



Empowering Women in Business: Barriers and Breakthroughs

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Abstract: Women entrepreneurship is seen as central to the growth of economic development, social justice and the generation of innovation everywhere. When women commence businesses they get to open up employment opportunities, lessen the rate of poverty, and help in the eradication of the poor standards of social justice for other vulnerable groups. Female owners show lots of determination and ingenuity, and start in various fields from technology, manufacture, services, and social innovations. Nonetheless, similar as men, women have certain issues such as gender discrimination, less access to financial capital, little access to coaching, and expectations concerning work-life balance. Such barriers are further compounded by culture, law, and real Discriminations more so in developing economies. Through this paper , it will look at progress in women entrepreneurial ventures and discuss patterns, drivers of success and some of the challenges that women entrepreneurs face. Through education and technological advancement they breakdown barriers of the past women and engage global markets. In addition, the paper examines the need for policy measures including, gender sensitive funding instruments, entrepreneurship development, and institutional support to support an enabling entrepreneurial environment.

Keywords: Women entrepreneurship, gender equality, economic growth, innovation, social impact, inclusive development

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INTRODUCTION

Women entrepreneurship is in the process of becoming one of the major sources of economic revival, new ideas, and social change. Self-employed women continue to emerge in diverse industries, electronics, computerization, and tech manufacturing alongside health care, social businesses, and manufacturing, and they are creating employment, income, and social impact. Most of them turn into social businesses with aims that have a social relevance that include poverty eradication, education, health, gender balance and other needs of society. Despite this there are basically new and enhancing roles and opportunities that women entrepreneurs encounter various dilemmas that limit them.

Key challenges are challenges to financing and access to financial products; gender-related issues; lack of sponsorship and role models, and social roles and obligations. The above-mentioned challenges are made worse in many developing areas where cultural and legal systems bar and disrespect women. But today invention in education, technology, and policy are creating new avenues for women entrepreneurs to take new challenges, grow, and compete in the market.

This paper seeks to discuss the dynamic of the female entrepreneurship firstly in the area of opportunity and secondly challenge. It highlighted the importance of growth-quality approaches in policy formulation such as capacity development, financial environment, support structure, and other related activities that

support women entrepreneurship. Through the above areas, societies remain spoiled for opportunity to unleash women entrepreneurship for better, resilient and sustainable societies. This brief introduction leads to awareness of a detailed discussion of the changes that women entrepreneurship and development entail in the globe.

Research Methodology

This research uses both qualitative and quantitative paradigms to provide an understanding of women entrepreneurship. The research methodology consists of the following key components:

Literature review:

A preliminary literature review will present knowledge about the theoretical framework and the hypothesis that Women Entrepreneurship can drive Economic and Social development. This will include reviewing of the academic journals, books, governmental reports and other research on Women in Business, women entrepreneurship, gender workplace and other aspects of women's work. The issues that will be captured in the review include trends, challenges and antecedents to success among women entrepreneurs across the globe.

Quantitative data analysis:

However, to identify the extent and scope of women entrepreneurship globally, Secondary data in the form online or print media, World Bank, OECD, and government publications will be used. Although the assessment of these areas will not be as detailed as in the analysis, the numbers of women-owned businesses, their impact on GDP, employment, and financing will be considered.

Objectives Of The Study

- To explore the opportunities and challenges faced by women entrepreneurs.
- Identify the financial, marketing and production constraints that female entrepreneurs face in their business.

REVIEW OF LITERATURE

Singh & Sandhu, (2017): Education is a key factor in the development of women entrepreneurship in India. Education plays a vital role in empowering women entrepreneurs with the knowledge and skills required to succeed in the business world.

Global Entrepreneurship Monitor (GEM) Report, (2018): The rise of women entrepreneurship in India is a significant development in recent years, as women are playing an increasingly important role in the economic growth and development of the country. According to Global Entrepreneurship Monitor (GEM) Report (2018), India ranks third in the world in terms of the percentage of women entrepreneurs. Even with this progress, women entrepreneurs still face a number of challenges in India.

Women entrepreneurs in India face the challenge of the absence of mentorship and support networks, as the number of women mentors and role models is relatively low. This lack of guidance and support makes it difficult for women entrepreneurs to succeed. Additionally, women's work-life balance and family

obligations are significant hurdles that impede their ability to devote time and effort to their businesses, as they are expected to fulfill traditional roles as caretakers GEM, (2018).

Rao, (2019): One of the main reasons for the slow progress of women entrepreneurs in India is the patriarchal societal structure that has been deeply ingrained in the culture of the country. Traditional gender roles and expectations often limit women's access to resources and opportunities, including education and finance, and make it difficult for women to establish themselves in the business world.

Nair, (2019): Another major obstacle for women entrepreneurs in India is access to finance. Women entrepreneurs often face difficulty in obtaining loans and other forms of financial support due to the patriarchal attitudes of the financial institutions and society as a whole. The lack of collateral, property ownership and a credit history are some of the reasons that hinder women from accessing financial assistance. Moreover, women face social and cultural biases that make it difficult for them to secure investment and funding. According to the recent reports and studies female entrepreneurship has attracted a lot of attention in recent years in light of concrete evidence that it supports economic growth and development.

CASE STUDY: SARA BLAKELY AND SPANX (UNITED STATES)

Background: Sara Blakely started Spanx with only \$5,000 and came up with a unique undergarment product. Originally founded as a company which produced only one product, Spanx turned into an international multimillion company. • Aimed at changing culture of fashion and bringing comfort, and functionality to the forefront. • Developed a brand new category of fit and flattering apparels. • Financing was not easily obtained; Blakely financed Comfort using her own money and most appealing advertisement campaigns. • There was some challenge in persuading the largely male retail buyers to make an order and buy the product.ive shapewear product. Starting as a single-product company, Spanx grew into a multimillion-dollar global brand.

Contributions:

- Revolutionized the fashion industry with a focus on comfort and functionality.
- Created an entirely new market segment for shapewear.

Challenges:

- Securing funding was difficult; Blakely relied on personal savings and innovative marketing strategies.
- Convincing male-dominated retail buyers about the product's value was an initial hurdle.

Impact: This case shows how WEN is uniquely positioned to bring change to each worldwide industry they enter by showing that women can be innovative and tenacious.

GLOBAL PERSPECTIVE ON WOMEN ENTREPRENEURSHIP

Contributions of Women Entrepreneurs

EconomicGrowth:

Across the world, women involved in business and have depicted efforts towards economic growth of the world. The Global Entrepreneurship Monitor (GEM) Report 2022 reveals that the involvement of women in various opportunities was about 35 % globally. The businesses they run generate revenues, increase employment rate and create economic sectors like online trade, learning and service provision.

Social Transformation:

Female entrepreneurs seem to start companies that solve societal problems. For instance, they concentrate on community development, health care and education for instances using their companies to transform the society.

Innovation:

Women entrepreneurship is defined as the outcome of women's innovativeness. In the current technological world, ladies who started their firms are developing products for particular issues in their society like maternal healthcare and GBV.

These are: fascicular challenges global women entrepreneurs are facing.

Access to Finance:

Research show that women entrepreneurs only receive 2% of venture capital from all over the world. The question of gender argumentation is fundamentally tied to the challenges facing women entrepreneurs when making their personal credit; in addition, gender prejudices, lack of collateral, and cautious practices of lending organizations act as factors impeding finding funds.

Cultural and Societal Norms:

In many areas of the world, cultural norms prevent women from seeking to become business owners. Cultural expectations many a time compel ladies to abandon more entrepreneurial dreams in favor of taking care of their families.

Skill Gaps and Networks:

I pursued that women cannot access education, training, and the professional networks necessary to scale their businesses. It is sharply felt especially when it come to low income and rural households.

CASE STUDY: NYKAA BY FALGUNI NAYAR

Background: Former banker, Falguni Nayar established Nykaa in the year 2012. Nykaa dethroned the conventional Indian beauty and cosmetics Industry by being an online marketplace for verified and quality products.

- Nykaa emerged in e-commerce platform of beauty and well-being products that created a big employment opportunity
- The platform helped consumers in Tier 2 and Tier 3 cities to use premium beauty products which

were not easily accessible before.

- Establishing consumer confidence in an organized sector was slightly difficult.
- One challenge was to obtain the first capital and to compete with large-scale market players credit. Gender biases in lending, coupled with limited financial literacy, exacerbate this problem.

Societal Expectations:

Gendered roles often discourage women from pursuing entrepreneurship full-time, especially in traditional households.

Skill and Mentorship Gaps:

While urban women have access to entrepreneurial training and mentorship, rural women entrepreneurs face challenges in acquiring market-oriented skills and connecting with professional networks.

Challenges:

- Building consumer trust in an unorganized sector was challenging.
- Raising initial funding and competing with larger platforms were significant hurdles.

Impact: Nykaa case also illustrates how technology and innovation platforms can empower women to build large businesses and deliver employment prospects for all.

CASE STUDY: SEWA (SELF EMPLOYED WOMEN'S ASSOCIATION)

Background: SEWA was established in 1972 for the economically less privileged women in the organized sector of India through micro-enterprise. It supports activities like art, horticulture and any other localized businesses more technically known as cottage industries.

- Improved lives of over 2 million women, as they empowered through financial services, training, and market linkages
- Encouraged group business, to allow women to come together in large groups to participate in large tenders
- With its restriction to certain geographic locations and market segments, the industry struggled with prospective mechanized opponents
- Inability to guarantee stable income for women participants.o institutional credit. Gender biases in lending, coupled with limited financial literacy, exacerbate this problem.

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Indian Perspective on Women Entrepreneurship?

Indian women have especially shown a tremendous increase in participating in business as homemade industries comprise about 20% of MSMEs. Be it technology focused start-ups among the information technology hubs of urban India or micro entrepreneurship of women through self-help groups (SHGs) in rural India, women are emerging as successful entrepreneurs in India.

ROLE OF WOMEN ENTREPRENEURS IN INDIA

Employment Generation:

The women-entrepreneurial units in India are engaged in providing employment opportunities to over 13 million people.

Rural Development:

Many such programs such as Self-Employed Women's Association (SEWA) organize rural women by providing skill development, market linkage, and promoting self-employment ventures.

Digital Innovation:

Today's urban women business owners are venturing into e-commerce, fintech and education sectors as they deploy online tools. There are many startups which are run by women; few examples are Zivame which is an online lingerie selling company and ShopClues which is a marketplace.

CHALLENGES FACED BY INDIAN WOMEN ENTREPRENEURS

Financial Inclusion:

Hence even with government initiative like Stand-Up India many women do not have access to institutional credit. Sexual politics in extending credit, plus low levels of financial literacy, worsen this situation.

Societal Expectations:

Patriarchal norms also restrict the women from becoming an active full time entrepreneur especially in conservative societies.

Skill and Mentorship Gaps:

Compared with the urban women, who are able to gain exposure to business training and role models, rural women entrepreneurs struggle in their abilities to gain market-oriented training and develop suitable networks.

ADVANTAGES OF WOMEN ENTREPRENEURSHIP

Economic Empowerment:

Women business owners get economic freedom, which means they do not rely on families or other social

structures. That makes them favorable and earns them the ASP[14] and likewise benefited households and communities.

Social Impact:

Most often, female entrepreneurs contribute to social and environmental development as entrepreneurs of small and medium firms who want to enhance the well-being of the vulnerable groups.

Innovation and Diversity:

Women entrepreneurs are game changers as they have different approach to the development of new products in the market, to the delivery of services to customers and business models.

Workplace Equality:

A number of female ventures adopt diversity measures, which ensure equal representation of women at the workplace.

CHALLENGES TO WOMEN ENTREPRENEURSHIP

Systemic Barriers:

The weaknesses are in areas such as; lack of support from institutions, the law, and the general structures, which hamper women's chances of pursuing business.

Financial Constraints:

Late availability of credit and Venture Capital is deemed to be a continuous problem especially to women in developing nations.

Work-Life Balance:

Combining business ventures with conventional mothering roles reduces the time and competencies that women can give to business development.

Scalability Issues:

Several women-centered businesses are still in the micro or nascent category because of market shocks, limited networks, and technology.

POLICY INTERVENTIONS AND RECOMMENDATIONS

Access to Finance:

Recommendations also need to address the need to develop and enforce policies for gender sensitive credit delivery, provision of loans without collateral and financing of women's business ventures.

Skill Development and Training:

Market-oriented skills, Information Technology skills, and leadership development are major areas that require training for women entrepreneurs.

Mentorship and Networking:

Organizing mentoring and networking can go hand in hand where the female entrepreneurs can be in a position to receive support, from the industry gurus, investors and other like-minded females.

Cultural Change:

The problem of gender stereotyping can be deconstructed through campaigns in support of women's inclusion in business.

Technology Enablement:

It calls upon the governments and the private sectors to provide digital technologies and market places to improve the market presence of women entrepreneurs.

Feminism in artificial intelligence is bringing about change to women entrepreneurship in India with tools and opportunities that can enable women in India start, run and expand their business.

AI IS PLAYING A SIGNIFICANT ROLE IN THIS DOMAIN:

1. Targeted Business Services

- **Market Analysis:** Predictive analytical tools which have been developed to support decision making by AI can assist women entrepreneurs by offering market data and customer and demand pattern analysis.
- **Customer Engagement:** Instant chatbots and Artificial Intelligence powered customer service allow firms to deliver round the clock customer services that enhances customer satisfaction.

2. Access to Financing

- **Credit Scoring Models:** Through various method, the AI tools evaluate credit ratings based on parameters other than credit histories and providing loans to women with limited credit records.
- **Funding Platforms:** Based on business objectives and fund requirements, AI driven platforms offer women entrepreneurs with ideal investors.

3. Skill Development

- **AI-Driven Learning:** Companies such as Coursera and Udemy utilize AI to recommend learning programs: these inform women of new skills such as digital marketing, coding, or AI itself.
- **Mentorship Programs:** The AI mechanism connects the entrepreneurs with the right mentors based on the relevant domain, the problems, and objectives the aspiring business owners have.

4. Operational Efficiency

- **Automation:** AI tools include inventory control, payroll services, and customer feedback data where the usage will be helpful in allowing women entrepreneurs to devote their efforts on strategic advancement.

- **Supply Chain Optimization:** From this we can ascertain that AI plays a strong role in effective supply chain management, as it is able to predict demands, logistics and costs.

5. Breaking Gender Barriers

- **Remote Work Enablement:** Using of technologies like zoom and slack makes the business to run remotely hence making it easier for women to balance between their job and family.
- **Inclusion in Tech:** AI startups and initiatives make women leverage technology-based business solutions, reducing gender disparities when nurturing business ideas.

6. Social Impact Initiatives

Community Building: Social networking sites that employ artificial intelligence as a tool may help women entrepreneurs interact with other like-minded people, learn from one another, and work on activities in combination with other people.

Awareness Campaigns: AI processes society data to plan education for the support of female-run businesses and gender-sensitisation in business ownership.

Government and Private Sector Initiatives

The Indian government and private organizations are leveraging AI to promote women's entrepreneurship:

Startup India and Women Entrepreneurship Platform (WEP): Promote the use of AI solutions in the startups by women.

Despite its potential, the adoption of AI faces hurdles:

- **Digital Literacy:** Lack of awareness on AI among women in business located in rural and semi-urban areas.
- **Affordability:** One of them is cost: many AI tools and solutions cost a lot of money.
- **Data Privacy Concerns:** Cautious to risk and security create a barrier to women entrepreneurs from adopting AI.

FUTURE OUTLOOK

This is the reason why it will be possible to register growth and development of the role of AI to increase women entrepreneurship in India further since its accessibility is increasing. There is every likelihood that AI could be adopted as a key area of focus for enhancing women's business innovation with the support of government policies, corporate endorsement and citizens' initiatives.

CONCLUSION

Being a social force, it is now recognized that women entrepreneurship supports economic change, innovation and is also socially responsible. With the change in roles and gender, women in entrepreneurship have gone beyond the numbers to change social norms and solve global issues including

poverty, gender subordination and community uplift. Hence, the following shows and explains that the formation of women business agencies is crucial for a sustainable development, especially those countries in the developing world whose potential in them is untouched. Still, this potential is frequently offset by a number of challenges, including lacks of financial capacities, equity, and inclusion for gender, culture, and language; and lacking opportunities for training and mentorship.

Currently, more and more women are expanding their presence in various fields locally and globally ranging from information technology and electronic business and others such as farming and sales of social business merchandise. They are emerging as key players because of their ability to scan the market place for opportunities, and develop unique solutions that make their industries cognate. Successful examples that can be mentioned include Sara Blakely and her Spanx where women learn about resilience, ideas and using the available resources to bring change and set up international companies in male dominated industries. So as well in India, it is possible to find positive examples starting from Nykaa's Falguni Nayar up to collective girls' enterprises such as SEWA using technology in their business activity and empowering the poor women's communities, respectively.

The benefits of WE cannot be disputed: economic enfranchisement, employment creation, innovation, and positive change—social malefracasm; however, the risks cannot be overlooked. Many challenges reoccur in women entrepreneurship such as financial enabler services, problems of scale, access and opportunity, and social expectations. Addressing these challenges requires a multifaceted approach: This is the reason why governments, other private sector and civil society organizations must work as a team to pave way for women entrepreneurs. Based on that knowledge, the policy actions including gender-sensitive credit delivery, enterprise training, and support, and effective mentoring for women entrepreneurship, together with equal access to digital technologies are crucial for policy interventions to address challenges faced by women and help them grow their businesses.

India's startup Stand-Up India and Mudra Yojana are excellent examples of attempts at establishing financial inclusion, but this process can be advanced with the help of more effective implementation, identity, and spread. Furthermore, special support should be provided for female rural business owners in order to level the gap between rural and urban areas primarily in the areas of skill development, market breakthroughs, and adequate accommodations. On an international level, the key messages include the promotion of the proper culture of mentorship, the demand for getting more venture capital for women's startups, and the need for diverse gendered entrepreneurial environments.

As for the future development, women entrepreneurship remains a great promise with the potential to solve unemployment problem, inequality, and create sustainable development. The analysis of female leadership in enterprises shows that societies can unleash potential and achieve progress for everyone. Yet this vision can only be realized by making fundamental social, economic and political interventions to address the structural forces which have inhibited women's entrepreneurial aspirations in the past.

Therefore, women entrepreneurship is much more than a means of employment, it is a tool for effecting change. The role that the global community should play is to promote female entrepreneurship at large so that such women-centered initiatives create a better world for everyone.

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