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# Susceptibility of Gender Entrepreneurship Gap in India— A Preview

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## ABSTRACT

Prosperity of an economy relies on the equality of genders in all aspects. The aggregation of self-discipline paves way for proper civilization. Where there is egalitarianism, there is always the sign of Prosperity. The modus operandi of this study is to project the gender gap existing in the society. Chapter one provides basic information about entrepreneurship gap. Chapter two envisages the methodology of the study. Chapter three lists the review of literature. Chapter four recites the history of gender disparity from the last century. Chapter 5 estimates the level of entrepreneurship gap in post-liberalisation period of India. Last chapter concludes with the findings, suggestions and scope for the future studies.

*Keywords:* Global Gender Gap, entrepreneur, women employer, working women, generation

## INTRODUCTION

The post-independence era of Indian economy has witnessed that she had failed to augment the gender gap in the field of entrepreneurship. The subsequent doses of reservation policy has brainwashed the community think astutely. The policy makers tried their level best to achieve the targeted economic growth nevertheless unable to meet both ends of targeted and actuals. They still talk about the percentage of women reservation in all fields rather than equality. The social security is colossal evil which castigate an unsecured state of affairs. After completing 69 years of independence and entry to the completion of 7<sup>th</sup> decade, it is the need of the hour to think and exert for finding a solution to susceptibility of Gender entrepreneurship Gap in India which may be a key to overcome the problems of gender related issues. According to WEF report, global gender gap has been widened. The encouraging progress on eradication of gender gap in the last decade has a twist, because the gender inequality has widened during 2017. World Economic Forum has witnessed in its Global Gender Gap report 2017, that India ranked 108 in GGG Index. The Robust challenges are ahead for the economic participation as our neighboring countries Bangladesh and China are ranked 47 and 100 respectively. In that report, they have considered four pillars namely, Health, Education, the work place and Political representation.

The current study focuses on the fifth pillar, the gender entrepreneurship gap. There are four elements that are to be considered to calculate the value of gender entrepreneurship gap-

1. Family brought up
2. Socio economic status of the parents
3. Working environment
4. Nature of business.

## METHODOLOGY

**Research gap:** Why there is a poor growth in women entrepreneurship in India.

**Pilot study:** The current research was started with a pilot study of 25 random samples, in order to find out the feasibility of data collection and provisions for selection key factors to calculate the gender entrepreneurship gap. Based on the result of pilot study, the structured questionnaire was framed.

## REVIEW OF LITERATURE

World Economic forum<sup>1</sup> exhibited its report on Global Gender Gap 2017, in which India is deteriorating in her position to 108<sup>th</sup> rank among 144 countries. During 2016, India got 87<sup>th</sup> position and during 2017, GGG Index moved to 108<sup>th</sup> position. The following table extracted from WEF Reports.

Down from 87 to 108									
Global Index		Economic Participation & Opportunity		Educational Attainment		Health and Survival		Political Empowerment	
2017									
Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
108	0.669	139	0.376	112	0.952	141	0.942	15	0.407
2016									
Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
87	0.683	136	0.408	113	0.950	142	0.942	9	0.433

Source : WEF report 2017.

It is unfortunate that our nation is facing the challenges both in (i) Economic participation and opportunity and (ii) Health and survival pillars, as she secured 139<sup>th</sup> and 141<sup>st</sup> rank among the total of 144 countries. This means that India is a third world country as for as Health and education is concerned which is the key factor for the entrepreneurship. However, we are having encouraged sign in political empowerment.

Sarah Kaplan<sup>4</sup>, in her view, people may think that women entrepreneurship programmes (accelerators) with the best practices for women would be the right choice for the augmenting the gender gap in entrepreneurship, but it is actually a wrong presumption that many such programmes tried to made special efforts in participating women, failed due to disservice of female participants and they are exposed to hyper-competitive with men.

Mathew Lee et al.<sup>5</sup> in their study, while describing about the hybrid ventures, they emphasized that the presence of women business owners in the community encourages female social entrepreneurs to pursue hybrid ventures business model. A hybrid business model is a one in which the venture engages commercial activities in order to support its social mission.

Karen Bonner<sup>6</sup> in his research, elicited the fact that the number of women that went into business rose by 45 percent over the last decade, compared to just 27 percent among men.

Dr. S. Chandrachud<sup>7</sup>, in my research article, mentioned that there is a disparity in the wage rate for the women employee. Due to lesser wage fixation for the women employee in leather industry, more and more young and unmarried women employees are preferred, as they never claim for the labour rights and submissive in the work place. Out of seven leather units inside the Special Economic Zone, MEPSZ, not even a single

woman employer is present irrespective of more than 70 percent are women employees in the zone

**Evolution of Gender gap in post-independence period:** Single hand never reach applaud but boo. If you want to clap, both hands should come together, likewise if you want welfare in the ecosphere, both genders should improve together. In the words of Swami Vivekananda, the Indian Philosopher, 'It is impossible to think about the welfare of the world unless the condition of women is improved. It is impossible for a bird to fly with only one wing'. The status of women in the initial stages of post-independence era makes us to regret that they were forced to fill the household space only. Irrespective of lot of debates over several decades, the folklore of patriarchy has subjugated the law of equality in gender participation. However, with subsequent doses of reservation policies, favorable to women participation, there were few pockets of improvement in their status. But still there is a wide gap between the genders with respect to health, brought up, infanticide, wage discrimination, nature of work, social security and so on. Even though, the literacy level of women is increasing with inception of professional participation of women, the expected rate of women liberalisation is not yet achieved due to lack of awareness about their privilege, hesitation to come out from nutshell, fear of parents about their daughters marriage, prevention of right opportunities to become professional, condition of age difference between the genders for marriage and rituals of social life. There are lots of legislations that have enforced the rights of women, which failed in their purpose, due to social and political factors. For example, election in the women constituency contested by a woman candidate who is proxy of the respective male candidate.

Right from Dowry prohibition act 1961 to Sexual harassment of women at workplace-Prevention, Prohibition and Redressal Act 2013, there are number

of legislations to protect the interest of the feminine gender such as National commission for women Act, the commission of Sati Prevention Act etc. that have been implemented<sup>8</sup>. However, there is no permanent solution for the protection of women welfare. The current study tries to find out a solution for the women welfare through the inception of women entrepreneurship to eradicate the susceptibility of gender entrepreneurship gap.

**Women Entrepreneurship gap in post-liberalisation era:** In present day, women participation has considerably increased in most of the field. But still, there are many arena, in which, the role of women is NIL. (Nothing Is Listed). Especially, on the grounds of women entrepreneurship in selected labour intensive industries. For instance, the most successful export oriented and labour intensive industry in India—the leather industry is lacking with women entrepreneurship. As a matter of fact, more than 70 percent of the workers are women employees and many illegal issues against women is regarded, right from wage disparity, non-implementation of labour welfare act and sexual harassment of women in work place etc. In order to overcome all these problems, the best solution is to give privilege of women entrepreneurship in this industry. If the employer is women, a considerable reduction of women problems in work place will be reduced as the respective employer can understand the problem of the same gender and there is no question of sexual harassment and wage disparity. Providing education to women alone will not bring the fruitful result in the equal gender participation.

## CONCLUSION

The present study has the following findings

1. Number of women employees is more than 70 percent in Chennai leather cluster.
2. There is no women employer in the leather cluster
3. Non-implementation of labour laws is prevalent
4. There is a wage disparity between men and women employee

The current study has listed the following suggestions

1. The government may come forward to solve the problem of non-implementation of labour laws

2. The government may lay a provision of privileged women entrepreneurship
3. The Encouragement of women entrepreneurship in leather industry may pave way to get appropriate solution for eradication of susceptibility of gender entrepreneurship gap.

**Ethical Clearance:** completed. (Dept. level committee at VELS)

**Source of Funding:** Self

**Conflict of Interest:** NIL

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