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# A study of profile of non-governmental organizations working on women empowerment in Chhattisgarh state

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### Abstract
The study evaluates the profile of NGOs working in women empowerment in Chhattisgarh State, targeting 20 NGOs in three districts (Bilaspur, Durg and Raipur) with 40 randomly selected staff members. The study found that NGOs aim to improve the socio-economic status of poor people by providing economic support, raising awareness on health, education, nutrition, and sanitation, and empowering women through SHGs, vocational training, and government programs. Most NGOs operate at state levels, had an annual budget of up to ₹25 lakhs, have experienced over 15 years and focus on training, women-oriented activities, and economic empowerment. Three-fourth of sampled NGOs have staff sizes of 3 to 7, and majority had developed ties with the agriculture, allied departments, and women's and child care departments. The results also highlight that maximum NGOs were lacking in networking. However, networking has the potential to significantly increase the effectiveness of NGOs if used appropriately. Networking greatly increases the amount of information that is available to their member organisations and to cover gaps in currently available information systems. NGOs can increase their flexibility, strength, and efficiency by cooperating on similar goals, learning from one another, and using each other's resources and expertise.

**Keywords:** NGO, women empowerment, training, resource allocation

## Introduction
Women make up 49.58% of the global population (http://statisticstimes.com), with India having 48.04% of the total population (World Population Prospects, 2019) [11]. Women's empowerment is a widespread phenomenon, with the United Nations Organization focusing on its development. Empowerment is essential for women's well-being and society's advancement. The United Nations, governments, and non-governmental organizations prioritize women's empowerment in their policies, activities, and agendas. Non-governmental organizations, such as the World Bank and United Nations, have made significant efforts to uplift, empower, and develop women. According to the World Bank non-governmental organizations can be defined as "private organizations that pursue activities to relieve suffering, promote the interests of the poor, protect the environment, provide basic social services or undertake community development". Since the United Nations needed to distinguish between participation rights for intergovernmental specialised agencies and those for international private groups in its Charter, the term "non-governmental organisation" or "NGO" came into common usage in 1945 (Peter Willets). NGOs have grown to play a crucial role in the institutional framework for addressing issues including gender equality, rural development, and poverty. The NGOs have greatly expanded their activities to encompass group formation, microcredit, official and informal education, training, social welfare, agricultural activities, health care, and other sectors in order to help the social and economic empowerment of the underprivileged. The organisation primarily employs the target-group technique, in which groups of the impoverished with comparable socioeconomic interests are formed to accomplish their goals.

In India, the limited effectiveness of the government's previous development plans contributed to the rise of NGO's following independence, particularly after the 1970s. Even after 50 years of state-led development initiatives, India's society is still plagued by issues like the highest concentration of poor people, starvation, malnutrition, unemployment, gender equality, illiteracy, etc. (Hazarika, 2011) [6]. In India, NGOs are not a recent development. Although volunteering has long played a significant role in Indian culture and social tradition, the necessity of encouraging their involvement in rural development is now widely acknowledged. Since government organisations have not been able to reach the people, especially the rural

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and disadvantaged women, in regard to rural development at the desired level, they have grown significantly in number, gained greater importance and significance, and launched numerous new experiments in the field.

Empowerment strategies gained popularity in the 1990s. The government acknowledges NGOs for their contributions in rural reconstruction. Involving NGOs from the beginning of planning was envisioned for the Ninth Plan. The SGSY scheme was introduced in 1999 and group lending is still the main focus. NGOs are heavily active in influencing the SHGs because they have pioneered the promotion of SHGs. Despite the enormous efforts made to empower women, the efficiency and finance strategies (allocating only small sums) behind these interventions seemed to be undermining their dedication to strengthening women's role(s) in the realisation of sustainable development (Al Hakim *et al.*, 2022) [1].

To comply with judicial requirements, NGOs in India must be legally registered under the Society Registration Act of 1860, the Indian Trust Act of 1882, the Cooperative Societies Act of 1904, and the Joint Stock Companies Act of 1956. They must register under the Foreign Contribution Regulation Act of 1976 in order to receive the foreign contribution. However, the Society Registration Act governs the registration of the majority of NGOs in India. The approach that an NGO chooses to employ varies from organisation to organisation and is determined by the organization's ideology, motivation, and capacity. The category of NGOs in India lacks coherence. Some of them even have communal, fundamentalist characteristics (very religious to the point of being exclusive). Others have strong ideological commitments to the right, centre, and left. Additionally, not all of them have the ability to empower the weak, especially women, or have an inclination in doing so. (Dabhi, 2009) [3].

The study was an effort to assess how non-governmental organisations contributed to the empowerment of women in the state of Chhattisgarh. Non-Governmental Organisations are proving to be a crucial instrument for empowering women by giving them access to self-employment opportunities, vocational training, self-help groups, and many other beneficial resources. According to standardizations.org, there are an estimated 10 million nongovernmental organisations worldwide. In India, there are 129456 registered non-governmental organisations, whereas there are 1778 in Chhattisgarh (Source: ngo darpan.in). These NGO's receive funding from both domestically and abroad. The Foreign Contribution Regulation Act (FCRA), which the government has made necessary for taking foreign funding, is likely not upheld by the majority of NGOs. The question of whether these NGOs are assisting in the empowerment of women is of some concern, though and whether these NGOs in any way assist women in making decisions, getting access to resources, and exercising their economic, social, and political rights.

## Research Methodology

The research was carried out in the state of Chhattisgarh in the years 2020-21. Out of the total 28 districts (2020), three districts, namely Bilaspur, Durg, and Raipur, were purposefully chosen for the study because maximum numbers of NGOs were working for women's empowerment in these districts. With the assistance of the Government NGO directory (ngodarpan.gov.in), a list of NGOs working in the field of women's empowerment was compiled for the three districts. A proportionate 20 per cent of the NGOs on the final list were chosen for the study. In this manner, a total of 20 NGOs was chosen. A sample of 40 respondents was formed by randomly selecting 2 staff members from each NGO. Personal interviews with respondents were conducted employing a semi-structured and pre-tested interview schedule. The methodology outlined by Bodapati (2014) [2] was utilised to assess the profile of NGOs. The variable that provides a brief introduction to an organization's organisational structure, goals, and objectives is known as its profile. It is measured under various subheadings such as the organisations' main objectives, area of operation, guest faculty, main sources of funding, annual budget, resource allocation, major targeted beneficiaries, value of assets possessed by the NGOs, experience in the women empowerment sector, strength of the NGOs in women empowerment, staff position, membership in network, and rapport with other organisations. Further each variable was categorised using class interval method and percentage analysis was used to present the results.

**Table 1:** Selection of districts, NGOs and staff members

| Sl. No. | Districts | Selected NGOs in the districts | Name of the Selected NGOs | Selection of staff members (n=40) |
|---|---|---|---|---|
| 1. | Bilaspur | 4 | Chhattisgarh Prachar evam Vikas Samiti | 2 |
| | | | Shikar Yuva Manch | 2 |
| | | | Tapsya Samajik Sansthan | 2 |
| | | | Vikassheel Foundation | 2 |
| 2. | Durg | 3 | Jan Sewak Samiti | 2 |
| | | | Sahyogi Mitra Mandal | 2 |
| | | | Upkar Samajik Seva Sansthan | 2 |
| 3. | Raipur | 13 | Janhit Chhattisgarh Vikas Samiti | 2 |
| | | | Adarshdeep Aksamta Vikas Kendra | 2 |
| | | | Adishree Sewa Samiti | 2 |
| | | | CARDS | 2 |
| | | | Chetna Child and Women Welfare Society | 2 |
| | | | Nav Chetan Jan Kalyan Avam Mahila Utthan Samiti | 2 |
| | | | Lalitha Foundation | 2 |
| | | | PATH | 2 |
| | | | Protsahan Samajik Sanstha | 2 |
| | | | Samarth Samriddh Desh | 2 |
| | | | Samarthan | 2 |
| | | | Shramjeevi Vikas Manch | 2 |
| | | | Sparsh Samajik Sansthan | 2 |

## Results and Discussion
## Profile of the NGOs
## Objectives of the NGOs

The NGOs are categorised in Table 2 based on their objectives in accordance with the data analysis. The Table 2 demonstrated that the majority of the sampled NGOs (100%) focused on improving the socio-economic status of the poor through the provision of economic support programmes, raising awareness of health, education, nutrition, and sanitation, and empowering women through the establishment and strengthening of SHGs, vocational training, and raising their awareness through government programmes. Following that, 90 per cent of them were focusing on the development and organisation of non-formal education, 85 per cent on aiding rural residents in their socioeconomic development, 75 per cent on offering training support for agriculture and related activities, 30 per cent on raising awareness and implementing HIV/AIDS prevention programmes, and only a small percentage (15%) were focusing on the rehabilitation of the especially abled, orphans and intellectually challenged. The NGOs were operating in accordance with the goals they set forth when they were founded and registered. The objectives were set in accordance with the NGO's mission and goals as well as the conditions in the area where they were providing services. Similar findings were reported by Pandey (2019) [7] who investigated the role of non-governmental organisations (NGOs) in fostering women's empowerment in Delhi. CARE India, a non-profit organisation founded 65 years ago, is dedicated to reducing poverty and supporting women-led social businesses. It promotes microfinance, Self-Help Groups, and self-help programmes. The National Federation of Indian Women focuses on empowering all women, whereas Jagori assists the government in policy formulation and distribution of benefits to women. Sudarshanam (2022) [9] studied rural women beneficiaries with three NGOs: The Society for Women's Awareness and Rural Development, Ideal Rural Development Society, and Adarsha Mahila Mandali and reported that these NGOs aimed to reduce poverty, empower women, and raise public awareness about government initiatives for women's empowerment.

### Area of operation

Table 2 also shows the area of operation and the results revealed that a majority of NGOs (75%) operate and expand their services at the state level, with just 15 per cent doing so at the divisional level and only 10 per cent at the district level. From the results, it is clear that the majority of NGOs operated at the state level. This is because their work is primarily project-based, and they can expand their services to any districts in accordance with the projects they receive as well as the needs of their funders.

### Guest Faculty

Table 2 lists the guest faculties who were invited in by NGOs to provide training, awareness of various issues, etc. According to the results, the majority of NGOs (75%) had invited faculty from universities or colleges, followed by 65 per cent of NGOs who had also invited faculty from other

state universities and central government universities. Faculty from several universities and colleges were asked to give lectures on a variety of income-generating enterprises and to spread legal awareness.

### Main sources of funding

Funding is essential because it allows NGOs to exist and keeps their operations going. It is a crucial factor because without sufficient funding, NGOs would be unable to achieve their goals and realise their vision. The findings regarding the primary source of funding are shown in Table 2, which indicates that all of the sampled NGOs received funding through another non-government agency, followed by 95 per cent of NGOs that were also funded by government agencies to carry out their operations, 65 per cent of NGOs that received funding through corporate social responsibility (HDFC, ACC, etc.), and 30 per cent of NGOs that were also funded by foreign agencies. Each NGO receives funding from other NGOs, such as philanthropic organisations, as well as from other national NGOs.

### Annual Budget

The Table 2 shows the results on annual budget of NGOs and according to the analysis, the results revealed that maximum percentage of NGOs (55%) were having an annual budget up to ₹25 lakhs, followed by 20 per cent had an annual budget of more than ₹1crore, 15 per cent had an annual budget in the range of ₹50- ₹75 lakhs and lesser percentage of NGOs (5%) were having annual budget in the range of ₹25–₹50 lakhs and similar percentage of NGOs (5%) were having an annual budget in between ₹1crore. Bridgespan Group (2021) survey, also discovered that 36 per cent of NGOs spent between INR 1 and 10 crore each year.

### Resource allocation for women empowerment programmes/projects

The data related to the resource allocation for women empowerment programmes and projects is furnished in Table 2, and it revealed that a greater number of NGOs (40%) had budget allocations between 5 lakhs and 10 lakhs, followed by 10 lakhs to 15 lakhs (20%), up to 5 lakhs (15%), and more than 20 lakhs (15%). For projects and programmes aimed at empowering women, the remaining 10% received an allocation of between 15 lakhs and 20 lakhs.

### Resource allocation in percentage for women empowerment programmes/projects

Table 2 also shows the resource allocation for women empowerment programs/projects in percentage terms. The results showed that more than half of the NGOs (65%) had low resource allocation up to 33 per cent, followed by 35 per cent of NGOs with medium resource allocation in the range of 34 to 66 per cent, and none of the NGOs fell under the category of high resource allocation (>66%). The fact that programmes promoting women's empowerment receive a low amount of resources may be because they must meet donor-

set goals. Another factor could be because NGOs don't just concentrate on the objective of women's empowerment but rather have multiple agendas at once.

**Major targeted beneficiaries**
Table 2 demonstrates that the SC/ST population, women, and labour were all of the NGOs' primary targeted beneficiaries. 95 per cent of the NGOs targeted youth and children, 80 per cent of the NGOs also had adolescent girls as their beneficiaries, and 75 per cent of the NGOs also targeted marginal and small farmers. The reason for selection of above beneficiaries by NGOs is because of their objective set forth by them i.e enhancing the socioeconomic conditions of the underprivileged by offering economic assistance programmes, increasing public awareness of health, education, nutrition, and sanitation, and empowering women through the formation and strengthening of SHGs, vocational training, and public awareness campaigns and they were targeting their beneficiaries accordingly.

**Value of assets possessed by the NGOs**
According to Table 2, the greatest percentage of NGOs (40 per cent) had assets worth up to 2.5 lakhs, followed by 25 per cent who had assets worth between ₹5 lakhs to ₹7.5 lakhs, 20 per cent who had assets worth between 2.5 lakhs and 5 lakhs, 10 per cent who had assets worth more than 10 lakhs, and 5 per cent who had assets worth between 7.5 lakhs and 10 lakhs.

**Experience in women empowerment**
In accordance with Table 2, the majority of NGOs (55%) had experience spanning more than 15 years, followed by another 30 per cent of NGOs with experience spanning 8 to 15 years, and the smallest percentage of NGOs (15%) with an experience up to 7 years. Because most NGOs have been working towards the goal of women's empowerment and development from their founding, they may have more experience in this area.

**Strength of NGOs in women empowerment**
Table 2 also shows the strength of NGOs in empowering women. The table shows that all NGOs (100%) have training, women's-oriented activities, and economic empowerment of women as their strengths for women's empowerment, followed by 95 per cent of NGOs with social empowerment and 80 per cent of NGOs with entitlements as well.

**Staff Position**
According to the information (Table 2) about the staff positions of NGOs, the majority of NGOs (75%) had three to five administrative staff members, followed by twenty percent of NGOs with high staffs of more than five, and only five

percent of NGOs with just two administrative staff members. More than half (80%) of the majority of NGOs had technical staff with three to eight employees, 15 per cent had more than eight, and only 5 per cent had technical personnel with two or less. Regarding specific staff for women's empowerment, the majority of NGOs (70%) had personnel between three and seven, followed by 25 per cent of NGOs with more than seven, and just 5 per cent with personnel between two and three. The findings conflict with those of a survey (2000–2001) by the Society for Participatory Research in Asia, which found that while over 19 million people nationwide work for non-profit organisations as volunteers or paid staff, 73.4 per cent of those organisations only had one or no paid staff (Source: http://pria.org).

**Membership in network**
Networking helps to strengthen the capacities and negotiating skills of non-governmental organisations. It promotes democracy and strengthens non-governmental organisations' developmental role. The results regarding network membership (Table 2) showed that the majority of the sampled NGOs (35%) had no membership in any networks, 30 per cent had membership in one network, 10 per cent had membership in two networks, other 10 per cent of NGOs had membership in three networks, and 15 per cent had membership in more than three networks. The majority of them have links through Child Line and VANI (Voluntary Action Network of India). Since maintaining networks, whether one or more than two, strengthened their ability to play a developmental role, more than half of the NGOs were doing so. Bodapati (2014) [2] also inferred that 40 per cent of the NGOs in all three regions of Andhra Pradesh did not belong to any networks because they did not understand the value of linkages and networks.

**Rapport building with other Organizations**
The results regarding rapport with other organizations (Table 2) shows that major percentage of the NGOs (60%) established rapport with women and child care department and agriculture and allied departments, followed by 45 per cent of the NGOs had rapport with corporate companies, 30 per cent of the NGOs had rapport with forest department, 25 per cent of the NGOs maintained rapport with labour department and education department, 20 per cent established rapport with social welfare department and very few of the NGOs (10%) had rapport with Chhattisgarh Council of Science and Technology. The reason behind maximum NGOs were maintaining rapport with Women and Child care department is that the NGOs had both women and child as their targeted beneficiaries and were working on goal of women empowerment and child development. Similar results were observed by Gopireddy (2004) [5] where the NGOs had cordial relationship with funding agencies and Central government.

**Table 2:** Distribution of the NGOs according to their profile characteristics

| Sl. No. | Profile Characteristics | Frequency (n=20) | Percentage |
|---|---|---|---|
| 1. | **Objectives** | | |
| i. | Improving the socio-economic status of poor people by providing economic support programmes. | 20 | 100.00 |
| ii. | Creating awareness on health, education, nutrition and sanitation. | 20 | 100.00 |
| iii. | To rehabilitate the especially abled, orphans and intellectually challenged. | 3 | 15.00 |
| iv. | To help the rural people in their socio-economic development. | 17 | 85.00 |
| v. | Creating awareness and implementing HIV/AIDS prevention Programmes. | 6 | 30.00 |
| vi. | To empower the women through formation and strengthening of SHGs, vocational training and increasing their awareness through government programmes. | 20 | 100.00 |
| vii. | Providing training support for agriculture and allied activities. | 15 | 75.00 |
| Viii | Developing and organizing non-formal education. | 18 | 90.00 |
| **Sl. No.** | **Area of operation** | **Frequency** | **Percentage** |
| 1. | Divisional Level | 3 | 15.00 |
| 2. | District Level | 2 | 10.00 |
| 3. | State Level | 15 | 75.00 |
| | **Guest Institutions** | **Frequency*** | **Percentage** |
| 1. | University /College | 15 | 75.00 |
| 2. | Other state Universities | 13 | 65.00 |
| 3. | Central Government Universities | 13 | 65.00 |
| | ***Based on multiple response** | | |
| **Sl. No.** | **Sources of Funding** | **Frequency*** | **Percentage** |
| 1. | Government agency | 19 | 95.00 |
| 2. | Non-Government agency | 20 | 100.00 |
| 3. | Foreign agency | 6 | 30.00 |
| 4. | Others | | |
| i. | Private Companies as CSR (Corporate Social Responsibility) (HDFC, ACC) | 13 | 65.00 |
| | ***Based on multiple responses** | | |
| **Sl. No** | **Annual Budget (2020-2021)** | **Frequency** | **Percentage** |
| 1. | Up to ₹25 lakhs | 11 | 55.00 |
| 2. | ₹25-₹50 lakhs | 1 | 5.00 |
| 3. | ₹50-₹75 lakhs | 3 | 15.00 |
| 4. | ₹75-₹1 crore | 1 | 5.00 |
| 5. | More than ₹1crore | 4 | 20.00 |
| **Sl. No.** | **Resource allocation (in ₹)** | **Frequency** | **Percentage** |
| 1. | Up to ₹5 lakhs | 3 | 15.00 |
| 2. | ₹5 lakhs to ₹10 lakhs | 8 | 40.00 |
| 3. | ₹10 lakhs to 15 lakhs | 4 | 20.00 |
| 4. | ₹15 lakhs to ₹20 lakhs | 2 | 10.00 |
| 5. | More than ₹20 lakhs | 3 | 15.00 |
| **Sl. No.** | **Resource allocation (in %)** | **Frequency** | **Percentage** |
| 1. | Low resource allocation (Up to 33%) | 13 | 65.00 |
| 2. | Medium resource allocation (34 to 66%) | 7 | 35.00 |
| 3. | High resource allocation (>66%) | 0 | 0.00 |
| **Sl. No.** | **Major Targeted Beneficiaries** | **Frequency*** | **Percentage** |
| 1. | Marginal and Small Farmers | 15 | 75.00 |
| 2. | SC/ST Population | 20 | 100.00 |
| 3. | Women | 20 | 100.00 |
| 4. | Labour | 20 | 100.00 |
| 5. | Youth | 19 | 95.00 |
| 6. | Adolescent Girls | 16 | 80.00 |
| 7. | Children | 19 | 95.00 |
| | ***Based on multiple responses** | | |
| **Sl. No.** | **Value of assets possessed by NGOs (in ₹)** | **Frequency** | **Percentage** |
| 1. | Up to ₹2.5 lakhs | 8 | 40.00 |
| 2. | ₹2.5 lakhs to ₹5 lakhs | 4 | 20.00 |
| 3. | ₹5 lakhs to ₹7.5 lakhs | 5 | 25.00 |
| 4. | ₹7.5 lakhs to ₹10 lakhs | 1 | 5.00 |
| 5. | More than ₹10 lakhs | 2 | 10.00 |
| **Sl. No.** | **Experience in women empowerment** | **Frequency** | **Percentage** |
| 1. | up to 7 years | 3 | 15.00 |
| 2. | 8 to 15 years | 6 | 30.00 |
| 3. | More than 15 years | 11 | 55.00 |
| **Sl. No.** | **Strength of NGOs in women Empowerment** | **Frequency*** | **Percentage** |
| 1. | Training | 20 | 100.00 |
| 2. | Entitlements | 16 | 80.00 |
| 3. | Women Oriented activities | 20 | 100.00 |

| Sl. No. | Staff Position | Frequency | Percentage |
|---|---|---|---|
| 4. | Social empowerment of Women | 19 | 95.00 |
| 5. | Economic empowerment of women | 20 | 100.00 |
| **Based on multiple responses** | | | |
| **Sl. No.** | **Staff Position** | **Frequency** | **Percentage** |
| a. | Administrative staff | | |
| | Up to 2 | 1 | 5.00 |
| | 3 to 5 | 15 | 75.00 |
| | >5 | 4 | 20.00 |
| b. | Technical Staff | | |
| | Up to 2 | 1 | 5.00 |
| | 3 to 8 | 16 | 80.00 |
| | >8 | 3 | 15.00 |
| c. | **Special staff for women Empowerment** | | |
| | Up to 2 | 1 | 5.00 |
| | 3 to 7 | 14 | 70.00 |
| | >7 | 5 | 25.00 |
| **Sl. No.** | **Membership in Network** | **Frequency** | **Percentage** |
| i. | No membership in any network | 7 | 35.00 |
| ii. | Membership in one network | 6 | 30.00 |
| iii. | Membership in two networks | 2 | 10.00 |
| iv. | Membership in three networks | 2 | 10.00 |
| v. | Membership in more than three networks | 3 | 15.00 |
| **Sl. No.** | **Rapport with other Organizations** | **Frequency** | **Percentage** |
| A. | **Government departments** | | |
| i. | Women and Child care department | 12 | 60.00 |
| ii. | Agriculture and allied departments | 12 | 60.00 |
| iii. | Labour Department | 5 | 25.00 |
| iv. | Social Welfare | 4 | 20.00 |
| v. | Education department | 5 | 25.00 |
| vi. | Forest Department | 6 | 30.00 |
| vii. | Chhattisgarh Council of Science and Technology | 2 | 10.00 |
| B. | **Other organizations** | | |
| i. | Corporate companies | 9 | 45.00 |
| | *Based on multiple responses | | |

## Conclusion
The study has some implications for decision-makers in government, NGOs, and other sectors. If NGOs want to empower women, they must link their initiatives to the development of their beneficiaries' capacities in terms of the priority areas that they have chosen. By concentrating completely on their agenda for women's empowerment, the issue of low resource allocation for women's empowerment and development can be reduced. The idea that women may be strengthened and given more power simply by receiving training or by meeting the organisation's infrastructure needs draws emphasis away from the people. Additionally, there has to be improved coordination between the many organisations with which these NGOs engage on projects. Networking is an important key for NGOs because they can benefit from working with other national and international organisations.

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