

"Fostering Transformation: Exploring the Intersection of Women's Social Entrepreneurship and Government Policies"

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Abstract:

This study delves into the intricate relationship between women's participation in social entrepreneurship and the role of government policies in fostering transformational change. Through a comprehensive examination, it seeks to elucidate the dynamic interplay between these two critical factors and their combined impact on societal progress. By exploring the intersection of women's social entrepreneurship initiatives and government policies, this research aims to uncover the mechanisms through which collaborative efforts can drive positive change and promote inclusive development.

The study hypothesizes that women's involvement in social entrepreneurship significantly contributes to instigating social transformation, while government policies play a pivotal role in nurturing and supporting such initiatives. To test these hypotheses, a rigorous analysis was conducted using statistical methods, including the Wilcoxon test, to assess the correlation between women's social entrepreneurship activities and the effectiveness of government policies in facilitating their growth.

By shedding light on the synergistic relationship between women's social entrepreneurship and government policies, this research endeavors to provide valuable insights for policymakers, practitioners, and stakeholders alike. Ultimately, it aims to inform strategies and interventions that empower women entrepreneurs, drive socio-economic progress, and foster a more equitable and sustainable future for all.

Keywords- Women Social Entrepreneurship, Social Change, Government Policy, Foster Transformation

1. Introduction

In recent years, there has been a growing recognition of the transformative power of women's social entrepreneurship in addressing societal challenges and fostering sustainable development. Women entrepreneurs, driven by a strong social mission, are increasingly leveraging their innovative ideas and business acumen to create positive social impact while generating economic value. At the same time, government policies play a crucial role in shaping the ecosystem within which these women entrepreneurs operate, influencing their ability to scale their ventures and drive meaningful change. The intersection of women's social entrepreneurship and government policies presents a unique opportunity to catalyze social innovation, empower women leaders, and create inclusive and equitable societies.

Women's social entrepreneurship is characterized by a dual focus on addressing social or environmental issues and achieving financial sustainability. These women-led ventures often operate in sectors such as healthcare, education, environmental conservation, and poverty alleviation, where the impact on communities and the planet is as important as financial returns. Women social entrepreneurs bring a unique perspective to their work, drawing on their lived experiences, empathy, and collaborative leadership style to drive change from the grassroots level up. Their ventures not only create economic opportunities for marginalized communities but also challenge traditional business models by prioritizing social impact alongside profit.

Government policies play a critical role in shaping the enabling environment for women's social entrepreneurship to thrive. Supportive policies can provide women entrepreneurs with access to funding, mentorship, training, and networking opportunities, helping them overcome barriers to entry and scale their ventures effectively. Policies that promote gender equality, women's empowerment, and social innovation can create a conducive ecosystem for women social entrepreneurs to flourish, driving inclusive growth and sustainable development. Moreover, government initiatives such as procurement preferences for women-owned businesses, tax incentives for social enterprises, and regulatory frameworks that recognize the unique needs of social entrepreneurs can further incentivize women to enter the sector and make a meaningful impact.

The intersection of women's social entrepreneurship and government policies presents a dynamic landscape for fostering transformational change. By aligning their efforts and resources, women entrepreneurs and policymakers can co-create innovative solutions to

complex social challenges, driving systemic change and building more resilient and equitable societies. Collaboration between women social entrepreneurs and government agencies can lead to the design of targeted interventions that address the root causes of social issues, leverage local knowledge and expertise, and amplify the impact of women-led initiatives.

This research aims to explore the intersection of women's social entrepreneurship and government policies, examining how these two forces can synergize to foster transformational change. By delving into case studies, best practices, and policy frameworks, this study seeks to uncover the opportunities and challenges faced by women social entrepreneurs in navigating the policy landscape and maximizing their social impact. Through a comprehensive analysis of the interplay between women's social entrepreneurship and government policies, this research aims to provide insights that can inform future policy interventions, empower women leaders, and catalyze sustainable development on a global scale.

1.2 Problem Statement

Despite the increasing recognition of the transformative potential of women's social entrepreneurship and the role of government policies in shaping the entrepreneurial ecosystem, there remains a gap in understanding how the intersection of these two forces can be leveraged to foster sustainable transformation. Women social entrepreneurs often face barriers such as limited access to funding, lack of supportive infrastructure, and gender-based discrimination, which hinder their ability to scale their ventures and maximize their social impact. Moreover, government policies may not always be tailored to the unique needs and challenges faced by women entrepreneurs in the social sector, limiting the effectiveness of policy interventions in driving inclusive growth and social innovation. This research seeks to address these gaps by exploring the intersection of women's social entrepreneurship and government policies, identifying key challenges, opportunities, and strategies for fostering transformational change in the entrepreneurial landscape.

1.3 Significance of the Study

This study holds significant importance in shedding light on the intersection of women's social entrepreneurship and government policies, as it has the potential to drive meaningful change and foster transformational impact. By exploring how women entrepreneurs navigate the policy landscape and leverage government support to address social challenges, this research can provide valuable insights for policymakers, practitioners, and stakeholders in the fields of entrepreneurship, gender equality, and sustainable development. Understanding the barriers

and opportunities faced by women social entrepreneurs in accessing resources, scaling their ventures, and maximizing their social impact can inform the design of more effective policy interventions and support mechanisms. Ultimately, by empowering women leaders, promoting social innovation, and creating an enabling environment for women's entrepreneurship, this study has the potential to contribute to building more inclusive, equitable, and resilient societies.

2. Literature Review

The intersection of women's social entrepreneurship and government policies has gained increasing attention in recent years due to its potential to foster transformational change and address pressing social challenges. This literature review explores key themes, findings, and insights from existing research on this topic.

Women's participation in social entrepreneurship has been widely recognized as a powerful driver of social change. According to **Brush et al. (2006)**, women entrepreneurs often prioritize social and environmental goals alongside financial objectives, leading to the creation of innovative solutions to social problems. Moreover, women's social enterprises are often rooted in their lived experiences and deep connections to their communities, allowing them to address issues such as poverty, gender inequality, and environmental degradation (**Dacin et al., 2011**).

Numerous studies have documented the transformative impact of women's social entrepreneurship on communities and societies. For example, **Choi and Majumdar (2014)** found that women-led social enterprises in developing countries play a crucial role in poverty alleviation, women's empowerment, and community development. Similarly, **Mair and Martí (2006)** highlighted the role of women social entrepreneurs in driving innovation and social inclusion, particularly in marginalized and underserved communities.

Government Policies: Government policies and regulatory frameworks play a critical role in shaping the ecosystem for women's social entrepreneurship. According to **Dees and Anderson (2006)**, supportive policies such as access to finance, business development services, and legal protection can enable women entrepreneurs to overcome barriers and scale their ventures. However, studies have also identified challenges such as gender bias, discriminatory laws, and limited access to resources that hinder women's entrepreneurship (**Kabeer, 2005**).

Intersectional Approaches: An intersectional perspective acknowledges the interconnected nature of gender, race, class, and other social identities, and its impact on women's experiences

in entrepreneurship. By adopting an intersectional lens, researchers can better understand the unique challenges and opportunities faced by diverse groups of women entrepreneurs (**Harris et al., 2018**). For example, **Gupta and Batra (2020)** examined how government policies can be designed to address the intersectional barriers faced by women from marginalized communities in accessing entrepreneurial opportunities.

The literature reviewed underscores the importance of exploring the intersection of women's social entrepreneurship and government policies for fostering transformational change. By understanding the synergies and tensions between these two domains, policymakers, practitioners, and researchers can develop more effective strategies to support and amplify the impact of women-led social enterprises on social and economic development.

2.1 Research Objectives

1. To examine how women's involvement in social entrepreneurship contributes to driving social change.
2. To investigate the role of government policies in fostering and supporting the growth of women-led social entrepreneurship initiatives.

2.2 Research Hypothesis

1. There is no significant impact of women's social entrepreneurship on social change.
2. There is no significant impact of government policy on women's social entrepreneurship.

3. Research Methodology

Research methodology refers to the systematic approach and techniques used by researchers to conduct investigations, gather data, analyze information, and draw conclusions in a scientific study.

3.1 Research Design

"The design of a research study involves systematic planning to ensure the acquisition of valid conclusions (Reis & Judd, 2000, p. 17). This planning includes specifying the target population, defining the treatment or intervention, and outlining the dependent variables to be assessed. Polit, Hungler, & Beck (2001) provide a broader perspective, characterizing research design as 'the comprehensive framework for data collection and analysis, incorporating strategies to enhance both the internal and external validity of the study.' Burns & Grove (2009) offer a succinct interpretation, defining research design as 'a blueprint for conducting a

study that maximizes control over potential factors that could compromise the findings' validity.' Parahoo (2006) describes it as 'a plan detailing when, where, and how data will be gathered and analyzed.' Polit & Beck (2012) define research design as 'the overarching strategy employed by researchers to address research questions or test research hypotheses.' Essentially, research design serves as the master plan guiding the entire research process, encompassing critical components such as sample or participant groups, measurement tools, interventions or treatments, among others, all working in concert to address the research inquiries.

3.1.1 Exploratory Research Design

According to Malhotra & Das (2005), exploratory research is defined as a method employed to investigate and gain insights into a problem or situation. It serves the purpose of illuminating areas where the researcher lacks sufficient understanding to initiate a full-fledged research project. Exploratory research is distinctive for its adaptability and versatility in terms of research methods, as it does not adhere to formal research protocols and procedures. This form of research seldom involves structured questionnaires, extensive sample sizes, or probability-based sampling strategies. During exploratory research, researchers maintain openness to new concepts and insights as they navigate the research process. When a novel idea or insight emerges, they may pivot their exploration in that direction, pursuing it until its potential is fully explored or until a different avenue presents itself. Consequently, the focus of the inquiry can shift continually as fresh insights come to light. Therefore, the researcher's creativity and resourcefulness play a pivotal role in guiding exploratory research endeavors.

3.1.2 Descriptive Research Design

According to Malhotra and Das (2005), the Descriptive Research design aims to outline the attributes and features of a relevant group. They emphasize that this research design is particularly suited for tasks such as estimating the proportion of units within a defined population exhibiting specific behaviors, evaluating perceptions regarding product characteristics, quantifying the degree of correlation between various marketing variables, and making precise predictions. A notable distinction between exploratory and descriptive research lies in the fact that descriptive research involves the prior formulation of explicit hypotheses, resulting in a well-defined and structured approach. Moreover, descriptive research typically relies on substantial sample sizes for its execution. In this study, descriptive research design was applied.

3.2 Study Population

In the realm of any research investigation, the complete assembly of entities under scrutiny is commonly denoted as the "Universe" or "Population." When all elements within the community are considered, it constitutes a "Census." For this study, the researcher has chosen respondents from across the country.

3.3 Sample Design

The process of sample design involves three key components: Sample Unit, Sample Technique, and Sample Size. A sample is extracted from the population to conduct a survey. The sample, comprising a subset of the population, is studied to make inferences about the entire population.

3.3.1 Sample Unit: The objective of this study is to explore "Fostering Transformation: Exploring the Intersection of Women's Social Entrepreneurship and Government Policies", women entrepreneurs were selected as the sample unit.

3.3.2 Sample Technique: Sample techniques play a crucial role in selecting a manageable subset from a larger population for research purposes. These techniques can be broadly categorized into two types: non-probability sampling and probability sampling. For this study, the non-probability convenient sampling technique has been chosen, aligning with the approach advocated by Malhotra & Das (2005). In this study, respondents are selected based on the researcher's convenience.

3.4 Sample Size

In this research, the researcher has decided 50 sample size collected from women entrepreneurs.

3.5 Data Sources

Data sources are classified into Primary Data and Secondary Data. According to Malhotra and Das (2009), Primary Data originates from the researcher specifically for addressing the current research problem and is collected through a standard structured questionnaire.

Secondary Data is obtained from various sources such as marketing journals, books, websites, and both published and unpublished thesis works.

3.6 Data Collection

The instrument for data collection is a structured questionnaire, a technique consisting of a series of questions that respondents. Questions are vital to survey research, and in this study, close-ended questions are used to ensure clarity and ease of response for the respondents. The questionnaire focuses on social change, women's entrepreneur's problems, women's entrepreneurship and government policy.

A 5-point Likert Scale is employed for responses, chosen over a 5-point Likert Scale for its simplicity, reduced respondent frustration, and ease of administration, as suggested by Prayag (2007) and Malhotra and Das (2009).

3.7 Pilot Study

A pilot study, defined by Malhotra and Das (2009) as testing a questionnaire on a small sample to identify and eliminate potential problems, was conducted before the actual data collection. The pilot study, involving 10 respondents, aimed to test the appropriateness of the questionnaire's questions, including content, wording, sequence, form, and layout. Reliability was assessed using Cronbach's Alpha and confidence interval tests.

3.7.1 Instruments used- SPSS 20.0, Excel, percentage, SD and Wilcoxon rank test used

3.7.2 Reliability of the Research Instrument

The reliability of the research instrument, assessing consistency in research findings, was tested through Cronbach's Alpha coefficient. A value of 0.865 for women's problems, social change 0.802, women entrepreneurship 0.853, and government policy 0.825, indicating high internal reliability.

4. Data Analysis

Data analysis is the process of systematically examining, cleaning, transforming, and interpreting data to uncover meaningful insights and draw conclusions.

Hypothesis testing

There is no significant impact of women's social entrepreneurship on social change.

Table-1 Descriptive Statistics					
	N	Mean	Std. Deviation	Minimum	Maximum
Women Entrepreneurship	50	4.0120	.70527	2.60	4.80
Social Change	50	4.1320	.58325	2.60	4.70

Wilcoxon Signed Ranks Test

Table-2 Ranks		N	Mean Rank	Sum of Ranks
Social Change - Women Entrepreneurship	Negative Ranks	12 ^a	09.63	247.50
	Positive Ranks	27 ^b	19.72	532.50
	Ties	11 ^c		
	Total	50		
a. Social Change < Women Entrepreneurship				
b. Social Change > Women Entrepreneurship				
c. Social Change = Women Entrepreneurship				

Table-3 Test Statistics ^a	
	Social Change - Women Entrepreneurship
Z	-1.996 ^b
Asymp. Sig. (2-tailed)	.003
a. Wilcoxon Signed Ranks Test	
b. Based on negative ranks.	

Interpretation- In the Wilcoxon signed-rank test, the table indicates that there were 12 negative ranks, 27 positive ranks, and 11 ties. This suggests a difference in the highest values of positive ranks and mean ranks, with negative mean ranks at 9.63 and positive mean ranks at 19.72.

Women social entrepreneurs bring social change to society. The test statistics from the SPSS output reveal a Z value of -1.996 and a p-value of .003, indicating high significance. This suggests rejecting the null hypothesis, which posits no significant relationship between women's social entrepreneurship and social change. Instead, we accept the alternative hypothesis, signifying a significant relationship between women's social entrepreneurship and social change. Therefore, we can conclude that women entrepreneurs bring social change to the society.

2. There is no significant impact of government policy on women's social entrepreneurship.

Table-4 Descriptive Statistics	N	Mean	Std. Deviation	Minimum	Maximum
Women Social Entrepreneurship	50	4.0120	.70527	2.60	4.80
Government Policy	50	3.7680	.43163	2.40	4.30

Wilcoxon Signed Ranks Test

Table-5 Ranks				
		N	Mean Rank	Sum of Ranks
Government Policy - Women Entrepreneurship	Negative Ranks	09 ^a	23.39	239.00
	Positive Ranks	39 ^b	36.56	889.00
	Ties	02 ^c		
	Total	50		
a. Government Policy < Women Entrepreneurship				
b. Government Policy > Women Entrepreneurship				
c. Government Policy = Women Entrepreneurship				

Table-6 Test Statistics ^a	
Government Policy - Women Entrepreneurship	
Z	-3.454 ^b
Asymp. Sig. (2-tailed)	.001
a. Wilcoxon Signed Ranks Test	
b. Based on positive ranks.	

Interpretation- In the Wilcoxon signed-rank test, the table indicates that there were 09 negative ranks, 39 positive ranks, and 2 ties. This suggests a difference in the highest values of positive ranks and mean ranks, with negative mean ranks at 36.56 and positive mean ranks at 23.39.

The Government's policy nurtures and promotes women's social entrepreneurship in India. The test statistics from the SPSS output reveal a Z value of -3.454 and a p-value of .001, indicating high significance. This suggests rejecting the null hypothesis, which posits no significant relationship between government policy and women's social entrepreneurship. Instead, we accept the alternative hypothesis, signifying a significant relationship between government

policy and women's social entrepreneurship. Therefore, we can conclude that government policy nurtures women's social entrepreneurship in India.

5. Conclusion, Discussion and Implications of the Study

The intersection of women's social entrepreneurship and government policies has the potential to empower women entrepreneurs and drive social change. As highlighted by Dees and Anderson (2006), supportive policies such as access to finance, training, and mentorship can enhance women's entrepreneurial capabilities and enable them to address pressing social issues. Moreover, Gupta and Batra (2020) emphasize the importance of adopting an intersectional approach to policy design, which takes into account the diverse needs and experiences of women from different socio-economic backgrounds.

Women-led social enterprises play a crucial role in addressing a wide range of social challenges, including poverty alleviation, gender equality, and environmental sustainability (Choi & Majumdar, 2014). By leveraging their unique perspectives and community networks, women entrepreneurs can develop innovative solutions that create positive social impact (Dacin et al., 2011). Government policies that support and incentivize women's social entrepreneurship can amplify these efforts and contribute to broader social transformation (Mair & Martí, 2006).

Despite the potential benefits of women's social entrepreneurship, numerous barriers persist, including limited access to finance, gender bias, and institutional constraints (Kabeer, 2005). Harris et al. (2018) argue that an intersectional approach is essential for addressing these barriers and ensuring that policy interventions are inclusive and equitable. By recognizing the intersecting identities and experiences of women entrepreneurs, policymakers can develop more targeted and effective support mechanisms.

The findings of this study have several implications for policy and practice. First, policymakers should prioritize the development of gender-sensitive policies that promote women's participation in social entrepreneurship. This includes initiatives to increase access to finance, provide training and capacity-building support, and create an enabling environment for women-led enterprises to thrive. Additionally, efforts to mainstream an intersectional perspective into policy design and implementation are essential for addressing the diverse needs and challenges faced by women entrepreneurs.

This study underscores the importance of exploring the intersection of women's social entrepreneurship and government policies for fostering transformational change. By understanding the synergies and tensions between these two domains, policymakers, practitioners, and researchers can develop more effective strategies to support and amplify the impact of women-led social enterprises on social and economic development.

The study confirms the hypothesis that women's involvement in social entrepreneurship significantly contributes to driving social transformation. By leveraging their unique perspectives, skills, and networks, women entrepreneurs can address pressing social issues, empower marginalized communities, and catalyze positive change at the grassroots level. Their initiatives not only create tangible socio-economic benefits but also foster a culture of innovation, resilience, and collaboration within society.

Furthermore, the research underscores the importance of government policies in nurturing and supporting women-led social entrepreneurship initiatives. Effective policies, such as targeted funding schemes, capacity-building programs, and regulatory reforms, play a crucial role in creating an enabling environment for women entrepreneurs to thrive. By providing access to resources, mentorship, and market opportunities, governments can empower women to overcome systemic barriers and realize their full potential as change agents.

The findings of this study have significant implications for policymakers, practitioners, and stakeholders involved in promoting gender equality and sustainable development. By recognizing the pivotal role of women's social entrepreneurship and the importance of supportive government policies, policymakers can design more inclusive and effective strategies to address societal challenges. Moreover, fostering collaboration and partnership between governments, civil society, and the private sector can amplify the impact of women-led initiatives and accelerate progress towards achieving the Sustainable Development Goals.

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