

Factors for Gender Inequality – An Economical Study of Women Entrepreneurs in Hyderabad

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Abstract

In this paper, the researcher examined the gender inequalities of women entrepreneurs of Hyderabad. The data was collected from 200 women entrepreneurs belong to different categories, such as Cosmetic/Fashion/Dress material, Kirana & General, Hotel & Restaurant and Vegetable & Fruit Vending. A research questionnaire was used using a random sampling technique. The results shows that most (i.e., 79.0%) of the respondents agreed that the working hours are less compared to men is the main factor for gender inequality. The gender inequalities are higher in women entrepreneurs of Vegetable & Fruit Vending compared to others. A significant difference (p value is less than 0.05) was found among the women entrepreneurs on gender inequality. It is suggested that the central or state government or government agencies motivate them with appropriate schemes.

Key words: Gender inequality, Women entrepreneurs, Less working hours, Easy business, Difficult to start.

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I. Introduction

Indian women are willing and able to do several kind of work, but they are constrained due to family obligations. Though, women are discriminated in comparing men, their working timing are adverse because family and children responsibility is in addition. Due to the reason women sustainable entrepreneurial participation is not reaching.

Even in the modern world women are treated physical and intellectually week in comparison with men. In the patriarchal family system in India women services are used for only to domestic activities and children welfare. She treated intellectually week in participation of entrepreneurial activities. In the process of recruiting responsible positions, various kinds' observations taken in to considerations even she may has special skills and efficiency.

Economic development is based on human resources and their efficiencies. In the human resources both men and women are equally responsible. For the development of any economy women share of participation equally responsible but women is neglected. In general in India women are neglected socially and religiously for the participation in the entrepreneur developmental activities. Now a days role of women participation all the parts economic activities mean while entrepreneurial activities increasing.

The mainstay of any progress method has been the humanoid source, which may be categorized into men and women. As a consequence, women's role in economic progress has been reduced to obligatory involvement. However, such an obligatory role is being substituted through a energetic role because of the importance on women's freedom movement through women empowerment, high progressive activities Their literacy rate, the essential quality of technical ability and recognized measures stimulating women in all sections of the economy. By way of a result, women have developed as a different class of society by themselves. However, the men dominating and believe that women cannot undertake the entrepreneurial leads. But this myth has been condemned through many experimental researches, which divulge that women entrepreneurs are in no way changed from men in start and manage enterprises.

Women participation and their role in greater part of economic development increased. Women also participating in the micro and small enterprise sector in India. The rushing of economic growth necessitates of women entrepreneurs (Shah, 2012). This is based on the objectives of i) to study the gender inequality factors

among various business sector covered cosmetic, fashion, dress material, kirana and general stores, hotel and restaurant, vegetables and fruit vending etc in the Hyderabad city of telangana state.

ii) To know the significant difference among the women entrepreneurs on the gender inequality.

Hypotheses

1. Gender inequalities are higher in women entrepreneurs of Cosmetic/Fashion/Dress material, Kirana & General, Hotel & Restaurant and Vegetable & Fruit Vending.
2. There is no significant difference among the women entrepreneurs on gender inequality.

II. Review Of Literature

Sarita and Harsh Kumar (2022) tried to explain about the womanliness gap in entrepreneurship and the procedures that can be commenced to overcome this femininity gap in their paper and “Gender Equality with Special Reference to Women Entrepreneurship”.

Dixit, Jitendra & Agarwal, Sucheta & Ramadani, Veland & Agarwal, Vivek. (2022) the outcome of the study resolved that absolutely women are made for entrepreneurship in association with men entrepreneurs superfluous. More over for the encouragement of women through training and education facilities are create advantages to women entrepreneurship dominated.

Oyedele Martins Ogundana, Amon Simba, Leo-Paul Dana and Eric Liguor (2021) the exploration exposed that different propositions that explanation for their professional progress actions. It provisions prove that women management capital and marketing is crucial for development components in women entrepreneurship. Projected and practical implications for entrepreneurship study and policy development visions in the developing world are offered.

Sabrina Korreck (2019) concluded that the policies will help women gain involvement and information, which in turn will empower them to start their own businesses. It is necessary to women entrepreneurs to reinforce the self-assurance of younger female entrepreneurs. The prerequisite for a seed fund for women entrepreneurs was uttered. The study recommends that measures to progress the security of public places are essential. Additionally, conceding motherliness benefits to women entrepreneurs, improving childcare, and educating social recognition would help them syndicate their entrepreneurial detections and family responsibilities.

The findings of Matern J. (2019) demonstrated that there are certainly empowering essentials in women’s entrepreneurship, but also that the complexity of women’s permission cannot adequately be addressed by exclusively focusing on assistant women entrepreneurs. Hence this study pays to the ongoing discourse about the relationship of entrepreneurship and women empowerment in general.

Debasree Das Gupta (2013) The findings presented in this study indicate the need for a rearrangement of policy focus towards speaking gender barriers and developing decision-making skills, in addition to technical skills, of women entrepreneurs.

III. Methodology

The contemporary study is created on secondary and primary sources information gathered through published sources of information such as books, journals, websites, published reports, etc. The study is fact-finding in nature. The primary data was collected using an organized questionnaire and then it was converted to numerical data for appropriate statistical analysis. This study belongs to women entrepreneurs in Hyderabad Telangana state. The study was conducted from December September 2021 to March 2022. The population of the present research consists of small and medium scale entrepreneurs based in the main city of Hyderabad. The collected data was analysed using SPSS package for calculating percentages, frequencies, mean, standard deviation, and ANOVA. The results are presented in table and graphs for better presentation of the results.

IV. Data Analysis And Interpretation

The impact of those gender inequality policies depends not only on the very nature of the policies but also on whether they are gender-specific or gender-neutral.

Table 1: Factors of Women Entrepreneurs on Gender Inequality

Sl. No.	Factor	Strongly Agree	Agree	Undecided	Disagree	Strongly disagree	Total
1.	Being a women is a adverse factor in business	0 (0.0%)	117 (58.5%)	10 (5.0%)	31 (15.5%)	42 (21.0%)	200 (100%)
2.	women business are small size than male business	10 (5.0%)	114 (57.0%)	33 (16.5%)	39 (19.5%)	4 (2.0%)	200 (100%)
3.	Women face difficulties to start a business	40 (20.0%)	114 (57.0%)	27 (13.5%)	16 (8.0%)	3 (1.5%)	200 (100%)

4.	Loans facilities more to men than women	6 (3.0%)	121 (60.5%)	51 (25.5%)	18 (9.0%)	4 (2.0%)	200 (100%)
5.	Men employees get more respect than female	14 (7.0%)	140 (70.0%)	32 (16.0%)	12 (6.0%)	2 (1.0%)	200 (100%)
6.	Women entrepreneurs working hours less than men	24 (12.0%)	134 (67.0%)	28 (14.0%)	11 (5.5%)	3 (1.5%)	200 (100%)

Source: Field data

Table 1 shows the factors that influence the gender inequality on women entrepreneurs of different fields like Cosmetic/Fashion/Dress material, Kirana & General, Hotel & Restaurant and Vegetable & Fruit Vending. Majority (79.0%) of the respondents agreed that the working hours women are less than men main factor for gender inequality. With 77.0 per cent respondent views of the women find it difficulties to decide to start a business and they also agreed that the men employees respected their bosses who are women entrepreneurs. 63.5% of the respondents agreed that the lenders provide loans easily to male entrepreneurs than female entrepreneurs. The respondents agreed that the women business is small size than men business with 62.0%. The respondents agreed that being a woman it is a negative factor in business and their percentage is 58.5%. The results indicate that the main factor for women entrepreneurs is that the working hours are less to men; this is because of both family issues and business.

Table 2: Factors of Women Entrepreneurs

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Being a women is a negative factor in business	0	58.5	5	15.5	21
Women business are small size than men business	5	57	16.5	19.5	2
Women find it tough to decide to start a business	20	57	13.5	8	1.5
Lenders provide loans easily to men entrepreneurs than women entrepreneurs	3	60.5	23.5	9	2
Men employees respect their bosses who are women entrepreneurs	7	70	16	6	1
Women entrepreneurs compared working hours are less than to men because of combining family issues and business	12	67	14	5.5	1.5

Source: Field data

Graph 1: Factors of Women Entrepreneurs

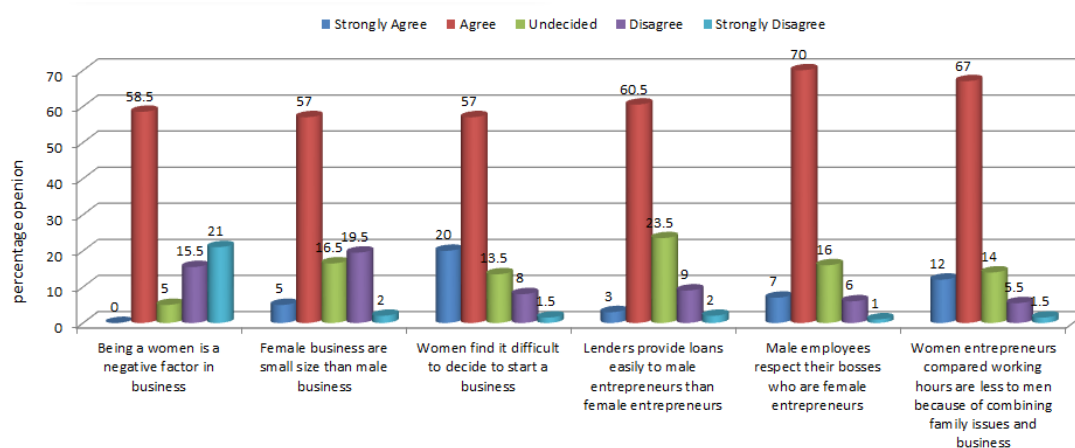


Table 3: Descriptive statistics

Sl. No.	Factor	Type of Entrepreneur	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	F Value	p value
1.	Being a women is a negative factor in business	Cosmetic/Fashion & Dress material	153	2.98	1.243	.101	2.78	3.18	5.024	.002
		Kirana & General	16	2.81	1.424	.356	2.05	3.57		
		Hotel & Restaurant	12	2.25	1.545	.446	1.27	3.23		
		Vegetable & Fruit Vending	19	3.89	.315	.072	3.74	4.05		
		Total	200	3.01	1.260	.089	2.83	3.19		
2.	Female business are small size than male business	Cosmetic/Fashion & Dress material	153	3.46	.888	.072	3.32	3.60	6.730	.000
		Kirana & General	16	3.00	1.155	.289	2.38	3.62		
		Hotel & Restaurant	12	2.75	.965	.279	2.14	3.36		
		Vegetable & Fruit Vending	19	4.05	.524	.120	3.80	4.31		
		Total	200	3.44	.927	.066	3.31	3.56		
3.	Women find it difficult to decide to start a business	Cosmetic/Fashion & Dress material	153	3.91	.853	.069	3.77	4.04	5.258	.002
		Kirana & General	16	3.06	1.237	.309	2.40	3.72		
		Hotel & Restaurant	12	4.00	.426	.123	3.73	4.27		
		Vegetable & Fruit Vending	19	4.05	.621	.143	3.75	4.35		
		Total	200	3.86	.880	.062	3.74	3.98		
4.	Lenders provide loans easily to male entrepreneurs than female entrepreneurs	Cosmetic/Fashion & Dress material	153	3.59	.729	.059	3.48	3.71	3.571	.015
		Kirana & General	16	2.94	1.063	.266	2.37	3.50		
		Hotel & Restaurant	12	3.50	.674	.195	3.07	3.93		
		Vegetable & Fruit Vending	19	3.58	.838	.192	3.18	3.98		
		Total	200	3.54	.782	.055	3.43	3.64		
5.	Male employees respect their bosses who are female entrepreneurs	Cosmetic/Fashion & Dress material	153	3.78	.628	.051	3.68	3.88	7.058	.000
		Kirana & General	16	3.06	1.063	.266	2.50	3.63		
		Hotel & Restaurant	12	3.92	.669	.193	3.49	4.34		
		Vegetable & Fruit Vending	19	4.05	.705	.162	3.71	4.39		
		Total	200	3.76	.711	.050	3.66	3.86		
6.	Women entrepreneurs compared working hours are less to men because of combining family issues and business	Cosmetic/Fashion & Dress material	153	3.90	.626	.051	3.80	4.00	8.743	.000
		Kirana & General	16	2.94	1.124	.281	2.34	3.54		
		Hotel & Restaurant	12	3.83	.718	.207	3.38	4.29		
		Vegetable & Fruit Vending	19	3.95	1.026	.235	3.45	4.44		
		Total	200	3.83	.766	.054	3.72	3.93		

Source: Field data

The descriptive statistics is a form of statistical analysis that gives the information and it is a summary of the data. In the following paras, the investigator described opinions on the factors that influence women entrepreneurs' who are in the enterprises of Cosmetic/Fashion & Dress material (153 Nos.), Kirana & General (16 Nos.), Hotel & Restaurant (12 Nos.) and Vegetable & Fruit Vending on following factors (19 Nos.).

(a) Women is a negative factor: It is observed from the table that the mean opinions are in agreement of various women entrepreneurs regarding as being a women it is a negative factor in business. The mean opinions of women entrepreneurs working in Cosmetic/Fashion & Dress material is 2.98, standard deviation is 1.243; similarly the mean value of Kirana & General entrepreneurs is 2.81 and standard deviation is 1.424; the mean opinions of Hotel & Restaurant is 2.25 and standard deviation is 1.545 and the mean opinions of Vegetable & Fruit Vending is 3.89 and standard deviation was 0.315. From the ANOVA value it is observed that the P value (.002) is less than the critical value (0.05). As such it was found that there is a significant difference in the opinions of women entrepreneurs being a women is a negative factor.

(b) Small Business: The mean opinion values of women entrepreneurs are in agreement with regard to female business are small size than male business. The mean opinion values of women entrepreneurs working in Cosmetic/Fashion & Dress material is 3.46, standard deviation is 0.888; similarly the mean value of Kirana & General entrepreneurs is 3.00 and standard deviation is 1.155; the mean opinions of Hotel & Restaurant is 2.75 and standard deviation is 0.965 and the mean opinion values of Vegetable & Fruit Vending is 4.05 and standard deviation was 0.524. From the ANOVA results it is found that the P value (.000) is less than the critical value (0.05). As such it was found that there is a significant difference in the opinions of women entrepreneurs as their business is small in size compared to male businessmen.

(c) Difficult to start a Business: In this regard, the mean opinion values of women entrepreneurs whose business is Cosmetic/Fashion & Dress material is 3.91, standard deviation is 0.853; similarly the mean value of Kirana & General entrepreneurs is 3.06 and standard deviation is 1.237; the mean opinions of Hotel & Restaurant is 4.0 and standard deviation is 0.426 and the mean opinion values of Vegetable & Fruit Vending women is 4.05 and standard deviation was 0.621. The ANOVA results indicate that the P value (.002) is less than the critical value (0.05). This shows that there is a significant difference in the opinions of women entrepreneurs as the women find it difficult to decide to start a business.

(d) Easy Loan to Male Entrepreneurs: It is of women entrepreneurs' opinion that the lenders of financial agencies provide loans easily to male entrepreneurs than female entrepreneurs. The means of Cosmetic/Fashion & Dress material entrepreneurs is 3.59, standard deviation is 0.729; likewise the mean value of Kirana & General entrepreneurs is 2.94 and standard deviation is 1.063; the mean opinions of Hotel & Restaurant businessmen is 3.50 and standard deviation is 0.674 and the mean opinion values of Vegetable & Fruit Vending women is 3.58 and standard deviation was 0.838. The ANOVA results indicates that there is a significant difference in the opinions of women entrepreneurs as the P value is 0.015 which is less than critical value i.e., 0.05.

(e) Respect to Female Entrepreneurs by Male Employees: The results of the study reveal that the women entrepreneurs are of the opinion that male employees respect their bosses who are female entrepreneurs. The mean opinion values of Cosmetic/Fashion & Dress material is 3.78, standard deviation is 0.628; similarly the mean value of Kirana & General entrepreneurs is 3.06 and standard deviation is 1.063; the mean opinions of Hotel & Restaurant is 3.92 and standard deviation is 0.669 and the mean opinion values of Vegetable & Fruit Vending women is 4.05 and standard deviation was 0.705. The ANOVA results specify that the P value (.000) is less than the critical value (0.05). It indicates that there is a significant difference in the opinions of women entrepreneurs.

(f) Less Working Hours to Women Entrepreneurs: The mean opinion values of women entrepreneurs whose business is Cosmetic/Fashion & Dress material is 3.90, standard deviation is 0.626; as well the mean value of Kirana & General entrepreneurs is 2.94 and standard deviation is 1.124; the mean opinions of Hotel & Restaurant is 3.83 and standard deviation is 0.718 and the mean opinion values of Vegetable & Fruit Vending women is 3.95 and standard deviation was 1.026. The ANOVA results indicate that the P value (.000) is less than the critical value (0.05). This shows that there is a significant difference in the opinions of women entrepreneurs on the working hours are less than men because of family issues and business.

V. Findings

Based on the results of the present study, the following findings were drawn.

1. It was found that most (i.e., 79.0%) of the respondents agreed that the working hours are less compared to men is the main factor for gender inequality and with a less percentage (58.5%) they agreed the statement on “Being a women is a negative factor in business”.
2. The mean opinion value (3.86) of women entrepreneurs from all types of enterprises indicates that “women find it difficult to decide to start a business”.
3. It is found that gender inequalities are higher in women entrepreneurs of Vegetable & Fruit Vending compared to Cosmetic/Fashion/Dress material, Kirana & General and Hotel & Restaurant entrepreneurs.
4. A significant difference was found among the women entrepreneurs on gender inequality.

VI. Conclusions

In Indian society, the women are considered as a less worker compared to men. Because the women who lives in rural areas or urban have to attend household works in addition to their professional fields. In the present study also the women entrepreneurs opined that the foremost factor for gender inequality is “Women entrepreneurs in comparison with men are less because they have to look after their family and childcare simultaneously”. Thus women entrepreneurs are not able to decide to start a business in the present environment. The gender inequalities are higher among Vegetable & Fruit Vending businessmen. To overcome all these gender inequalities among these four categories of women entrepreneurs of the present study, the central or state government or government agencies motivate them by providing administrative help, legal guidance, technological services and training, psychological counselling, economic and financial support for better performance in their respective entrepreneur.

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