

From Constraints to Motivation: An Empirical Study of Gender-Based Barriers Enhancing Entrepreneurial Resilience among Women

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Abstract

With the advent of globalization, growth of technology, increased knowledge, exposure and transformative outlook on aspects of gender, there have been a great change in matters of roles and responsibilities of women. Nowadays, several women-owned businesses across the globe motivate and empower fellow women around to rise to make major decisions of growth and success. The role of women in entrepreneurship not only helps resolve the implications of economic aspects in a better way but also facilitates in ensuring gender equality and propagate better values of inclusivity. By developing more women-owned ventures, it not only aid to the growth of a country's economy, but evidently embarks in transforming several of these traditional ideas that repress women from being social individuals. The growing participation of women in entrepreneurial activities has significantly helped in addressing and bringing resolution to several of the above-mentioned issues such as gender gap and poverty. The rise in number of women-owned ventures across the globe has successfully helped in disrupting the male-dominated structure of entrepreneurship, eventually providing to the progress of society in general. 237 women entrepreneurs from different entrepreneurial sector were surveyed to explore the factors that determines Gender-Based Barriers that enhancing Entrepreneurial Resilience among Women. The study concludes that there is significant impact of Gender-Based Barriers on Entrepreneurial Resilience among Women.

Keywords: Motivation, Gender-Based, Entrepreneurial, Women, Barriers, Constraints

Introduction

Entrepreneurship has developed as a driving force in modern economy that facilitates in transforming technological innovation and knowledge of a country to its economic growth and development. However, gender is an important factor that determines this economic output and growth pertaining to entrepreneurship activities. The growing success of women-led ventures plays an integral part in increasing popularity of entrepreneurship activities, disrupting its traditional and conventional norms as well as transforming entrepreneurship to an arena of social growth and inclusivity. Women-led ventures and their success have contributed to female empowerment by bringing women a sense of autonomy, providing them with financial resources, contributing to their well-being as well as improving status of women within various institutions. Women entrepreneurs are driven by unique and multifaceted motivations and benefits to lead their business ventures which automatically reflect gender disparities prevalent in the domain of entrepreneurship (Brush et. al., 2019). Women-led ventures play key role in reshaping entrepreneurial landscape by bringing in more job opportunities, adding to the workforce beyond gender and thereby developing the economic output. Apart from contributions to society's progress, it is very crucial for women to take up their roles of empowerment as it is the only way to ensure their accessibility to diverse benefits of progress and development in a country. Several surveys notice how women across the globe find entrepreneurial

activities as ways of empowerment providing them with independence and social security. Entrepreneurship provides women with the benefits of social interaction, enhance their skills on managing resources and capital as well as aids in advancement of their decision-making capabilities. Women also consider entrepreneurship as emancipation and the very reason motivate them to enter this field as ways of resisting gender stereotypes and repressive cultural barriers (Goncalves et al., 2025).

The growing participation of women in entrepreneurial activities has significantly helped in addressing and bringing resolution to several issues such as gender gap, inequality, underrepresentation of women and discrimination. The rise in number of women-led ventures across the globe has successfully helped in disrupting male-dominated structure of entrepreneurship, eventually providing to the progress of society in general. Nowadays, there are number of women-led business that motivate and empower fellow women to rise up to taking major decisions of growth and success. The role of women in entrepreneurship not only help resolve the implications of economic aspects in a better way but also facilitates in ensuring gender equality and propagate better values of inclusivity. Banu and Baral (2021) in their research study coherently indicate how growth of women-led entrepreneurship activities caters to the establishment of several of the United Nations Sustainable Development Goals of 2030, such as eradication of poverty, reducing inequality and generating further employment across the society. Women find these goals of breaking gender barriers and working towards a better social environment key motivational factor for investing into the success of their business enterprise (Nazam et al., 2025).

Baral, Dey and Kamalini (2023) in their research study explore how various entrepreneurial benefits such as financial independence, employment, social security etc. motivate women to pursue entrepreneurship as a career option. Women pursue entrepreneurship roles to attain social status and utilize it as a platform to address and rectify major limitations that restrict them from freely participating in the functions of society. One of these key restraints refer to conventional values of society that set the primary and sometimes only role of women as housewives and mothers. This notion curtails women from attaining any financial independence such that they do not often get adequate support and resources from their family to make use and invest their immense potential or ideas elsewhere, be it entrepreneurship or any other activities. By developing more women-led ventures, it not only aid to the growth of a country's economy but evidently embarks in transforming several of the traditional ideas that repress women from being social individuals. In today's world women take up entrepreneurship roles in huge number, lead companies with fresh perspectives and ideas as well as bring them into success contributing to the economic growth and development of nation. However, despite immense changes in society regarding the way it perceives gender and equality, women still suffer and have to overcome significant and unique challenges in order to engage in domains such as entrepreneurship. Interestingly, women entrepreneurs find these challenges as the key motivational factors which drive them in bringing success to their business ventures (Agarwal et al., 2021). Women entrepreneurs take courage from the unique challenges they encounter and transform it as motivation to build a collective which help resolve gender disparities and stereotypes that make attaining dreams, exposure, financial independence and personal development a herculean task for women even these days.

Baral, Dey and Kamalini (2023) in their research study comment on diverse projects taken up by the government to motivate women to pursue entrepreneurship as a career option. These government projects also investigate the influence of gender in setting various behavioral patterns and notions when it comes to entrepreneurship roles and responsibilities understanding major limitations that restrict women from freely participating in the same. One of these key factors refer to the conventional values in society that set the primary and sometimes only role of women as someone who take care of children and family. This notion curtails women from attaining any financial independence such that they do not often get adequate support and resources from their family to make use and invest their immense potential and ideas elsewhere, be it entrepreneurship or any other activities. However, despite the immense popularity gained by women led entrepreneurship, they have to still overcome diverse unique challenges in order to establish a successful business venture marking the significant impact of gender in entrepreneurship and growth. Effective research is required on this domain to comprehend gender disparities that curtail women from actively taking up role of entrepreneurs. Several of the research studies conducted these days analyze entrepreneurship in terms of gender to comprehend challenges of women-owned ventures, there by

bringing better ways to facilitate an environment that drives growth and success of more women entrepreneurs in the future.

In family business different members of the same family act entrepreneurially definitely have a profound influence on women of the family irrespective of their social backgrounds. However, despite the already existing space and network for thriving a good business venture, women even from such entrepreneurial backgrounds face unique challenges, particularly moral dilemmas pertaining to family values, in running a business venture. Crane (2021) evidently expose the gendered nature of entrepreneurship pointing out huge disparity in the outcomes of male and female entrepreneurs revealing impact of gender on entrepreneurship and economic growth. Most of the developing countries have less women-owned ventures compared to that of men. Several of these men led firms also outperform those run by females pointing to major cultural barriers that restrict women from putting their time and energy in entrepreneurship. Study conducted by Crane (2021) confirms gendered nature of an entrepreneurial firm, analyzes how such nature leads to underperformance of women and necessitates an urgent requirement to set up an effective framework to eliminate cultural and social barriers restricting women from carrying out entrepreneurial roles. Cummings and Lopez (2022) on the other hand point out how women even have to face several issues within the entrepreneurial institution that they work, causing major concerns that might make it difficult for them to perform. The study conducted by Cummings and Baral, Dey and Kamalini (2023) diverse societal, institutional, and cultural barriers that repress women in order to build effective measures to counteract the same. At the same time, researchers also emphasize the necessity to form a collective that include government, policy makers, various organizations and sections of society to work at the national and regional level to ensure amendments for betterment of women entrepreneurs. Roy, Mohapatra and Banerjee (2021) point out in their research how social forces that oppose women initially in the phase of starting a business turns supportive in the course of success of the same venture. This proves the role of entrepreneurship as emancipation where it changes the social surroundings around women entrepreneurs eventually freeing them from barriers and paving way to an environment that will cater to their entrepreneurial needs. Lladós-Masllorens and Ruiz-Dotras (2021) depict the intense relation between financial skills and success of women entrepreneurs indicating significance of social capital in running a venture. The society which treats entrepreneurial roles as masculine pose critical challenges of lack of social capital to women entrepreneurs making it difficult for them to thrive. Apart from this, Shetty and Ananad (2020) conducted a study on Emirati women within a social cognitive perspective to understand how social environment play crucial role in shaping likelihood to self-employment among women. On an analysis of factors that drive these women in starting their own business, researchers found out that desire to better the social environment often rises as a necessity in motivating these women to become entrepreneurs.

The career growth of women entrepreneurs in a patriarchal world that treats entrepreneurial roles as masculine is largely affected by support from institutions such as family and society. Duque and Moreno (2021) as part of their study on street vendors in urban Columbia analyzes informal entrepreneurship and how it decides women's knowledge on resource allocation and time management when it comes to running their own ventures. The study clearly propagates the need to provide adequate training to enhance skills of women entrepreneurs in order to help build their perspectives on leading business firms. Jha and Alam (2021) also analyze various antecedents that affect or impact women-owned ventures and identify the significance of training and development in creating a positive impact on the success of women led entrepreneurship. There are also differences in the way women and men look up to business accelerators in functioning of their ventures. The findings of Kwapisz's (2021) study notices that women entrepreneurs give significant importance to business education and training rather than establishing network connections in terms of leading a business venture. The low ratio in building network connections by women compared to men often reflect concerns for their own personal safety faced by women within the framework of entrepreneurship. Conroy and Weiler (2015) have conducted a study on behavioural differences in women and men entrepreneurs within the firm indicating how these differences in response have a profound influence on the income generated out of these ventures. Brush, Greene and Davis (2017) depict the intense gender gap in allocating financial capital to women-owned ventures where they often receive small scale funding compared to business run by men. Guzman (2019) also comments about how investor's gendered

preference leads to disparities in the entrepreneurship sector making it extremely difficult for women-owned ventures to thrive in their business. All of these studies depict the necessity for a collective to function in facilitating a proper environment for supporting entrepreneurship dreams of women by providing them with adequate training, resources and capital.

Literature Review

Over recent years, there has been significant growth in number of women-led ventures across the globe. Several of the research studies conducted these days analyze entrepreneurship in terms of gender to comprehend distinct characteristics and goals of women-led ventures, there by bringing better ways to facilitate an environment that drives growth and success of more women entrepreneurs in future. Women entrepreneurs are driven by unique and multifaceted motivations that range from seeking autonomy, financial independence to addressing issues of gender disparities and inequality (Mulawarman et al., 2020). Women taking up roles as entrepreneurs also benefits to the progress of society by making significant changes in shaping attitude towards them. Effective research that explores motivations and benefits which drive entrepreneurial desires of women not only help comprehend differences in determining success of women-led ventures compared to those by men but also mark intricate influence of gender in entrepreneurship and economic growth.

Rahman, Dana and Anjum (2022) in their research study on rural women entrepreneurs in Bangladesh highlight how family entrepreneurship benefits women in meeting their diverse social, economic and family needs. Rural women in Bangladesh find family entrepreneurship opportunities as a way to address issues of underrepresentation and confinement of women in specific roles such as housewives. Family entrepreneurship which opens up a scenario where different members of the same family act entrepreneurially definitely have a profound influence on women of the family irrespective of their social backgrounds. Women in Bangladesh take up competitive roles and lead successful entrepreneurship journey as a way to address and deal with issues of discrimination that exists within the structure of a family. Crane (2021) evidently expose the gendered nature of entrepreneurship pointing out how society perceive entrepreneurial roles as masculine. Women despite unique challenges and huge disparities in outcome stay motivated in the field of entrepreneurship in order to disrupt its very prevailing gendered nature.

Most of the developing countries have less women-led ventures compared to that of ventures run by men. However, the fact that women these days take up roles to lead ventures motivate fellow women from diverse backgrounds to dream about entering into challenging fields like entrepreneurship. Study conducted by Crane (2021) necessitates an urgent requirement to set up an effective framework to eliminate cultural and social barriers that restrict women from carrying out entrepreneurial roles. The growing success of women-led ventures exposes immense potential and innovativeness that women conduct in entrepreneurship. These women-led ventures evidently play huge role in disrupting repressive barriers that curtail women from involving in domains like business enterprise. The study conducted by Cummings and Lopez (2022) draws parallel between benefits and negative consequences of leading a business venture, based on feminist analysis, to understand unique challenges women encounter daily in running a firm. The findings reveal that even though running a venture provides women with risks for their own safety, anxieties, uncertainty and moral dilemma, it also provides them a sense of autonomy, development and financial independence. The fact that being an entrepreneur makes women self-sufficient eventually give them potential to handle other consequences and further motivates them to take major decisions aiding to their personal and professional development.

Baral, Dey and Kamalini (2023) conducted extensive research organizing existing studies on women entrepreneurs in India to dissect gaps of research in understanding the arena. The implications of the study demand comprehensive understanding of diverse societal, institutional and cultural barriers that repress women from entrepreneurial activities. The study further emphasizes necessity to form a collective that include government, policy makers, various organizations and sections of society to work at national and regional level to ensure amendments for betterment of women entrepreneurs. The financial support from government and various organizations in form of loans motivate several women to start their business dream, which otherwise got delayed due to lack of capital. Roy, Mohapatra and Banerjee (2021) point out in their research how social forces that

oppose women initially in the phase of starting a business turns supportive in the course of success of the same venture. This role of entrepreneurship as emancipation motivates women to use the same as a tool to change social surroundings around women entrepreneurs eventually freeing them from barriers, paving way to an environment that will cater to their entrepreneurial needs. Agarwal and Srivastava further (2021) confirm how complementary nature of entrepreneurship act as a major motivational factor in the success and development of women-led ventures.

Shastri and Sharma (2021) conducted a study analyzing key motivational factors that drive women to invest in entrepreneurial activities. The findings of the study indicate that women often engage in starting ventures and self-made business to reject various gender stereotypes prevalent in society. In the process they also receive benefits by attaining creativity and freedom in terms of finance and social life. However, institutions existing in the patriarchal society do not make it easy for women to transform their motivation into action. Lladós-Maslloréns and Ruiz-Dotras (2021) depict intense relation between financial skills and success of women entrepreneurs indicating significance of social capital in running a venture. The society which treats entrepreneurial roles as masculine pose critical challenges of lack of social capital to women entrepreneurs making it difficult for them to thrive. Apart from this, gender norms that create a notion on work-life balance also pressurize women entrepreneurs causing them a moral dilemma about pursuing their passion of business. Cho, Park and Han (2020) coherently indicate how women entrepreneurs make use of these gender stereotypes, challenges and restrictions as their key motivational factors in carrying out entrepreneurial desires, working together to create a better workspace for future female entrepreneurs.

Shetty and Ananad (2020) researched on Emirati women within a social cognitive perspective to understand how social environment play crucial role in shaping likelihood to self-employment among women. The study conducted by Adikaram and Razik (2023) extend this idea about role of social environment in motivating business of women by analyzing push and pull factors of STEM women entrepreneurs. On an analysis of factors that drive these women in starting their own business, researchers found out that desire to better the social environment often rises as a necessity in motivating these women to become entrepreneurs. Lingappa, Rodrigues and Shetty (2023) depict intricacies in difference between necessity and opportunity entrepreneurship in terms of gender. For women rather than identifying business opportunities, it becomes a necessity sometimes to evolve themselves as self-employed to destruct repressive gender ideologies.

The career growth of women entrepreneurs in a patriarchal world that treats entrepreneurial roles as masculine is largely affected by support from institutions such as family and society. Banu and Baral (2021) expose how success of women-led ventures determines the status and amount of support women receive from their family, closed ones and other institutions. The rise of social status, representation within familial relationship as well as access to benefits of earning motivate women to invest their time and energy towards ensuring success of women-led ventures. Duque and Moreno (2021) as part of their study on street vendors in urban Columbia analyze how women find interest in informal entrepreneurship and actively use the same to build knowledge on resource allocation, time management, managing capital and running a venture. Women find entrepreneurial opportunities as a space that provides them with adequate training to enhance skills which help build their perspectives on leading business firms. Jha and Alam (2021) also analyze various antecedents that affect or impact women-led ventures and identify significance of training and development in creating a positive impact on success of women led entrepreneurship. In an emerging economy women consider entrepreneurship as a platform with resources that help connect to successful people and build a collective. The fact that running a venture provide women with benefits of a learning space as well as aid in empowering them to develop their decision-making further motivates female entrepreneurs to invest and extend their business enterprise desires.

The findings of Kwapisz's (2021) study depict how women entrepreneurs give huge importance to business education and training as they find it as opportunity to enhance their diverse skills. The act of leading a successful venture occupy women with variety of skills that ranges from organization, management to resource allocation and investment. Conroy and Weiler (2015) point out how educational access as well as family structure influence or impact women in leading a business venture. Brush, Greene and Davis (2017) on the other hand depict the

intense gender gap in allocating financial capital to women-led ventures where they often receive small scale funding compared to business run by men. Guzman (2019) also comments about how investor’s gendered preference leads to disparities in the entrepreneurship sector making it extremely difficult for women-led ventures to thrive in their business. Women entrepreneurs who face these unique challenges remain competitive and determined in pursuing their entrepreneurial desires with the focus of developing social environment around them. The motivational factor to build a collective supporting entrepreneurial dreams of women by providing them with adequate training, resources and capital pushes these female entrepreneurs to tackle several challenges they encounter in the process of running a firm.

Objective

1. To explore the factors that determines Gender-Based Barriers that enhances Entrepreneurial Resilience among Women
2. To know the impact of Gender-Based Barriers on Entrepreneurial Resilience among Women

Methodology

237 women entrepreneurs from different entrepreneurial sector were surveyed to explore the factors that determines Gender-Based Barriers that enhancing Entrepreneurial Resilience among Women. Data collection and analysis is done through “Random sampling method” and “Exploratory Factor Analysis” followed by “Multiple Regression Analysis”.

Findings

In study survey women below 38 years of age are 33.3%, 38-48 years are 38.4% and rest 28.3% are above 48 years of age. 30.8% of them are graduate and below, 28.7% are post graduate and above, 24.0% are having professional degree, and rest 16.5% are having other educational qualification. 16.5% of the respondents are in technology sector, 17.3% in health tech, 23.2% in education, 25.3% in e-commerce, and rest 17.7% in other entrepreneurial sectors.

“Table 1 General Details of Respondents”

“Variables”	“Respondents”	“Percentage”
Age		
Below 38 years	79	33.3
38-48 years	91	38.4
Above 48 years	67	28.3
Total	237	100
Educational Qualification		
Graduate and below	73	30.8
Post graduate and above	68	28.7
Professional Degree	57	24.0
Others	39	16.5
Total	237	100
Entrepreneurial sector		
Technology	39	16.5

Health tech	41	17.3
Education	55	23.2
e-commerce	60	25.3
Others	42	17.7
Total	237	100

“Exploratory Factor Analysis”

“Table 2 KMO and Bartlett's Test”

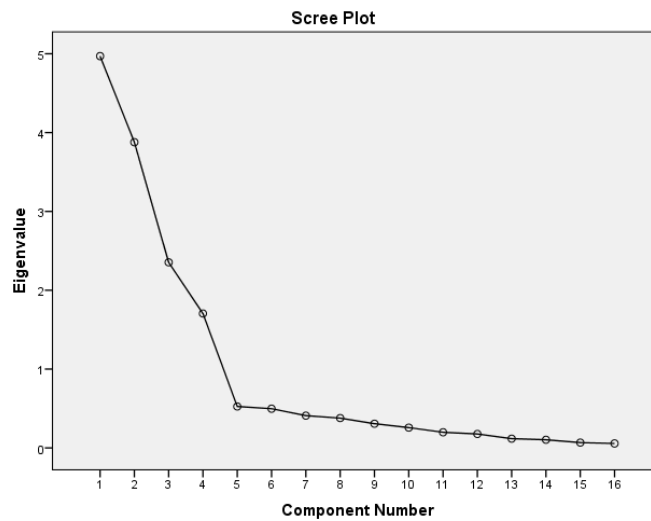
“Kaiser-Meyer-Olkin Measure of Sampling Adequacy”		.782
“Bartlett's Test of Sphericity”	“Approx. Chi-Square”	3386.638
	“df”	120
	“Sig.”	.000

KMO value is 0.782 and the “Barlett’s Test of Sphericity” is significant.

“Table 3 Total Variance Explained”

“Component”	“Initial Eigen values”			“Rotation Sums of Squared Loadings”		
	“Total”	“% of Variance”	“Cumulative %”	“Total”	“% of Variance”	“Cumulative %”
1	4.970	31.065	31.065	3.605	22.531	22.531
2	3.878	24.238	55.302	3.281	20.505	43.036
3	2.354	14.711	70.013	3.109	19.431	62.468
4	1.704	10.652	80.665	2.912	18.198	80.665
5	.525	3.283	83.948			
6	.498	3.110	87.058			
7	.409	2.556	89.615			
8	.378	2.363	91.977			
9	.307	1.919	93.896			
10	.258	1.609	95.505			
11	.198	1.239	96.745			
12	.176	1.102	97.847			
13	.117	.733	98.580			
14	.103	.646	99.226			
15	.067	.420	99.646			
16	.057	.354	100.000			

In a “principal component analysis”, 16 variables were grouped into 4 factors with 22.531%, 20.505%, 19.431% and 18.198% variance respectively and total variance is 80.665%.



The graph above shows the Eigenvalues derived from the "Total Variance Explained" table, indicating an elbow point at 4 components.

“Table 4 Rotated Component Matrix”

“S. No.”	“Statements”	“Factor Loading”	“Factor Reliability”
	Socio-cultural Norms		.962
1	Rectifying major limitations that restrict women from freely participating in the functions of society	.943	
2	Conventional values of society that set the primary role of women as housewives and mothers	.934	
3	Lack of social capital to women entrepreneurs	.929	
4	Resolve gender disparities and stereotypes	.915	
	Access to finance		.920
5	Curtailing women from attaining any financial independence	.944	
6	Disparities in resource allocation and capital to women	.916	
7	Financial support from government and various organizations in form of loans	.826	
8	Intense gender gap in allocating financial capital to women-owned ventures where they often receive small scale funding	.826	
	Education and Skill Gaps		.904
9	Organization management, resource allocation and investment enhance Entrepreneurial Resilience among Women	.869	
10	Financial skills and success of women entrepreneurs indicating significance of social capital in running a venture	.864	

11	Women take Entrepreneurial opportunities as a space that provides adequate training to enhance skills	.840	
12	Women entrepreneurs give significant importance to business education and training	.834	
	Business Network		.869
13	Low ratio in building network connections	.874	
14	Lack of already existing space and network for women to thrive a good business venture	.859	
15	Women entrepreneurs give significant importance to business education and training rather than establishing network connections	.847	
16	Investor’s network gendered preference leads to disparities in the entrepreneurship sector	.771	

Factor “Socio-cultural Norms” includes the variables like Rectifying major limitations that restrict women from freely participating in the functions of society, Conventional values of society that set the primary role of women as housewives and mothers, Lack of social capital to women entrepreneurs, and Resolve gender disparities and stereotypes. Factor “Access to finance” consist of variables like Curtailing women from attaining any financial independence, Disparities in resource allocation and capital to women, financial support from government and various organizations in form of loans, and Intense gender gap in allocating financial capital to women-owned ventures where they often receive small scale funding. Factor “Education and Skill Gaps” includes the variables like Organization management, resource allocation and investment enhance Entrepreneurial Resilience among Women, Financial skills and success of women entrepreneurs indicating significance of social capital in running a venture, Women take Entrepreneurial opportunities as a space that provides adequate training to enhance skills, and Women entrepreneurs give significant importance to business education and training. Factor “Business Network” is associated with the variables like Low ratio in building network connections, Lack of already existing space and network for women to thrive a good business venture, Women entrepreneurs give significant importance to business education and training rather than establishing network connections, and Investor’s network gendered preference leads to disparities in the entrepreneurship sector.

“Table 5 Reliability Statistics”

“Cronbach's Alpha”	“N of Items”
0.842	16

The overall reliability is 0.842 for the 4 constructs comprising sixteen items.

“Table 6 Model Summary”

“Model”	“R”	“R Square”	“Adjusted R Square”	“Std. Error of the Estimate”
1	.865 ^a	.748	.744	.35805
Predictors: (Constant), Socio-cultural Norms, Access to finance, Education and Skill, and Gaps Business Network				

The adjusted R-squared value is 0.744 with approximately 74% of the variation.

“Table 7 ANOVA”

“Model”		“Sum of Squares”	“df”	“Mean Square”	“F”	“Sig.”
1	“Regression”	88.493	4	22.123	172.566	.000 ^b
	Residual	29.743	232	.128		
	Total	118.236	236			
a. Dependent Variable: Overall impact of Gender-Based Barriers on Entrepreneurial Resilience among Women						
b. Predictors: (Constant), Socio-cultural Norms, Access to finance, Education and Skill, and Gaps Business Network						

Value under significant column indicates a significant relationship between Gender-based barriers (Socio-cultural Norms, Access to finance, Education and Skill, and Gaps Business Network) and Entrepreneurial Resilience.

“Table 8 Coefficients”

“Model”	“Un standardized Coefficients”		“Standardized Coefficients”	“t”	“Sig.”
	“B”	“Std. Error”	“Beta”		
(Constant)	4.232	.023		181.961	.000
Socio-cultural Norms	.074	.023	.104	3.167	.002
Access to finance	.119	.023	.168	5.110	.000
Education and Skill Gaps	.591	.023	.835	25.367	.000
Business Network	.076	.023	.107	3.260	.001
DV: Overall impact of Gender-Based Barriers on Entrepreneurial Resilience among Women					

All the factors Socio-cultural Norms, Access to finance, Education and Skill, and Gaps Business Network are showing significant impact of Gender-Based Barriers on Entrepreneurial Resilience among Women. Highest impact is shown by Education and Skill Gaps with beta value .835 followed by Access to finance (.168), Business Network (.107), and Socio-cultural Norms (.104).

Conclusion

In an emerging economy, women-owned ventures play crucial role in development of business opportunities, enhancing economic growth, creating better employment as well as making the society better in general. It is important to understand major motivations and challenges that impact the success and growth of women-owned ventures in order to be able to develop a collective that work towards bringing inclusivity and building a better social environment to support entrepreneurial desires of women. Even though women-owned ventures show a considerable high rate in contemporary times, they face several unique challenges in the process of running their business. The existence of such challenges coherently indicates the gendered nature of entrepreneurship that considers everything associated to business masculine. It is a persistent need for the government, organizations and policy makers to bring amendments that deal with these disparities and ensure better opportunities, adequate

training, resource allocation and capital to women in helping facilitate their entrepreneurial dreams. It is only by effectively building such a social environment that caters to the growth of women entrepreneurship, one be able to eradicate prevalent gender stereotypes and ideologies that are repressive to empowerment of women and progress of society in general.

The study aims to explore the factors that determines Gender-Based Barriers that enhances Entrepreneurial Resilience among Women and the impact of Gender-Based Barriers on Entrepreneurial Resilience among Women. It is found that Socio-cultural Norms, Access to finance, Education and Skill, and Gaps Business Network are the factors that determines Gender-Based Barriers that enhances Entrepreneurial Resilience among Women. The study concludes that there is significant impact of Gender-Based Barriers on Entrepreneurial Resilience among Women.

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