

## **Exploring Policy Barriers and Challenges of Women Entrepreneurs in Start-Ups**

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### **Abstract**

This study describes and finds out to the women entrepreneurs' start-up business barriers on regulatory and policy. Here barriers on regulatory and policy variables is 'I think my company's legal and regulatory compliance processes are too complicated' (RPB-1), 'I have experienced bureaucratic delays in obtaining business registration or required licenses' (RPB-2), 'I am not aware of any government schemes that support women-led start-ups' (RPB-3), 'One of the biggest obstacles is navigating government processes and paperwork' (RPB-4), 'I face difficulties in accessing information related to business regulations and support programs' (RPB-5), and 'I do not receive adequate government support in addressing policy-related issues for my start-up' (RPB-6). In the study to find out through the Path Regression Analysis, which variables are most impact to women entrepreneurs' start-up business barriers.

**Keywords:** Start-up Business, Women Entrepreneurs' Barriers, Regulatory and Policy.

## **I.INTRODUCTION**

Women's traditional social responsibilities frequently proved to be a hindrance to their freedom of movement and employment. Therefore, it is clear that compared to their male counterparts, female entrepreneurs face greater obstacles from their culture, families, and society. Indian women can be just as successful entrepreneurs as males in the nation and are in no way less capable than men in any aspect of life. Thus, it is imperative to utilise Indian women's potential. Due in large part to issues related to their gender roles, women's engagement in trade, industry, and commerce all of which require entrepreneurship remains low. Therefore, government regulatory and policy, funding agencies, and non-governmental organizations face challenges in promoting entrepreneurship and women's economic empowerment. It is important for these people to focus on the limitations faced by women and to plan supporting system.

### **Review of Related Literature**

The study by Silambarasan D. et al. (2023) concentrated on the problems and difficulties experienced by female entrepreneurs in rural areas. According to the research's findings, rural women entrepreneurs deal with a number of challenges, including family conflict, a lack of knowledge, a lack of government support, organisational issues related to regulations and policies, poor mobility, sociocultural barriers, financial arrangement issues, a lack of raw material availability, and a lack of government policy and technological knowledge. In their research stated from the different research papers, journals, and information assessed and researched, Divya.S. et al. (2023) discovered that female entrepreneurs encounter a number of issues. Among the main causes are the unbalanced work-family balance, the male- dominated society, social and cultural barriers, illiteracy, a lack of marketing and entrepreneurial skills, low self-esteem, and limitations on mobility. Women are taking the lead in business, owning their own companies and becoming prosperous business owners. Women entrepreneurs have been encouraged and assisted by government policies, programs, incentives, and subsidies.

According to Sukanya et al. (2022), women encounter a number of obstacles when pursuing their commercial endeavours. This post will list some of the most typical problems that Indian women entrepreneurs encounter and offer answers. These women may, however, overcome these obstacles and launch prosperous businesses if they have the proper assistance and tools. The study also discovered that a lack of mentors and support systems, limited access to cash, and a lack of knowledge about business principles are among the many difficulties experienced by female entrepreneurs. However, a lot can be done to support these women's success

with the assistance of government agencies, the regulatory board, private organisations, and individual business owners.

Shambunath (2021) examined the circumstances and difficulties faced by women entrepreneurs in rural areas. The researcher came to the conclusion that the main problems faced by women entrepreneurs are their lack of knowledge about schemes, policies, and funds; their inability to handle legal and formalities; and their lack of confidence. The researcher also proposed that they require the ability to develop and receive training in order to manage marketing, finance, and managerial skills, among other things.

### **Objective:**

- To measure the women entrepreneurs' start-up business barriers on regulatory and policy

### **Research Design and Sample**

In the present study descriptive research design will be adopted. Descriptive research studies are those studies which are concerned with describing the characteristics and attitude of a particular individual, or a group. Here the study describing the women entrepreneurs' start-up business barriers on regulatory and policy. Descriptive research is a widely accepted method in fact-finding, and the study includes adequate and accurate interpretation of results. The convenience sampling technique is applied to this study to measure start-up business barriers on regulatory and policy. 424 sample data was collected from women entrepreneurs

### **Analysis and Interpretation**

The study takes Path Regression Analysis of women entrepreneurs' start-up business barriers on regulatory and policy

**Table- 1**  
**Model Fit Summary**

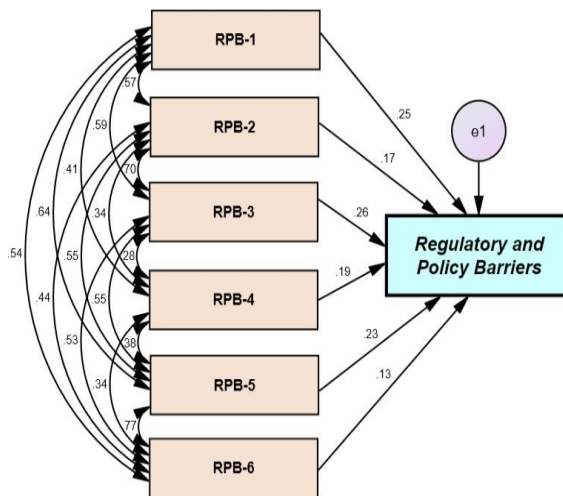
| <b>Model</b>                   | <b>R</b>           | <b>R-Square</b> | <b>Adjusted R-Square</b> | <b>Std. Error of the Estimate</b> |
|--------------------------------|--------------------|-----------------|--------------------------|-----------------------------------|
| Regulatory and Policy Barriers | 0.948 <sup>a</sup> | 0.900           | 0.898                    | 0.28215                           |

a. Predictors: (Constant), RPB-6, RPB-4, RPB-2, RPB-1, RPB-3, RPB-5

Model reveals that R- (Multiple Correlation Coefficients) value is 0.948. It is measuring the degree of relationship between the Regulatory and Policy Barriers and the predicted values like, 'I think my company's legal and regulatory compliance processes are too complicated' (RPB-1), 'I have experienced bureaucratic delays in obtaining business registration or required licenses' (RPB-2), 'I am not aware of any government schemes that support women-led start-ups' (RPB-3), 'One of the biggest obstacles is navigating government processes and paperwork' (RPB-4), 'I face difficulties in accessing information related to business regulations and support programs' (RPB-5), and 'I do not receive adequate government support in addressing policy-related issues for my start-up' (RPB-6).

R-Square (Coefficient of Determination) value is 0.900. It is more than about 90% of the variation of Regulatory and Policy Barriers is explained by the variation in the independent variables. Adjusted R-squared value is 0.898. It adjusts the statistic based on the number of independent variables in the model. That is the desired property of goodness-of-fit statistic.

**Fig-1**  
**Path Regression Analysis of Women Entrepreneurs' Start-Up Business Barriers of Regulatory and Policy**



**Table-2**  
**Regression Weights for Women Entrepreneurs' Start-Up Business Barriers**  
**of Regulatory and Policy**

| <b>Regression Weights</b>                 | <b>Std.<br/>Estimate</b> | <b>S.E.</b> | <b>C.R.</b> | <b>P-Value</b> |
|-------------------------------------------|--------------------------|-------------|-------------|----------------|
| Regulatory and Policy Barriers <--- RPB-1 | 0.253                    | 0.018       | 11.301      | 0.000          |
| Regulatory and Policy Barriers <--- RPB-2 | 0.171                    | 0.019       | 7.364       | 0.000          |
| Regulatory and Policy Barriers <--- RPB-3 | 0.257                    | 0.017       | 10.896      | 0.000          |
| Regulatory and Policy Barriers <--- RPB-4 | 0.188                    | 0.014       | 10.891      | 0.000          |
| Regulatory and Policy Barriers <--- RPB-5 | 0.226                    | 0.025       | 8.168       | 0.000          |
| Regulatory and Policy Barriers <--- RPB-6 | 0.128                    | 0.023       | 5.098       | 0.000          |

Note: .000 is 1%  $\alpha$  -significant level

### Findings

The Path diagram represents the independent variables of the Regulatory and Policy Barriers variables like, highly significant at 1%  $\alpha$  -significant level.

The significant variables are comparing with estimated values, the resulted that the first influenced Regulatory and Policy Barriers variable is 'I am not aware of any government schemes that support women-led start-ups' (RPB-3), and the estimate value is 0.257. The second influenced variable is 'I think my company's legal and regulatory compliance processes are too complicated' (RPB-1), and the estimate value is 0.253. The third influenced variable is 'I face difficulties in accessing information related to business regulations and support programs' (RPB-5), and the estimate value is 0.226.

## II.CONCLUSION

The study concludes the Regulatory and Policy Barriers is 'Women Entrepreneurs are not aware of any government schemes that support women-led start-ups' and 'they think their company's legal and regulatory compliance processes are too complicated', then they are facing difficulties in accessing information related to business regulations and support programs'.

### Suggestions

Several steps can be taken to remove the Regulatory and policy obstacles that women entrepreneurs encounter when starting new businesses. First, bureaucratic obstacles can be decreased by streamlining regulations and procedures through digital licensing, single window clearance, and simple compliance systems. Second, policy literacy workshops and mentorship programs are examples of awareness and training programs that can provide women the skills they need to successfully navigate rules. Third, financial and structural support can be obtained by

putting in place gender-sensitive policies, such as tax breaks, quotas in government procurement, and loans without collateral. Furthermore, policy advocacy can benefit greatly from institutional support systems like women-focused business cells and bolstered entrepreneur groups. By developing platforms and legal aid services to help women comply with regulations, public-private partnerships can also make a contribution.

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