

CSR and Social Entrepreneurship: Role of Multinationals in Empowering Rural Women

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Abstract

Multinational companies are recently engaged in women empowerment in rural areas. Empowerment in real sense can come if they are economically independent which would correspondingly bring development in other spheres. Multinationals play a significant role in empowering women through social entrepreneurship and income generation activities improving women's human capital. The concept of corporate social responsibility (CSR) and social entrepreneurship have emerged on the same context (Sustainable Development), which is to promote the achievement of social goals and sustainability. Social enterprise addresses social problems directly through services or products or giving employment opportunities. In this context, the paper focuses on the CSR practices of few companies of Tata Group (Tata Steel, Tata Motors, Tata Power, Tata Chemicals, Titan Industry, Tata Consultancy Services) in their initiatives towards community development such as livelihood generation. The findings suggest there has been an improvement in the income sources of the rural women by the social entrepreneurship approach of the company through SHG, engaging in income generation activities. The financial independence of rural women had brought a corresponding increase in the decision making capacity at household level and overall improvement in status at community level. Corporate social responsibility has brought women empowerment and community development. The present research becomes relevant from the point of view that CSR linkage with women empowerment has been given least attention in research areas.

Keywords: *Corporate Social Responsibility, Women Entrepreneurship, Community Development, livelihood Generation.*

I. INTRODUCTION

In India many multinational companies are engaged with community development as a self-regulation integrated into a business model for community development. The multinationals have their corporate business strategy which focuses on various issues of social relevance such as health care, education

development, self help group, income generation, and road and infrastructure development. It is how companies manage their business processes to produce an overall positive impact on society. It covers sustainability, social impact and ethics which are beyond philanthropy. CSR is an opportunity for business to look beyond narrow economic returns and take the wider social concern into consideration [1]. Therefore, companies involved in social context carry out socially responsible behavior inherent to their way of doing business where social initiatives are often implemented informally or implicitly as a response to local expectation and demands [2]. Multinationals through CSR are found to engage in various social welfare activities where social entrepreneurship is an important endeavor. The companies are seen to empower the rural women and making them economically independent though an opportunity of social entrepreneurship.

Women entrepreneurship is a tool for empowerment of women which has been brought about by several agencies where corporate play a major role in community sustainable development. Self-empowerment also means that women gain autonomy, are able to set their own agenda and fully involved in the economic, political and social decision-making process. Empowerment as a process change the distribution of power in interpersonal relations and in institutions throughout society or a process of acquiring, providing, bestowing the resources and the means for enabling the access to a control over such means and resources. Thus, it is clear that a multi-sector approach is necessary for meaningful and sustainable interventions for women's empowerment to become a reality. Therefore, empowerment must be quantified and measured depending on the particular context. In the context of women and development, the definition of empowerment should include the expansion of choices for women and an increase in women's ability to exercise choice. Entrepreneurship brings income generating activities for financial independence, acquire power and resources. Therefore, the paper focuses on the role of multinationals in empowering women through CSR with an endeavor of social entrepreneurship.

II. MATERIALS AND METHODS

The corporations are new to perform social responsibilities for women’s development programmes in a systematic manner. It is only in 2013 that the law was passed to make CSR compulsory where companies are ought to spend 2% of their net profit towards community development. Hence, the sociological dimension of CSR gains importance. The gender dimension of CSR gets highlighted. The research gap shows CSR and women’s empowerment has been less researched upon. There is a need for more CSR research in developing countries. Hence, the study gains importance to be carried in India.

The present study focuses on the fact that in developing countries like India, women are considered backward so far as business activities are concerned. Hence researchers now increasingly focus on women’s entrepreneurship. Social entrepreneurship is a wide

spectrum of initiatives ranging from voluntary activism to corporate social responsibility. women’s entrepreneurship as a dimension of empowerment of women forms an important aspect of corporate social entrepreneurship strategy for societal transformation and sustainable development. The objectives of the paper include the following: to study the role of CSR of five companies of Tata Group (Tata Steel, Tata Motors, Tata Power, Tata Chemicals, Titan Industry, Tata Consultancy Services) where the social entrepreneurship process promotes empowerment of women; to examine CSR effort of the companies to bring socio-economic development of women through Self Help Groups (SHGs). The study is rooted in CSR annual sustainability reports of the respective companies. Needless to say, the paper seeks to analyze efforts to accelerate women’s development through CSR initiatives by taking case study of five Tata companies and by going through their relevant reports which are purely secondary.

III. PROPOSED MODEL

There exists a relationship between corporate social responsibility and women empowerment through social entrepreneurship of the multinationals undertaken for

community development which is depicted in the conceptual framework model (fig 1).

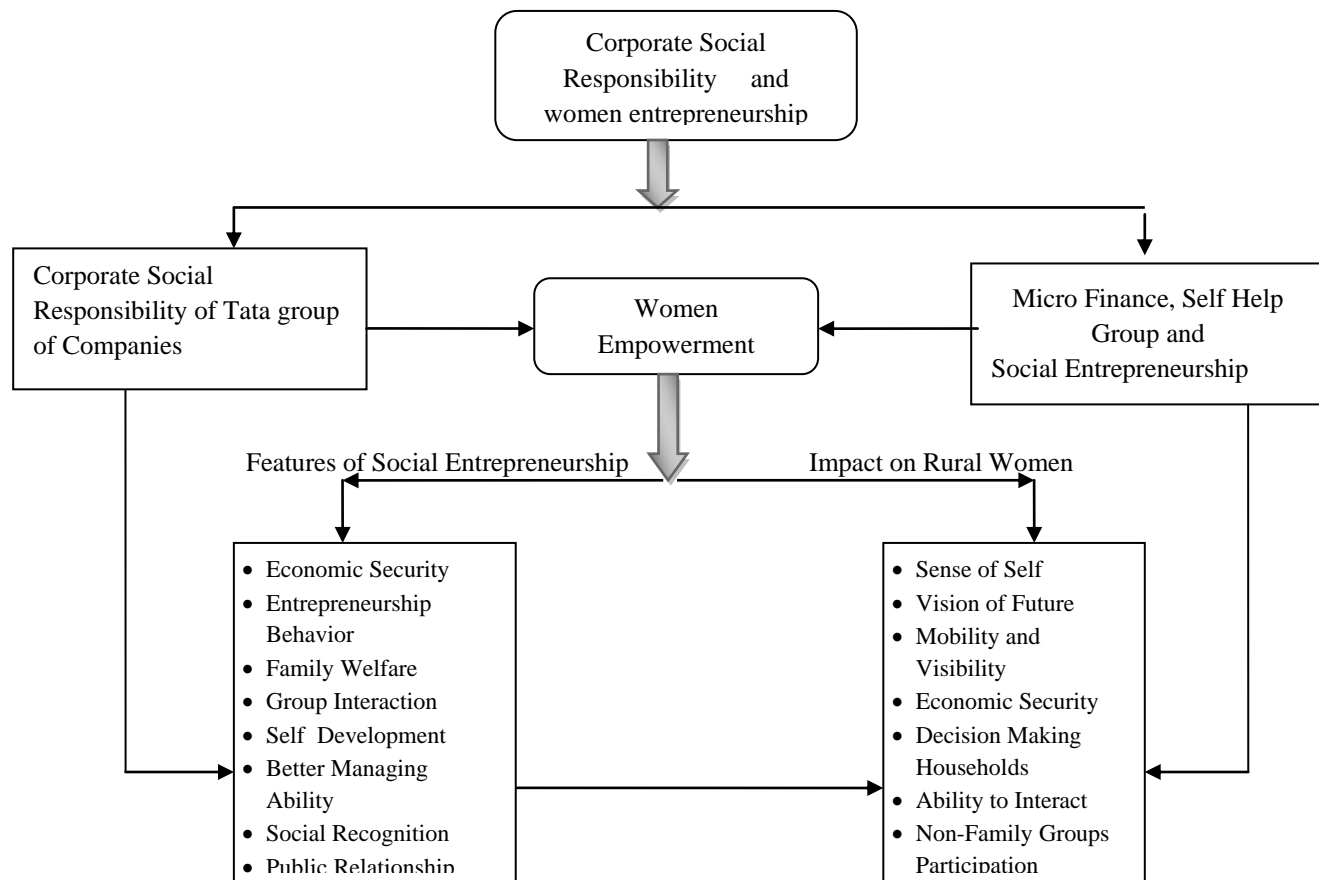


Fig 1. Conceptual Framework Model

Women empowerment is brought through the impact of social entrepreneurship like economic security, family welfare, social recognition etc which brings corresponding women development. The impact is seen on women so as to enhance the sense of self, increase mobility, decision making in households etc. Therefore, an increase in income generation through microfinance and self help group as depicted in CSR initiatives of the multinationals perpetuates women empowerment.

IV. CORPORATE SOCIAL RESPONSIBILITY AND WOMEN EMPOWERMENT

A. CSR and Social Entrepreneurship

Social entrepreneurship triggers social change that enables sustainable development through enabling condition through instrumental change. Social entrepreneurs can hold the shares of CSR firms. A social entrepreneur also could have an incentive to takeover a profit maximizing firm and convert it to a CSR firm, but the resulting firm would then have to be protected from the market for control [3]. Social entrepreneurs are individuals who are catalysts for social transformation of CSR as a business responsibility encourages social entrepreneurship in order to address the pressing social issues and improve the quality of life by enhancing human development where social capital forms an ingredient of such process of entrepreneurship. Thus, social entrepreneurship depends on innovative people, motivated and persistent to share their desire to promote social value [4].

The concept to entrepreneurship, long hallowed in the context of business ventures, has been increasingly applied to the context of the social problems solving [5, 6]. In its infancy social enterprises depend on grants, donations etc and it is well supported by big corporate through corporate social responsibility thereby emphasizing a link between social entrepreneur and social needs of a community [4]. These conceptualizations stress the social innovation processes undertaken by social entrepreneurs [7] and multinationals take this as a means for community development. Social entrepreneurship helps in social transformation by building local capacity, disseminating a package and building a movement. Such capacity building initiatives are associated with attention to local group and resource providers, an emphasis on scaling up of group organizing and transformational impact on cultural norms and expectations [8] where corporate social responsibility plays a significant role of institutional approach to social development.

B. Social entrepreneurship and women development

The notion of social entrepreneurship has been conceptualized in rather precise way in the late 1990s. India is associated with high level of entrepreneurial activity [9]. Entrepreneurial income enables women to enhance a sharing of household chores and child care responsibilities [10]. There has been a significant contribution of women's entrepreneurial efforts on wealth creation and positive impact on social issues [11]. Social enterprise is oriented towards solving social problems through a mechanism that works on economic principles, and requires reinvesting the surplus achieved in order to ensure sustainability [12]. Hence, there is a growing recognition in entrepreneurship research that economic behavior can be better understood within social context, as these contexts provide individuals with opportunities and set boundaries for their actions [13]. Social entrepreneurship helps in social transformation by building local capacity, disseminating a package and building a movement. Capacity building initiatives are associated with attention to local group and resource providers, an emphasis on scaling up of group organizing and transformational impact on cultural norms and expectations.

Entrepreneurship role enables women to break the social barrier of gender inequality in terms of employment and enhances ability to take actions [14]. Corporate helps to provide social entrepreneurship in a collective manner through micro financing. Such collective social entrepreneurship has empowered the women members in three different ways that is economic security, development of entrepreneurial behavior and increased contribution to the family [15]. The numbers of women entrepreneurs have grown over a period of time especially in the 1990s. The hidden entrepreneurial potentials of women have gradually been changing with the growing sensitivity to the role and economic status in the society [16]. Therefore, women entrepreneurship needs to be analyzed and understood in its social context in relation to the role that the female entrepreneurs play in contributing to economic development by fostering social inclusion and employment as has been shown in Post Soviet countries [17, 18]. Hence, it is found that the best way for women to recognize their own talent and capabilities is engaging them in income generating activities through entrepreneurship skill and through SHGs [19].

V. ANALYSIS AND FINDINGS

CSR from a social perspective is defined as corporate commitment to ethical behaviour particularly in relation to social justice. In few cases it goes into

philosophy of business existence for the community in trust. One of the few examples is the case of Tata Group [20]. Thus, the present study undertakes five companies of Tata Group. Surveys report that Tata Group of companies is the only multinational company which adheres to philanthropy since 1947 through strategic undertaken as Tata Corporate Community Involvement (TCCI). The TCCI is the corporate strategy used by Tata group of companies. The Tata Group has signed on to the Global Compact principles and follows triple bottom line reporting, complying with the GRI guidelines, which entails comprehensively measuring and auditing the company’s contribution against economic, ecological and social parameters. As pioneers of some of the best practices in the area of community development and labour relations, the group and the companies in their own capacity also played an important role and took several initiatives to transform

the lives of women in the communities they operated in and helped making a difference to the society at large. The present paper reveals the process of CSR by showing how few companies under Tata group which carries its network and process of CSR activities to reach its goals. The Tata approach seeks to integrate CSR considerations into the very core of the business with shareholder, employee, community and national interests all being taken into account in decision-making. The paper analyzes the CSR of Tata Steel, Tata Motors, Tata Power, Tata Chemicals, and Titan Industry, Tata Consultancy Services of Tata group of companies as examples to depict their role in social entrepreneurship, women empowerment and community sustainable development. Table 1 shows the spending of the companies on corporate social responsibility during four financial years.

Table 1.
The CSR Spending of the Companies.

Companies	CSR spending in crores during the financial years.			
	Year 2014-15	Year 2015-16	Year 2016-17	Year 2017-18
Tata Consultancy Services	219.00	294.00	379.71	559.70
Tata Steel	171.46	204.00	193.61	231.62
Tata Powers	31.13	28.29	22.79	21.26
Tata Motors	18.62	20.57	25.94	21.43
Titan	12.32	17.42	20.4	23.44
Tata Chemicals	10.20	13.97	15.00	14.28

Source: Annual Sustainability Reports of the Companies.

Tata’s CSR strategy includes elements related to good governance, human rights, environmental protection and sustainable development, as well as community, social, economic and cultural development. Thus, majority of companies who take up important social issues to be addressed under CSR believes that gender equality and empowerment of women is very significant in achieving development and progress of an area. There are project based approaches towards women empowerment through income generation and social entrepreneurship.

A. Project Maitree

The project Maitree is an initiative for women empowerment by CSR of Tata Consultancy Services Ltd. The company performs virtually many developmental activities for the society. The major thrust areas of the CSR of the company is poverty reduction, malnutrition, preventive healthcare, water and sanitation, education, employability and livelihoods enhancement, equality and women empowerment, senior citizens care, environmental sustainability. TCS Maitree, the volunteering arm of TCS is working to deploy a sustainable model to improve education,

healthcare and the environment within 5 villages across India. For example, in Panvel India, TCS associates through the Women Empowerment Programme trained 45 women, screen-printing to enhance their livelihood options. The Company also organizes training for visually impaired candidates to improve their employability in IT/ITES industry. Maitree is helping the women and their families contribute and reach out to less privileged communities at all office locations worldwide. It also fosters a bonding with the organization and an opportunity to interact with colleagues on a social level. The skills learnt in the volunteering sphere by employees are sustained and carried over to the workplace, ensuring nurturing managers and leaders.

The initiatives ranged from rural development programmes to building entrepreneurship capabilities and sensitizing children to the environment. In 10 villages in four different regions in India, the volunteers focus on computer and conversational English literacy and women’s empowerment programmes and water conservation projects to give the villagers a better life. It also works to create suitable employment opportunities for the differently abled. It strengthens the

commitment towards the community and increase employee involvement to reach out to more people in many more ways. Maitree is striving to ensure that the unusually large TCS family stays in touch through the sharing of experiences, dissemination of information, caring for the less privileged and, most importantly, spreading friendship. The social capital of the women is found to increase due to the connectivity that the project Maitree sets for the employment opportunity for their families.

B. Project Tejaswini

The project Tejaswini is an initiative of CSR of Tata Steel for women empowerment. Tata Steel made conscious efforts in empowering womenfolk of the community around it. As a founder member of UN Global Compact, Tata Steel was dedicated to the Millennium Development Goals of UN, which emphasized upon promoting gender equality and empowering women. CSR is an integral component of business strategy and supports the Group aims on Corporate Citizenship. The Company works to create a favourable and conducive social environment by improving the health, education and economic status in its areas of operation. In addition to acting ethically and in compliance with regulations, and planning and monitoring activities to ensure that any negative impacts on communities are addressed, Tata Steel goes much further by proactively engaging with local communities to identify their needs and develop initiatives to enhance community wellbeing and strengthen society for the future. The Company implements its CSR initiatives primarily through its Corporate Sustainability Services Division and three independent not-for-profit organizations which are Tata Steel Rural Development Society (TSRDS), Tribal Cultural Society (TCS) and Tata Steel Family Initiatives Foundation (TSFIF). Tata Steel Rural Development Society (TSRDS) launched the much talked about 'Tejaswini Programme'.

In Tejaswini project there are dedicated training programmes of Self Help Groups (SHGs) which were organised in areas like Kalinganagar, Gopalpur, Joda, Sukinda and Belpahar in Odisha and Jharkhand. The SHGs engaged in income generating activities like poultry farming, goat rearing, mushroom cultivation, tailoring, gardening, stone carving, nursery, phenyl making, pickle making and saura painting. To protect women from Intra-household and social discrimination, Tata Steel's Urban Services focused on their skill-building vocational trainings such as sewing and design, embroidery, mehendi art, zari work, fabric painting, personal grooming etc. and make them economically independent. Capacity building for sustainable livelihood shows that there are several

micro-enterprises and more than 800 self-help groups of various levels of development are now functional, following training of women in local areas. The initiative to organize village women and form SHGs has enabled them to find alternative livelihood opportunities. The support provided by Tata Steel to the Tejaswinis, the members of the women self help groups (SHGs) have enabled them not only to sell their products in the local market but also outside. These families generate substantial income through activities like poultry farming, gardening, stone carving, Saura painting and in setting up of small industries like phenyl and pickle making among others. Thus, TSRDS is not only facilitating credit linkage for the self help groups (SHGs), it is also facilitating the marketing of their products. Conceived as a tool to strengthen SHG movement in Odisha, the effort of the company has succeeded in attaining women empowerment in terms of decision making power in family, contribution to the family income, participation in capacity building process and development of leadership quality. With an objective to provide entrepreneurship opportunities to the women in villages, Tata Steel Rural Development Society (TSRDS) has started providing training and required facilitation for Mushroom Cultivation in its mining areas. The ever demanding market with sound profit margin of Mushroom inculcated interest within the women Self Help Groups (SHGs). With the active support of TSRDS, a total of 174 women of 16 SHGs in these rural areas came forward and took up this venture earnestly. TSRDS also ensured all related infrastructure like shed and water tank, training and skill up-gradation for Mushroom Cultivation.

Moreover, it was seen that women are empowered not only through SHGs but by training to use heavy machines too. These workers, called Tejaswinis at Tata Steel, are women trained as operators of cranes and mechanics of heavy engineering equipments. The programme is to train unskilled women workers so that they could take up heavy mechanical work. Tejaswini has changed the mindset that heavy workload can only be handled by men. Therefore, as part of its initiative to facilitate empowerment, especially for tribal women at Kalinganagar, Tata Steel is proactively promoting their development through the Tejaswini initiative which is aimed at empowering women. As a result, the Company has achieved significant success in attaining women's empowerment in terms of their ability to take important decisions impacting their families, contributing to the family incomes, participating in capacity-building process and leadership development initiatives.

C. Project Vartika

Tata Power has undertaken numerous initiatives for the sustainable development of women community in Mundra. Tata Power group companies have aligned

their CSR policy to five thrust areas which includes primary education with focus on girl child, health & drinking water, livelihood and employability, social capital and infrastructure, and inclusive growth. The CSR Initiatives are undertaken through the developmental strategy i.e., Tata Power Community Development Trust (TPCDT) across all its locations. The project Vartika has been introduced by Tata Power in the region of Kutch, Gujarat. Through the enhancement of these skills, Tata Power aims to make women economically independent and enable them to take independent decisions for their families. It aimed at womenfolk of Kutch who tend to their houses, look after cattle and are dependent on men with no access to improving their income. Project Vartika is a special programme designed to endorse value added traditional embroidery crafts and develop market linkages for women to increase their earnings and livelihood profitability. The project provides hands on training to women to enhance their skills in arts and crafts. Through the enhancement of these skills, Tata Power aims to make the community economically independent and enable them to take independent decisions for their families. This programme aims to position women at the same level as men and empower them with self-respect by allowing them to be an earning member of the family, thereby doing away with gender prejudices. In 2017-18 the project formed more than 300 SHGs formed covering 3,800 SHG members from 200 villages and a gross funding of Rs68.1 lakh was mobilized. And 3,400 women members of SHG were trained in income generation activities. In the year 2017-18, the company supported 1,192 SHG (Self Help Group) members from the affirmative action community for income generation activities like poultry, handicrafts etc., while 5,228 youths from Dalit and tribal communities were trained by TPSDI (Tata Power Skill Development Institute) to help find livelihood in the power sector. The company also supported 1,539 Dalit and tribal farmers in systemic rice intensification, improved varieties of seeds, advanced technology and integrated watershed management practices.

In association with the Committee of Resource Organizations (CORO), Tata power launched a unique initiative to enhance the leadership qualities and intervention capabilities of women. The endeavor focused on formation self-help groups (SHG) and voicing concerns related to Violence against Women and Girls (VAWG). The first SHG was formed in Tunda Vandh village in 2008. 480 women are a part of the SHGs and are community representatives in their villages. The primary function of such groups is to form, join and manage various group activities while offering relevant technical support to help the group

take on their new roles. This helps in facilitating a healthy and conducive environment for the local community. These groups are also strengthened through banks and market linkages, thus facilitating social security among the society at large. Corporates working with such groups have also encouraged the formation of federations to undertake developmental activities in the region. Offering social and economic benefits, SHGs enable women to increase their savings and gain access to credit which banks are increasingly willing to lend. They act as community platforms on which women can become active in village affairs, stand for local elections or take action to address social or community issues like the abuse of women, alcohol, the dowry system, etc. SHGs have also helped to promote savings and yield economic benefits, reduce the dependence on moneylenders and have resulted in empowerment of women. Therefore the project enhances leadership qualities and intervention capacities of women and augments social and financial independence of women.

D. Project Kaushalya

Tata Motors Limited is one of India's largest automobile companies which do CSR as prescribed under Section 135 of the Act. Through the Affirmative Action programme, the company reaches out to the marginalized groups and 40% of the CSR budget is earmarked for programmes towards their upliftment. This is done through education, employability, employment and entrepreneurship. Project Arogya for Health, project Vidyadhanam for Education, project Kaushalya for Employability and project Vasundhara for Environment. The objective of Kaushalya is the skill development programme to enhance the employability of youth by training them in automotive and non-automotive trades. Most popular among the training courses are the driver and motor mechanic courses.

Community members are also offered agriculture and allied training which helps them to pursue income generating activities like animal husbandry, floriculture and kitchen gardening. The company also trains and mentor enterprising SC/ST youth & encourage them to become entrepreneurs. Team has undertaken several initiatives to include them in its vendor base. Tata Motors engages SC/ST entrepreneurs with an objective to extend business both within and outside its ecosystem. The company also promotes farmers as agripreneurs. They have a new approach for promoting sustainable livelihood among farming community in seven identified tribal villages of Jamshedpur. The rural population is predominantly engaged in agriculture and completely dependent on irrigation. In absence of quality inputs and technical know-how these farmers fail to grow quality product. The project brings high

end technical know-how and infrastructure comprising of training labs & demonstration centers and experience based learning of various pilot projects. Livelihood security is ensured by diversifying efforts in income generating activities like bee keeping, duck & quail farming, mushroom cultivation, fruit plantation and pisciculture. 100% farmers are engaged in fruit plantation activities whereas 30% of the farmers are engaged in vocations like mushroom cultivation and pisciculture. The project with coverage of 100% tribal farmers and more than 80% female beneficiaries upholds the Affirmative Action policy and simultaneously meets the larger agenda of inclusion and women empowerment.

E. Project Meadow

Project Meadow is an important endeavor of CSR practice of Titan Industry. Titan has been working since 1992 with MYRADA (formerly the Mysore Resettlement and Development Agency), a non-government organization that facilitates women's self-help groups, to combat gender inequality. In 1996, Titan along with MYRADA set up Project Meadow (Management of Enterprise and Development of Women) with the aim of providing employment opportunities to young women. It began as a program to help combat female infanticide in the Dharmapuri district, and to better the standard of living of women in these communities. To make the initiative sustainable, Titan began providing the technical training and expertise of running a business to MEADOW. Today, nearly 200 women of these villages own MEADOW. They have reached levels of capability where they can directly negotiate with Titan in the annual revision of piece rates, handle all purchases, control the movement of their vehicles, draw up work schedules, calculate payments, follow up on receivables, do the base work for meeting all statutory requirements etc.

The company's business plan refers to providing micro business opportunities and support to poor village women and individual jewellery artisans (karigars); employing disabled persons; taking environmental protection initiatives, sponsoring educational institutions and programs and offering scholarships, supporting health care projects and abiding by the Tata Code of Conduct which is the base fabric on which they operate. The women were provided with jobs like laundering uniforms of TITAN factory workers, and washing industrial trays used in holding watches and straps. The women were also given extensive training in material accounting and documentation procedures. The jeweller division of Titan outsourced some crucial activities in the production of studded jeweller, primarily in the area of waxing, stone-setting and alloying to Meadow. An initial batch of 40 women was trained to advance their skills in jeweller-making.

They began with bracelet link assembly, and gradually undertook 16 different tasks such as case buffing, hand press and gold plating, strapping, movement assembly, jewellery and strap masking. In many cases, these women have become the most important wage earners in their families. Titan representatives meet with MEADOW employees on a regular basis for weekly and monthly production related meetings and for periodic meetings on annual price negotiations, new opportunities and major process modifications.

F. OKHAI foundation

The OKHAI foundation is the CSR practice of Tata Chemicals for women empowerment. It is set up by Tata Chemicals Society for Rural Development (TCSRDR). The various CSR activities of TCSRDR includes eradicating hunger, poverty and malnutrition promoting health care including preventive healthcare, sanitation and making available clean drinking water, promoting education including special education especially amongst children, women, elderly, employment enhancing vocation skills especially amongst children, women, elderly, and livelihood enhancement projects. The Okhai centre for empowerment promotes handicrafts to preserve traditional skills and provide sustainable livelihoods to artisans. It focuses on product innovation, designing large design base, online sales & exports. The exquisite handicrafts, designs and apparels are a symbol of the economic independence of the women. It not only helps the women become wage earners, but also spreads awareness about the traditional crafts of the region, thus helping them preserve a rich part of their national cultural heritage for generations to come. It enhances women's entrepreneurial qualities and empowers them to set up their own production units. At Mithapur, six clusters worked on bandhani art on clothes, rexene & leather, bead work, jute, block print and coconut fibre products, mobile chargers, solar table lamps, paper envelop, jute products and paper carry bags were promoted. TCSRDR helped develop new designs for karzobi products to push product sales in the market and online. TCSRDR's skill development programme in Mithapur, Babrala, Haldia and Sriperumbudur trained 2,434 unemployed youth to facilitate employment or entrepreneurship development. Training includes repairs of electrical and electronics. The training also included component of soft skills for overall personality development.

VI. CONCLUSION

Tata Group of companies describes the business case for CSR as competitive advantage, cost reduction, ability to attract and retain the best employees and strengthen productivity, enhanced consumer empathy,

creating a better environment, and creating the image of a sharing, caring and successful company. Women being provided with an opportunity of income generation with the path of social entrepreneurship and setting micro credits benefit the community at a larger extent. Women SHGs aid personality development of the members and reduce gender prejudice by improving access to information and knowledge. The CSR World forum reports that the SHGs have been successful to ensure equality in decision making, empowerment of women, equality in status, access to choice, reduced drudgery, improved literacy and increased awareness generation and the access to Right to Information (RTI). The members of the groups have access to loans for their various needs such as housing, education, capital for small businesses, health care and other necessary economic needs. The SHGs promote social entrepreneurship to these rural women who otherwise lack avenues for development. Income generation has provided them with financial independence which boosts their confidence and status in the community. Their status is seen to improve both at family and community level. Through the small businesses and financial independence they can now take better decision in the household matters and understand their rights as women in every sense. Therefore, due to social entrepreneurship by Multinationals, the community has now better access to knowledge, enhanced personality development of rural women, enhanced capacity building and skill development, increased social capital for rural women folk, increased savings, financial inclusion and banking services, improved employment opportunities, capital for small businesses and formal credit linkages. Thus corporate social responsibility plays a significant role in empowering women through promotion of social entrepreneurship and thereby brings community development.

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