

## DAFTAR PUSTAKA

- Amnesty International. (2020, January 23). *New study shows shocking scale of abuse on Twitter against women politicians in India*. Amnesty International. Diakses dari <https://www.amnestyusa.org/press-releases/shocking-scale-of-abuse-on-twitter-against-women-politicians-in-india/>
- Bhatia, M., & Kashyap, R. (2023). *Making India's gig economy gender inclusive*. The Governance Post. Diakses dari <https://www.thegovernancepost.org/2023/06/making-indias-gig-economy-gender-inclusive/>
- Boston Consulting Group. (2021). *Unlocking The Potential of The Gig Economy in India*. Michael & Susan Dell Foundation
- Business Standard. (2020, March 6). *Female labour-force participation in India declined from 34% in 2006 to 24.8% in 2020: Study*. Diakses dari [https://www.business-standard.com/article/pti-stories/female-labour-force-participation-in-india-declined-from-34-pc-in-2006-to-24-8-pc-in-2020-study-120030601403\\_1.html](https://www.business-standard.com/article/pti-stories/female-labour-force-participation-in-india-declined-from-34-pc-in-2006-to-24-8-pc-in-2020-study-120030601403_1.html)
- Business Standard*. (2022, October 2). *House panel flags poor placements, under-utilisation of funds in PMKVY 3.0*. Diakses dari [https://www.business-standard.com/article/economy-policy/house-panel-flags-poor-placements-under-utilisation-of-funds-in-pmkvy-3-0-122100200409\\_1.html](https://www.business-standard.com/article/economy-policy/house-panel-flags-poor-placements-under-utilisation-of-funds-in-pmkvy-3-0-122100200409_1.html)
- CEDAW South Asia. (n.d.) *India: Status of CEDAW*. CEDAW South Asia. Diakses dari <https://cedawsouthasia.org/country-status/india/>
- Creswell, J. W. (2014). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches (4<sup>th</sup> ed.)*. Sage Publications
- Das, R. (2023). Tantangan Pekerja Gig Perempuan di India. *International Journal of Innovative Research in Management and Finance*, 10(1)
- Devetak, R. (2022). *Theories of International Relations (6<sup>th</sup> ed.)*. Bloomsbury Academic
- Devi, N. L., & Reddy, V. R. (2023). *Gender Disparities in Technological Proficiency Among Women Online Workers in The Digital Economy Era*. *Education and Information Technologies*, 28(3), 219–232
- Drishti IAS. (2025, May 14). *Editorial analysis: Skill development in India — Challenges and way forward*. <https://www.drishtiias.com/current-affairs-news-analysis-editorials/news-editorials/14-05-2025/print>

- Draude, Anke. (2018). *Translation in Motion: A Concept's Journey Towards Norm Diffusion Studies*. Researchgate
- Dunne, T., et al. (2013). *International Relations Theories: Dicipline and Diversity 3<sup>rd</sup> Edition*. Oxford University Press
- Environment for Development Initiative. (2023). *Gender-inclusive Skilling for An Equitable Workforce (Policy Brief)*. Diakses dari <https://www.efdinitiative.org/sites/default/files/publications/Policy%20brief%20-%20Efd%20India.pdf>
- Finnemore, M. & Sikkink, K. (1998). International Norm Dynamics and Political Change. *International Organization*, 52(4), 887-917
- Feminism in India. (2023, September 7). *Bridging The Skilling Gap For Inclusive Growth*. Diakses dari <https://feminisminindia.com/2023/09/07/bridging-the-skilling-gap-for-inclusive-growth/>
- Ghosh, S. (2023). *The Skilling Imperative in India: The Bridge Between Women and Work*. Observer Research Foundation
- Government of India. (2015). *Digital India: Power to empower*. Ministry of Electronics and Information Technology
- Government of India. (2017, March 6). *Cabinet approves MoU between India and the UN Entity of Gender Equality and Empowerment of Women (UN-Women)*. Prime Minister's Office. Diakses dari [https://www.pmindia.gov.in/en/news\\_updates/cabinet-approves-mou-between-india-and-the-un-entity-of-gender-equality-and-empowerment-of-women-un-women/](https://www.pmindia.gov.in/en/news_updates/cabinet-approves-mou-between-india-and-the-un-entity-of-gender-equality-and-empowerment-of-women-un-women/)
- GSMA. (2022). *The Mobile Gender Gap Report 2022*. Diakses dari <https://www.gsma.com/r/wp-content/uploads/2022/06/The-Mobile-Gender-Gap-Report-2022.pdf?utm>
- IBEF. (n.d.). *Pradhan Mantri Kaushal Vikas Yojana (PMKVY)*. India Brand Equity Foundation. Diakses dari <https://ibef.org/government-schemes/pradhan-mantri-kaushal-vikas-yojana?utm>
- IIPA. (2020). *Evaluation Study Report of The Scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2016 – 2020*. Indian Institute of Public Administration
- Indian School of Business. (2021). *Women's Inclusion in Gig Economy: An Unfulfilled Promise*. SRITNE. Diakses dari <https://www.isb.edu/en/research-thought-leadership/research-centres-institutes/sritne/research/research-projects/women-in-gig-economy.html>

- India Today. (2020, January 23). *95 Indian woman netas faced social media abuse during 2019 polls: Study*. India Today. Diakses dari <https://www.indiatoday.in/india/story/women-politicians-abused-social-media-amnesty-study-1639432-2020-01-23>
- ILO. (2020). *Competency-based training (CBT): An introductory manual for practitioners*. ILO Regional Office for Arab States. Diakses dari [https://www.ilo.org/arabstates/publications/WCMS\\_831870/lang--en/index.htm](https://www.ilo.org/arabstates/publications/WCMS_831870/lang--en/index.htm)
- ILO (2022). *India Labour Market Update*. International Labour Organization
- ITU & UN Women. (2016, September 20). *ITU and UN Women announce global partnership for gender equality in the digital age*. UN Women. Diakses dari <https://www.unwomen.org/en/news/stories/2016/9/press-release-itu-and-un-women-announce-global-partnership-for-gender-equality-in-the-digital-age>
- ITU. (2022). *Measuring Digital Development: Facts and Figures 2022*. Diakses dari [https://www.itu.int/dms\\_pub/itu-d/opb/ind/d-ind-ict\\_mdd-2022-pdf-e.pdf?utm](https://www.itu.int/dms_pub/itu-d/opb/ind/d-ind-ict_mdd-2022-pdf-e.pdf?utm)
- IWWAGE. (2024). *India's Gig Economy: The Future of Work For Women?*. Institute for What Works to Advance Gender Equality
- Jayachandran, S., & Pande, R. (2022). *Reducing Gender Bias in India Would Boost Entrepreneurship and Women's Employment*. Yale Economic Growth Center
- Jorgensen, K. E. (2018). *International Relations Theory: A New Introduction (2<sup>nd</sup> ed)*. Palgrave Macmillan
- J-PAL. (2022). *Increasing Women's Participation in The Gig Economy Through Flexible Work Opportunities: Evidence from India*. Abdul Latif Jameel Poverty Action Lab
- Kasliwal, R. (2023). *Gender and The Gig Economy: A Qualitative Study of Gig Platforms for Women Workers*. Observer Research Foundation.
- Kumar, S. (2022). *The Skilling Imperative in India: The Bridge Between Women and Work (Issue Brief)*. Observer Research Foundation
- McKinsey Global Institute. (2021). *The Future of Work After COVID-19*. McKinsey & Company
- McKinsey Global Institute. (2023a). *Digital India: Technology to Transform a Connected Nation*. McKinsey & Company
- McKinsey. (2023b). *What Is the Gig Economy?*. McKinsey Global Institute. Diakses dari [What is the gig economy? | McKinsey](#)

- McKinsey & Company. (2023c). *Women in The Gig Economy: Challenges and Opportunities for Inclusive Growth*. Diakses dari <https://www.mckinsey.com>
- Mehta, Balwant Singh. (2024). *Measuring the Gig Economy: Challenges and Issues (November 01, 2024)*. Available at SSRN: <https://ssrn.com/abstract=5095180>
- Mukherjee, T., Ilavarasan, P. V., & Kar, A. K. (2024). *Empowering Through Digital Skills Training: An Empirical Study of Poor Unemployed Working-age Women in India*. Information Technology for Development
- MSDE. (2020a). *Approval of PMKVY 3.0 (2020–21)*. Government of India. Diakses dari <https://www.msde.gov.in/static/uploads/2024/04/Approval-of-PMKVY-3.0-2020-21.pdf>
- MSDE. (2020b). *Guidelines for Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-21)*. Government of India. Diakses dari <https://www.msde.gov.in/static/uploads/2024/04/PMKVY-3.0-Guidelines-2020-21.pdf>
- MSDE. (2021). *Annual Report 2020-21*. Ministry of Skill Development and Entrepreneurship, Government of India
- MSDE. (2023). *Annual Report 2022-23*. Ministry of Skill Development and Entrepreneurship, Government of India
- National Human Rights Commission (NHRC) India. (1993). *Convention on the elimination of all forms of discrimination against women (CEDAW)*. Government of India. Diakses dari <https://nhrc.nic.in/sopguidelinesdownload/convention-elimination-all-forms-discrimination-against-womencedaw>
- National Skills Network. (2024). *PMKVY 4.0 explained: All you need to know about India's flagship skill scheme*. Diakses dari <https://nationalskillsnetwork.in/pmkvy-4-0-explained-all-you-need-to-know-about-indias-flagship-skill-scheme/>
- NITI Aayog. (2022). *India's Booming Gig and Platform Economy Policy Brief*. New Delhi
- NITI Aayog. (2023). *Empowerment of Women Through Education, Skilling & Micro-financing*. Diakses melalui <https://www.niti.gov.in/index.php/empowerment-women-through-education-skilling-micro-financing>
- NSDC. (2020a). *PMKVY 2.0 Impact Evaluation Report – Executive Summary*. New Delhi. Retrieved from <https://skillsip.nsdcindia.org/sites/default/files/kps->

[document/PMKVY%202.0%20Impact%20Evaluation%20Report%20%E2%80%93%20Executive%20Summary.pdf](#)

NSDC. (2020b). *Gender Analysis: PMKVY 2016-2020 – Short Term Training*. National Skill Development Corporation. Diakses dari [Gender Analysis PMKVY-STT June 2020.pdf](#)

OECD. (2020). *Measuring The Digital Transformation: A Roadmap for The Future*. Organisation for Economic Co-operation and Development

OECD. (2020). *A Roadmap Toward Common Framework for Measuring the Digital Economy*. Organisation for Economic Co-operation and Development

Press Information Bureau (PIB). (2021, January 15). *PMKVY 3.0 will take skilling to the remotest of villages and towns in India*. Government of India. Diakses dari [Press Release:Press Information Bureau](#)

Press Information Bureau (PIB). (2024). *Bridging India's Skill Gap, Empowering India's Workforce*. Research Unit Press Information Bureau (PIB) Government of India. Diakses dari [doc2024911392001.pdf](#)

Press Information Bureau (PIB). (2025, July 21). *Improved Access to Education and Training to Empower Women*. Government of India. Diakses dari [Press Release:Press Information Bureau](#)

Rathna R, Dr, Bhagya. (2023). Gig Economy and Woman Empowerment - Indian Scenario. *International Journal of Novel Research and Development (IJNRD)* Volume 8, Issue 4 April 2023. Diakses dari [IJNRD2304461.pdf](#)

Sonawane, Prof. Ashwini Kishor. (2023). Women and Gig Economy Opportunities and Challenges. *International Journal for Multidisciplinary Research* Volume 5, Issue 4, July-August 2023. Diakses dari [5010.pdf](#)

The Asia Foundation. (2022). *India's Emerging Gig Economy: The Future of Work for Women*. The Asia Foundation

The Indian Express. (2022, May 16). *Why women might be opting out of the Pradhan Mantri Kaushal Vikas Yojana*. The Indian Express. Diakses dari <https://indianexpress.com/article/gender/genderand-development-why-women-might-be-opting-out-of-the-pradhan-mantri-kaushal-vikas-yojna>

Mehrotra & Sharma. (2025). *The Illusion of Skill Development in India: Decoding the Sudden Increase in the 'Vocationally Trained'*. The Wire. Diakses dari [The Illusion of Skill Development in India: Decoding the Sudden Increase in the 'Vocationally Trained' - The Wire](#)

- Times of India. (2024, June 23). *Low placement rate of PMKVY in region*. Diakses dari [https://timesofindia.indiatimes.com/city/chandigarh/low-placement-rate-of-pmkvy-in-region/amp\\_articleshow/112209175.cms](https://timesofindia.indiatimes.com/city/chandigarh/low-placement-rate-of-pmkvy-in-region/amp_articleshow/112209175.cms)
- UNCTAD. (2021). *Digital Economy Report 2021: Cross-border Data Flows and Development: For Whom The Data Flow*. United Nations. Diakses dari [Digital Economy Report 2021 | UNCTAD](#)
- UNDP India. (n.d.). *Gender equality*. United Nations Development Programme. Diakses dari <https://www.undp.org/india/gender-equality>
- UNDP. (2020). *Human Development Report 2020: The next frontier—Human development and the Anthropocene*. United Nations Development Programme. Diakses dari <https://hdr.undp.org/system/files/documents/hdr2020.pdf>
- UNDP India. (2021, April 27). *How digital literacy can bring in more women to the workforce*. United Nations Development Programme. Diakses dari <https://www.undp.org/india/blog/how-digital-literacy-can-bring-more-women-workforce>
- UNDP & FICCI (2021). *Impact of COVID-19 and Industry 4.0 on Future of Work for Women*. UNDP India
- UNDP. (2022). *Gig Economy to Boost Employment of Indian Women in The Formal Sector*. UNDP India. Diakses dari <https://www.undp.org/india/blog/gig-economy-boost-employment-indian-women-formal-sector>
- UNDP & ICRIER. (2025). *Digital Technology As An Instrument To Bridge The Gender Gaps in Access to Labour Markets*. UNDP India
- United Nations. (1995). *Beijing declaration and platform for action: The fourth world conference on women, Beijing, China, 4–15 September 1995*. United Nations. Diakses dari <https://www.un.org/womenwatch/daw/beijing/pdf/Beijing%20full%20report%20E.pdf>
- United Nations. (2015). *Transforming our world: The 2030 Agenda for Sustainable Development*. United Nations. Diakses dari <https://sdgs.un.org/2030agenda>
- UN Women. (n.d.). *Convention on the Elimination of All Forms of Discrimination against Women*. Diakses dari <https://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>
- UN Women. (2014, August 21). *Review of India's progress in the last 20 years on Beijing Platform for Action's 12 critical areas of concern*. UN Women Asia and

- the Pacific. Diakses dari <https://asiapacific.unwomen.org/en/news-and-events/stories/2014/8/review-of-india-s-progress-in-the-last-20-years>
- UN Women. (2017). *Strategic Plan 2018-2021*. UN Women. Diakses dari <https://www.unwomen.org/en/digital-library/publications/2017/8/un-women-strategic-plan-2018-2021>
- UN Women. (2019a, February 25). *Coverage: UN Women Executive Director takes “Equality Means Business” to India*. Diakses dari <https://asiapacific.unwomen.org/en/news-and-events/stories/2019/02/un-women-executive-director-takes-equality-means-business-to-india?utm>
- UN Women. (2019b). *India national review: Implementation of the Beijing Declaration and Platform for Action (1995) in the context of the 25th anniversary of the Fourth World Conference on Women and the 64th session of the Commission on the Status of Women*. United Nations Entity for Gender Equality and the Empowerment of Women. Diakses dari <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/India.pdf>
- UN Women. (2020a). *Roadmap for Women’s Economic Empowerment with a Focus on Women in Informal Economy and in Agriculture*. UN Women
- UN Women. (2020b). *A Roadmap Toward a Common Framework for Measuring the Digital Economy*. UN Women
- UN Women. (2020c). *Progress On the Sustainable Development Goals: The Gender Snapshot 2020*. Diakses dari [Progress on the Sustainable Development Goals: The Gender Snapshot 2020 | UN Women Data Hub](#)
- UN Women. (2020d). *WeEmpowerAsia programme overview*. UN Women Asia and the Pacific. Diakses dari <https://asiapacific.unwomen.org/en/focus-areas/women-poverty-economics/weempowerasia>
- UN Women. (2020e). *The digital revolution: Implications for gender equality and women’s rights—25 years after Beijing*. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). Diakses dari <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/The-digital-revolution-Implications-for-gender-equality-and-womens-rights-25-years-after-Beijing-en.pdf>
- UN Women. (2021). *Generation Equality Forum: Global Acceleration Plan*. UN Women. Diakses dari <https://forum.generationequality.org> dan <https://forum.generationequality.org/sites/default/files/2021-06/UNW%20-%20GAP%20Report%20-%20EN.pdf>

- UN Women (2022). *Gender Analysis in Technical Areas: Digital Inclusion*. UN Women New York
- UN Women. (2023). *UN Women India multi-country office overview: Promoting gender equality and women's empowerment in India, Bhutan, Maldives and Sri Lanka* [Brochure]. United Nations Entity for Gender Equality and the Empowerment of Women. Diakses dari <https://asiapacific.unwomen.org/sites/default/files/2023-01/in-UN%20WOMEN-OVERALL-BROCHURE-251022-s.pdf>
- Vetterlein, A., & Schmidtke, H. (2025). Contextualizing Norms: International Organizations and The Creation of Resilient Policy Norms. *Journal of International Relations and Development*, 23(2), 314–336. DOI: <https://doi.org/10.1057/s41268-025-00355-8>
- World Bank. (2021). *Digital Development*. World Bank Group
- World Bank. (2023). *Helping India Build A Skilled, Inclusive Workforce for The Future*. Diakses dari <https://www.worldbank.org/en/results/2023/11/03/helping-india-build-skilled-inclusive-workforce>
- Economic Forum. (2023). *Global Gender Gap Report 2023*. World Economic Forum. Diakses dari [WEF\\_GGGR\\_2023.pdf](#)
- World Economic Forum. (2024). *The Rise of Global Digital Jobs*. World Economic Forum. Diakses dari [Digital economy report 2024 :](#)
- Yin, R.K. (2014). *Case Study Research: Design and Methods (5<sup>th</sup> ed.)*. Sage Publications
- Zimmermann, L. (2016). Same same or different? Norm diffusion between resistance, compliance, and localization in post-conflict states. *International Studies Perspectives*, 17(1), 98–115. DOI: <https://doi.org/10.1111/insp.12080>
- Zwingel, Sussane. (2011). How Do Norms Travel? Theorizing International Women's Rights in Transnational Perspective. *International Studies Quarterly*, 55(1), 115–129