

## **Role of Cooperative for Sustainable Women Empowerment in Birendranagar Municipality**

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### **Abstracts:**

The research investigates the role of cooperatives in promoting sustainable women's empowerment, addressing gaps in knowledge about their impact, particularly in low-income countries. It emphasizes the multifaceted nature of empowerment and explores how economic, socio-cultural, entrepreneurial, leadership skills, advocacy, and awareness dimensions intersect. Through correlation and regression analyses, significant positive associations between Sustainable Women Empowerment (SWE) and these dimensions are revealed, highlighting the importance of considering them collectively in empowerment initiatives. The research employs a positivist research philosophy and adopts a descriptive and causal research design to address the research problem through data collection and analysis systematically. Primary data collection involves structured questionnaires distributed among women shareholders/members of a cooperative organization in Birendranagar Municipality. A sample size of 408 respondents is determined through convenience sampling. Specifically, the regression analysis demonstrates that Economic Empowerment (EE), Socio-cultural Empowerment (SCE), Advocacy and Awareness (AnA), Entrepreneurship Empowerment (EntE), and Leadership Skills Empowerment (LSE) significantly influence SWE. For instance, the coefficients for EE, SCE, AnA, EntE, and LSE are 0.205, 0.226, 0.116, 0.165, and 0.183, respectively, indicating the estimated change in SWE associated with a one-unit increase in each respective predictor, while holding others constant. These findings have implications for policymakers and stakeholders, suggesting the need for comprehensive interventions targeting multiple empowerment dimensions to foster sustained positive changes in women's lives and contribute to broader social and economic development goals.

**Keywords:** advocacy, awareness, empowerment, leadership, socio-cultural, sustainable.

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## **1. Introduction:**

Women's empowerment is a multifaceted concept encompassing social, economic, and political dimensions (Acharya et al., 2007). It entails increased agency, improved access to resources, and dismantling societal barriers hindering women's full potential (Sharma, 2020; Raut, 2018). This research explores the role of cooperatives in fostering sustainable women's empowerment, particularly in low-income countries.

Cooperatives, with their principles of self-help, democracy, and equality, have emerged as a promising tool for achieving sustainable development goals (Acharya et al., 2007). They have a proven track record in promoting economic inclusivity, poverty reduction, and community development (Johnson & Johnson, 2005). In recent years, there has been growing interest in cooperatives' potential to contribute specifically to sustainable women's empowerment (Ghimire, 2017).

This study is motivated by the understanding that women in developing economies often face significant challenges, such as limited access to resources, financial constraints, and gender-based discrimination (Ramnarain, 2013). Cooperatives, with their focus on member participation and collective action, have the potential to address these challenges and empower women economically, socially, and politically (Hatak & Roessl, 2016).

This research aims to fill a gap in existing knowledge by investigating the specific mechanisms through which cooperatives contribute to sustainable women's empowerment. By examining women's experiences in various types of cooperatives, the study seeks to identify best practices, challenges, and policy implications. The ultimate goal is to provide valuable insights for policymakers, development practitioners, and stakeholders interested in leveraging cooperatives to achieve sustainable women's empowerment, thereby contributing to broader social and economic development goals (Kharel et al., 2020).

## **2. Rationale of the Study**

The study addresses persistent gender inequality and economic marginalization of women, particularly in low-income countries like Nepal. Despite the longstanding presence of cooperative movements since 1953, their impact remains limited, primarily concentrated in well-established areas. Women continue to face substantial barriers to accessing economic opportunities and resources, exacerbated by the absence of gender-sensitive policies and patriarchal norms.

Specifically focusing on the "Role of Cooperatives for Sustainable Women Empowerment," the research aims to understand the factors facilitating or impeding the effectiveness of cooperatives in promoting sustainable empowerment for women, especially in low-income countries. By offering valuable insights into enhancing the role of cooperatives, the study contributes to broader objectives of gender equality and sustainable development.

## **3. Objectives of the Study**

This study's main objective is to examine cooperatives' role in promoting sustainable women empowerment in Birendranagar Municipality, Surkhet. More specifically, the objectives of the study include:

- a. To assess the influence of economic empowerment on sustainable women empowerment within the cooperatives.
- b. To identify the impact of advocacy and awareness on sustainable women empowerment within the cooperatives.

- c. To evaluate the impact of socio-cultural empowerment on sustainable women empowerment within the cooperatives.
- d. To examine the relationship between entrepreneurial empowerment and sustainable women empowerment within the cooperatives.
- e. To determine the influence of leadership skill empowerment on sustainable women empowerment within the cooperatives.

## **4. Literature Review**

### **Economic Empowerment on Sustainable Women Empowerment**

Economic empowerment is a springboard for sustainable women's empowerment within cooperatives (Adhikari et al., 2019). Increased income and resources gained through cooperatives provide a foundation for women to achieve financial independence, fostering participation in social and political spheres (Parajuli, 2023; Niketha et al., 2017). This economic security translates to greater control over household finances and decision-making power (Sebhatu & Mekelle, 2015), shifting family dynamics and giving women a stronger voice. Furthermore, economic independence empowers women to pursue leadership roles within cooperatives, fostering diverse perspectives and leadership skills (Wanjiku & Kithae, 2021). The financial gains can create a ripple effect, allowing women to invest in education, healthcare and break the cycle of poverty, contributing to long-term sustainable empowerment (Bharadwaj, 2012). However, achieving this fully requires a multifaceted approach. While economic empowerment is crucial, research by Adhikari et al. (2019) highlights the need to address socio-cultural barriers that may still limit women's leadership opportunities. Therefore, a holistic approach that combines economic empowerment with capacity-building programs and gender-sensitive policies is essential for achieving sustainable women's empowerment within the cooperative movement (Bharti, 2021).

HA1: There is a significant relationship between economic empowerment within cooperatives and the sustainability of women's empowerment.

### **Socio-Cultural Empowerment and Sustainable Women Empowerment**

Socio-cultural empowerment plays a crucial role as well. Cooperatives can be a platform to challenge traditional gender norms as women's contributions gain recognition, chipping away at societal biases (Asik Akdemir, 2023). Participation fosters a sense of belonging, achievement, and self-esteem, boosting confidence and self-worth (Kakati & Kakoty, 2022). Furthermore, cooperatives equip women with valuable skills, enhancing their social mobility and agency within the community (Poudel, 2021). This empowers them to advocate for their rights and challenge existing power dynamics within households and communities (Suseno & Nataliningsih, 2023). However, achieving this fully requires addressing limited leadership opportunities for women through capacity-building programs focused on leadership and confidence building (Niketha et al., 2017). Gender-sensitive policies within cooperatives are essential for dismantling existing biases and promoting equal opportunities (Bharti, 2021). By fostering socio-cultural empowerment, cooperatives can empower women socially, creating a foundation for lasting change within their communities.

HA2: Socio-cultural empowerment within cooperatives has a significant impact on the sustainability of women's empowerment.

### **Entrepreneurial Empowerment and Sustainable Women Empowerment**

Entrepreneurial empowerment serves as a significant driver of sustainable women's empowerment. Starting and running businesses fosters self-belief, decision-making skills, and agency, allowing women to challenge societal norms and pursue their goals (Amin, 2020). Entrepreneurship empowers women economically by granting them financial independence and control over resources, enabling them to reinvest in their businesses and families (Sumanasekara, 2020). The challenges of running a business required valuable leadership skills in problem-solving, negotiation, and resource management, which benefit their businesses and personal lives (Loscocco & Bird, 2012). Successful women entrepreneurs become role models, inspiring others to pursue their own ventures, while mentorship programs offer guidance and increase chances of success (Carter & Carter, 2020). However, for this empowerment to be sustainable, addressing challenges like access to resources, work-life balance, and market access is crucial. Programs that bridge these gaps and equip women with funding, training, childcare options, marketing skills, and connections to potential buyers are essential for long-term success (Brush et al., 2017).

HA3: Entrepreneurial empowerment has a significant influence on sustainable empowerment within cooperatives.

### **Leadership Skill Empowerment and Sustainable Women Empowerment**

Leadership skill empowerment acts as a cornerstone for achieving sustainable women's empowerment. Developing these skills fosters self-assurance, communication abilities, and the power to advocate for themselves and others. This translates to a stronger voice and influence in decision-making. Women excelling in leadership roles chip away at traditional stereotypes, inspiring future generations and creating a ripple effect that encourages other women to pursue leadership opportunities (Rhode, 2017). Furthermore, women leaders serve as powerful role models, demonstrating capabilities and contributions in leadership positions (Ryan et al., 2021). Mentorship programs further empower women by offering guidance and support. Leadership development programs equip women with valuable skills in critical thinking, strategic planning, and conflict resolution, benefiting their careers and personal endeavors (Carter, 2024). However, achieving sustainable impact requires addressing challenges like limited access to training and mentorship opportunities specifically designed for women (Rhode, 2017). Combating implicit bias and fostering inclusive workplaces is crucial (Ryan et al., 2021). Additionally, supportive childcare options and flexible work arrangements can help alleviate work-life balance pressures faced by women in leadership roles (Davidson et al., 2020).

HA4: Leadership skill empowerment within cooperatives has a significant impact on the sustainability of women's empowerment.

### **Advocacy and Awareness Initiatives and Sustainable Women Empowerment**

Advocacy and awareness initiatives are cornerstones of sustainable women's empowerment (UN Women, 2023). Public campaigns can raise awareness about gender inequality and discriminatory practices, putting pressure on society to shift norms and attitudes towards women's rights (World Bank, 2023). Effective advocacy can also influence policy changes, leading to legal frameworks that protect women's rights and ensure their access to resources and participation in decision-making (Grewal & Basu, 2020). Furthermore, advocacy mobilizes women and allies to take collective action and hold institutions accountable (Philanthropy for Women, 2023). This collective voice strengthens the movement and attracts resources for programs that support women's education, healthcare, economic opportunities, and leadership development. However, for sustainable impact, these initiatives must be context-specific and culturally sensitive (UN

Women, 2023). A long-term, multifaceted approach that combines public campaigns, lobbying, and community organizing is most effective (World Bank, 2023). Finally, an intersectional approach that considers factors like race, ethnicity, sexual orientation, and disability ensures that all women are included in the fight for empowerment (Grewal & Basu, 2020).

HA5: Advocacy and awareness initiatives within cooperatives significantly impact on the sustainability of women's empowerment.

## 5. Conceptual Framework

The study investigates the influence of cooperatives in terms of economic, socio-cultural, entrepreneurial, and leadership skill empowerment on women in the Birendranagar Municipality. To guide the research, the conceptual framework incorporates these dimensions to comprehensively understand of the subject.

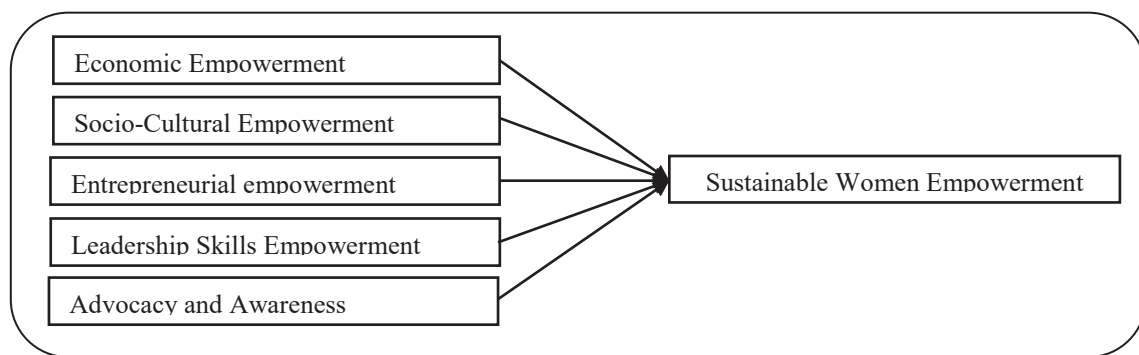


Figure 1: Conceptual Framework of the Study

## 6. Research Methodology

The research methodology for the study begins with of adopting a positivist research philosophy, emphasizing scientific inquiry to comprehend reality. Following this, a descriptive and causal research design is established to address the research problem through data collection and analysis systematically. Primary data collection is conducted using structured questionnaires distributed among women shareholders/members of a cooperative organization in Birendranagar Municipality. Although the exact population size is unknown, a sample size of 408 respondents is considered and determined through a non-probability sampling approach, specifically convenience sampling. The structured questionnaire consists of two parts: Part I captures demographic information, while Part II focuses on aspects related to the role of cooperatives for sustainable women empowerment. Questionnaires are administered in both English and Nepali languages during surveys conducted between October 12 to November 22, 2023.

Descriptive statistics such as frequency, percentage, mean, and standard deviation are employed for data analysis using the Statistical Package for Social Sciences (SPSS). Inferential statistics, including multiple regression analysis and Analysis of Variance (ANOVA), are utilized to establish relationships between variables and assess statistical significance. Reliability of the data is assessed through Cronbach's alpha coefficient, ensuring internal consistency, while content validity is ensured through expert deliberations and criterion-related validity through correlation analysis. Following data collection, computer input for analysis using SPSS is conducted, and inferential techniques, including multiple regression analysis guided by Ordinary Least Squares (OLS) technique and ANOVA, are employed.

## 7. Results

The research data underwent a rigorous three-stage analysis. In the first stage, the analysis focused on respondents' background information. Frequency tables and percentages were used to describe this data, clearly showing the sample's composition. The second stage involved a descriptive analysis of the research variables, both dependent and independent. Measures like mean and standard deviation were calculated to understand these variables' central tendencies and variability. Finally, the analysis delved deeper to explore the relationships between these variables. Multivariate regression analyses were employed. This allowed for identifying any intricate connections between the independent and dependent variables, providing valuable insights into how the independent factors might influence the outcome under study.

Respondents were asked using structured questionnaires to collect their demographic characteristics such as age, marital status, academic qualification, family status, occupation etc. This section includes an overview focused on the frequency and percentage of the demographic profiles of respondents

**Table 1**

*Personal Information*

| Variable                      | Categories                    | Frequencies | Percentage |
|-------------------------------|-------------------------------|-------------|------------|
| Age                           | 16-30                         | 103         | 25.25%     |
|                               | 30-45                         | 176         | 43.14%     |
|                               | 45-60                         | 103         | 25.25%     |
|                               | 60 and Above                  | 26          | 6.37%      |
| Marital Status                | Married                       | 294         | 72.06%     |
|                               | Unmarried / Single            | 84          | 20.59%     |
|                               | Widow                         | 29          | 7.11%      |
|                               | Divorced / Separated          | 1           | 0.25%      |
| Academic Qualification        | No Formal Education           | 84          | 20.59%     |
|                               | Secondary Level               | 205         | 50.25%     |
|                               | Under Graduate Level          | 119         | 29.17%     |
|                               | Post Graduate Level and Above | 0           | 0.00%      |
| Family Status                 | Nuclear Family                | 220         | 53.92%     |
|                               | Joint Family                  | 188         | 46.08%     |
| Occupation                    | Housewife                     | 109         | 26.72%     |
|                               | Business                      | 92          | 22.55%     |
|                               | Agriculture                   | 167         | 40.93%     |
|                               | Public Servant                | 40          | 9.80%      |
| Cooperative Involvement       | 0-5 years                     | 91          | 22.30%     |
|                               | 5-10 years                    | 199         | 48.77%     |
|                               | 10-15 years                   | 101         | 24.75%     |
|                               | 15 and above                  | 17          | 4.17%      |
| Objective to Join Cooperative | Saving                        | 212         | 51.96%     |
|                               | Investment                    | 83          | 20.34%     |
|                               | Interest                      | 108         | 26.47%     |
|                               | Reputation                    | 5           | 1.23%      |
| Monthly Income                | Less than 20,000              | 139         | 34.07%     |
|                               | 20,000 to 40,000              | 188         | 46.08%     |
|                               | 40,000 to 80,000              | 70          | 17.16%     |
|                               | 80,000 and Above              | 11          | 2.70%      |
| Monthly Saving                | Less than 2,000               | 80          | 19.61%     |
|                               | 2,000 to 4,000                | 145         | 35.54%     |
|                               | 4,000 to 6,000                | 123         | 30.15%     |

|                     |                  |     |        |
|---------------------|------------------|-----|--------|
| Monthly Expenditure | 6,000 and above  | 60  | 14.71% |
|                     | Less than 10,000 | 42  | 10.29% |
|                     | 10,000 to 20,000 | 130 | 31.86% |
|                     | 20,000 to 30,000 | 173 | 42.40% |
|                     | 30,000 and Above | 63  | 15.44% |

Table 1 depicts the responses of a diverse range of women in cooperatives. The age group with the highest participation is 30-45 years old (43.14%), followed closely by 16-30 year olds (25.25%) and 45-60 year olds (25.25%). Most respondents are married (72.06%), with a significant portion being single (20.59%). Education levels vary, with half having a secondary level education (50.25%) and a fifth having an undergraduate degree (29.17%). No respondents reported having postgraduate qualifications. Family structures are split nearly evenly between nuclear families (53.92%) and joint families (46.08%). Occupations are quite varied, with a large portion being involved in agriculture (40.93%). Housework (26.72%) and business ownership (22.55%) are also common occupations. The majority of respondents have been involved in cooperatives for 5-10 years (48.77%), with a significant number participating for 0-5 years (22.30%). The primary reasons for joining a cooperative are saving money (51.96%) and gaining interest on investments (26.47%). Few mentioned reputations (1.23%) as a motivating factor.

Income levels vary, nearly half falling between 20,000 and 40,000 Nepalese rupees monthly (46.08%). A third reported earning less than 20,000 rupees (34.07%). Savings habits are evident, with over a third saving between 2,000 and 4,000 rupees monthly (35.54%). Most respondents spend between 10,000 and 30,000 rupees monthly (74.26%).

This analysis was done based on the constructs developed in the study’s conceptual framework to assess the mean and standard deviation score of the respondents’ level of agreement in terms of constructs.

**Table 2**

*Descriptive Statistics*

| Independent Variables | Mean   | Std. Deviation |
|-----------------------|--------|----------------|
| EE                    | 4.1967 | .39566         |
| SCE                   | 4.1857 | .39760         |
| EntE                  | 4.1982 | .37026         |
| LSE                   | 4.1877 | .38368         |
| AnA                   | 4.0718 | .47901         |
| SWE                   | 4.1213 | .48849         |

The mean values provide a central tendency measure for each variable. Notably, the mean for Economic Empowerment (EE) is 4.1967, indicating a relatively high average level of economic empowerment among the respondents. Similarly, Socio-cultural Empowerment (SCE) has a mean of 4.1857, suggesting a substantial level of socio-cultural empowerment. Entrepreneurship Empowerment (EntE) demonstrates a mean of 4.1982, reflecting a high average score for this dimension. Leadership Skills Empowerment (LSE) has a mean of 4.1877, signifying a considerable level of leadership skills empowerment. Advocacy and Awareness (AnA) exhibit a mean of 4.0718, suggesting a slightly lower but still substantial level of advocacy and awareness.

The standard deviation measures of the variability or dispersion of scores around the mean. Lower standard deviations for all dimensions, ranging from 0.37026 to 0.48849, indicate a relatively tight clustering of responses, suggesting a consistent pattern of empowerment across the sample.



Before conducting the regression analyses, the researcher examined the correlation matrix to gain deeper insights into the survey data. The Pearson correlation coefficient ( $r$ ) was utilized to quantify the linear correlation between variables. This coefficient serves as a measure of effect size, allowing for verbal descriptions of the correlation strength.

**Table 3***Correlation Matrix*

|      | EE     | SCE    | LSE    | EntE   | AnA    | SWE |
|------|--------|--------|--------|--------|--------|-----|
| EE   | 1      |        |        |        |        |     |
| SCE  | .696** | 1      |        |        |        |     |
| LSE  | .530** | .580** | 1      |        |        |     |
| EntE | .385** | .414** | .450** | 1      |        |     |
| AnA  | .389** | .408** | .412** | .435** | 1      |     |
| SWE  | .614** | .638** | .601** | .553** | .508** | 1   |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The correlation matrix examines relationships between the dependent variable, Sustainable Women Empowerment (SWE), and independent variables like Economic Empowerment (EE), Socio-cultural Empowerment (SCE), Entrepreneurship Empowerment (EntE), Leadership Skills Empowerment (LSE), and Advocacy and Awareness (AnA). Using Pearson correlation coefficients, statistically significant relationships were observed at the 0.01 level. Results indicate significant positive correlations between SWE and EE ( $r = 0.614$ ), SCE ( $r = 0.638$ ), EntE ( $r = 0.601$ ), LSE ( $r = 0.553$ ), and AnA ( $r = 0.508$ ), all at  $p < 0.01$ . This suggests that as levels of Economic Empowerment, Socio-cultural Empowerment, Entrepreneurship Empowerment, Leadership Skills Empowerment, and Advocacy and Awareness increase, Sustainable Women Empowerment tends to rise.

Ensuring data consistency and reliability is crucial in research. Cronbach's Alpha, a widely used measure of internal consistency, was used to assess the reliability of collected items. Cronbach's alpha, reported for each construct, signifies the degree of correlation among items within a given construct (Rawat, 2023). Values range from 0 to 1, with below 0.5 indicating low reliability, 0.5 to 0.6 marginal reliability, 0.6 to 0.8 acceptable reliability, 0.8 to 0.9 good reliability, and above 0.9 excellent reliability (Nunnally, 1990).

**Table 4***Reliability Statistics*

| Reliability Statistics              | Cronbach's Alpha | N of Items |
|-------------------------------------|------------------|------------|
| Economic Empowerment (EE)           | .687             | 8          |
| Socio-Cultural Empowerment (SCE)    | .755             | 8          |
| Entrepreneurial Empowerment (EntE)  | .640             | 8          |
| Leadership Skills Empowerment (LSE) | .681             | 7          |
| Advocacy and Awareness (AnA)        | .736             | 7          |
| Sustainable Women Empowerment (SWE) | .639             | 6          |

Table 4 presents reliability statistics using Cronbach's Alpha coefficient for various empowerment dimensions. Economic Empowerment (EE) shows a reliability of .687 across 8 items, while Socio-Cultural Empowerment (SCE) has a coefficient of .755 over 8 items. Entrepreneurial Empowerment (EntE) exhibits a reliability of .640 across 8 items. Leadership Skills Empowerment (LSE) has a coefficient of .681 over 7



items, and Advocacy and Awareness (AnA) shows a reliability of .736 across 7 items. Sustainable Women Empowerment (SWE) demonstrates a reliability of .639 over 6 items. This data was consistent and reliable for further statistical analysis.

Regression analysis, a statistical tool utilized to illustrate the relationship between independent and dependent variables, was employed to assess the impact of all independent variables on the dependent variable.

**Table 5**

*Model Summary*

| Model | R     | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------|----------|-------------------|----------------------------|---------------|
| 1     | .772a | .596     | .591              | .23287                     | 1.995         |

a. Predictors: (Constant), LSE, AnA, EntE, EE, SCE

b. Dependent Variable: SWE

Table 5 presents the model summary of multivariate regression analysis. The adjusted R-squared indicates that 59.6% of the variance in sustainable women empowerment is accounted for by the selected independent variables: EE, SCE, EntE, LSE, AnA, and SWE. Additionally, the Durbin-Watson test statistic (DW) 1.995 suggests no first-order autocorrelation, as values around 2 indicate. This assures there are no autocorrelation concerns in the analysis.

**Table 6**

*ANOVA*

| ANOVA |            |                |     |             |         |       |
|-------|------------|----------------|-----|-------------|---------|-------|
| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.  |
| 1     | Regression | 32.187         | 5   | 6.437       | 118.703 | .000b |
|       | Residual   | 21.801         | 402 | .054        |         |       |
|       | Total      | 53.987         | 407 |             |         |       |

a. Dependent Variable: SWE

b. Predictors: (Constant), LSE, AnA, EntE, EE, SCE

Table 6 offers valuable insights into the efficacy of the regression model in capturing the variation in SWE, with a highly significant overall model fit ( $p < 0.001$ ).

**Table 7**

*Regression Coefficient*

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients |       | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      | t     |      |
| 1     | (Constant) | .535                        | .152       |                           | 3.512 | .000 |
|       | EE         | .205                        | .042       | .222                      | 4.859 | .000 |
|       | SCE        | .226                        | .044       | .247                      | 5.157 | .000 |
|       | AnA        | .116                        | .030       | .144                      | 3.858 | .000 |
|       | EntE       | .165                        | .032       | .194                      | 5.143 | .000 |
|       | LSE        | .183                        | .040       | .194                      | 4.555 | .000 |

Table 7 offers coefficients for a multiple regression model, detailing the relationships between the dependent variable, SWE, and predictors EE, SCE, AnA, EntE, and LSE. The constant term (0.535) represents the

expected SWE value when predictors are zero. Unstandardized coefficients show changes in SWE per unit change in predictors, while standardized coefficients (Beta) gauge their relative importance. All predictors exhibit significant relationships with SWE ( $p < .001$ ), with t-statistics ranging from 3.512 to 5.157. Specifically, EE, SCE, AnA, EntE, and LSE coefficients are 0.205, 0.226, 0.116, 0.165, and 0.183, respectively, denoting estimated SWE changes with a one-unit predictor increase, holding others constant.

## 8. Conclusion and Implication

In conclusion, the findings of this research underscore the multifaceted nature of women's empowerment and its intricate relationship with various dimensions such as economic, socio-cultural, entrepreneurial, leadership skills, advocacy, and awareness. The correlation analysis revealed significant positive associations between Sustainable Women Empowerment (SWE) and these dimensions, indicating that higher levels of each empowerment aspect tend to coincide with increased SWE. Moreover, the regression analysis demonstrated that predictors including Economic Empowerment (EE), Socio-cultural Empowerment (SCE), Advocacy and Awareness (AnA), Entrepreneurship Empowerment (EntE), and Leadership Skills Empowerment (LSE) significantly influence SWE. The statistically significant coefficients highlight the importance of collectively considering these factors in initiatives to promote sustainable women's empowerment. These findings have significant implications for policymakers, development practitioners, and stakeholders, suggesting the need for comprehensive interventions targeting multiple dimensions of empowerment to foster sustained positive changes in women's lives. By addressing economic, social, and political barriers through targeted programs and policies, stakeholders can contribute to broader social and economic development goals while promoting gender equality and empowerment. Moreover, the robust statistical methodologies employed in this research offer valuable insights into the mechanisms driving women's empowerment, providing a foundation for future studies and evidence-based policymaking in this critical area.

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