



## THE MOST IMPORTANT OBSTACLES IN THE BEGINNING STAGE AND THE RUNNING STAGE OF THE BUSINESS FOR MICRO ENTERPRISE AND SMALL ENTERPRISE: A STUDY OF WOMEN ENTREPRENEURS

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### ABSTRACT:

*Underrepresentation of women in business has been a challenge for a very long time; and to solve this issue, Indian government had taken several initiatives to empower women and to encourage women entrepreneurship through several government schemes. Aspiring women entrepreneurs, as well as women entrepreneurs, face many obstacles and constraints related to management & entrepreneurial skills, availability of capital investment, collaterals/guarantee for obtaining loan, lack of family support, lack of risk-bearing attitude and fear of failure. The present research focused on the obstacles faced by women entrepreneurs in the beginning stage of the business as well as in the running stage of the business. This research further investigated and differentiated the major obstacles faced by women entrepreneurs based on the type of enterprise (micro enterprise and small enterprise). SPSS 23 version was used to analyse the primary data of 500 respondents collected through questionnaire/schedule survey method. For the data analysis, factor analysis was performed to identify the major obstacles in the beginning stage as well as in the running stage of the business for micro enterprise and small enterprise and T-test was used to find out the difference between the perception of women entrepreneurs based on the type of enterprise.*

**KEYWORDS:** Women Entrepreneurship, Micro Enterprise, Small Enterprise, Beginning & Running stage of the business.

## 1. INTRODUCTION

### 1.1 Research Context

Since the beginning, women not only in India but in the entire world, are the most discriminated section of the society based on gender. Women face discrimination in the family, society, education, employment, business, entrepreneurship, nearly everywhere. The aim and objective of the present research work is not to discuss the socio-economic problems faced by women entrepreneurs; but the primary focus of this research study was on the obstacles faced by women entrepreneurs in the beginning stage of the business as well as in the running stage of the business, and the secondary focus was on the differentiation of the obstacles on the basis of micro enterprise and small enterprise.

The development of micro enterprises is becoming a very critical issue for the unemployed people, especially for women. However, only a new start rate is higher for Women Micro Enterprises (WMEs). Thus the challenge is more about trying to increase the number of women entrepreneurs so they can grow their enterprises. Therefore, a research into WMEs could highlight the specific experiences and problems which confront women entrepreneurs by focusing specifically on urban and

rural women. In order to eliminate the problem, NABARD introduced micro credit system to cover unbanked poor people in India. Accordingly Banks were instructed to offer micro credit by having linkages with self-help groups. Thus the movement of self-help groups especially formed by women gained momentum in our country. The SHGs encourage savings and promote income-generating activities through small loans. The SHGs have reliability, stimulate savings and in the process help borrowers to come out of vicious circle of poverty. It is reported that women have enormous potential to bring prosperity in the world and therefore encouraging women entrepreneurship is very important. In India, most of the banks are provided loans only against the properties and securities. Landless and marginalized people especially women have not possessed any assets to offer as securities and therefore, they could not availed any bank loans to undertake economic activities. The co-operative societies were formed especially in rural areas to meet the financial needs of the people. But the co-operative movement has failed in this country. Thus the financial needs of the poor people remained unfulfilled. The existing formal financial institutions have failed to provide finances to disadvantaged groups like women. So, the problems faced by women entrepreneurs such as gender discrimination, social issues, psychological issues such as lack of confidence, women empowerment related issues and other challenges must be addressed and researched upon. The aim of present thesis is to address the aforementioned issues and present recommendations for all the stakeholders including women, society, country and the state and central governments.

### JUSTIFICATION AND SIGNIFICANCE OF THE RESEARCH

Women entrepreneurs require confidence, leadership and managerial skills for their accessibility to new markets. Government's central as well states to have introduced the policy measure to promote the status and level of women entrepreneur in the country. There has been increasing turned in number of women owned enterprise in India, but despite the government efforts, substantial growth could not be achieved this actually seem to be failure in promoting women entrepreneurship despite all the government efforts. With so many institutional support to women entrepreneur to step their business and different schemes for women who owned the business only few women entrepreneur could approach the government assistance which is the indication that there is need to revitalize the whole system.

Women who try entrepreneurship face the challenges of start-up capital, access to finance, training and education, lack of technology knowledge, lack of family support. Women struggle to obtain loans to grow their businesses; they use the small profit they make in their micro-enterprises to grow to small business, so growth is consequently slow. Gender discrimination decreases women's motivation regarding entrepreneurship and frustrates their ambition to move forward in entrepreneurship. Hence, it is needed to research and study the challenges and problems faced by women entrepreneurship. Such a study is more needed in a state like Uttar Pradesh.

## 2. REVIEW OF LITERATURE

A woman entrepreneur is an individual who takes up a challenging role in which she continually interacts and adjusts herself with social setup, resource and support spheres in society. Entrepreneurship amongst women has been a recent/new concern. Various authors have tried to give the more concrete or structural definition of women entrepreneurship.

According to Brady, "women do not have access to basic business education, commercial credit and marketing opportunities..." (Brady, 2005).

McClelland et al. (2005) define a woman-owned business as one which is at least 51% owned by one or more women or, the stock is owned by one or more women; and one or more women control the management and operations.

Adhikari (2008) mentions that women entrepreneurs may be defined as a woman or a group of women who initiate, organise and run a business enterprise. In terms of Schumpeterian concept of innovative entrepreneurs, women who innovate, initiate or adopt a business activity are called a business entrepreneur.

As mentioned by Medha Dubhashi (1987), a woman entrepreneur has the vision, business acumen, with enormous perseverance and is willing to take risks.

Thus, a woman entrepreneur is one who-

- starts an enterprise or business and
- manages it effectively
- takes risks,
- faces the challenges boldly

According to Dubhashi (1987), Women entrepreneurship is an economic activity of those women who think of a business enterprise, initiate it, organise and combine the factors of production, operate the enterprise and undertake risks and handle economic uncertainty involved in running a business enterprise.

Following are some of the essential characteristics as mentioned in various studies about women entrepreneurs:

Women entrepreneurs are generally well educated and more experienced. Therefore, they often provide innovative and new solutions to organisational problems (Maysami and Goby, 1999).

In comparison to men, women entrepreneurs are late starters. This can be primarily attributed to women's role in the family (Boden and Nuci, 2000). In most cases, women entrepreneurs are found to be married and with children. This once again indicates that household responsibilities still lie with women (Holmquist and Sundin, 1989). The educational level of female entrepreneurs tends to be higher than the waged workers (Kovalainen, 1993; Scott 1986). Here it is clear that higher education provides better opportunities in terms of resource and ideas for business creation. Women's participation in the retail and service sector is more significant than their participation in industrial and other sectors (Hisrich and Brush 1984; Kovalainen 1993). Women entrepreneurs are found to be more satisfied with their business ownership (Cooper and Artz, 1995). Moore and Buttner state that women started their own business with a desire of self-determination and for a career challenge, and they wanted to earn respect, recognition and self-esteem. No doubt, entrepreneurship is primarily a survival instinct that motivates women to start a business (Moore and Buttner, 1997).

Women entrepreneurs are discouraged from obtaining a loan even before they apply, and most of them give up. Male, on the other hand, can obtain loans with less demanding conditions and/or less collateral compared to women. This discrimination impacts the motivation of women to become entrepreneurs, and they prefer to try their luck in the labour market for employment. In Indian society, women are regarded as inferior to men and do not have the same freedom concerning career choice. A woman should be a housekeeper, a partner, and remain dependent on her husband – a perception that discourages women from entrepreneurship (Siddiqui, 2012).

### 3. RESEARCH METHODOLOGY

This exploratory research is a survey, designed to analyse the obstacles faced by women entrepreneurs in the beginning stage of the business as well as in the running stage of the business. This research further investigated and differentiated the major obstacles faced by women entrepreneurs based on the type of enterprise (micro enterprise and small enterprise) in Uttar Pradesh, India. A survey was conducted with the help of the questionnaires and schedules using five point- Likert scale such as strongly agree-1, agree-2, neutral-3, disagree-4, and strongly disagree-5 to collect information / data using quota sampling technique. The target population, to which researcher would like to draw inferences, comprises the women entrepreneurs in Uttar Pradesh, India; which can be said as the **universe** of the study. The total Sample size was of 500 women entrepreneurs. For the analysis of the data, IBM SPSS Statistics 23 version software was used to perform Frequency Analysis, factor analysis and T-test Analysis.

## 4. DATA ANALYSIS, INTERPRETATION & FINDINGS

### 4.1 Demographic Profile of the Respondents

- It was found that there were 500 respondents, out of which 32% respondents belong to 21 years to 30 years age group, 35.2% respondents belong to 31 years to 40 years age group, 30.8% respondents belong to 41 years to 50 years age group & 2% respondents belong to 51 years to 60 years age group.
- It was found that there were 500 respondents, out of which 9.4% respondent were single, 84.4% respondents were married and 6.2% respondents mentioned other as their marital status.
- It was found that there were 500 respondents, out of which 13.6% respondents were Intermediate, 69.8% respondents were Graduates or Postgraduates, 16.6% respondents were professionally qualified.
- It was found that there were 500 respondents, out of which 93.4% respondent had Knowledge about Entrepreneurship and 6.6% respondent did not have Knowledge about Entrepreneurship.

### 4.2 Business Details

It was found that there were 500 respondents, out of which 61.4% respondents said the location of their enterprise is in urban area and 38.6% respondents said the location of their enterprise is in Semi-Urban area. 57.2% respondents said that they had less than 10 employees in their enterprise and 42.8% respondents said that they had between 10 to 50 employees in their enterprise. It was also found that there were 500 respondents, 57.2% respondents said that they had less than 10 employees in their enterprise, hence were Micro Enterprise; and 42.8% respondents said that they had between 10 to 50 employees in their enterprise, hence were Small Enterprise according to the latest definition of the government.

### 4.3 Factor Analysis: Most Important Obstacles in the Beginning Stage of the Business: Micro Enterprise and Small Enterprise

<b>Research Objective-1:</b> To identify the most important obstacles in the beginning stage of the business for Micro Enterprise and Small Enterprise.
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#### 4.3.1 Factor Analysis: Most Important Obstacles in the Beginning Stage of the Business: Micro Enterprise

Factor Analysis was performed to determine most important obstacles in the beginning stage of the business.

The output lists the eigen values associated with each linear component (factor) before extraction, after extraction and after rotation. Before extraction, Output has identified **10** linear components within the data set. After extraction and rotation, the most important **factor 1 explained 20.600% of total variance, factor 2 explained 16.060% of total variance & factor 3 explained 14.890% of total variance, factor 4 explained 11.930 of total variance and factor 5 explained 10.225% of total variance** that can be extracted. As evident from the -Total Variations Explained, it was found that from the total 10 components (most important obstacles in the beginning stage of the business), first five factors are most important and can be extracted.

**Table-1: Rotated Component Matrix**

Rotated Component Matrix					
	Component				
	1	2	3	4	5
Lack of management skills	<b>.815</b>	.151	-.082	.021	-.155
Government Regulations /Policies/Support	<b>.771</b>	-.026	.064	-.039	.190
Obtaining finance / loan	-.194	<b>-.772</b>	-.223	.125	.127
Availability of Capital Investment	-.518	<b>.693</b>	-.054	.033	.222
Lack of risk bearing attitude	-.129	.198	<b>.884</b>	-.033	-.094
Lack of family support	.545	-.147	<b>.682</b>	.083	.153
Lack of entrepreneurial skills	-.001	.108	-.007	<b>.768</b>	-.019
Availability of Raw Material	-.067	-.277	.054	<b>.688</b>	.061
Fear of Failure	.325	.496	-.342	<b>.528</b>	.092
Demand for collaterals/guarantee	.033	.007	-.025	.042	<b>.957</b>

### Findings: Most Important Obstacles in the Beginning Stage of the Business: Micro Enterprise

In the present study Factor Analysis exhibits the rotated factor loading for the statements (Variables) of most important obstacles in the beginning stage of the business..

Looking at table of Rotated Component Matrix, we find out that-

**Factor -1** includes following 2 variables

1. Lack of management skills
2. Government Regulations /Policies/Support

**Factor -2** includes following 2 variables

1. Obtaining finance / loan
2. Availability of Capital Investment

### 4.3.2 Factor Analysis: Most Important Obstacles in the Beginning Stage of the Business: Small Enterprise

Factor Analysis was performed to determine most important obstacles in the beginning stage of the business.

The output lists the Eigen values associated with each linear component (factor) before extraction, after extraction and after rotation. Before extraction, Output has identified **10** linear components within the data set. After extraction and rotation, the most important **factor 1 explained 20.507% of total variance, factor 2 explained 15.146% of total variance, factor 3 explained 12.958% of total variance, factor 4 explained 11.666% of total variance & factor 5 explained 10.025% of total variance** that can be extracted. As evident from the Total Variations Explained, it was found that from the total 10 components (most important obstacles in the beginning stage of the business.), first five factors are most important and can be extracted.

**Table-2: Rotated Component Matrix**

Rotated Component Matrix					
	Component				
	1	2	3	4	5
Lack of management skills	<b>.713</b>	.141	.085	-.296	-.124
Lack of family support	<b>.662</b>	-.109	.194	.087	.095
Lack of risk bearing attitude	.033	<b>.818</b>	.107	.106	.031
Availability of Raw Material	.010	<b>.715</b>	.111	-.389	.040
Lack of entrepreneurial skills	.004	.110	<b>.819</b>	-.014	-.047

Fear of Failure	.224	.087	<b>.793</b>	-.030	.164
Demand for collaterals/guarantee	-.142	-.139	.054	<b>.815</b>	-.053
Obtaining finance / loan	.528	.139	-.216	<b>.575</b>	-.042
Availability of Capital Investment	-.299	.371	.042	.169	<b>.796</b>
Government Regulations /Policies/Support	-.295	.238	-.099	.350	<b>-.749</b>

**Findings:Most Important Obstacles in the Beginning Stage of the Business: Small Enterprise**

In the present study Factor Analysis exhibits the rotated factor loading for the statements (Variables) of the most important obstacles in the beginning stage of the business.

.Looking at table of Rotated Component Matrix, we find out that-

**Factor -1** includes following **2** variables

1. Lack of management skills
2. Lack of family support

**Factor -2** includes following **2** variables

1. Lack of risk bearing attitude
2. Availability of Raw Material

• **FINAL FINDINGS**

**Table-3: Comparative Analysis**

<b>Most Important Obstacles in the Beginning Stage of the Business</b>	
<b>Micro Enterprise</b>	<b>Small Enterprise</b>
<b>Factor -1</b> includes following <b>2</b> variables Lack of management skills Government Regulations /Policies/Support	<b>Factor -1</b> includes following <b>2</b> variables Lack of management skills Lack of family support
<b>Factor -2</b> includes following <b>2</b> variables Obtaining finance / loan Availability of Capital Investment	<b>Factor -2</b> includes following <b>2</b> variables Lack of risk bearing attitude 2. Availability of Raw Material
<b>Factor -3</b> includes following <b>2</b> variables Lack of risk bearing attitude Lack of family support	<b>Factor -3</b> includes following <b>2</b> variables Lack of entrepreneurial skills Fear of Failure
<b>Factor -4</b> includes following <b>3</b> variables Lack of entrepreneurial skills Availability of Raw Material Fear of Failure	<b>Factor -4</b> includes following <b>2</b> variables Demand for collaterals/guarantee Obtaining finance / loan
<b>Factor -5</b> includes following <b>1</b> variable Demand for collaterals/guarantee	<b>Factor -5</b> includes following <b>2</b> variables Availability of Capital Investment Government Regulations /Policies/Support

From the results of the above analysis it can be concluded that **Research Objectives-1, is Fulfilled.**

**4.4 T-Test: Difference between Micro Enterprise & Small Enterprise: Obstacles in the Beginning Stage**

**Research Objective-2:** To find out the difference between the Micro Enterprise and Small Enterprise for the most important obstacles in the beginning stage of the business.  
**Alternate Hypothesis (H1):** There is significant difference between the two groups (Micro Enterprise & Small Enterprise) for the variables of the main obstacles in the beginning stage of business.  
**Null Hypothesis (H0):** There is no significant difference between the two groups (Micro Enterprise & Small Enterprise) for the variables of the main obstacles in the beginning stage of business.

From the T-test analysis, it was found that the value of asymptotic significance comes out to be less than 0.05 for, hence, it can be seen that there is significant difference between the two groups (Micro Enterprise & Small Enterprise) for the main obstacles in the beginning stage of business for the variables- Availability of Capital Investment, Availability of Raw Material, Lack of entrepreneurial skills, Fear of Failure. So, it can be concluded that **Alternate Hypothesis is accepted** and **Null Hypothesis is rejected**.

From the above analysis, it was found that the value of asymptotic significance comes out to be more than 0.05, hence, it can be seen that there is no significant difference between the two groups (Micro Enterprise & Small Enterprise) for the main obstacles in the beginning stage of business for the variables- Obtaining finance / loan, Demand for collaterals/guarantee, Government Regulations /Policies/Support, Lack of family support, Lack of management skills, Lack of risk bearing attitude. So, it can be concluded that **Alternate Hypothesis is rejected** and **Null Hypothesis is accepted**. **From the results of the above analysis it can be concluded that Research Objectives-2, is Fulfilled.**

#### 4.5 Factor Analysis: Most Important Obstacles in the Running Stage of the Business: Micro Enterprise and Small Enterprise

**Research Objective-3:** To identify the most important obstacles in the running stage of the business for Micro Enterprise and Small Enterprise.

##### 4.5.1 Factor Analysis: Most Important Obstacles in the Running Stage of the Business: Micro Enterprise

Factor Analysis was performed to determine the most important obstacles in the running stage of the business.

The output lists the Eigen values associated with each linear component (factor) before extraction, after extraction and after rotation. Before extraction, Output has identified **10** linear components within the data set. After extraction and rotation, the most important **factor 1 explained 24.044% of total variance, factor 2 explained 14.767% of total variance, factor 3 explained 12.305% of total variance & factor 4 explained 10.872% of total variance** that can be extracted. As evident from the Total Variations Explained, it was found that from the total 10 components (the most important obstacles in the running stage of the business), first 4 factors are most important and can be extracted.

**Table-4: Rotated Component Matrix**

	Component			
	1	2	3	4
Lack of family support	<b>.786</b>	.177	-.136	.087
Demand for collaterals/guarantee	<b>-.785</b>	-.258	-.034	.097
Obtaining finance / loan	<b>-.702</b>	.138	-.018	.083
Lack of entrepreneurial skills	-.017	<b>.854</b>	.136	.070
Government Regulations /Policies/Support	.208	<b>.667</b>	-.002	-.169
Lack of risk bearing attitude	-.002	.263	<b>.726</b>	.091
Availability of Raw Material	.360	-.267	<b>.590</b>	-.329
Availability of Capital Investment	.147	.006	<b>-.567</b>	-.032
Fear of Failure	-.139	-.162	-.037	<b>.813</b>
Lack of management skills	.418	.207	.437	<b>.565</b>

##### Findings: Most Important Obstacles in the Running Stage of the Business: Micro Enterprise

In the present study Factor Analysis exhibits the rotated factor loading for the statements (Variables) of the most important obstacles in the running stage of the business.

Looking at table of Rotated Component Matrix, we find out that-

**Factor -1** includes following **3** variables

1. Lack of family support
2. Demand for collaterals/guarantee
3. Obtaining finance / loan

#### 4.5.2 Factor Analysis: Most Important Obstacles in the Running Stage of the Business: Small Enterprise

Factor Analysis was performed to determine the most important obstacles in the running stage of the business.

The output lists the Eigen values associated with each linear component (factor) before extraction, after extraction and after rotation. Before extraction, Output has identified **10** linear components within the data set. After extraction and rotation, the most important **factor 1 explained 24.720% of total variance, factor 2 explained 20.904% of total variance, factor 3 explained 12.208% of total variance & factor 4 explained 10.671% of total variance** that can be extracted. As evident from the Total Variations Explained, it was found that from the total 10 components (the most important obstacles in the running stage of the business), first 4 factors are most important and can be extracted.

**Table-5: Rotated Component Matrix**

Rotated Component Matrix				
	Component			
	1	2	3	4
Demand for collaterals/guarantee	<b>.768</b>	-.140	.135	-.101
Availability of Raw Material	<b>.757</b>	.038	-.254	.166
Lack of family support	<b>-.694</b>	.030	.102	.479
Lack of management skills	-.195	<b>.793</b>	.029	-.026
Lack of entrepreneurial skills	.021	<b>.770</b>	-.096	.309
Government Regulations /Policies/Support	.358	<b>.590</b>	.214	.135
Availability of Capital Investment	.018	-.017	<b>.930</b>	.096
Fear of Failure	-.200	.553	<b>.574</b>	-.024
Lack of risk bearing attitude	-.138	.140	-.004	<b>.818</b>
Obtaining finance / loan	.504	.158	.237	<b>.570</b>

#### Findings: Most Important Obstacles in the Running Stage of the Business: Small Enterprise

In the present study Factor Analysis exhibits the rotated factor loading for the statements (Variables) of the most important obstacles in the running stage of the business.

Looking at table of Rotated Component Matrix, we find out that-

**Factor -1** includes following **3** variables

1. Demand for collaterals/guarantee
2. Availability of Raw Material
3. Lack of family support



## Final Findings

Table-6: Comparative Analysis

Most Important Obstacles in the Running Stage of the Business	
Micro Enterprise	Small Enterprise
<p><b>Factor -1</b> includes following 3 variables</p> <ol style="list-style-type: none"> <li>1. Lack of family support</li> <li>2. Demand for collaterals/guarantee</li> <li>3. Obtaining finance / loan</li> </ol> <p><b>Factor -2</b> includes following 2 variables</p> <p>Lack of entrepreneurial skills</p> <p>Government Regulations /Policies/Support</p> <p><b>Factor -3</b> includes following 3 variables</p> <ol style="list-style-type: none"> <li>1. Lack of risk bearing attitude</li> <li>2. Availability of Raw Material</li> <li>3. Availability of Capital Investment</li> </ol> <p><b>Factor -4</b> includes following 2 variables</p> <ol style="list-style-type: none"> <li>1. Fear of Failure</li> <li>2. Lack of management skills</li> </ol>	<p><b>Factor -1</b> includes following 3 variables</p> <ol style="list-style-type: none"> <li>1. Demand for collaterals/guarantee</li> <li>2. Availability of Raw Material</li> <li>3. Lack of family support</li> </ol> <p><b>Factor -2</b> includes following 3 variables</p> <p>Lack of management skills</p> <p>Lack of entrepreneurial skills</p> <p>Government Regulations /Policies/Support</p> <p><b>Factor -3</b> includes following 2 variables</p> <p>Availability of Capital Investment</p> <p>Fear of Failure</p> <p><b>Factor -4</b> includes following 2 variables</p> <p>Lack of risk bearing attitude</p> <p>Obtaining finance / loan</p>

From the results of the above analysis it can be concluded that Research Objectives-3, is Fulfilled.

#### 4.6 T-Test: Difference between Micro Enterprise & Small Enterprise: Obstacles in the Running Stage

**Research Objective-4:** To find out the difference between the Micro Enterprise and Small Enterprise for the most important obstacles in the Running Stage of the business.

**Alternate Hypothesis (H1):** There is significant difference between the two groups (Micro Enterprise & Small Enterprise) for the variables of the main obstacles in the Running Stage of the business.

**Null Hypothesis (H0):** There is no significant difference between the two groups (Micro Enterprise & Small Enterprise) for the variables of the main obstacles in the Running Stage of the business.

From the T-test analysis, it was found that the value of asymptotic significance comes out to be less than 0.05 for the variables, hence, it can be seen that there is significant difference between the two groups (Micro Enterprise & Small Enterprise) for the main obstacles in running the business for the variables- Availability of Raw Material, Government Regulations /Policies/Support, Lack of family support, Lack of entrepreneurial skills, Fear of Failure. So, it can be concluded that **Alternate Hypothesis is accepted** and **Null Hypothesis is rejected**.

From the above analysis, it was found that the value of asymptotic significance comes out to be more than 0.05, hence, it can be seen that there is no significant difference between the two groups (Micro Enterprise & Small Enterprise) for the main obstacles in running the business for the variables- Availability of Capital Investment, Obtaining finance / loan, Demand for collaterals/guarantee, Lack of management skills, Lack of risk bearing attitude. So, it can be concluded that **Alternate Hypothesis is rejected** and **Null Hypothesis is accepted**.

From the results of the above analysis it can be concluded that Research Objectives-4, is Fulfilled.

## 5. CONCLUSION & DISCUSSION

The research study of the obstacles in the Beginning Stage and the Difference between Micro Enterprise & Small Enterprise help concluding that the following variables were **common obstacles** for both the Micro Enterprise & Small Enterprise –

- Obtaining finance / loan,
- Demand for collaterals/guarantee,
- Government Regulations /Policies/Support,
- Lack of family support,
- Lack of management skills,
- Lack of risk bearing attitude

Whereas studying the Obstacles in the **Beginning Stage** and the Difference between Micro Enterprise & Small Enterprise it can be concluded that the following variables were **had significant difference** for both the Micro Enterprise & Small Enterprise –

- Availability of Capital Investment,
- Obtaining finance / loan, Demand for collaterals/guarantee,
- Lack of management skills and
- Lack of risk bearing attitude

Hence the conclusion can be drawn that both the enterprises face the hurdles of Obtaining finance / loan which is often the main discouragement for a new start-up. The inability to obtain a loan due to Government Regulations /Policies further exaggerate problem for the women entrepreneurs in setting up their business. Women in Uttar Pradesh are generally doubted and discouraged when it comes to entrepreneurship. They mostly suffer from lack of support from their families and the society. Women education also is not considered as essential as the education of the males and therefore the women often fail to achieve proper education and knowledge and so the lack management skills. Lack of risk bearing attitude was found to be a barrier in both the enterprises micro and small. This factor is very much common in women as they have always been in a position of suppression in India and hence, they seek security in all the work they do.

The women had been suffering from patriarchy since the dawn of civilization and they had always met barricades whenever they tried to pave their own paths or to strive for their growth, this causes the women to have Lack of confidence and Inability to take initiative. Women therefore often lack a risk bearing attitude as they want stability for themselves and therefore, they prefer taking calculative and definitive decisions.

Women entrepreneurs, impervious of their ownership of micro or small enterprise, face certain types of obstacles in the beginning stage as well as in the running stage of the business. Lack of family support is one of the most common obstacles, and it is well known fact that they not only face lack of support, but also the discouragement on the part of the family or society. Such problematic issues can only be solved through spreading the awareness and educating society. Still, in a large section of the Indian society, it is believed that educating women is of no benefit as they will be asset for other family where they will spend rest of their life after marriage. several researches emphasised on the need of the encouragement as well as the need of management training and entrepreneurial skills development. Government of India has started several schemes and initiatives in this direction which are praise worthy. Government must make some policy decision regarding the availability of loans through commercial banks or MFIs for the women entrepreneurs without or minimum demand for collaterals/guarantee. There should not be the obstacles and problems in obtaining finance / loan for starting or running business.

From the study of the obstacles faced by women entrepreneurs, it can be concluded that they require self-confidence, skills and proper training, leadership qualities and managerial competence and skills for successful entrepreneurship. these qualities will certainly reduce the fear of failure among

them and will motivate them to take initiative and take calculated risks for being successful entrepreneurs. Government's central as well states to have introduced the policy measure to promote the status and level of women entrepreneur in India, but, still the expected substantial growth could not be achieved.

In a country like India, to solve the issue of unemployment is not an easy task. In the present scenario, the only solution available seems to be in the development of entrepreneurship. The challenge is more about trying to increase the number of women entrepreneurs so they can grow their enterprises and become financially independent, and in this way, they will also provide employment.

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