

Legal and Social Problem Encountered in Women Entrepreneurship with Special Reference to Ujjain District

Mamta Sharma(Pandya)

Lokmanya Tilak Science and Commerce College,
Ujjain, Madhya Pradesh, India

Mahesh Sharma

Government Kalidas Girl's College,
Ujjain, Madhya Pradesh, India

Abstract:

The increasing awareness towards economic development, changing social environment changing culture and modern civilization has affected various sectors of the world. Indian society is not an exception too. Women have proved their importance by accepting challenges in various work-areas. Today, women have achieved success in various economic and social work- areas and have proved that women can form a new culture, away from the traditional one. This research paper discuss some of the major problems which influence the growth of women entrepreneur units in Ujjain. For analytical purpose Legal and Social problems/ obstacles/ barrier of women entrepreneur are taken into accounts.

Keywords: *Legal and social Problem*

I. INTRODUCTION

Women entrepreneurs are not proving successful like male entrepreneur probably the main reason behind this is the various problems or liabilities of women which the male entrepreneur does not have to face. The male entrepreneurs are usually troubled by basic problems. But along with, the women entrepreneur has to struggle with various other external and internal problems.

The emergence and development of women enterprise unit has an impact on the overall enterprise development in India. In simple terms, growth implies strength and stamina and it enables a business enterprise to face, challenges, problems, opportunities. Growth also ensures the survival of the business even in adverse times. The influencing factors may have both a positive a taken into and a negative impact on the growth of women entrepreneur. Women not only face problems as entrepreneur but as women themselves. And therefore compared to men the problems of women entrepreneurs are numerous. The problems range from mobilizing various resources including problem of capital, technical, problem of land/ shed/ water/ taxes, problem of family support as well as problem of government support and the like. Hence their problems arise both from within and outside and also differ from many and similar to all, where as for some other it is more specific and related to the line of activity of the enterprise. Some have the obstacles of the external environment; whatever be the problems there is no prescribed formula to deal with them. The problem have to be dealt with them by the entrepreneur themselves otherwise it would affect the working of the enterprise itself. Efficient and timely handling of the problem leads to their success. Legal problem is one of biggest problem of women entrepreneurs. Because women don't know why legal formalities are necessary for their enterprise. Micro or small entrepreneur don't fill all the legal formalities, such as registration, rules related their enterprise, various legal formalities etc. The government can encourage industrial activity by making / forming practical and profitable laws and regulation safety to the entrepreneurial business, wealth etc, Can provide through laws. These laws and regulation of the establishment of a business can be made effective. In this ways a statutory environment can be developed for the growth of entrepreneurship. The traditions and customs prevailing in Indians societies sometimes stand as an obstacle before women which stop them from growing and prospering castes and religions dominate our society and hinder women entrepreneurs too. In traditional time women entrepreneur cannot be accepted by the society but in modern time women entrepreneur are accepted by the society. Society can encourage women entrepreneur to start their own work or expansion of the works. The women entrepreneur faces even greater social barriers. They are always seen with an eye of suspicion. Usually in Ujjain women entrepreneur face the social problems like problem of male dominated society, problem of traditional barriers and problems of lack of sex discrimination competition.

II. OBJECTIVE OF THE STUDY

- To study the Legal problem of women entrepreneur.
- To study the social problem of women entrepreneur.

III. LITERATURE REVIEW

Bakker and Schaufeli (2005), pressures from the job and family domains are often incompatible, giving rise to imbalance. Therefore, the concept of WLB along with its implications is a core issue that must be investigated as more women become entrepreneurs in Indian society. [1] Dilip Kumar (2006) has elaborated on some of the issues faced by entrepreneurial women, such as a shortage of finances, male dominance, limited mobility, a lack of education, required

motherly duties and a lack of achievement motivation.[2]Nayyar et al. (2007) suggested that Poor location of unit, tough competition from larger and established units, and lack of transport facility, lack of rest and sleep and non-availability of raw material were the significant problems faced by entrepreneurs. The factors causable to these problems were; difficulty in affording own vehicle, not being popular, heavy schedule of work and long working hours [3]. Singh (2008) indentify the reason and the influencing factors behind the entry of women in entrepreneurship. He explain the characteristics of their business in Indian context and alsoobstacles and challenges. He mentioned the obstacles in the growth of women entrepreneurship are mainly lack of interaction with successful entrepreneur social acceptance as women entrepreneur family responsibility, gender discrimination, missing network, low priority, given by bankers to provides loan to women entrepreneur[4].Vatharkar (2012) examined the problems faced by women entrepreneurs in Pune district at various levels in their journey as entrepreneurs and also found the factors motivating these women to become entrepreneur. The study found that women entrepreneurs face lots of problems at start-up as well as operating stage like, role conflict, lack of motivation, lack of finance, maintaining balance between work and family life, discriminating treatment, understanding government rules and regulations, etc. Further, it is noted that these women entrepreneurs are both “willing” as well as “forced” entrepreneurs. For some of them, factor motivating to start their own enterprise is to support family financially, while for some of them it is the urge to be economically independent[5]. Parveen, 2013: Development of Rural Women Entrepreneurs by Workshop Training is being planned and it is found that workshops controlled by different NGO’s helped rural women to offer financial support, business education and mentorship. The study analyze that trained rural women entrepreneurs have good business skill and abilities. Hence, they can easily entree to the different markets and start business on sustainable root. As far as untrained rural women are troubled, they have to face a lot of problem in managing their business. Another outcome of this study is that the unmarried rural women entrepreneurs that they can face another problem to take bank loans because there is a possibility of change of their living destination after marriage. So that the unmarried women entrepreneurs when getting married that have more difficulty for the business because they have to bear double responsibilities, at their home and at work. In current scenario the percentage of unemployment among qualified and educated women is increasing in rural areas, it is necessary to support and promote rural entrepreneurship as it will create more opportunities for rural societies[6]. Senthilkumar, Vasantha and Varadharajan, 2012: Male dominated society and women are not treated as one and the same partners both inside and outside four walls of the house. A study on women entrepreneurship development is managed and it is found that the Indian women enjoy unfavourable status, literacy rate of the women is low in the society, low work participation rate and our old traditions and limitations arresting to women within four walls of their houses also make their situations for the unfavourable. These factors combine to serve as non-conductive condition for the development of women entrepreneurship in the country. The entrepreneurship development program of rural women is expectedly low in India. This shows that very limited percentages of women are involved in the total selfemployed persons in India.[7]Ramasethu (2015) studied the difficulties and issues tackled by urban working females in India and found that women undergo psychological and physical pressure, lack of suitable balance between employment and family maintenance, unfair management in the place of work, tensioned life and work place discernment. [8]

IV. LEGAL PROBLEM

In India doing any business or even running any kind of office or establishment requires several licenses. Some licenses are Simple tax registration. Some businesses need trade licenses or shops and establishment registration. For some specific activities like manufacturing and export and import, you may need a bunch of licenses. For employing more than 10 employees, you may need various labour and employment related registration. Not having these things in order when you are growing fast can be fatal and slow down investments, as investors will ask you to first sort of license issues before they put in money. These things are seriously looked into during any legal due diligence before investments are made.

Planning to be an entrepreneur has becomes everyone’s dream nowadays. According to a survey, in India 60% of employees in the organisation see themselves as an entrepreneur some days. But there is only a minuscule percentage of these people who actually know the formalities a start up needs to abide up.

Filing paperwork to start a business cost money. Often, depending on your state, it can be a lot of money. You’ll need to account for city or municipality licensing, state incorporation or business entity fees and more. Do a thorough search ahead of time to determine what the filing fees are for your city, before starting any business. Often in the initial “test” phase for your small business, it can be wise to start as a sole proprietor, as it means less paperwork and up-front expenses.

Legal problem is one of biggest problem of women entrepreneur. Because women don’t know, why legal formalities are necessary for their enterprise. Micro or small entrepreneur don’t fill all the legal things such as registration, rules related their enterprise, legal formalities etc. The government can encourage industrial activity by making/ forming practical and profitable laws and regulations safety to the entrepreneurs business, wealth etc. Can be provided through laws. These laws and regulations of the establishment of a business can be made effective. In this way, a statutory environment can be developed for the growth of entrepreneurship. There is considerable evidence that regulatory and administration burden can impose adversely on entrepreneurship activity. Legal entry barriers should be avoided unless their benefits are very clear. Regarding the barriers to entry, we can indicate some that are common in many countries. Several legal forms of enterprise, with different procedure, requirement and registrations the complexity of creating a company: In some countries, the entrepreneurs need one day to register an enterprise, in others, they needs a lot of time.

In other way, to registration requirement, some countries require skill qualification when the activity is deemed to be an artisanal nature or the elaboration of a business plan certified by a business expert which attests to the enterprise viability.

4.1 Knowledge of registration:

In Ujjain district women entrepreneur are also face the problem of registration. Because some of them don't know where to go for their enterprise registration. Some women know that were to go for registration, but they want to abstain for the legal formalities. Legal formalities are time consuming. So they ignore for going to registration. With the help of table researcher find that the women of Ujjain knows that the entrepreneur have the knowledge of registration.

Table: 4.1 Knowledge registration

Category	Education field	Business field	Industrial field	Self-employment field	Professional field	Total	Percentage
Yes	33	28	30	34	36	161	89%
No	03	08	06	02	-	19	11%
Total	36	36	36	36	36	180	100%

Source : primary data

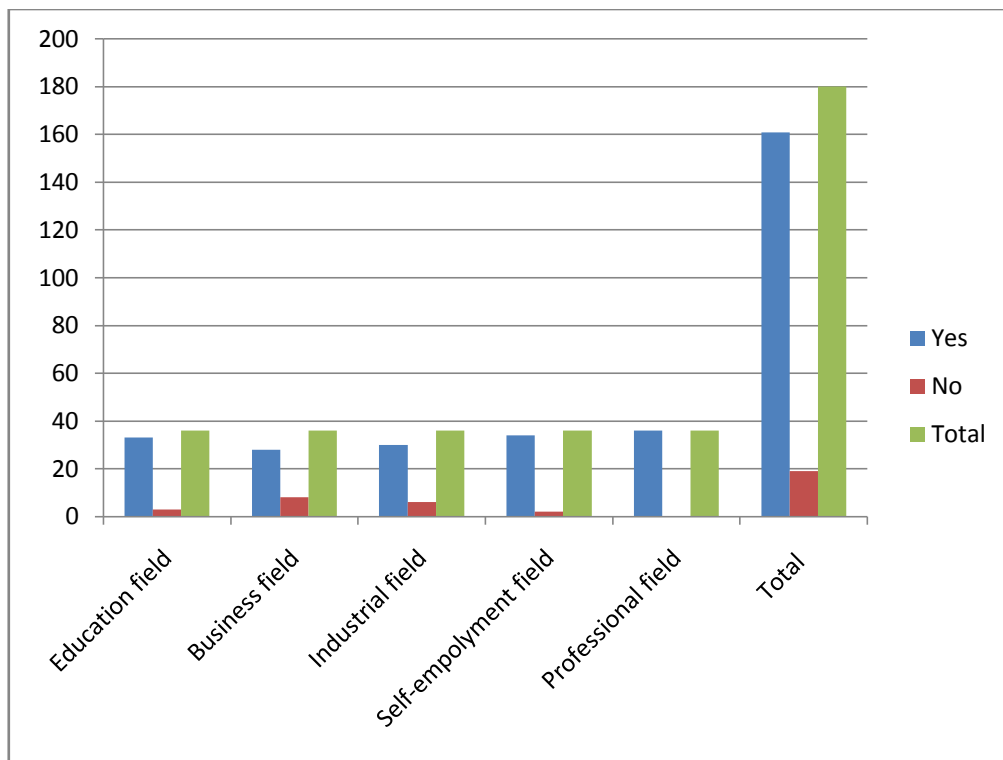


Figure 4.1

With the help of table 4.1 maximum number of women entrepreneur have the knowledge of registration. They know where to go for registration. They understand that, registration of enterprise is necessary for each and every entrepreneur. So they have knowledge, but women entrepreneur don't want to go for registration because they think that it is time consuming their is so many legal formalities which has to fulfil. So, they hesitates for going to registration.

4.2 Problem of legal formalities:

In every venture it is important to fulfilling the legal formalities required for running a venture become an uphill task on the part of an women entrepreneur because of the prevalence of corrupt practices in government office and procedural delays for various licenses, electricity, water and shed allotments etc. So many barriers are created to fulfil the legal formalities in front of women entrepreneur. With the help of table researcher find that the women entrepreneur have to fulfil the legal formalities.

Table: 4.2 Problem of legal formalities

Category	Education field	Business field	Industrial field	Self-employed field	Professional field	Total	Percentage
Yes	25	28	30	29	36	148	82%

No	11	08	06	07	-	32	18%
Total	36	36	36	36	36	180	100%

Source: primary data

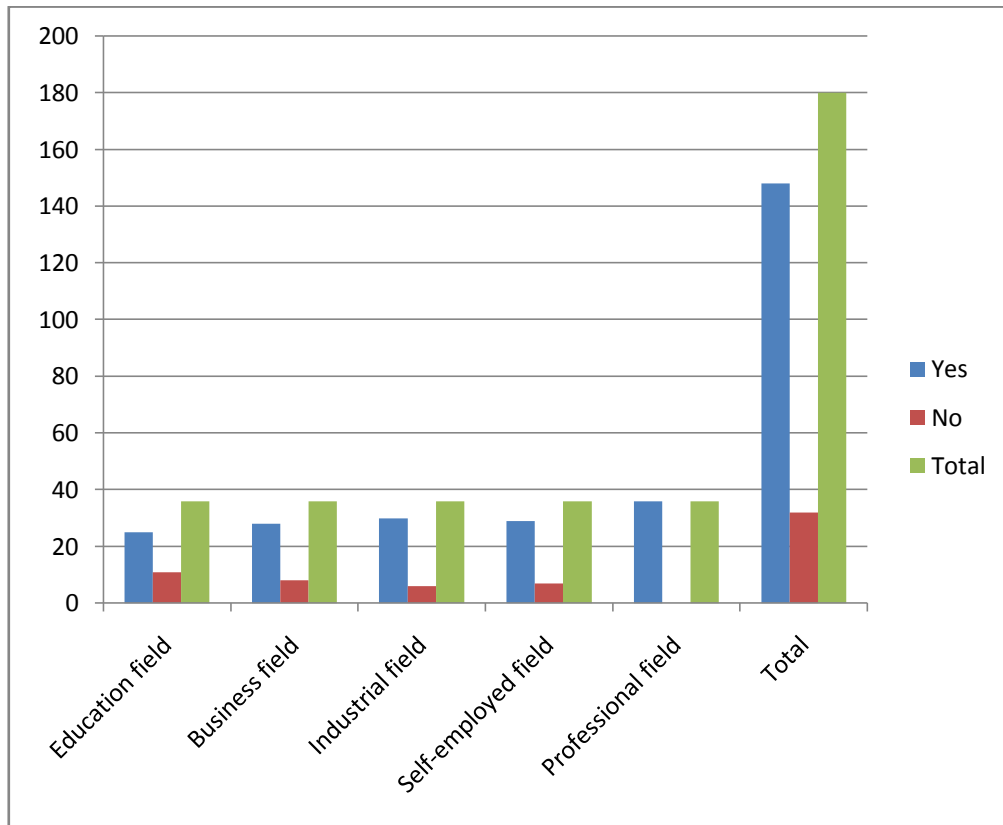


Figure 4.2

V. SOCIAL PROBLEM

The traditions and customs prevailing in Indians societies sometimes stand as an obstacle before women which stop them from growing and prospering. Castes and religion dominate our society and hinder women entrepreneur too, in traditional time women entrepreneur cannot be accepted by the society but in modern time women entrepreneur are accepted by the society. Society can encourage women entrepreneur to start their own business or expansion of the business. The women entrepreneurs face even greater social barriers. they are always seen with an eye of suspicion. Some social restrictions are imposed on women entrepreneur and are equally responsible for keeping away from training and skill. Attitude of people of society toward the women modern business outlook, low need of achievement and socio economic. Constraints often put women behind in the field of enterprise. Also one of the dominant reasons for their failure is the attitude of society people towards their modern business prospects and developing attitude. Women now a day have low risk taking ability because of the number of question put forward by the conservative society people. Thus they are under a social pressure which restrains them to prosper and achieve success in the field of entrepreneurship.

5.1 Problem of male dominated society:

Even though our constitution speaks of equality between genders, male superiority is still the order of the day. Women are not treated equal to men. Always there is a difference between male and female seen by the society. Their entry into business requires the approval of the head of the family who is mostly a male member. Entrepreneurship has traditionally been seen as a male task. All these hamper the growth of women entrepreneurs.

Table: 5.1 problem of male dominated society

category	Education field	business field	Industrial field	Self-employed field	Professional field	Total	percentage
Dominated	20	23	19	25	15	102	57%
Not dominated	16	13	17	11	21	78	43%
Total	36	36	36	36	36	180	100%

Source: primary data

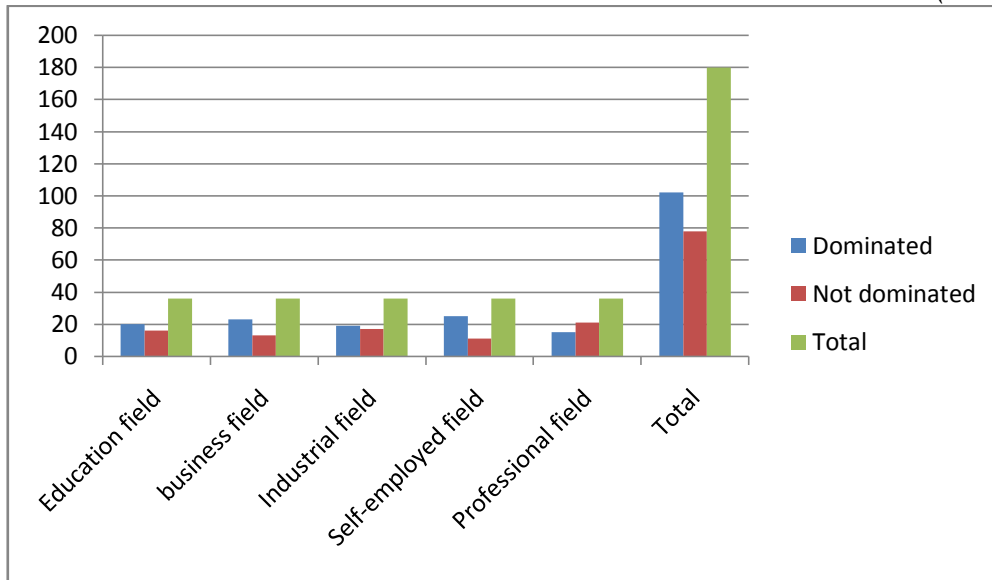


Figure 5.1

It may be observed through the 5.1 table that in the modern era women entrepreneurs are dominated by male society. They face the problem of domination. In the education field, 20 respondents are dominated by the male society, or in the business sector or self-employment sector, women entrepreneurs also face the problem of domination. But in the industrial sector and professional sector, there are 19 and 15 respondents dominated by male society. It may be seen that the number of respondents is less in the industrial and professional fields, which are dominated by the male society. In the education field, business field, and self-employed field, mainly 16, 13, and 11 respondents said that there is no problem of domination by male society. 17 and 21 respondents of industrial and professional fields, which are not dominated by male society.

5.2 Problem of traditional barriers:

Several traditional barriers have lost their importance today like-purdah pratha system, working in night hours, do not go out the house, wearing special dress for certain business. In spite of this, there are many things viewed with suspicion even today in the society. Traditional barriers hinder the women to work as an entrepreneur.

Table: 5.2 problem of traditional barriers

Traditional barriers	Education field	Business field	Industrial field	Self-employed field	Professional field	Total	Percentage
No	11	15	14	10	09	59	33%
Yes	25	21	22	26	27	121	67%
	36	36	36	36	36	180	100%

Source: primary data

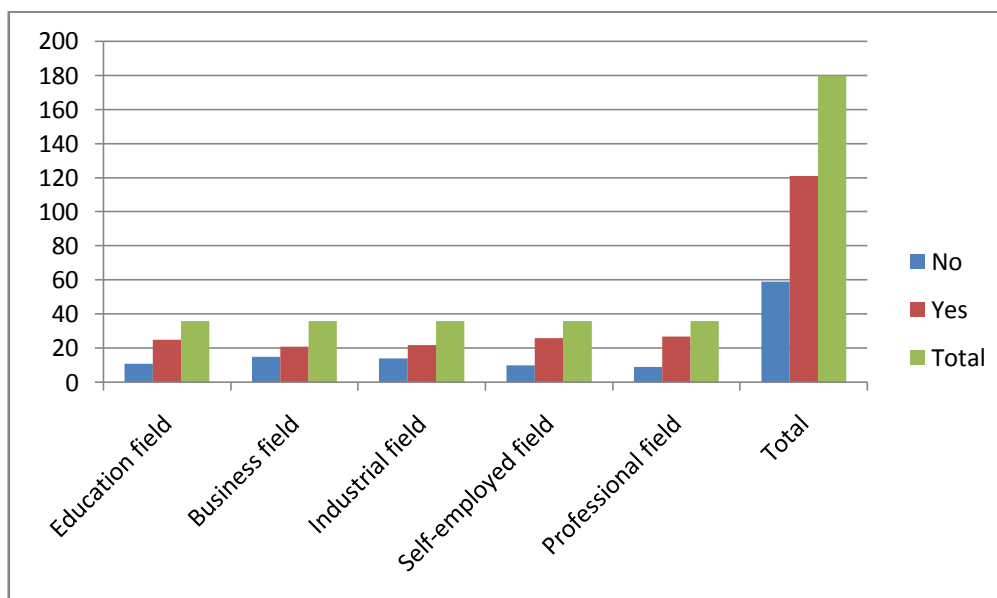


Figure 5.2

The traditional and customs prevailed in Indian societies towards women sometimes stand as an obstacle before them to grow and prosper. Castes and religion dominate with one another and hinder women entrepreneur too. In rural areas, they face more social barrier. They are always seen with suspicious eyes. In these table 33% women entrepreneur has said that they has no traditional barriers with the society and 67% women entrepreneur are said that they has traditional barriers with the society.

5.3 Problem of gender discrimination:

It is another factor ,which develop hurdle to women entrepreneur in the business management process. Despite the fact that women entrepreneur are good in keeping their service prompt and delivery in time, due to lack of organisational skills compared to male entrepreneur. Women have to face constraints from competitions. They are facing taunting and ironical remarks from the men entrepreneurs. Women entrepreneur is considered as a separate ground of study In Ujjain district women entrepreneur are also face the problem of gender discrimination competitions.

Table: 5.3 Problem of gender discrimination

Facing gender discrimination	Education field	Business field	Industrial field	Self-employment field	Professional field	Total	Percentage
Yes	10	15	14	16	02	57	32%
No	26	21	22	20	34	123	68%
	36	36	36	36	36	180	100%

Source: primary data

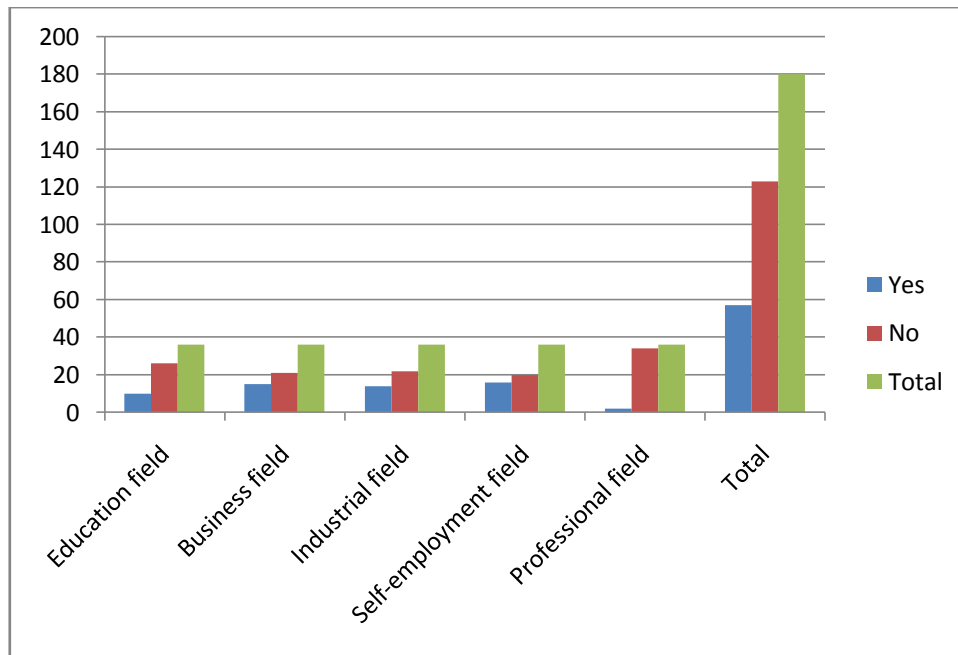


Figure 5.3

It mat observed through the 5.3 table that in modern era women entrepreneur are not facing the problem of gender discrimination in which 32% of women entrepreneur are said that they are facing the problem of gender discrimination and 68 % of women entrepreneur are said that they are not facing the problem of gender discrimination.

VI. CONCLUSION

It can be said that today we are in a better position where in women participation in the field of entrepreneurship is increasing at a considered rate. Efforts are being taken at the economy as brought promise of equality of opportunity in all spheres to the Indian women and laws guaranteed equal right of participation. There are a number of obstacles to women owned businesses that need to be addressed. Women entrepreneur which need to be tackled in the near future, social security, legal formalities, were to go for registration, gender discrimination, traditional barriers , male dominated society are some major legal and social problems. The study shown that women entrepreneurs are facing the various challenges in front of them although many women have a good potential to become for proving good entrepreneurs. Women entrepreneurs can contribute a lot for the overall economic development of India. Efforts are being taken at the economy as well as global level to enhance women involvement in the enterprise sector. So it is the requirement of time to continue with the trend on educating the women, spreading awareness and consciousness among women to shine in all the fields, making them too aware about their rights and strengths.

REFERENCES

- [1] Bakker, A.B. & Schaufeli, W.B. (2005). Balancing work and home: How job and home demands are related to burnout. *International Journal of Stress Management*, 12(1), 43–61.
- [2] Dilip Kumar, M.(2006), *Problems of Women Entrepreneurs in India*. Retrieved 3 December 2010, from http://www.indianmba.com/Faculty_column/FC293/fc293.html.
- [3] Nayyar P., Sharma A., Kishtwaria J., Rana A., Vyas N. (2007), Causes and Constraints Faced by Women entrepreneurs in Entrepreneurial Process, *Journal of Social Sciences*, Vol.14, No.2, pp. 99-102.
- [4] Singh, surinder pal, (2008) .An insight into the emergence of women owned businesses as economic force in india. Presented at special conference of the strategic management school of business Hyderabad.
- [5] Vatharkar (2012), *A Study of Constraints and Motivating Factors for Indian Women Entrepreneurs in Small Scale Industries*, The 2012 International Conference on Business and Management, 6 – 7 September 2012, Phuket – Thailand.
- [6] Parveen K. Development of Rural Women Entrepreneurs through Workshop Training. *Research Journal of Management Sciences*. 2014, 3(2).
- [7] Senthilkumar, Vasantha, Varadharajan, Role of Women Entrepreneurs in Prambalur District (Tamil Nadu), *Asian Academic Research Journal of Multidisciplinary*, 2012,1(1).
- [8] Ramasethu, A. (2015). A study on problems and challenges faced by urban working women in India. *Global Journal for Research Analysis*, 4(10), 10-11.