



# International Journal of Multidisciplinary Research and Growth Evaluation.

## Role of women entrepreneurship in achieving sustainable developmental goals

Nanditha Sunil <sup>1\*</sup>, Sudha K <sup>2</sup>

<sup>1</sup> Research Scholar, Institute of Management and Commerce, Srinivas University, Mangalore, India

<sup>2</sup> Research Professor, Institute of Management and Commerce, Srinivas University, Mangalore, India

\* Corresponding Author: **Nanditha Sunil**

---

### Article Info

**ISSN (online):** 2582-7138

**Volume:** 05

**Issue:** 04

**July-August** 2024

**Received:** 07-05-2024;

**Accepted:** 13-06-2024

**Page No:** 385-393

### Abstract

**Purpose:** The primary aim of this study is to assess the role of women entrepreneurs in achieving Sustainable Development Goals (SDGs) and to identify the various challenges they are facing.

**Design:** This research article utilizes secondary data from research, journal papers, and scholarly research articles on the research subject area. This study focused on the domains that influence Women's Entrepreneurship in Achieving Sustainable Developmental Goals.

**Findings:** The research indicates that the entrepreneurship of women plays a crucial role in accomplishing the Sustainable Development Goals (SDGs) as it propels economic expansion, nurture creativity, and advances social integration. To reduce gender gaps in the workforce, women entrepreneurs play a critical role in achieving SDG 5 (Gender Equality). They do this by empowering other women and creating jobs.

**Originality Value:** Women's entrepreneurship plays in accomplishing the Sustainable Development Goals (SDGs), emphasizing the interplay between gender, innovation, and sustainable development from an entirely new perspective.

**DOI:** <https://doi.org/10.54660/IJMRGE.2024.5.4.385-393>

**Keywords:** women entrepreneurship, sustainability, SDGS, women empowerment

---

### 1. Introduction

The fastest-growing economic phenomenon in developing countries in recent times has been women's entrepreneurship, or the ability of women to enter the business world. Tunde-Awe & Olajide (2016) <sup>[42]</sup>. These nations are heavily stressing the issue of women's involvement as entrepreneurs and the ongoing rise in it as part of national development initiatives. It is now clear that women entrepreneurs have a major impact on the country's economic growth, the creation of jobs, the reduction of poverty, the easing of gender discrimination, and the advancement of women's empowerment (Fernández *et al.*, 2021) <sup>[1]</sup>. However, in the process of economic development, sustainability has taken on greater importance recently. In September 2015, the United Nations finally approved 17 Sustainable Development Goals (SDGs). The inception and maintenance of socio-economic development in both developed and developing nations have been attributed to entrepreneurs. Women make up a significant portion of human capital, which is the core element of contemporary business (Fredman *et al.*, 2016) <sup>[2]</sup>. The opening up of markets to the world encouraged more women to launch new businesses and become entrepreneurs. Modern women's roles are not limited to those of mothers and housewives, as these roles have changed and continue to do so (Dhar, 2018) <sup>[3]</sup>. A woman who has received an education starts to view herself as an independent individual who is conscious of her identity, potential, and capacity for making decisions. It is a widely held belief that because most Indian women do not engage in financially rewarding activities, they are largely unhelpful. However, there is a slow change in this trend. Interest in achieving economic independence has begun to emerge among women in all areas (Onditi & Odera, 2017) <sup>[4]</sup>.

Women are coming forward with innovative and creative ideas for small and medium-sized businesses with enthusiasm. An enterprising individual with an enviable vision and eye for opportunities, someone with great perseverance and commercial acumen, and most importantly, someone who is willing to take chances and venture into the unknown due to her adventurous spirit is a woman entrepreneur (Jahan *et al.*, 2023) <sup>[5]</sup>. Two factors make it necessary to research the need for more female entrepreneurs: first, they represent a significant untapped source of economic growth; second, they create jobs for others as well as for themselves by offering unique solutions to management, organizational, and business issues (Fukuda-Parr, 2016) <sup>[6]</sup>.

## 2. Objectives

1. To determine the factors that motivate women to become entrepreneurs and in turn empower them.
2. To identify how women entrepreneurship supports in achieving Sustainable Development Goals (SDGs).
3. To analyze the various challenges are facing by women entrepreneurs.
4. To analyze how gender disparity leads to a lack of education and in turn becomes a barrier to the empowerment of women.

## 3. Research Methodology

This study is based on secondary data and aims to conduct a systematic literature review (SLR) of women entrepreneurs' initiatives to achieve sustainable goals. The SLR is a valuable tool for examining publications over a specific period and is effective in analyzing trends in the field. This method, widely accepted by academics and researchers, allows for a rigorous and evidence-focused review of the literature on entrepreneurship.

### The following criteria were used in this SLR

- The period selected was from January 2000 to 2024. We tried to cover all of the published articles related to the topic.
- The chosen articles were limited to peer-reviewed publications written in the English language.
- The keywords used for this study are “women”, Entrepreneurship, Sustainable Development Goals, Gender Equality, Women's Education, etc.
- This analysis excluded all publications, including book reviews, books, reports, working papers, conference proceedings, and book chapters. There were only articles there.
- After determining through the preceding step that the article was pertinent to the study, it was downloaded and thoroughly examined.
- Only materials closely related to the research topic were selected after each abstract was carefully evaluated for relevance.

## 4. Related Work

Reviewing the available literature is the main purpose of this research paper. It helps to understand and analyze the contributions made by researchers so far. These contributions are reviewed and addressed in descriptive and Thematic Classifications of Selected Publications form below. It contains an outline of the Challenges and Opportunities in Women Entrepreneurship, Women Entrepreneurship in

Achieving Sustainable Development, and Achieving Sustainable Development Goals through Women's Economic Empowerment.

### a. Descriptive Analysis

Hasan & Parveen (2020) <sup>[7]</sup> stated that female-led entrepreneurship fosters job opportunities and accelerates a country's economic development. Women's empowerment and entrepreneurship have been linked in numerous studies. Transitioning from a position of powerlessness to a degree of control over one's life, fate, and surroundings is the process of empowerment. Both an improvement in the real and perceived capacities for control can be signs of this shift.

Adefare *et al.* (2024) <sup>[8]</sup> understands that encouraging women to start their businesses is essential to attaining social progress, sustainable economic growth, and women's empowerment. Women business owners face discrimination and societal mistrust. According to the study, the gender gap for female entrepreneurs will close when differences in the legal, social, educational, financial, and other domains are eliminated. In the long run, this can help achieve Sustainable Development Goal (SDG) 5, which deals with discrimination against women and girls in all its forms.

Perryman & de Los Arcos (2016) <sup>[9]</sup> demonstrated that women's involvement in entrepreneurship is highly influenced by their desire for greater social status and their freedom of work. Among the, The study found that one of the biggest obstacles facing female entrepreneurs is a lack of entrepreneurial skills, inadequate startup finance, gender inequality, inadequate information, low self-confidence, the difficulty of juggling work and family obligations, and concerns about social acceptance.

Noor *et al.* (2021) <sup>[10]</sup> acknowledges the need for a theoretical framework to study women in leadership and entrepreneurship. A few business models take into account the skills of female entrepreneurs. Although research is moving in the direction of even though men and women have equal opportunities, women are still thought to be the family's carers. Women entrepreneurs face many difficulties and a difficult process. If a government has sufficient entrepreneurship assistance programs and policies, women's entrepreneurship growth is generally particularly high in developed countries. As a result, no empirical research has looked at the possibility of a relationship between women's entrepreneurship and policy performance in terms of sustainability.

Vega Montiel (2018) <sup>[11]</sup> The goal of the research is to pinpoint the key elements that, in Pakistan's remote areas, empower women. The total women's empowerment index is influenced by factors such as political autonomy, economic consultation, family decision-making, and personal autonomy. Women's education, media access, cultural norms, employment status, involvement in the home, and acquaintance with an Islamic concept of women empowerment are all significant determinants.

Dey *et al.* (2018) <sup>[12]</sup> looked to evaluate women's agency across a range of urban and rural communities in Bangladesh. One measure of women's empowerment was their capacity for decision-making at home. Bivariate analysis indicates that women who are more financially independent are more likely to work outside the home, live in pucca houses, and have fewer children.

Lawson & Chowdhury (2022) <sup>[13]</sup> the factors that contribute to women's empowerment exhibit different degrees of

strength at the individual, social, and family levels. Her employment status, income, sense of control, property ownership, legal knowledge, sense of self-worth, and gender awareness were among the individual factors; her marital age, her husband's support, and her position as the head of the family were among the family-level factors; and her use of a mobile phone was among the social and cultural factors. It was discovered that the most important enabling factors for women's empowerment were individual-level factors.

## Thematic classifications of selected publications

### 1. Challenges and opportunities in women entrepreneurship

Hennebry *et al.* (2019) <sup>[14]</sup> explained in their research that the main emphasis of the initial research on women entrepreneurs was on their characteristics, followed by a shift to the macro-level components and their effects. Globally, the number of women starting their businesses is rising quickly; however, compared to European countries, developing nations show a higher percentage of female entrepreneurs (15%). However, data suggests that while women entrepreneurs in developing nations appear driven by necessity, those in developed countries are drawn to opportunities. Furthermore, Terpstra-Tong (2017) <sup>[15]</sup>. Institutions in developing nations are portrayed as shallow and unconsolidated. However, studies have shown that the success of these economies can be greatly attributed to the innovative nature of women. Somani (2022) <sup>[16]</sup> Their access to entrepreneurial opportunities can be increased by encouraging entrepreneurial activities and improving the economic standing of female entrepreneurs in developing economies by better recognizing the resources that can empower them. Pogge & Sengupta (2015) <sup>[17]</sup> In their research mentioned that getting funding, especially during the establishment phase would be essential to inspiring the launch of the business. Women continue to make up a small share of the workforce in many countries. Though finding. Koehler (2016) <sup>[18]</sup> Employment through entrepreneurship can be a good way for them to become financially independent, the lack of education or even access to it, various pertinent pieces of training, business support, funding, and numerous mentorship programs present a challenging obstacle for women. When it comes to getting the initial funding needed to launch their businesses, there are distinctions among male and female entrepreneurs. Rose Taylor (2020) <sup>[19]</sup> study that emphasizes the evidence that female entrepreneurs start their businesses with little capital also lends credence to this claim. Being a developing nation, discrimination against women in entrepreneurship and the distribution of academic research on these issues are not equal. Cullen & Gotell (2002) <sup>[41]</sup>. These as well as a host of other factors led to the first instances of discrimination against women in the workplace. The process shifted when democracy was established, and men began to take the lead in starting their businesses. Women followed the same course of action, albeit at a lower proportion. Debnath *et al.* (2019) <sup>[20]</sup>. In this context, several studies examined the widespread and effective practice of preventing women from engaging in activities that men are allowed to engage in, like entrepreneurship. Oda (2019) <sup>[21]</sup>. Although they encountered many discriminatory issues, women who were highly skilled and motivated at this point expressed a desire to participate in these activities. Ojo (2022) <sup>[22]</sup> conducted, among many other things, the

following additional factor was highlighted as explaining the unlawful notion towards women who pursue entrepreneurship: women also encounter challenges when submitting loan applications, a problem that is particularly evident when discussing business loans. Since it affects the other party's ability to accomplish their goals, the partner's support is another crucial consideration in this matter, since they account for a majority of clients, creative women, who are attuned to the needs of most consumers, engage in investment and innovation that leads to growth. Termine & Percic (2015) <sup>[23]</sup> stated that multitasking individuals who work hard at their businesses, create a lot of new jobs, put the majority of their earnings back into the family, pay taxes regularly, are more aware of social issues, and can help fight poverty by boosting the incomes of the impoverished and fostering economic growth. In the local ecosystem, female entrepreneurs, however, are disadvantaged as a result of their lack of long-term funding and capital required to establish long-lasting enterprises. Leal Filho *et al.* (2019) <sup>[24]</sup> The key components of a business-friendly macroenvironment would be peace and political stability, good governance, policy predictability, transparency and accountability, and sound macroeconomic policies in these circumstances, where women view conducting business as a daily challenge. Bureaucracy, impediments, capricious decision-making, corruption, and ambiguity surrounding the duty to uphold inefficient policies and procedures have resulted in higher costs and uncertainty for numerous female-owned businesses, hindering investment and, in the worst-case scenario, removing market access. Stated that among women entrepreneurs in the 21st century, young women play a major role. Furthermore, researchers concluded that younger generations' decisions to become entrepreneurs are directly influenced by family businesses. Studied how gender disparities emerge when men's and women's marital statuses are taken into account when discussing entrepreneurship and their advancement in this process. Ashraf *et al.* (2019) <sup>[25]</sup> discovered that women who pursued entrepreneurship were less likely to be single and had lower aspirations for entrepreneurship than men because they were expected to take care of their families. Other research, however, indicates that married women find it easier to start their businesses when taking into account the support they receive about family, household, and child responsibilities as well as financial matters. That being said, it appears that single mothers are more motivated to succeed and move forward for the benefit of their kids and families. Tiwari & Malati (2023) <sup>[26]</sup> Determined a few justifications for starting new companies, including the desire for financial independence and the need for achievement. Maintaining the family business, exercising decision-making autonomy, and fostering empowerment and self-assurance. Increasing female economic participation and taking more significant actions to achieve gender equality are necessary. Both qualitative and quantitative expectations are needed in the Albanian economy to motivate female entrepreneurs to achieve their objectives. Their primary objectives should be to boost employment, enhance the business environment, and provide opportunities for their enterprises. Mubeen *et al.* (2023) <sup>[27]</sup> In addition to actively supporting the government should develop gender-responsive education and training curricula for women and promote networking opportunities for women in business through annual events and business competitions. Additionally, the government should treat

women as a distinct group and support the female entrepreneurship network. Taking everything into account, this study offered a solid theoretical framework for applying the most appropriate methodology along with the right instruments to accomplish the research goals.

## 2. Women entrepreneurship in achieving sustainable development

Kara *et al.* (2023) <sup>[28]</sup> Achieving long-term economic, social, and environmental goals requires a multifaceted approach that emphasizes the importance of women's business performance in sustainable development. First of all, Jubril *et al.* (2022) <sup>[36]</sup> women's entrepreneurship promotes economic expansion and the fight against poverty. Women boost local and national economies, create jobs, and generate income through launching and operating profitable businesses. Through lowering poverty and enhancing livelihoods, economic empowerment improves household and community well-being. Vyas-Doorgapersad (2019) <sup>[37]</sup>. The success of women in business is crucial to advancing women's empowerment and gender equality. Through entrepreneurship, women can question gender norms, dismantle obstacles, and declare their financial independence. Women who own and run businesses have a greater stake in decision-making, which promotes social inclusion and gender parity. This empowerment benefits society more broadly by enabling women to actively participate in public life, shape policy, and advance gender equality. Ikram *et al.* (2020) <sup>[29]</sup> Women's entrepreneurship addresses social and environmental issues and promotes innovation, both of which are important for sustainable development. Sustainable practices, like social responsibility, ethical sourcing, and environmentally friendly production techniques, are frequently given top priority by women-owned businesses. Their emphasis on sustainability contributes to waste reduction, mitigation of environmental effects and preservation of natural resources.

Hasan & Uddin (2016) <sup>[30]</sup> In addition, women are more likely to take on social issues and start companies that help their communities by granting access to clean energy, healthcare, education, and other necessities. Mweri (2020) <sup>[38]</sup> Women in business typically perform better in the workplace, which increases diversity and improves results. Diverse teams and leadership are linked to improved decision-making, creativity, and financial performance, according to a wealth of research. Abdelsalam *et al.* (2022) <sup>[40]</sup> Organizations gain from a greater variety of viewpoints, concepts, and methods when there is a greater representation of women in entrepreneurship and business leadership. Because they are better able to adjust to shifting consumer demands and market dynamics, businesses with greater diversity tend to be more resilient and long-lasting. Future generations are impacted more than once by the success of women in business. Empowered women business owners encourage young girls and women to follow their dreams of becoming successful business owners by acting as role models. Chatterjee & Malakar (2023) <sup>[31]</sup> By shattering stereotypes and succeeding in business, they defy society's expectations and inspire other women to aim for financial independence and leadership roles. An ecosystem of entrepreneurship that is more inclusive and long-lasting is fostered by this positive feedback loop of inspiration and empowerment. Sensor *et al.* (2021) <sup>[35]</sup> In sustainable development, women's business performance plays a critical role in stimulating economic

growth, advancing gender equality, encouraging diversity, and innovation, and serving as an inspiration to future generations. Societies can unleash the full potential of women entrepreneurs and create more prosperous, inclusive, and sustainable communities by acknowledging and valuing their contributions.

## 3. Achieving sustainable development goals through women's economic empowerment

Anderson *et al.* (2022) <sup>[32]</sup> stated the scope and aspirations of this new global agenda were made evident by the 17 Sustainable Development Goals and 169 targets. They aim to enhance the goals outlined in the Millennium Development Goals and accomplish any gaps. They work towards achieving gender equality, the empowerment of all women and girls, and the realization of everyone's human rights. The three facets of sustainable development economic, social, and environmental are all balanced by them and are interconnected. (The General Assembly adopted Resolution 70/1). The 2030 Agenda places a strong emphasis on women's empowerment and gender equality. The General Assembly states that "realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the goals and targets" in the Resolution on the Agenda, demonstrating how much they are valued and how integrated they are throughout the agenda. The 2030 Agenda's SDG 5 "Achieve gender equality and empower all women and girls" and its objectives help to further clarify the role that women's empowerment plays in the agenda. Deshpande & Bhat (2019) <sup>[33]</sup>. The Sustainable Development Goals are an international initiative to guarantee that everyone lives in peace and prosperity, end poverty, and safeguard the environment. The United Nations Population Fund (UNDP) prioritizes gender equality and women's empowerment as both human rights and means of achieving the Millennium Development Goals. To make the best decisions possible to improve life sustainably for future generations, the SDGs operate in the spirit of cooperation and pragmatism. They offer specific guidelines and objectives that all nations can implement based on their priorities and the global environmental challenges. Jameel & Ahmed (2021) <sup>[34]</sup> The agenda of the SDGs is inclusive. To address some of the most important issues facing our globe, like poverty, climate change, and conflict, the SDGs give us a shared strategy and agenda. UNDP has the know-how and experience to spur development and assist nations in pursuing sustainable development.

### Theoretical Framework Socio-Cognitive Theory

Knowledge of gender identity or constancy was proposed by cognitive-developmental and schema theories as the intrapsychic auto-motivator of gender-linked conduct. In other words, gaining an understanding of one's gender causes one to imitate and engage in "girls' things" or "boys' things." The regulatory principles of the theory are also called into question by the behavioral non-predictiveness of gender self-knowledge alone Ekakoro, (2023) <sup>[43]</sup>. Gender-related behaviors are regulated by other motivational and regulatory mechanisms. Gender role differentiation is not just an intrapsychic phenomenon, but also a socio-structural one. Rather than operating inside a socially isolated cognitivism, human development and functioning take place within a wide network of social influences. Gender labelling would become

obsolete if there were no social differences between doing "boy things" and "girl things." Because gender identification has a significant impact on one's life experiences, it is still very relevant today. People's gender roles and constellations are socially constructed phenomena rather than purely psychological ones (Dar & Sakthivel 2022) <sup>[44]</sup>. Psychological and sociostructural theories are frequently seen as opposing theories explaining human behavior or as indicating various degrees of causality. Psychological or socio-structural factors alone cannot provide a complete understanding of human functioning (Salbiyah *et al.*, 2019) <sup>[45]</sup>. A comprehensive understanding necessitates an integrated viewpoint in which behavioural effects are produced by social influences acting through psychological mechanisms. When examined within a single causal framework, sociostructural influences primarily result in behavioral effects through internal processes as opposed to direct causes. Additionally, a significant portion of the collective agency of the systems' operators mediates the effects of sociostructural influences on how well social systems function (Huiskamp & Hartmann-Mahmud, 2007) <sup>[46]</sup>.

### Maslow's Hierarchy Theory

The two primary constructs, Security and Safety needs, and Physiological Needs, are based on Maslow's hierarchy of needs. One of the earliest theories to look at the significant factors influencing work satisfaction was Maslow's needs hierarchy theory. According to the theory, human needs can be categorized into five levels: safety, esteem, self-actualization, belongingness/love, and physiological needs. According to Maslow's hierarchy of needs, more complex needs like belonging and esteem can only be satisfied after more basic needs like safety and physiological needs have been satisfied. Maslow's hierarchy of needs was created to provide a general explanation of human motivation. However, its fundamental ideas can be applied in the workplace and have been used to explain why people feel satisfied with their jobs. Benefits that help employees meet their basic physiological needs within an organization include healthcare and financial compensation (Antony & Johnny, 2017) <sup>[47]</sup>. In addition to having appropriate organizational frameworks and policies, job security, and/or a sense of physical safety in the workplace, employees may exhibit signs of safety needs. Once this is met, the workers can concentrate on having a sense of community at work. This can manifest as their satisfaction with their work environment, their relationships with managers and coworkers, and their sense of belonging to the team or organization. After being satisfied, the worker will try to get a sense of worth and appreciation from their employers and coworkers. The employee reaches the last stage, where they strive for self-actualization; this is where they must mature and change to reach their full potential. The progressions from one step to the next, though they might be perceived as distinct, all support the process of self-actualization. As a result, before addressing higher-order needs, organizations trying to increase employee job satisfaction should try to meet the basic needs of their workforce. Nevertheless, in light of the employee's cognitive process being ignored and the general dearth of empirical evidence to support it, this approach has recently lost preference. Furthermore, some people have expressed disapproval of the last phase of self-actualization. It is challenging to determine the end goal and

the point at which it has been reached because self-actualization lacks a precise definition, conceptual understanding, and measurement. An employee is more likely to become an entrepreneur in general if they have not been satisfied with their work at the top two levels of the hierarchy despite having gained experience Khalid *et al.* (2020) <sup>[48]</sup>.

### Sustainable development theory

A wide range of variables can support the sustainable development theory. Both the present and future generations may find these factors significant. In theory, sustainable development depends on people making wise use of finite natural resources to preserve them for future generations. According to the sustainable development theory, we should safeguard the natural world from being destroyed by misuse of the planet where humans live and use the resources that Mother Earth provides. In addition, Mother Earth will not be able to supply the goods and services that people are requesting from it if the natural resources of the planet lose their equilibrium with all of its constituent elements. The scenarios that we are presenting in this paper explain a lot of the aspects of sustainable development (Meraj & Sadaqat, 2016) <sup>[49]</sup>. The paper's key findings include balancing the world's population to prevent environmental degradation or harm, using efficient energy, reducing poverty, promoting health and well-being, promoting high-quality education, and assisting in the creation of jobs for young people so they can have equal opportunities. As a result, beneficial ideologies will be eliminated, improving sustainability.

Creating a sustainable business plan is becoming more and more crucial when starting a new company. Examined the various obstacles preventing female entrepreneurs from succeeding and found that, in contrast to the conventional, profit-driven model, women would rather choose a sustainable business model. Additionally, it demonstrated that internal factors—like strengths and weaknesses have a greater impact on the choice of a business model than external factors—like opportunities and threats. (Urooj *et al.*, 2022) <sup>[50]</sup>.

### Factors influencing the women's entrepreneurship in achieving sustainable developmental goals

#### 1. Socio-Economic Factors

SEF plays an important role in empowering women. Whereas, (Bushra & Wajiha, 2013) <sup>[51]</sup> denotes the procedure for empowering the female to make decisions in all aspects of life. The socio-economics factors consist of education, financial factors, decision-making power, self-esteem, self-confidence, etc., First of all, education is an important factor for WE, educated women tend to have better health outcomes, earn more, and have more control over their lives. Women's employment opportunities are essential for their economic empowerment and access to decent work and equal pay for equal work are critical factors for women's economic empowerment. Women also get empowered by the access to financial resources for their economic independence, access to credit, savings, and insurance can help women start their businesses and achieve financial stability. Further, legal independence is also an element in Women's Empowerment. Women's legal rights, including their rights to own property, inherit, and divorce, are crucial for their empowerment. Further, social norms and attitudes toward women can have a noteworthy influence on their empowerment. According to,

gender stereotypes and discrimination limit women's access to education and employment. So, the critical consciousness theory is developed on women's consciousness to save them from domestic violence and provide self-esteem as well as confidence (Chaudhry & Nosheen, 2009) <sup>[52]</sup>.

## 2. Skills and Training Factors

Socio-economic factors play a crucial role in determining the success of training and skill development programs. These programs are designed to improve the skills and abilities of individuals, particularly in the workforce, and enable them to participate fully in the economy. There are some ways in which socio-economic factors can impact the effectiveness of training and skill development programs such as education is a critical factor that affects an individual's ability to participate in training and skill development programs. Access to quality education and literacy levels can determine the need for training to get skills. Employment opportunities can also determine the success of training and skill development programs. Individuals may not be motivated to participate in training programs if there are no job opportunities available in their field. According to (Ahamad *et al.*, 2016) <sup>[53]</sup> said that income plays an important role participation of a person in training programs. Furthermore, training facilities, transportation, and the use of technologies have significant associations with programs related to skill development. The conscious theory for women's empowerment also explains that skill development empowers women, and TSD is crucial for empowering women. These programs are established to arrange the setup of skills and knowledge for women to achieve financial independence and make their social and political position much better. TSD programs offer women the essential skills to arrive in the workforce, start their production, or advance their job scenarios. TSD programs also benefit women in developing management skills and political aspects. TSD programs build self-possession and self-confidence, which assist them in getting knowledge about their rights, decision-making skills, and tracking their goals. Training and skill development programs can also promote better health outcomes for women by providing education on health and hygiene, as well as access to healthcare resources. According to conscious theory, training, and skill development programs play an important part in providing skills to women and making them financially and socially strong (Tiwari & Malati, 2023) <sup>[54]</sup>.

## 3. Technological Factors

Women now have more options and accessibility to education in the financial and other spheres of life thanks in part to technology. Research has indicated that increased female participation in the formal economy and production and service sectors has been facilitated by women's learning through access to finance, mobile money, inclusive aspects of finance or microfinance, digitally based health, and agriculture. Technology has improved women's participation in science and empowered them politically and institutionally. Technology is the driving force behind empowerment because it offers a variety of methods for completing tasks anywhere, at any time. If necessary, all of the activities can be completed virtually from home. With so many teachers available to provide text and video instructions in multiple languages, technology also presents opportunities to improve learning across the board. In this research, "technology" refers to digital devices that require an energy

source, including smartphones, laptops, desktop computers, and the Internet, apps, and programmes that run on those devices. (Elneel & Almulhim 2024) <sup>[55]</sup>.

## 4. Rates and Regulatory Factors

Government policies, business policies, licenses, administration, production, and sales services rules and regulations have a great impact on women's participation as entrepreneurs in entrepreneurial activities. Women's involvement as entrepreneurs is also affected by Government grants, subsidies, etc. Women's insufficient access to information limits their knowledgeable input into policymaking. The majority of women have little access to policymakers (UNECE, 2004). Accessible and flexible rules and regulations for women to be entrepreneurs can increase their participation in the market (Garbuja & Pasa, 2016) <sup>[56]</sup>. Numerous studies have suggested that women's empowerment and gender equality affect economic outcomes, including growth. However, the majority of research focuses on the socioeconomic facets of female empowerment, particularly the results of education and female labour participation. In the former, a theoretical model illustrating the detrimental effects on the economy of keeping women out of the workforce is presented. According to this model, talent is innate, and denying women access to managerial roles causes them to lose talent in the roles where they can be most productive. Empirical studies on women's performance in a range of business activities support this hypothesis. Because of this, women are excluded from the workforce, which hinders innovation delays the adoption of new technologies, and lowers productivity growth. Moreover, it emphasises how broader limitations on the kinds of jobs that women can have—most notably, being limited to home production—lower productivity in this industry, which lowers income. Lastly, the exclusion from production in specific sectors and from managerial positions both result in a decrease in human capital investment, which further slows down growth rates. Similarly, creating a model of heterogeneous talents demonstrates how obstacles that prevent women from advancing to managerial positions drastically lower the average talent pool in the economy, lowering overall productivity and income levels.2. According to their cross-country estimates, the GDP per capita loss results from excluding women from the labour market entirely at a rate of forty percent and from preventing them from assuming managerial positions at a rate of about twelve percent. Where the highest rates of exclusion are found, in the Middle East and North Africa, the estimated income loss (in the mid-2000s) is 27%. According to a number of studies, gender differences in education have a direct negative impact on economic growth because they lower human capital, which may have further implications for technological advancement. Studying women has additional benefits, too, like lowering fertility and increasing child survival and child care. These externalities improve future generations' human capital. Gender disparities in education and labour force participation are linked to slower economic growth. In OECD nations, an extra year of schooling for girls is thought to increase GDP per capita by 10% on average. Similarly, an analysis of data from 1992 to 2006 in rural India revealed a relationship between children's better nutritional status and the mother's educational attainment compared to the father's. A comprehensive review and meta-analysis of gender disparities in economic growth and educational attainment

support these encouraging findings (Jahan, 2015) <sup>[57]</sup>.

### 5. Women Entrepreneurs in Achieving SDG Goals

Gender equality is a prerequisite for sustainable development. Equal resource distribution is also necessary for it to work. Achieving sustainable social development, sustainable economic growth, and sustainable environmental outcomes all depend on the empowerment of women. It fosters solidarity both within and between generations and is founded on these ideals. Women share primary responsibility for child care, nutrition, and household management in almost all countries (Soharwardi & Ahmad, 2020) <sup>[58]</sup>. Women are primarily involved in farming, water and fuel collection, and animal care in the majority of developing nations. Women successfully negotiated a chapter on women and sustainable development, as well as over a hundred references and recommendations that specifically addressed women, into the final Agenda 21 agreement by actively participating in the Rio Earth Summit process. Along with the 1993 Human Rights Conference, the 1994 International Conference on Population and Development, the 1995 Social Summit, the 1995 Fourth World Conference on Women, and the 1992 Rio Summit, the United Nations' work has been concentrated on issues related to the environment, population, human rights, poverty, and gender, as well as the connections among these issues. In Rio de Janeiro, women were viewed as a "major group" whose participation was required to accomplish sustainable development. The mainstreaming of a gender perspective in the work of the United Nations system is currently underway. The Fourth World Conference on Women, which took place in Beijing in September 1995, highlighted that peace and sustainable development are based on women's equality, full participation, and empowerment (Engida, 2021) <sup>[59]</sup>.

### 5. Conclusion

Entrepreneurship practices have to respect native traditions and practices, but they also believe that to improve society, there is a need to increase awareness and offer direction. A few of the female participants are keen to become trained as entrepreneurial financiers to assist other women in launching their businesses, work together, contribute their skills to society, and increase the resilience of their local community as a whole. Generally speaking, more competent individuals are pursuing business ventures, and the chronic dearth of female role models for entrepreneurship is progressively improving. To build companies that can fulfil the SDGs, it is essential to leverage the qualities of women. The importance of women to small business success and achieving the Sustainable Development Goals (SDGs) cannot be overstated. Their programmes include promoting equal opportunities and financial independence for women as well as innovation and environmental sustainability.

Promoting women's full participation in entrepreneurship unleashes a plethora of abilities, inventiveness, and perseverance, propelling advancements toward a future that is happier, healthier, and more equitable for everybody. To accomplish the SDGs, we must acknowledge and assist female entrepreneurs by giving them access to the tools, networks, and career opportunities they require to succeed. Their leadership promotes social and environmental benefits in addition to economic growth, resulting in a domino effect that helps communities worldwide. Women entrepreneurs are critical to social progress, economic growth, and

environmental sustainability to achieve the SDGs. Women entrepreneurs create job opportunities, stimulate innovation, and support consistent economic growth. Furthermore, these companies typically promote social and environmental goals, which are strongly related to the core principles of sustainability. Despite their enormous potential, women entrepreneurs still face numerous challenges, including a lack of funding, weak support systems, and cultural barriers. To empower female entrepreneurs and encourage their active participation in sustainable development initiatives, governments, businesses, and civil society organisations must collaborate to address these issues. Women entrepreneurs create job opportunities, stimulate innovation, and support consistent economic growth. Furthermore, these companies typically promote social and environmental goals, which are strongly related to the core principles of sustainability. Despite their enormous potential, women entrepreneurs still face numerous challenges, including a lack of funding, weak support systems, and cultural barriers. To empower female entrepreneurs and encourage their active participation in sustainable development initiatives, governments, businesses, and civil society organisations must collaborate to address these issues.

### 6. References

1. Barrachina Fernández M, García-Centeno MDC, Calderón Patier C. Women sustainable entrepreneurship: Review and research agenda. *Sustainability*. 2021;13(21):1-12.
2. Fredman S, Kuosmanen J, Campbell M. Transformative equality: Making the sustainable development goals work for women. *Ethics & International Affairs*. 2016;30(2):177-187.
3. Dhar S. Gender and sustainable development goals (SDGs). *Indian Journal of Gender Studies*. 2018;25(1):47-78.
4. Onditi F, Odera J. Gender equality as a means to women's empowerment? Consensus, challenges, and prospects for post-2015 development agenda in Africa. *African Geographical Review*. 2017;36(2):146-167.
5. Jahan R, Uddin A, Osmani NM, Sulaiman KU. The Role of Women in Achieving Sustainable Development Goals (SDGs) In Islam: An Analysis of Gender Equality and Women Empowerment in the Modern World. *AL-BURHĀN: Journal of Qur'ān and Sunnah Studies*. 2023;7(2):110-124.
6. Fukuda-Parr S. From the Millennium Development Goals to the Sustainable Development Goals: shifts in purpose, concept, and politics of global goal setting for development. *Gender & Development*. 2016;24(1):43-52.
7. Hasan Z, Parveen G. Gender equality and empowerment of women in India: Mapping through UN sustainable development goals. *Studies in Indian Place Names*. 2020;40(3):1295-1303.
8. Adefare T, Adeola O, Mogaji E, Nguyen NP, Mogaji SA. Empowering women agriculture entrepreneurs: banks' role in achieving sustainable development goals. *International Journal of Bank Marketing*. 2024;42(4):692-724.
9. Perryman LA, de Los Arcos B. Women's empowerment through openness: OER, OEP and the Sustainable Development Goals. *Open Praxis*. 2016;8(2):163-180.
10. Noor A, Asghar Z, Sarwar H, Arfeen MI. Role of the ICT

- in Women Empowerment and Achieving SDGs: A Case Study of Women Labor Force in Developing Countries. *Ekonomi*. 2021;20(2):339-348.
11. Vega Montiel A. Gender equality and big data in the context of the sustainable development goals. *Partecipazione e conflitto*. 2018;11(2):544-556.
  12. Dey A, Majumdar KK, Chakraborty AK, Mandal AK. Women Empowerment in India—A Perspective. *National Journal of Community Medicine*. 2018;9(08):574-579.
  13. Lawson L, Chowdhury AR. Women in Thailand's gem and jewellery industry and the Sustainable Development Goals (SDGs): Empowerment or continued inequity? *Environmental Science & Policy*. 2022;136(1):675-684.
  14. Hennebray J, Hari KC, Piper N. Not without them: realising the sustainable development goals for women migrant workers. *Journal of Ethnic and Migration Studies*. 2019;45(14):2621-2637.
  15. Terpstra-Tong JLY. MNE subsidiaries' adoption of gender equality and women empowerment goal: A conceptual framework. *Transnational Corporations*. 2017;24(3):89-102.
  16. Somani D. Strengthening women empowerment and gender equality in India. *International Journal of Social Science and Human Research*. 2022;5(1):271-275.
  17. Pogge T, Sengupta M. The Sustainable Development Goals: a plan for building a better world? *Journal of Global Ethics*. 2015;11(1):56-64.
  18. Koehler G. Tapping the Sustainable Development Goals for progressive gender equity and equality policy? *Gender & Development*. 2016;24(1):53-68.
  19. Rose Taylor S. UN Women's feminist engagement with governance by indicators in the Millennium and Sustainable Development Goals. *Global Social Policy*. 2020;20(3):352-366.
  20. Debnath GC, Chowdhury S, Khan S, Farahdina T, Chowdhury TS. Role of women entrepreneurship in achieving sustainable development goals (SDGs) in Bangladesh. *The Business & Management Review*. 2019;10(5):130-140.
  21. Oda Y. Mainstreaming gender perspectives in the sustainable development goals (SDGs): A study on selected 2017 voluntary national reviews (VNRs). *Journal of Asian Women's Studies*. 2019;25(1):1-13.
  22. Ojo TA. Digital financial inclusion for women in the fourth industrial revolution: A key towards achieving sustainable development goal 5. *Africa Review*. 2022;14(1):98-123.
  23. Termine P, Percic M. Rural women's empowerment through employment from the Beijing platform for action onwards. *IDS Bulletin*. 2015;46(4):33-40.
  24. Leal Filho W, Tripathi SK, Andrade Guerra JBSOD, Giné-Garriga R, Orlovic Lovren V, Willats J. Using the sustainable development goals towards a better understanding of sustainability challenges. *International Journal of Sustainable Development & World Ecology*. 2019;26(2):179-190.
  25. Ashraf M, Ullah L, Shuvro MA, Salma U. Transition from millennium development goals (MDGs) to sustainable development goals (SDGs): blueprint of Bangladesh for implementing the sustainable development goals (SDGs) 2030. *Medicine Today*. 2019;31(1):46-59.
  26. Tiwari P, Malati N. Role of training in women empowerment: an empirical analysis: women empowerment. *Journal of Technical Education and Training*. 2023;15(1):234-245.
  27. Mubeen S, Asif MF, Kiran A. Socio-economic empowerment of women with Sustainable Development Goal 05, and Pakistan's commitment (Sindh): An assessment. *IBT-Journal of Business Studies*. 2023;19(1):48-64.
  28. Kara FM, Ugurlu A, Karaca G. Women's Empowerment within the Framework of the Sustainable Development Goals: The Case of "Girls on the Field". *Spor Bilimleri Araştırmaları Dergisi*. 2023;8(3):775-791.
  29. Ikram SWLD A, Hanif KDM. Empowering women through educational and economic access programs in Punjab, Pakistan with reference to SDGs goal 5. *Pakistan Social Sciences Review*. 2020;4(2):232-244.
  30. Hasan MN, Uddin MSG. Women empowerment through health seeking behavior in Bangladesh: Evidence from a national survey. *South East Asia Journal of Public Health*. 2016;6(1):40-45.
  31. Chatterjee B, Malakar KD. Women Empowerment for Sustainable Social Development: Interlinkages and Dynamics. *South Asian Journal of Social Studies and Economics*. 2023;20(3):219-226.
  32. Anderson CC, Denich M, Warchold A, Kropp JP, Pradhan P. A systems model of SDG target influence on the 2030 Agenda for Sustainable Development. *Sustainability Science*. 2022;17(4):1459-1472.
  33. Deshpande A, Bhat R. Women & sustainable development goals-agenda 2030 [Gender inequality & women health issues from Indian perspective]. *CHOLEDGE International Journal of Business Policy & Governance*. 2019;6(4):30-42.
  34. Jameel A, Ahmed W. Sustainable Development Goals and India's Commitment to Gender Justice. *Society & Sustainability*. 2021;3(2):68-86.
  35. Sensor CS, Branden PS, Clary-Muronda V, Hawkins JE, Fitzgerald D, Shimek AM, *et al.* Nurses achieving the sustainable development goals: The United Nations and Sigma. *AJN The American Journal of Nursing*. 2021;121(4):65-68.
  36. Jubril B, Olubiyi TO, Sojinu OS, Ngari R. Strengthening gender equality in small business and achieving sustainable development goals (SDGs): Comparative analysis of Kenya and Nigeria. *Economics, Management and Sustainability*. 2022;7(2):19-31.
  37. Vyas-Doorgapersad S. Gender equality for achieving sustainable development goal one (no poverty) in South African municipalities. *International Journal of Social Sciences and Humanity Studies*. 2019;11(1):84-98.
  38. Mweri J. Sustainable development goals: Reaching people through their mother tongue. *Linguistics and Literature Studies*. 2020;8(1):14-25.
  39. Williams EM, Väisänen H, Padmadas SS. Women's economic empowerment in sub-Saharan Africa. *Demographic Research*. 2022;47(1):415-452.
  40. Abdelsalam R, Al-Haddad S, Sharabati AA. Relationship between Maslow's hierarchy of needs and mumpreneurial intentions. *Problems and Perspectives in Management*. 2022;20(3):387-399.
  41. Cullen D, Gotell L. From orgasms to organizations: Maslow, women's sexuality and the gendered foundations of the needs hierarchy. *Gender, Work & Organization*. 2002;9(5):537-555.
  42. Tunde-Awe BM, Olajide SB. An assessment of literacy



- needs of rural women in akoko southwest area of Ondo State, Nigeria. *International Journal of Social Sciences & Humanities (IJSSH)*. 2016;1(1):209-223.
43. Ekakoro EN. Impact of Women Empowerment on Career Advancement of Female Engineers. *African Journal of Empirical Research*. 2023;4(2):976-983.
44. Dar SA, Sakthivel P. Maslow's Hierarchy of Needs Is still Relevant in the 21st Century. *Journal of Learning and Educational Policy*. 2022;2(5):1-9.
45. Salbiyah S, Kes M, Fitri Nuraini SE, Ak M, Asyidatur Rosmaniar SE. Motivation And Its Effect On Women's Lecturer Performance In University of Muhammadiyah Surabaya. *SSRG International Journal of Economics and Management Studies (IJEMS)*. 2019;6(09):48-55.
46. Huiskamp G, Hartmann-Mahmud L. As development seeks to empower: Women from Mexico and Niger challenge theoretical categories. *Journal of poverty*. 2007;10(4):1-26.
47. Antony P, Johny JC. Social work intervention for the empowerment of transgender community in Kerala, India. *Journal of Social Work Education and Practice*. 2017;2(2):1-9.
48. Khalid MW, Samargandi N, Shah AH, Almandeel S. Socio-economic factors and women's empowerment: evidence from Punjab, Pakistan. *International Economic Journal*. 2020;34(1):144-168.
49. Meraj M, Sadaqat M. Gender equality and socio-economic development through women's empowerment in Pakistan. *Ritsumeikan Journal of Asia Pacific Studies*. 2016;34:124-140.
50. Urooj K, Ahmad TI, Bhatti MA, Hussain A. Women Empowerment in Pakistan: Multilevel Measurements, Spatial Differences, and Contributing Factors. *iRASD Journal of Economics*. 2022;4(3):480-499.
51. Bushra A, Wajiha N. Assessing the determinants of women empowerment in Pakistan: A Case of Two Colleges of Lahore. *Pakistan journal of applied economics*. 2013;23(2):115-139.
52. Chaudhry IS, Nosheen F. The determinants of women empowerment in Southern Punjab (Pakistan): An empirical analysis. *European Journal of Social Sciences*. 2009;10(2):216-229.
53. Ahamad T, Sinha A, Shastri RK. Women empowerment through skills development & vocational education. *SMS Journal of Entrepreneurship & Innovation*. 2016;2(2):76-81.
54. Tiwari P, Malati N. Role of training in women empowerment: an empirical analysis. *Journal of Technical Education and Training*. 2023;15(1):234-245.
55. Elneel FA, Almulhim AF. Socio-Economic Factors and Women's Empowerment: The Mediation Role of Training/Skill Development. *WSEAS Transactions on Business and Economics*. 2024;21(1):192-201.
56. Garbuja BP, Pasa RB. Role of technical and vocational education and training in women empowerment: A Case from Bima VDC of Myagdi District, Nepal. *Journal of Training and Development*. 2016;2(1):33-41.
57. Jahan F. Measuring the impact of training for the development of women empowerment in Pakistan. *International Journal of Women Empowerment*. 2015;1(1):5-12.
58. Soharwardi MA, Ahmad TI. Dimensions and determinants of women empowerment in developing countries. *International Journal of Sustainable Development and Planning*. 2020;15(6):957-964.
59. Engida YM. The three-dimensional role of education for women empowerment. *Journal of Social Sciences*. 2021;17(1):32-38.