

Thinking Equal, Building Smart and Innovating for Change- She as an Entrepreneur

Jopsy Elsa George
Kristu Jayanti College of Law, Bengaluru
Karnataka, India

ABSTRACT:

"The situation of women is that she-- a free and autonomous being like all women creatures--- nevertheless finds herself living in a world, where men compel her to assume the status of the other"

-Simon de Beauvoir

A woman is a social animal and keeping her in captivity, without access to work or finance or interaction with the world is less than fair. Women's dependence on men from the ancient time is an acknowledged fact that creates a perpetual state of low esteem and poses a great barrier in venturing from the prescribed private spheres into the area of public participation or to have general access and witness to the development happening around her. It can also be understood that women undergo a lot of pressure concerning economic matters.

A woman's status in society cannot be studied in isolation as she constitutes a member of the smallest social unit- family. As a rhythm, she is a creature of birth, maturity, decay, and demise as anyone else, and on occasion, she too needs special attention, care, encouragement, consolation. As a woman does she gets all these things? Its a fact that most women live a cocoon-like existence in the family, they are rarely given any opportunities.

According to the evidence available from various studies at the regional and global level, it was found that most of the women have access only to the informal sector of the jobs. Women entrepreneurship has been recognized as an important source of economic growth. The contribution of women and their role in the family as well as in the economic development and social transformation are pivotal. Empowering women entrepreneurs is essential for achieving the goals of sustainable development and the bottlenecks hindering them must be eradicated to entitle full participation in the business.

Keywords: Women, Finance, Economic, Opportunities, Entrepreneurship, Transformation, Empowering.

I. INTRODUCTION

International Women's Day, celebrated on the 8th of March every year, is a vital point in the movement for women's rights. The title of this paper is inspired by the theme of the 2019 International Women's Day. It is a day when women are celebrated across various divisions, whether national, ethnic, linguistic, cultural, economic or political. The empowerment of women continues to be a central feature to address social, economic and political challenges across the globe.¹

To celebrate this gracious occasion and celebrate the spirit of Women Entrepreneurship, Startup India is engaging in multiple activities to support early-stage women startups and aspiring entrepreneurs. Women entrepreneurship development is an essential part of human resource development. The development of women entrepreneurship is very low in India, especially in rural areas. Entrepreneurship amongst women has been a recent concern. Women have become aware of their existence their rights and their work situation. However, women of the middle class are not too eager to alter their role in fear of social backlash. The progress is more

¹https://www.startupindia.gov.in/content/sih/en/women_entrepreneurship.html, Last Visited on 3/05/19, 8 pm

visible among upper-class families in urban cities.²

In recent years, there has been a heart-warming paradigm shift of demographics in the Indian corporate landscape. The country has witnessed a titanic surge in the number of women entering the economic wave. With emphatic strides, walking shoulder-to-shoulder with their male counterparts, the sheer confidence exuded by them brings about a fresh wind of change. While it has been a pleasant change, it has not been one without its fair share of struggles and challenges. It is the tenacity and determination with which these women have addressed those challenges that have made them winners in their own right today.³

According to the National Sample Survey Organization, only 14% of business establishments in India are being run by women entrepreneurs. The data also revealed that most of these women-run companies are small-scale and about 79% of them are self-financed. This indicates that despite the innumerable initiatives taken by women to venture beyond their domestic walls and enter the corporate world, there seem to be several challenges that are not allowing them completely to blossom and break on through to the other side.⁴

This paper focuses on women entrepreneurs. Any understanding of Indian women, of their identity, and especially of their role-taking and breaking new paths, will be incomplete without a walk down the corridors of Indian history where women have lived and internalized various role models. The paper talks about the status of women entrepreneurs and the problems faced by them when they ventured out to carve their niche in the competitive world of the business environment and also details about the various spheres which can contribute towards the development and growth of entrepreneurship in India.

II. SMALL SCALE ENTREPRENEURS FOR WOMEN DEVELOPMENT

India a land striving for unity among diversities is rich by cultural heritage and grooming entrepreneurs. Though not big shots, most of them established under small scale industries. The SSI is the provider of inputs to the Big Business Houses are playing a major role in the economy.⁵

Small entrepreneurship has tremendous potential in a poor country like ours. An association like Self-employed Women Association(SEWA) is a striking example of entrepreneurship at the grass-root level. An initiative of marketing in traditional sectors like handloom and the unorganized industries will bring in ways for development and entrepreneurship. Entrepreneurship as in the past will determine technical innovations, the status of social institutions and political management systems. Based on these factors, we can expect the future to be a place where basic needs will remain and only the wants will change.

²http://www.indianmba.com/Faculty_Column/FC1073/fc1073.html, Last Visited on 3/05/19, 8.45pm

³<https://economictimes.indiatimes.com/small-biz/entrepreneurship/heres-how-we-can-empower-women-entrepreneurship-in-india/articleshow/59605765.cms?from=mdr>, Last Visited on 5/05/19, 8 pm

⁴ Supra note 3

⁵ Dr. Manisha Anantrao Manjramkar, Women Entrepreneurship and Skills Development 91 (R.P Publications, Delhi, 1st edn.,2017).

India will overcome the barriers of infrastructure, it also visualizes a strong manufacturing and agricultural sector. These developments enable us to succeed in cooperate with the requirements of the economy. The future will see entrepreneurship as the key driver of economic development Technological obsolescence will become the order of the day and there will be more space for leisure. New businesses will be credited with providing a variety of new jobs in the economy. New and small businesses will also develop more than their share of product and service innovation. In the end the technological upheavals in quick succession and on the other end there will be social value systems and cultural issues undergoing slow but dynamic transformations.⁶

III. DEVELOPMENT OF ENTREPRENEURSHIP AMONG RURAL WOMEN

Development of the society is directly related to the income generation activity the entrepreneurship based on farm and home can directly affect the income of a major chunk of our population. The growth of modernization processes such as industrialization, technical change, urbanization, and migration further encourage it. Entrepreneurship on a small scale is the only solution to the problems of unemployment and proper utilization of both human and nonhuman resources and improving the living conditions of the poor masses. Rural women's participation in agro-based activities is much more than what statistics reveal. This is mainly due to the fact than what statistics reveal. This is mainly since most of the work done by the women at the farm and home is disguised as chores. Mechanization and easy availability of labor provide more time to energetic women to engage themselves in self-employment or entrepreneurial ventures. Rural women having a pool of human and nonhuman resources to take up enterprise need only an innovative mind and motivation. But a successful entrepreneur requires some essential prerequisites.⁷

Women owning businesses are highly contributing to the growing economies of all the countries, The hidden entrepreneurial potentials of all women have gradually changed with the growing sensitivity to the role and economic status in the society. Skill, knowledge ad adaptability in the business are the main reasons for women to emerge and involve in business ventures.

Who is a Women Entrepreneur? 'Women Entrepreneur is a person who accepts a challenging role to meet her personal needs and become economically independent.

A desire to do something is the inbuilt capability of entrepreneurial women, as she is capable of both contributing to the family and social life., the advent of media, women are aware of their traits, rights and also the work conditions. The glass ceilings are shattered and women are now found indulged in every line of business.

⁶Infra note 8 pg 12

⁷Infra note 8 Pg 161

The challenges and opportunities are provided to the women of this digital era are growing rapidly that the job seekers are turning into job creators. They are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation. In India, although women constitute the majority of the total population, the entrepreneurial world is still a male-dominated one. Women in advanced nations are recognized and are more prominent in the business world.⁸

Highly educated, technically sound and professionally qualified women should be encouraged for managing their own business, rather than dependent on women's employment outlets. The unexplored talents of young women can be identified, trained and used for various types of industries to increase productivity in the industrial sector. A desirable environment is necessary for every woman to inculcate entrepreneurship values and involve in greatly in business dealings.

Empowering women entrepreneurs is essential for achieving the goals of sustainable developments and the bottlenecks hindering their growth must be eradicated to entitle full participation in the business. Henceforth, promoting entrepreneurship among women is certainly a short-cut to rapid economic growth and development.⁹

It is well known that largely at certain times women themselves were the reason for social stagnation. During the transition from agriculture to industry and the ensuring social changes no significant, there was no significant change in the attitude of a woman towards themselves and their socially conditioned secondary position in the society.

IV. WOMEN EDUCATION FOR NATIONAL DEVELOPMENT

Education was long disassociated from the idea of nation-building, It was viewed as a process for infusing piety, during the ancient period. It was then seen as a cultural process to transmit the accumulated wealth of knowledge to impart classical values and to build the character of the individual women. Education was long disassociated with the idea of nation-building. But, there is a need to create a labor force which would be capable of working in the growing complexity of technological application; proper attitudes and skill development for employability which has to be developed among the youth; there is a shift in the proportion of women leaving the home and entering the workforce. All these points to the need for an adequate program of career guidance for the school leavers.¹⁰

There should be increased access to vocational, technical and professional education to the existing and emerging technologies. the selection of the subject should be based on the aptitude of the individual and

⁸Mirjana Radovic Markovic, Women Entrepreneurs- New Opportunities and challenges(I A Books, Delhi,1st edn.,2016).

⁹Supra note 5 Pg 56

¹⁰Supra note 5 Pg 175

employment opportunities. The choice of disciplines offered to women at all levels in all types of technical education should be kept to bring about women equality. Empowerment of rural women should be the priority area of nonformal, adult and continuing education program. Stress on need-based functional-based education and skill development in the practical utility areas. People in mass media, folk media, functionaries of voluntary agencies, performing artists and creative workers should be sensitized to promote the identified values of empowerment of women.¹¹

V. SKILL DEVELOPMENT IN THE COMPUTING FIELD

With the emerging information age, it has become a necessity that women equipped with the knowledge of current and future occupations that has lead to global concerns. Public policy debates have emerged the debates on the need for gender-equal opportunities in learning computer applications. Numerous sources have stated that there is a need for IT workers with leadership, interpersonal, and communication skills to combat the general drop in worker retention and ineffective training. Gender diversity in the computing field can lead to benefits in better decision making, increased creativity, and enhanced innovative performances. Additionally, a gender-diverse workforce will help businesses to better cater to the need of the consumers. The idea of this diversification helps businesses to bridge the gap between products and consumers and service offerings will reflect the varied interests of those who pay for these goods and services¹².

VI. DEVELOPMENT OF WOMEN WORKERS

In India's pre-colonial and colonial economies, women performed a variety of productive functions. Women's employment position alters with the increased inputs of information-intensive work even in traditional manufacturing. In India's contemporary industrial history small scale industry has evolved into a dominant sector of the Indian economy. Its share is almost 50 percent of the total production in the country.in this sector, the central role is played by the entrepreneur who coordinates resources, services, production and marketing needs and manages them to establish a viable sustained employment-generating entity.¹³

The corporate structure formed by women is more maternal and less authoritarian, whereas bureaucracy is more dilute. Women business people are more concerned about maintaining a balance between achieving and nurturing. Women entrepreneurs are more accessible and able to motivate other employees extensively. More women business persons mean more economic independence for women. This situation enhances the social and psychological status of women. Women have been treated as the virtue holders of society, living a life of roles

¹¹Supra note 10

¹²Supra note 5 Pg 41

¹³Andal N, *Women & Indian Society-Options and Constraints* 120(Rawat Publications, Jaipur,1st edn.,2002).

and doing their roles as wives, daughters, and mothers, roles kept dignified status in society.¹⁴

Women entrepreneurs in India either lack social acceptance or struggle for funds and government support for their business ventures. It is no secret that there is a dearth of women entrepreneurs in India. Be it the lack of resources, the ecosystem bias, the women's mindset or lifestyle issues, they have been far outnumbered by men in the world of startups and tech. This sorry state of affairs has come to light once again in the Mastercard Index of Women Entrepreneurs (MIWE) 2018, where India ranked a lowly 52nd out of 57 countries when it came to women entrepreneurs' ability to capitalize on opportunities offered by their local environments.¹⁵

MIWE states that Indian women business owners are less likely to grow their businesses, either locally or overseas, and are more eager to discontinue them than their counterparts in other countries. It could be because their ventures struggle for funds or due to continued non-profitability. There is also a lack of self-belief sometimes.¹⁶

VII. WOMAN'S FUTURE POSITION IN THE WORLD

Technological change usually involves a change in job content, making many traditional skills obsolete and creating a demand for new types of skills. Training and retraining not only ensure not only that the enterprise obtains the optimal benefits from new technologies, but it is also an effective way of protecting the employment of workers affected by technological change and other structural changes.

To speak logically women should not be treated apart from the rest of the human world, for this is in the matter to admit that women are not distinct class, or affected conditions, environment. Women don't occupy the same position, socially, politically, economically or intellectually that men do, and her powers are not equal to their brothers. most of the time women are reminded that her very nature forbids her presuming to climb out of the subservience and inferiority which are now undeniably her portion.¹⁷

But the change in woman's position and in the manner in which woman is considered during the last fifty years has been a remarkable one. We scarcely realize its greatness until we begin to compare the prominent women of today with women of the last century

VIII. WOMEN EMPLOYMENT AND TRAINING

Women in developing countries play a crucial role in almost every economic and social sphere of life. The integration of women in development, therefore, is an issue that relates to every sector of development. The economic position and social status of women in any society are influenced by the extent of their involvement

¹⁴Supra note 13 Pg 76

¹⁵<https://yourstory.com/2018/03/india-isnt-great-nurturing-women-entrepreneurs-finds-survey>, Last Visited on 8/05/19, 9 pm

¹⁶Supra note 3

¹⁷Supra note 5 Pg 232

in income-generating activities outside the household. The role of women in the economy is more often linked to services that rarely cater to the market.

Women engage in a wider variety of occupations but usually in the unorganized sector. In India, they are concentrated in occupations that are usually at the lowest rung of the ladder. Lack of organization and unionization makes their bargaining position very weak. One of the major hurdles to the development of employment opportunities for women is the lack of adequate training. Women should have access to productive resources such as land, building, credit, housing, and skill development.¹⁸

Women's development has a very different perspective based on population distribution in the rural and urban areas. Several regional factors also contribute to the influence of women's participation in the development process, but among them, the placing of a person in a rural or an urban area cannot be ignored. Although women in urban are better off than their rural counterparts in many spheres, their participation in the labor force is much smaller. The service sector is the single most employer of urban women. It is important to keep checks and balances between understanding of the formal and informal sectors to keep their relationship healthy and strong. Empowerment has to be in terms of information, knowledge, skills awareness and it has to be against powerful forces of exploitation and domination. The overall objective of a sustainable development process has to be built into the design of the poverty alleviation programs. Micro-level development efforts require macro-level support- policies, access to institutional credit, taxation and pricing policies that provide incentives to the poor. Existing programs need to be restructured to address the constraints of the poor and needy. Women's earnings increase the aggregate income levels of poor households.¹⁹

IX. WOMEN- INSTRUMENTS OF CHANGE

There are several major elements in comprehensive development policy. One is the creation of an attitude of development mindedness on the part of the governments, the farmers, the business community and the various segments of the population. The problem in India is that the process of development has been slow, and attitude change a major requirement for the development has been extremely slow. The type of education for women in this nuclear age like education in science and technology is required for all strata of the population at various levels.²⁰

The creation of scientific temper is needed among the masses if the traditional and backward societies like ours are to move forward with the world of development, mass welfare, and reduction in the inequalities. Many developing nations cannot achieve a planned level of productivity while employing a considerable amount of

¹⁸Infra note 20 Pg 64

¹⁹Infra note 20 Pg 59

²⁰Dr. Vijay Dubey and Dr.Mamta Dubey(eds.), Women Entrepreneurship in India 67-69(IBP Books, Delhi,2015).

capital, has led economists to conclude that a shortage of essential skill is to be blamed. An important deficiency of our educational programs has been gender disparities and the absence of women in courses that can involve them in developmental programs. Education, science, and technology are merely tools or instruments of both economic growth and social change. Hence the main drawback in the development of both general and technical education has been the neglect of women.²¹

X. WOMEN DEVELOPMENT, COMMUNICATION AND INFORMATION TECHNOLOGY

For women today is the greatest opportunity in the windows that open into the virtual world, bringing new spaces for connecting and new platforms for solidarity. Within the global institution arrangements, women's traditional knowledge is being approached by a corporate-controlled intellectual property regime that has privatized knowledge. Global institutional frameworks like the WTO and national economic compulsions and priorities have seen the emergence of markets in areas that were considered the ambit of state responsibility like telecommunications, infrastructure with corporate players becoming the gatekeepers to the realms of information and communication. In the global information society, women's status is often discussed for their location in the information economy- their status as knowledge workers.²²

Less discussed is the status of poor women whose lives are trapped by and enmeshed in the digital economy, that run over and destroys existing social and economic structures, and enjoys greater legitimacy vis-a-vis law and public policy. Path-breaking analysis of the case of Bangalore city by Solomon Benjamin and R.Bhuvaneshwari elucidates how the lives of poor women engaged in various traditional occupations in the city of Bangalore are in a constant contest in the urban terrain. Globalized connections to the city have dramatically altered the complex economic, political and institutional relations and structures that women attempt to shape in their favor.²³

Indian Women gaining economic independence

What drives Indian women towards picking up a job? Do women in India get sufficient support at home and at work to sustain their jobs? Does a job bring equal rewards to the woman as it does to a man? Do women come in the way of pursuing their careers or does society?

In this dynamic world, women entrepreneurs are an important part of the global quest for sustained economic development and social progress. In India, though women have played a key role in society, their entrepreneurial ability has not been properly tapped due to the lower status of women in society.²⁴

²¹Supra note 6 Pg 78

²²Supra note 8 Pg 127

²³Supra note 5 pg 139

²⁴Supra note 2

The CNN-IBN-CSDS Indian Express State of the National Survey focuses on the issue of Indian women and economic independence. According to the survey, we asked women, who don't work, that if they were allowed to work from home would they grab it. 58 percent of women said they would like to work from home. Amongst those below 25 years, 67 percent would like to work from home. Almost 34 percent of working women said that they would like to work from home if given that opportunity. The survey shows that 11 percent of the workforce comes from urban areas. Women are also bringing about a change themselves regardless of the change (or the lack of it) at the workplace. Jobs that are paying Women the most salary are the ones where women are finding better opportunities. There are many industries where it is still a "good-ole' boys' network" that could make things harder even for the most talented businesswoman. To break into a male-dominated industry is not impossible, but it may require additional skills, marketing, capital, and networking.²⁵

Status of women in emerging India

India is emerging as one of the largest democracies in the world today. However, it is an undeniable fact that without equality and social justice there can be no democracy. In the India of tomorrow, if it is truly going to be more democratic, the adequate emphasis has to be laid on this aspect of equality and social justice. Equality indicates a person to person relationship based on freedom and dignity. Equality is an inseparable corollary of liberty.²⁶

The demand for equality grows in magnitude whenever there is a gap between theoretical equality and practical inequality. As far as women in emerging India are concerned this factual inequality is expected to be taken care of by the paternalistic role which the state is expected to play. The Constitution of India has incorporated complete equality of women and men, non-discrimination on grounds of sex, equality of opportunity in employment, equal pay for equal work, right to vote and hold public office. Equal legal status between men and women cannot be ensured by legislative or judicial measures alone. It must correspond to equal social status.²⁷

Equal social status is a necessary precondition for the fulfillment of the legal status. Available data show that a vast majority of our women are concentrated in a limited number of occupations at lower levels of skills and responsibility. Even when policies of non-discrimination are in effect, cultural constraints and family responsibility restrain their opportunity from employment.

At a global level, about 126 million women have started or are running their businesses and whereas in India, there are about 8 million women have started or are running their businesses. Apart from that, women have a 24% share in corporate senior management positions and India it's 30% for the same. Not only that, round

²⁵Supra note 12 Pg 23

²⁶Infra note 23

²⁷Supra note 6 Pg 45

about 37% of formal enterprises owned by women around the globe whereas 10% of formal enterprises in India are being operated by women.²⁸

Working Women-Models of Change

Women working in family planning offer other women more than family planning information and supplies. They often are agents of change and new role models for their communities. By preserving and winning respect, women working in family planning set an example for other women. Through careful selection, training and support, family planning programs can make special efforts to see that their female employees benefit from work. The entire effort of empowering women is to help them to exercise their rights in the decision-making process concerning raising and distribution making at all levels and in every sphere, both within and outside the household as equal partners in the society.²⁹

Efforts will be made to enhance her capacity to earn besides the access to and control/ ownership of all family/ community assets. Economic empowerment of women is mainly based on their participation in the decision-making process about raising and distribution of resources I.e incomes, investments and expenditure at all leaves. A recent World Bank report has revealed that women employers tend to hire mostly women. This may be partly because of the kind of businesses set up by women entrepreneurs, such as small tailoring unit, beauty, and wellness saloon, etc. Many of such women-owned firms offer only meager employment at a nominal rate of 1-2 person per unit, giving credence to the finding that a large number of women entrepreneurs are micro-household enterprises supplementing their family income.³⁰

XI. RECENT WOMEN ENTREPRENEURSHIP DEVELOPMENT SCHEMES BY GOVERNMENT

Women constitute only 13.76% of the total entrepreneurs, i.e., 8.05 million out of the 58.5 million entrepreneurs

These establishments in total, owned by females, employ 13.45 million people

Currently, women entrepreneurs may be less but overall women comprise about 30% of corporate senior management positions, which is notably higher than the global average (24 percent)

The overall median proportion of female executives in successful companies is 7.1 percent, compared to 3.1 percent at unsuccessful companies

Stand-Up India facilitates Bank loans between 10 lacs to 1 Cr to SC/ST & or women entrepreneurs

Trade-Related Entrepreneurship Assistance and Development (TREAD) provides women with trade-related

²⁸<https://bizztor.com/women-entrepreneurship-india/>, Last Visited on 8/05/19, 8.30pm

²⁹Supra note 6 pg 178

³⁰Infra note 11

training, information and counseling & grant of up to 30% of the total project cost.³¹

The Women Entrepreneurship Platform (WEP) is a first of its kind, unified access portal which brings together women from different parts of India to realize their entrepreneurial aspirations. It is an initiative of NITI Aayog.

The initiative is aimed at building an ecosystem for women across India to realize their entrepreneurial aspirations, scale-up innovative initiatives and chalk-out sustainable, long-term strategies for their businesses.³²

The platform aspires to substantially increase the number of women entrepreneurs who will create and empower a dynamic New India. These aspirations are manifest in the three pillars on which WEP is built:

1. Ichha Shakti (motivating aspiring entrepreneurs to start their enterprise)
2. Gyaan Shakti (providing knowledge and ecosystem support to women entrepreneurs to help them foster entrepreneurship)
3. Karma Shakti (providing hands-on support to entrepreneurs in setting-up and scaling up businesses).

WEP aims to address the bottlenecks faced by both aspiring and established women entrepreneurs by streamlining information across government and private sector schemes and initiatives.³³

The Ministry of Women and child development has been administering 'Support to Training and Employment Programme for Women (STEP) Scheme since 1986-87 as a 'Central Sector Scheme'. The STEP Scheme aims to provide skills that give employability to women and to provide competencies and skill that enable women to become self-employed/entrepreneurs. The Scheme is intended to benefit women who are in the age group of 16 years and above across the country. The grant under the Scheme is given to an institution/ organization including NGOs directly and not the States/ UTs. The assistance under STEP Scheme will be available in any sector for imparting skills related to employability and entrepreneurship, including but not limited to the Agriculture, Horticulture, Food Processing, Handlooms, Tailoring, Stitching, Embroidery, Zari etc, Handicrafts, Computer & IT enable services along with soft skills and skills for the workplace such as spoken English, Gems & Jewellery, Travel & Tourism, Hospitality.³⁴

It is unlikely that the position of women in the industries of developing countries can be changed without changes in the models of industrial development and organization of industrial production. Therefore, formulation and implementation of national industrialization policies based on the needs and interests of all strata of the population, as well as on an evaluation of domestic potentials continue to be priority tasks confronting developing countries. Professions for women have always been a challenge to choose from. In the

³¹https://www.startupindia.gov.in/content/sih/en/women_entrepreneurship.html, Last Visited on 8/05/19, 9.40pm

³²Supra note 29

³³<https://www.wep.gov.in/>

³⁴<https://wcd.nic.in/schemes/support-training-and-employment-programme-women-step>, Last Visited on 10/05/19, 7 pm

patriarchal male-dominated society the traditions and regional cultures play a big part in deciding which work to take up from, where and why.

XII. CONCLUSION

Women today are creating exceptional and ground-breaking accomplishments in every sphere of life and are optimistic about what the future holds for them. With the increased supportive initiatives by the government, management boards, peer-to-peer platforms, families and support-systems, gender-based roadblocks are now being rapidly eliminated in the entrepreneurial journey of a woman.³⁵ According to the Sixth Economic Census released by the Ministry of Statistics and Programme Implementation, women constitute around 14% of the total entrepreneurship i.e. 8.05 million out of the total 58.5 million entrepreneurs. Out of this, 2.76 million women constituting 13.3% of women entrepreneurs work in the agriculture sector whereas 5.29 million women constituting more than 65% work in the non-agriculture sector. The average employment in women-owned enterprises is meager 1.67.³⁶

There is a need for changing the mindset towards women to give equal rights as enshrined in the constitution. The progress towards gender equality is slow and is partly due to the failure to attach money to policy commitments. In the words of president APJ Abdul Kalam "empowering women is a prerequisite for creating a good nation, when women are empowered, the society with stability is assured. Empowerment of women is essential as their thoughts and their value systems lead to the development of a good family, good society and ultimately a good nation."

When a woman is empowered it does not mean that another individual becomes powerless or is having less power. On the contrary, if a woman is empowered her competencies towards decision-making will surely influence her family's and society's behavior.³⁷

³⁵ Supra note 3

³⁶ https://www.business-standard.com/article/news-cm/women-constitute-around-14-of-total-entrepreneurship-in-country-118071600642_1.html, Last Visited on 10/05/19, 9 pm

³⁷ Supra note 2