

## Impact of Women Entrepreneurship on Family & Society

Mr. Debdutta Sen<sup>1\*</sup>, Mr. Prakash Kumar Thakur<sup>2</sup>

### ABSTRACT

Despite significant work-family conflicts, women entrepreneurs changed the roles of householders, improved family income and well-being, and sparked change in the society. Social capital and targeted policies (finance, childcare, training, legal reform, and internet access) increase multiplier effects and decrease trade-offs. Qualitative and relational research demonstrate that women's entrepreneurship frequently arises from and then reshapes intimate household relations. These businesses begin as responses to care, resource shifts, or family demands, and then subsequently reorganise household responsibilities and decision-making. Both conflicting and supporting family roles influence firm trajectories and household results, according to empirical research conducted in a variety of contexts. Women's entrepreneurship boosts household consumption, savings, health and education investments, and general welfare in both developing and mixed countries. Several studies associate entrepreneurial income with better family well-being and a decrease in poverty. When institutional restrictions are removed, conceptual work presents these benefits as a multiplier effect that spreads beyond the female entrepreneur to larger household and community growth. Work-life conflicts are a chronic hindrance: Family obligations lower company productivity and health and wellness issues for female entrepreneurs, with disproportionately impacted demographic groups. Bonding/bridging social capital, supportive family arrangements, digital tools, and tailored legislation are examples of buffers and remedies that empirical research identifies to reduce the negative effects and enhance firm and family results. There is growing evidence that children of women entrepreneurs face both disruptions to family routines and valuable role modelling that shapes their aspirations, skills, and perceptions of future careers. Empirical cross-national work reveals that mothers are viewed as role models, even though many of their children do not pursue entrepreneurship directly. By increasing household investment in health and education and normalising women's economic leadership, policy measures that support women-owned businesses (loans, training, childcare, gender equality laws, and digital access) increase the favourable intergenerational impacts.

**Keywords:** Women Entrepreneurship, Economic Leadership, Intergenerational Impacts

**W**omen's empowerment has become a major theme of discussions about global development, reflecting the increasing understanding that a country's advancement is directly related to the position and welfare of its women. Women

<sup>1</sup>College Whole Time Teacher, The Bhawanipur Education Society College, Kolkata

<sup>2</sup>College Whole Time Teacher, The Bhawanipur Education Society College, Kolkata

\*Corresponding Author

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have historically experienced discrimination, unequal opportunities in the social, political, and economic domains, restricted access to education, and limited decision-making power in many nations. These disparities have impacted the general development of families, communities, and countries in addition to impeding women's personal development.

The United Nations Sustainable Development Goals (SDGs) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) are two examples of international frameworks that have highlighted gender equality as the cornerstone of sustainable development throughout the past several decades. Globally, governments, non-governmental organizations, and educational institutions have also stepped up their efforts to encourage women's economic participation, advance women's rights, expand girls' educational opportunities, and lessen gender-based violence.

A wide range of procedures that improve women's capacities, provide them more autonomy, and allow them to actively engage in household and societal decision-making are together referred to as women's empowerment. Economic, social, political, and psychological empowerment gives women the self-assurance and tools they need to make positive changes in their own lives and the lives of others around them.

At the family level, empowered women typically make well-informed choices about the health, education, and household finances of their children. Research has demonstrated that when women have more authority over resources and actively participate in family decision-making, families experience increased stability, better nutrition, and enhanced well-being. Mothers who are empowered also serve as powerful role models for the following generation, influencing their values and goals.

Economic growth, social cohesion, and community development are all greatly aided by women's empowerment at the societal level. While women's engagement in leadership and governance improves social fairness, transparency, and inclusivity, more female employment increases national productivity. Additionally, empowered women are more likely to participate in volunteer work, support social changes, and oppose negative behaviours including discrimination, child marriage, and gender violence.

Despite advancements, obstacles like cultural norms, patriarchal behaviours, a lack of access to high-quality education, and a lack of economic opportunity still prevent many areas from fully realising women's empowerment. Therefore, it is crucial to comprehend how women's empowerment affects families and society at large in order to develop successful policies and interventions.

This study aims to investigate these relationships more thoroughly, emphasising how women's empowerment not only improves their own lives but also acts as a catalyst for more extensive social and economic advancement. This study aims to investigate these relationships more thoroughly, emphasising how women's empowerment not only improves their own lives but also acts as a catalyst for more extensive social and economic advancement.

## **LITERATURE REVIEW**

1. Female employment, literacy, and the dependence ratio are important measures of women's empowerment. By increasing economic involvement, decreasing gender inequality, and fostering social advancement, these elements have a substantial

impact on societal development and eventually support sustainable development objectives. (Kaur Manpreet Kaur Damanpreet 2025)

- 2. Access to work, education, political representation, and legal rights are important markers of women's empowerment. By promoting equality, lowering gender disparity, and promoting inclusive growth, these elements strengthen women's capacity for making decisions, create self-reliance, and advance social development. (Dwivedi Shweta 2025)
- 3. The study identifies women's self-awareness, ability to make decisions, and right to have an impact on societal change as crucial markers of empowerment. By encouraging equality, lowering violence, and boosting income, these elements have a substantial impact on societal development and eventually contribute to national reconstruction. (Chauhan Babila et al 2024)
- 4. By giving women the ability to make decisions, access resources, and make economic contributions, women's empowerment greatly improves family and community development. Improved socioeconomic circumstances result from this, promoting stability and progress in families and communities, which eventually benefits society as a whole. (Gulzar Fatima et al. 2024)
- 5. Women's empowerment promotes resilient, prosperous, and equitable communities, which improves family and community growth. In the end, it drives sustainable development and enhances community well-being by tearing down historical barriers, encouraging political representation, and advancing economic and educational engagement. (Rasheed Ahmed 2024)
- 6. By encouraging economic growth, advancing social justice, and bolstering community resilience, women's empowerment greatly improves family and community development. In a variety of cultural and socioeconomic circumstances, empowered women increase decision-making, resource management, and general well-being, resulting in sustainable development outcomes. (Sharma Poonam 2024)
- 7. By boosting women's self-esteem, health, and economic involvement, women's empowerment improves family welfare, lessens gender inequality, and promotes cultural preservation—all of which ultimately support sustainable social and economic development objectives. (Chauhan B et al 2024)
- 8. According to Abdurohim (2023) Women's empowerment in MSMEs strengthens family decision-making responsibilities and boosts community engagement, which improves social cohesiveness and support systems. A more welcoming atmosphere is created by this empowerment, which has a favourable impact on family relationships as well as the general growth of the society.
- 9. The growth of families and communities is positively impacted by women's empowerment because it creates a supportive environment, increases acceptance of gender roles, and strengthens financial stability. This enhances general well-being, increases involvement across a range of industries, and advances India's national development. (Sharma Nishi et al. 2023)
- 10. By encouraging respect for one another, introspection, and collective involvement, women's empowerment has a positive impact on the development of families and communities, improving welfare and resource access. Stronger, more resilient communities and healthier families are the results of this empowerment. (Rumpiati et al. 2023)
- 11. Women's empowerment improves family health, well-being, and income by strengthening decision-making in the home and community. This empowerment promotes poverty reduction, which calls for assistance from local governments,

families, and society through gender-inclusive policies and sustainable development initiatives. (Woli Lokendra 2023)

12. The study indicates that women's empowerment, particularly through education, significantly enhances community development in Saudi Arabia, suggesting that empowered women contribute positively to family dynamics and societal progress, ultimately fostering national development and aligning with Saudi Arabia's Vision 2030. (Khan Tariq et al 2023)
13. Empowering women improves family decision-making, encourages economic engagement, and lessens prejudice based on gender, all of which contribute to the growth of a whole community. In the end, it helps to end poverty and inequality by promoting agency, enhancing resource management, and supporting long-term social advancement. (Chatterjee et al. 2023)
14. Stronger families and communities result from women's empowerment, which also improves women's health, education, and economic independence. This all-encompassing advancement promotes sustainable development since empowered women have a favourable impact on societal dynamics and foster group development. (Mishra Avantika 2023)
15. By enhancing quality of life, boosting self-confidence, and empowering women to take on health service tasks, women's empowerment improves family and community development. Better health results, financial assistance for families, and greater community involvement and well-being result from this. Y. (Shanmuganathan Y et al, 2023)

***Objectives of the study***

1. To understand the concept of women empowerment:
2. To find out the current state of women in a variety of fields, particularly with regard to work, education, and decision-making
3. To determine the obstacles, such as social norms, gender discrimination, and unequal chances, that prevent women from achieving their goals
4. To evaluate how women's empowerment affects community services, family welfare, and social development.

**RESEARCH METHODOLOGY**

This study is based entirely secondary data. No empirical study has been conducted by the researchers.

***Analysis & Findings***

**Women empowerment in organised sector**

In the organised sector, women's empowerment refers to giving women in official, organised workplaces—such as government agencies, corporations, banks, educational institutions, and registered private businesses—equal opportunities, fair treatment, and favourable working circumstances. It seeks to guarantee women's leadership, progress, and full participation in the workforce.

Due to societal and cultural limitations, women have historically been restricted to the unorganised or informal sectors in India and many other countries of the world. Women started working in formal jobs over the years as a result of improved educational opportunities and shifting social perceptions. Corporate policies, legislative changes, and government efforts have all accelerated their involvement in the organised sector. Women

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can now be found in a wide range of professions, including banking, IT, healthcare, education, and management.

### **Initiatives undertaken by Government & Corporate Houses**

The Maternity Benefit (Amendment) Act, 2017, which extended paid maternity leave, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which ensured a safer workplace, are just two of the laws the government has put in place to support gender equality in the workplace.

Additionally, corporations have implemented equal pay policies, leadership development programs, mentorship programs, and diversity and inclusion (D&I) efforts. Both Indian corporations and multinational corporations are actively working to empower women by providing possibilities for professional progression and training.

### **Women empowerment in unorganised sector**

In the unorganised sector, women's empowerment entails enhancing their economic, social, and legal status through focused programs like social security access, skill development, and union formation. Implementing community-based vocational training, making sure financial and legal aid is available, encouraging group entrepreneurship, and altering societal attitudes through education and awareness campaigns to create a more equitable environment and improve the application of current laws are important tactics.

In India, women make up a sizable portion of the unorganised labour force, making substantial contributions to industries such as small-scale manufacturing, construction, domestic work, and agriculture. However, they frequently deal with issues including insufficient pay, unstable employment, unfavourable working conditions, and restricted access to social services. Ensuring fair salaries, secure workplaces, and legal protection under labour laws are all necessary for empowering these women. Microfinance, education, skill development, and self-help groups (SFGs) all contribute significantly to their increased economic independence. The National Rural Livelihood Mission and other government programs seek to offer entrepreneurship, finance, and training. Giving these women a say in decision-making and access to resources that support equality, dignity, and a sustainable way of life is just as important to true empowerment as economic participation.

By promoting social progress through gender equality, boosting economic growth, and increasing child health and education, women's empowerment has a favourable impact on family and community development. In terms of society, this can result in less poverty, more social stability, and a more equal and inclusive society where both men and women can prosper. To fully reap these advantages, however, issues like discriminatory norms and gender-based violence must be addressed.

### **Present Scenario**

Women have been more prevalent in the organised sector in recent years. Recognising the value of gender diversity, some organisations have implemented anti-harassment policies, flexible work schedules, and maternity benefits. Although they are still under-represented in senior executive positions, women currently hold important managerial and leadership positions. The organised sector is a vital platform for women's empowerment since it offers greater employment security, social benefits, and growth chances.

## **Looking Ahead**

Organisations must develop inclusive work cultures and go beyond token representation in order to guarantee actual empowerment. Important actions include supporting women's leadership development, offering childcare assistance, guaranteeing equal compensation for equal labour, and encouraging flexible work schedules. Mentorship and awareness campaigns can also assist women develop their leadership abilities and self-confidence. In the organised sector, strong women act as role models, motivating others and advancing the social and economic development of the country.

Empowering women in the organised sector is essential for economic advancement as well as gender equality. Workplaces become more inventive, compassionate, and dynamic when more women assume leadership and decision-making positions. When women are recognised, given equal opportunity, and represented at all levels of the structured workforce, true empowerment will be attained.

Enabling women to take charge of their life by granting them equal access to chances for personal development, employment, education, and decision-making is known as women's empowerment. Families and society at large undergo significant transformation as a result of its influence, which goes well beyond individual women.

### **1. Effects on the Family**

- a) Enhanced stability of the economy: Household income rises when women enter the workforce or start their own businesses. Families benefit from higher living standards, better nutrition, and increased funding for kids' healthcare and education.
- b) Improved household decision-making: Decisions pertaining to finances, education, and health are actively participated in by empowered women. This results in more thoughtful, balanced decisions that are advantageous to every member of the family.
- c) Improved family dynamics: Respectful and helpful interactions are fostered in the home by educated and rights-aware women. They support gender equality for kids, lessen domestic violence, and foster an atmosphere of respect for one another.

### **2. Effects on the Community**

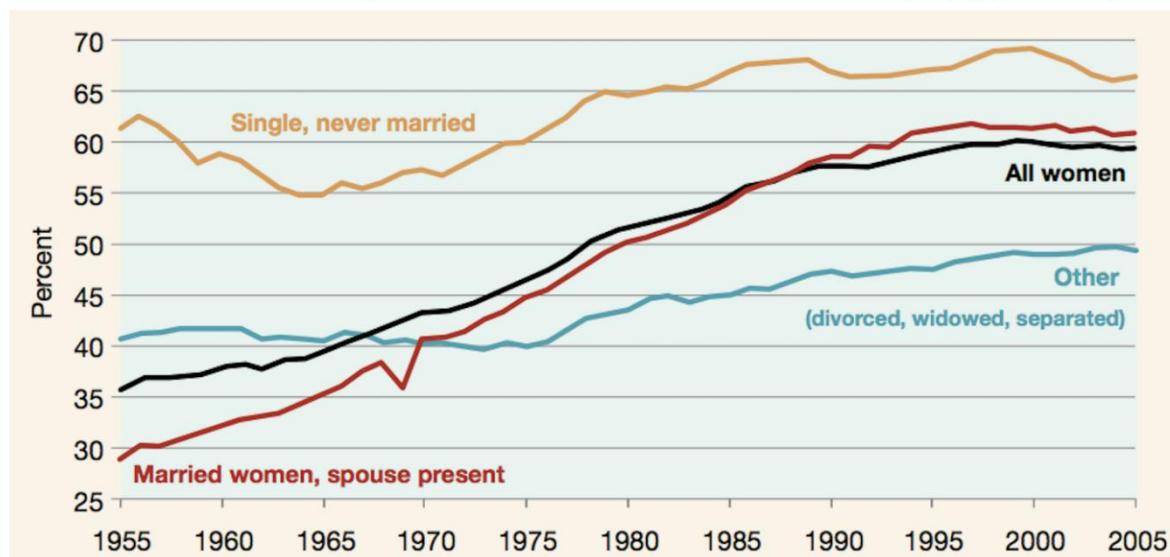
- a) Economic expansion and output: The number of women working increases the size of the labour force in the nation. Increased involvement increases GDP growth, economic productivity, and innovation. Specifically, women's entrepreneurship helps create jobs.
- b) Gender equality and social advancement: Gender-based discrimination, early marriage, and unequal access to opportunity are all lessened when women are empowered. It encourages a more equal society in which men and women have equal rights and duties.
- c) Improved educational and health metrics: Women who feel empowered are more likely to seek healthcare, further their education, and make sure their families follow suit. Lower child mortality, improved maternal health, and increased literacy rates result from this.
- d) More effective governance and leadership: Decision-making becomes more inclusive when women assume leadership positions in politics, government, and community organisations. Their viewpoints support laws pertaining to sustainability, safety, education, and welfare.

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The results on women's empowerment show that widespread advancements in social, economic, and familial systems are closely linked to the growth of women's agency. At both the micro and macro levels, empowerment—defined as increasing women's autonomy, access to resources, it shows a strong relationship between the growth of women's agency and general at the micro and macro levels, empowerment—which is defined as increasing women's autonomy, access to resources, and involvement in decision-making acts as a transforming force.

Current status of women in a variety of fields, particularly with regard to work, education, and decision-making

### Labor Force Participation of Women in the USA, 1955-2005



Data source: Data from 1955 to 1975 come from the US Census Bureau, Statistical Abstract of the United States, 2003. Data from 1976 to 2005 come from the Bureau of Labor Statistics

### Work

- In 2024 approximately 41.2% of workers worldwide are women, up from 39.3% in 2015. Although women are significantly under-represented in senior leadership positions.
- In certain industries, such as health care services, where 64.7% of workers are female in 2024, women either dominate or close to males. Whereas in some sectors women remain unrepresented for example mining & infrastructure
- Although it is still relatively low when compared to numerous developing and industrialised nations, women's labour force participation in India has improved from 23.3% in 2017–18 to 41.7% in 2023–2024.

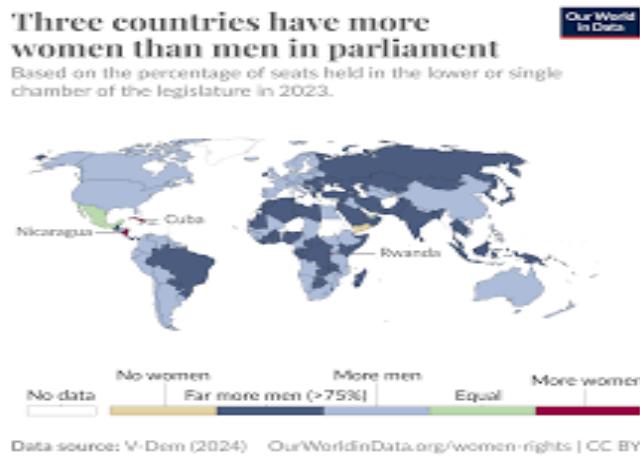
### Education

- Since 2015, there have been about 50 million girls enrolled in schools worldwide. However, large number of girls remain out of school particularly in underdeveloped & developing countries
- In higher education in several developed countries women now match or exceed in enrolment & completion as compared to men.

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- The degree to which education translates into employment and empowerment is limited by the quality of education, the applicability of what is taught, and enduring gender conventions.

### Decision Making & Leadership



- As of January 1, 2025, 27.2% of national parliament seats were held by women worldwide.
- As of 2025, women make up roughly 22.9% of cabinet ministers heading various ministries.
- But still as in the year 2025 women is still in minority related to corporate decision making & at senior levels of leadership

## CONCLUSION & RECOMMENDATION

Empowering women is essential to sustainable development as well as a social duty. Giving women equal opportunity in work, education, and decision-making enables them to fully participate to the advancement of society. Families thrive, communities strengthen, and the country advances when women are valued, educated, and employed. When gender equality is achieved, women will truly be empowered because they will have the ability and right to choose their own lives and make an impact on the world.

### Recommendations

1. Providing girls at all levels with equitable access to high-quality education: Primary, Secondary, and Higher Education.
2. Improvement of job prospects for women.
3. Promotion of women's entrepreneurship through financial literacy initiatives, microloan evaluation, and business incubators.
4. Encourage women to enter the workforce by providing equal pay, secure work environments, and flexible work schedules.
5. Raising awareness of the laws pertaining to equal rights, inheritance, workplace harassment, and domestic abuse.
6. Protection women's safety and dignity, strengthen the application of legislation pertaining to gender.
7. Providing skill-based education & vocational training that improves job prospects among the women.

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### ***Conflict of Interest***

The author(s) declared no conflict of interest.

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