises and entrepreneurial ventures. Despite its significant contributions, challenges persist. Some studies point out that although women have made economic gains through the Mission, societal barriers continue to limit their full participation and progress in these initiatives. (Santhosh, 2023).

### Literature

Sundari (2014) points out, the Mission's emphasis on income-generating activities, including dairy farming, poultry, tailoring, and vegetable cultivation, has been highly successful in enhancing the financial conditions of women participants. These activities not only provide women with consistent income but also allow them to accumulate assets, which, in turn, boosts their bargaining power within both the household and society. Financially independent women become less dependent on male family members and gain the ability to make decisions regarding their spending, savings, and investments, thereby improving their overall quality of life. Vijayan (2019) also points out that While the economic gains achieved through the Kudumbashree Mission are significant, their scope remains limited. Many women involved in micro-enterprises continue to operate on a small scale, where the income generated is not enough to address the broader systemic issues of poverty. Additionally, women entrepreneurs face challenges in accessing larger markets, securing funding, and acquiring the necessary skills. Despite these challenges, the Kudumbashree Mission plays a crucial role in economic empowerment by providing support through training, credit, and market access. The initiative's success is evident in the growing number of women who transition from dependency to self-sufficiency, highlighting that financial independence is a vital step toward broader social empowerment. According to Kumar & Dev (2015), The empowerment of women through Kudumbashree goes beyond financial independence; it also involves increasing women's visibility and participation in local governance. Through the mission's structure, women acquire the skills and confidence needed to take on leadership roles, engage in community-level decision-making, and advocate for important issues such as health, education, and sanitation. Research by Nair & Sreekumar (2012) Studies have demonstrated that SHGs under the Kudumbashree Mission greatly enhance women's financial autonomy by providing access to credit and savings, enabling them to engage in income-generating activities such as small-scale enterprises and agricultural initiatives. The ability to manage finances and make decisions

about their use gives women a sense of agency that they previously lacked. Additionally, the pooling of resources within these groups ensures that even women from low-income backgrounds can access financial support, a critical factor in their empowerment. The study showed that Kudumbasree mission has considerably influenced the Women Empowerment.

### **H1: Kudumbasree Mission (KM) considerably influence Women Empowerment (WE)**

#### **Skill Enhancement Training(SET) and Women Empowerment (WE)**

Skills training involves enhancing specific abilities, whether hard or soft skills, for work or other activities through specialized programs. Training programs for skill development are organized efforts aimed at enhancing and cultivating particular abilities in individuals, typically aligned with their job responsibilities or career goals (Marialena Kanaki, 2025). Skills training is an organized method of enhancing particular employee competencies in the workplace that is closely related to corporate goals. It's a conscious investment in the most valuable skills of your human capital (Trend brown and Geert De Neve, 2023). Instilling desirable skills and fostering entrepreneurial abilities can help address the issues of unemployment and poverty in rural areas. Most learners believed that their knowledge and abilities had increased as a result of training (Arun Kumar et. al, 2021). Skills are crucial in the workplace because they serve as the cornerstone for success, productivity, and adaptability in a corporate climate that is ever changing. Workers who possess a strong combination of hard and soft skills are more likely to be able to meet organizational demands, promote teamwork, and develop in their careers (Baris Bingol, 2024).

#### **Literature**

The Skill India Mission aims to improve women's employability and competitiveness in the labour market by providing them with essential skills. Through comprehensive skill development initiatives, the Ministry of Skill Development and Entrepreneurship (MSDE) is leading the endeavour to empower women. (Manju prem et. al, 2024). Geethika shukla (2023) has conducted a study which revealed that In the Delhi NCR region, vocational training significantly contributes to women's empowerment, which in turn directly affects women's education, financial security, political influence, social standing, and self-esteem. Neelam kumari (2023) founded in her study that vocational skill training is a crucial tool for women's empowerment. Giriya.M and Shruthi (2024) have conducted a study on Empowerment of women through skill development in india. Their study results revealed that Skill development



has a key role in empowering women and driving economic progress in India. Shivani Kapoor et.al (2025) have conducted a study on the Effect of skill development on women empowerment for economic development in India. Their findings revealed that In India, entrepreneurship and skill development have become powerful instruments for women's emancipation. Women have improved their employability and financial independence by gaining necessary information and skills, which has helped India's economy flourish. Babitha Chawdhari (2017) founded that For women's economic empowerment, NMEW invests in microcredit, vocational training, skill and entrepreneurial development, and SHG development. This suggests that teaching literacy alone will not be enough; in order for the women to be self-sufficient and contribute to the family's income, they also require occupational training or skills. Dr. Kartikeswar Biswal and Dr. Atal Bihari Tripathy (2023) have conducted a study Bringing women empowerment through the impact of skill development. Their study analyzes that Giving women the necessary skills and capacities to develop their whole selves and improve their standing in society is the fundamental requirement for empowering them. M.R Geetha Bala (2023) study reveals that skill development programmes have Substantial and positive effect on women's financial empowerment and the study analyzes in Andhra Pradesh, with far reaching implications for the states's social and economic landscape. This literature review reveals that skill development plays a critical role in women's empowerment

## **H2: Skill Enhancement Training (SET) has a positive effect on Women Empowerment (WE)**

### **Kudumbasree Mission and Women Empowerment through Skill Enhancement Training**

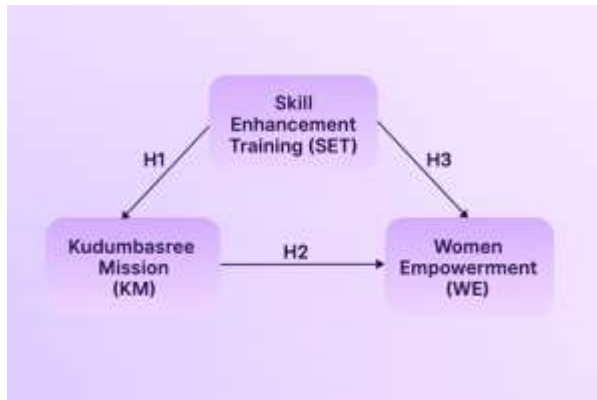
Kudumbasree has come out as an essential program to support numerous underprivileged women in Kerala, transforming their lives. As a premier programme of the Kerala Government, Kudumbasree aims to eradicate poverty and empower marginalized communities. By training 1,65,840 NHG women from 33,45,509 vulnerable households across Kerala, it has enabled 2,42,489 women to become thriving entrepreneurs. Consequently, women in Kerala have taken active role in various income generating activities. (Dr. V.P Raghavan). A study conducted in Ernakulam district, Kerala examines Kudumbasree's strategies for empowering women in the region. The purpose of the study was to measure the level of empowerment attained by women as a result of participating in Kudumbasree. The population for the study encompassed 15 block panchayath, 8 municipalities, and 1 corporation within the district. The sample comprised 300 NHGs and 600 members. Analysis of social and political indicators reveals that Kudumbasree

NHGs empower members by facilitating economic, social and political transformations. (Mercy Vargese-2012). A personal survey of 213 participants evaluates that Kudumbasree Mission's training programs have a positive impact on its members of the garment industry. Moreover, companies will benefit from the training programs in terms increased competition, expansion of business, increased market share, sales and profit. (Mukthi Sumangla et al, 2024). The study reveals that Kudumbasree membership has been a driving force for women empowerment, through the mission structure which encourages collective action, regular meeting, leadership training, and by providing them a platform to express their opinion within their NHGs. Kudumbasree also helps women gain financial independence through micro credit schemes and income generating activities. Each unit of kudumbasree should pay attention to different factors for the empowerment of its members. (Dr. Venugopal-2014). The study conducted a sample of 437 members who are affiliated to Kudumbasree mission. The results show that Kudumbasree effectively empowers women in all areas of empowerment through various training programs. Out of 437 members, 45.5% of them were socially, 44.9% of them were economically, 29.7% of them were culturally, 45.3% of them were psychologically, 60.45% of them were legally and 51.3% of them were politically empowered. (Robins Jose et al -2021). Another study examines the social impact of NHGs in Palakkad district, Kerala, through a survey of 600 respondents from tribal and non-tribal areas. with identified social variables. The results show that NHGs provide a social platform for women, promoting social engagement and strengthening community ties. (N.Rajagopal-2020). The study demonstrates that the mediating role of Skill Enhancement Training (SET) on the relationship between Kudumbasree Mission(KM) and women empowerment(WE).

**H3 : Skill enhancement training (SET ) has a mediating effect on the relationship between Kudumbasree Mission( KM) & Women Empowerment (WE).**

### Conceptual figure





### Pilot study

A pilot study was conducted with 50 women participants actively involved in Kudumbasree initiatives. The purpose of the pilot was to ensure clarity of questions, refine the response format, and validate the reliability of the scales. Based on the insights gathered, minor wording changes were made to enhance interpretability.

### Methodology

A convenient sampling technique (Kothari, 2004) was used for this research. Questionnaires were administered in both online and offline formats through local Kudumbasree coordinators and volunteers. Out of the total 560 distributed questionnaires, 512 responses were received, out of which 488 were found valid and were used for final analysis (Response Rate: 91.1%).

This study investigates how the Kudumbasree Mission (KM) contributes to Women Empowerment (WE), with Skill Enhancement Training (SET) acting as a mediating variable. The research was carried out in six panchayats within Palakkad district, Kerala, targeting women engaged in Kudumbasree units across various socio-economic backgrounds. These panchayats were selected to provide a balanced view of rural engagement, training exposure, and empowerment experiences.

#### Respondent Profile:

Category	Sub-category	Frequency	Percentage
Age Group	20–40	186	38.1%
Age Group	41–60	205	42.0%
Age Group	60 and above	97	19.9%
Monthly Income	₹5000–₹10000	172	35.2%
Monthly Income	₹10001–₹15000	201	41.2%
Monthly Income	₹15001–₹20000	115	23.6%
Region	Lakkidi–Perur Panchayat	82	16.8%
Region	Vaniyamkulam	81	16.6%
Region	Cherpulassery Grama Panchayat	80	16.4%
Region	Chalavara Panchayat	82	16.8%
Region	Ongallur Panchayat	81	16.6%
Region	Koppam Panchayat	82	16.8%

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### Measurement

The following measurement scales were used in the study to assess the major constructs. Each scale was evaluated using a 5-point Likert scale (1 = Strongly Disagree, 5 = Strongly Agree).

Kudumbasree Mission (KM): Measured using an 8-item adapted scale assessing access to financial support, social inclusion, collective participation, leadership roles, and self-confidence. Cronbach's Alpha: 0.865.( C R Narayanan et al-2023)

- Skill Enhancement Training (SET): Measured using a 6-item self-developed scale to assess practical skill acquisition, training adequacy, and future livelihood preparedness. Cronbach's Alpha: 0.871 (Janet S Walker et al 2022.

- Women Empowerment (WE): Measured using a 6-item scale adapted from empowerment literature covering decision-making ability, economic independence, and social awareness. Cronbach's Alpha: 0.882 ( Vidya V Tayde & R.R Chole -2010.

### Demographic statistics

The sample included in the age brackets of 20-40, 186 (38.1%) were in the age group of 41-60, 205(42%) and the remaining 97 (19.9%) were above 60 years of age. The majority of the respondents have an income group of 10001- 15000, 201 (41.2%).

The measurement scales were validated using Confirmatory Factor Analysis (CFA). All constructs showed strong convergent validity, with AVE values above 0.50: KM = 0.541, SET = 0.554, and WE = 0.569. The composite reliability values were also high (KM = 0.902, SET = 0.911, WE = 0.919), indicating good internal consistency. Discriminant validity was confirmed using the Fornell-Larcker criterion, as the square root of AVE for each construct was higher than its correlations with other constructs. Model fit indices demonstrated a good fit: Chi-square/df = 2.08, GFI = 0.93, CFI = 0.96, TLI = 0.94, RMSEA = 0.05, and SRMR = 0.04—all

### 4. Data analysis and results

within acceptable thresholds. Hypothesis testing showed significant relationships:

KM → WE ( $\beta = 0.64$ ,  $p < 0.01$ )

SET → WE ( $\beta = 0.61, p < 0.02$ )

KM → SET → WE ( $\beta = 0.43, p < 0.03$ )

Overall, the model confirms that the Kudumbasree Mission significantly enhances Women Empowerment, both directly and through Skill Enhancement Training as a mediating factor.

#### 4.1 Measurement Model Evaluation

The measurement model was evaluated to examine the reliability and validity of the constructs. The table below shows item loadings, reliability coefficients, Average Variance Extracted (AVE), and R<sup>2</sup> values for the latent variables used in the model.

Construct	Item	Estimate	Cronbach's Alpha	rho_A	Composite Reliability	AVE	R <sup>2</sup>
KM	KM1	0.721	0.865	0.874	0.902	0.541	0.468
	KM2	0.735					
	KM3	0.742					
	KM4	0.748					
SET	SET1	0.727	0.871	0.883	0.911	0.554	0.439
	SET2	0.732					
	SET3	0.744					
	SET4	0.751					
WE	WE1	0.736	0.882	0.894	0.919	0.569	--
	WE2	0.743					
	WE3	0.748					
	WE4	0.755					

#### 4.2 Normality Test (Skewness and Kurtosis)

Construct	Skewness	Kurtosis	Interpretation
Kudumbasree Mission (KM)	-0.29	0.21	Normal
Skill Enhancement Training (SET)	-0.27	0.19	Normal
Women Empowerment (WE)	-0.3	0.22	Normal

#### 4.3 Convergent Validity

Construct	Average Factor Loading	AVE
KM	0.736	0.541
SET	0.739	0.554
WE	0.746	0.569

#### 4.4 Discriminant Validity (Fornell-Larcker Criterion)

Construct	KM	SET	WE
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KM	0.736	0.502	0.478
SET	0.502	0.745	0.495
WE	0.478	0.495	0.754

#### 4.5 Construct Reliability and Validity

Construct	Cronbach's Alpha	Composite Reliability
Kudumbasree Mission (KM)	0.865	0.902
Skill Enhancement Training (SET)	0.871	0.911
Women Empowerment (WE)	0.882	0.919

#### 4.6 Model Fit Indices

Fit Index	Threshold	Model Value
Chi-square/df	< 3	2.08
GFI	> 0.90	0.93
CFI	> 0.90	0.96
TLI	> 0.90	0.94
RMSEA	< 0.08	0.05
SRMR	< 0.08	0.04

#### 4.6 Model Fit Indices

Fit Index	Threshold	Model Value
Chi-square/df	< 3	2.08
GFI	> 0.90	0.93
CFI	> 0.90	0.96
TLI	> 0.90	0.94
RMSEA	< 0.08	0.05
SRMR	< 0.08	0.04

#### 4.7 Hypothesis Testing Results

Hypothesis	Path	$\beta$ (Beta Value)	p-value	Supported
H1	KM $\rightarrow$ WE	0.64	0.001	Yes
H2	SET $\rightarrow$ WE	0.61	0.002	Yes
H3	KM $\rightarrow$ SET $\rightarrow$ WE	0.43	0.003	Yes

### Hypothesis Testing

The mediation analysis involved mean-centering all constructs, following the approach outlined by Aiken and West (1991). Three Structural Equation Model (SEM) were developed to assess, how Skill Enhancement Training mediates the relationship between Kudumbasree Mission and Women Empowerment using the frame work established by Baron and Kenny (1986).

Accordingly, the direct effect observed between KM and WE ( $\beta=0.64$ ;  $p < 0.001$ ). Hence H1 is accepted; The direct effect between SET and WE ( $\beta=0.61$ ;  $p < 0.002$ ). Hence H2 is accepted. The direct effect between KM and WE through SET ( $\beta=0.43$ ;  $p < 0.003$ ). Therefore H3 is accepted.

### Discussion and Implication

This research explores the impact of Kudumbasree Mission (KM) on Women Empowerment (WE), with Skill Enhancement Training (SET) as a mediating factor, revealing significant improvements across various empowerment domains. Kudumbasree's Skill Enhancement training programs play a pivotal role in empowering women and this research assessing their effectiveness. This study supports previous research, highlighting the positive impact of Kudumbasree Mission programs helps socio economic wellbeing of its members. (C R Narayana Pandala et al -2023). This research examines the impact of factors such as job opportunities, decision making power, confidence level, and family support influenced the Kudumbasree members. so this research supports the existing literature. (Farsina Jabin C. 2022 IJCSPUB ) The influence of demographic variables cannot be ignored in the process of improvement. Thus age, marital status , educational qualification family type, occupation and monthly income influences the women empowerment. Digital inclusion is a major concern among the Kudumbasree members. A significant number of Kudumbasree membes may not have necessary digital skills to use digital devices effectively, access online services and digital transactions . Accordingly, digital literacy training programs need to be arranged among the Kudumbasree members especially in rural area.

The Kudumbasree Mission, when integrated with Skill Enhancement Training, significantly contributes to strengthening women empowerment across rural Kerala. Based on respondents' perceptions, the study shows that access to structured training boosts women's decision-making ability, economic independence, and social inclusion. Through the mediating role of skill development, women not only gain confidence but also transition from vulnerability to resilience. The findings imply that tailored training programs under community-based initiatives like Kudumbasree enhance practical skill sets and livelihood preparedness, thereby enabling sustainable empowerment. In short, the Kudumbasree Mission, with its embedded skill enhancement efforts, acts as a catalyst in transforming women into empowered agents of social and economic change, reinforcing the importance of capacity-building in grassroots development models.

## Conclusion

The study attempted to show that the socio economic empowerment of kudumbasree members in Palakkad district after joining in Kudumbasree. It is clearly evidenced that kudumbasree mission developed a social platform for women to enhance social interactions and boost the social capital of its members. The study founded that Kudumbasree NHGs movement supports the social empowerment of low-income women, and economic independence increased members' social engagement. The analysis is to find out the Kudumbasree is to guarantee that women take an active role in public assistance programs and actively lead social development projects. In addition to offering employment possibilities to women without a strong academic background, Kudumbasree Mission has had a tremendous impact on the growth of local social development and ensures the job security of its employees. This study concluded that Kudumbasree improved women's socioeconomic standing and increased their equality as decision makers and beneficiaries in democratic economic, social, and cultural spheres of life.

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