

## **Transition of Working Women Professions to Women Entrepreneurs for Sustainable Development-A Systematic Literature Review**

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### **ABSTRACT**

India is a democratic nation in the process of development; where over the past three decades, our nation has experienced rapid growth with the emergence of globalization, liberalization, and privatization. The development of new infrastructure, technology, and educational programs is being worked on by Indians.

Women these days play a pivotal role in the advancement of society. Together, they possess the ability and completeness to handle a variety of duties that are personal, professional, and family-related. Earlier, Women were building their career mostly to acquire job, but with the passage of time, and the efforts put in by Indian government by launching various schemes for encouraging start-ups, has created an entrepreneurial mindset and culture among Indians. This has influenced Indian Women's perspective about their life and career; where more women are taking interest in starting their own businesses and become a job creator. This has empowered women to seize opportunities and overcome obstacles in the dynamic market in order to improve their chances of survival through improved business and management practices.

More so, with the support of the Indian government which has developed a wide range of policy initiatives in this direction to encourage women entrepreneurs and working professionals to become independent, will lead India towards becoming a developed economy. This will help our country to accomplish a few of its 17 sustainable development goals like gender equality (5), no poverty (1), decent work and economic growth (8) and reduced inequalities (10).

This research paper examines the rate at which working women professionals in the modern time transit from being employed to becoming women entrepreneurs. It also aims to identify the cause leading to the advancement of society through women entrepreneurs for economic development by addressing a variety of issues, including gender equality, economic empowerment, job creation, social impact, sustainable business practices, skill development, challenges, and solutions. The shift from employment to entrepreneurship is a significant force behind sustainable development. It is believed that different forms of support can open up a world of opportunities for our society and make India a resilient and sustainable economy.

**Keywords:** *Working women professionals, women entrepreneurs, Sustainable Development goals, Work life balance, Challenges and Opportunities, Gender Inequality, Family responsibilities, systematic literature review.*

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## 1.1 INTRODUCTION

Women's in India excel in almost all the fields and equally contributing towards growth and development of the nation. Due to family responsibilities somehow, they have transformed their interest towards self-ventures, entrepreneurship and start-ups. Due to flexible work schedule into self-venture and entrepreneurship their interest converted into self-started business and as a result they are equally motivated and satisfied while working from their own locations. In India, there are around eight million women entrepreneurs, with Tamil Nadu having the highest share as stated in (Dr Shambunath,2021). Women self-business are one of the fastest growing entrepreneurial trends among women population in the world (Brush&Cooper,2012). Sometimes, working women professionals face lots of challenges in balancing their work and personal life commitments. Imbalance and consequent conflicts of working women is a type of research (P.Sudarshan, Dr S M Chockalingam & Dr R Velmurugan).The growth of women empowerment in the society depends upon the Government and NGO initiatives, so that they can become certain type of aids in the form of Manpower, Money, Material, Machine etc. According to data from the General Statistics office, the proportion of women-owned business increased from 4% in 2009 to 21% in 2011, that reaches to 26.5% (GSO,2020). As a developing country where, woman comprise almost half of the population is the major contributor in the economic growth and to generate capitalization as they are having willingness, competency, efficiency and skills at all level. Therefore, this study was conducted to find the reason for the transition of women from working professional to self-start-ups. Accordingly, this study points out the factors that motivate women towards to become self-dependent and capable to generate employment through their ventures and business.

## 2.1 THE REVIEW

### 2.1.1 Aim

The aim of the review was to identify and analyse the main factors leading to the transition of working women professionals to women entrepreneurs for sustainable development.

### 2.1.2 Methods

The study emphasizes on analysing the factors causing a working woman to evolve into Women entrepreneurs. Factors vary from women to women, that's why it is significant to understand the cause of transition from one role to another (from working professional to women entrepreneurs) on continuous basis. The study taken is done to identify different factors which will help us in understanding the women perspective. Therefore, Systematic review is one of the relevant research methods for this objective. It recognizes and analyses numerous papers that are relevant to the study questions and the problem to be solved. The study will include both quantitative studies and qualitative studies to identify all the factors affecting the transition of working women professional to women entrepreneurs. Importantly, five independent factors and one dependent factor were taken for the study including work-life balance, Challenges faced in the organization, opportunities available for starting business venture, gender diversity, family responsibilities and sustainable development (dependent variable). From the papers included for this study, it was identified that these five independent factors were used in various studies and had a positive/negative impact on influencing the women in changeover from working women professionals to women entrepreneurs. Through extensive literature review, researchers were able to gain insight about these factors and their impacts. So, it was decided to consider and work specifically on these five independent variables and one dependent variable. To ascertain the relevant papers, several databases have been used to search. More we dig more relevant studies will be gathered. Electronic databases were used to search the papers, where we chose platforms that publish multidisciplinary papers

including Google scholar, Emerald insight and Scopus. The systematic literature review initiated on 10th April 2024 using Keywords mentioned in below table in three database, only for literature that was published in time period between 2010-2023 in English language only.

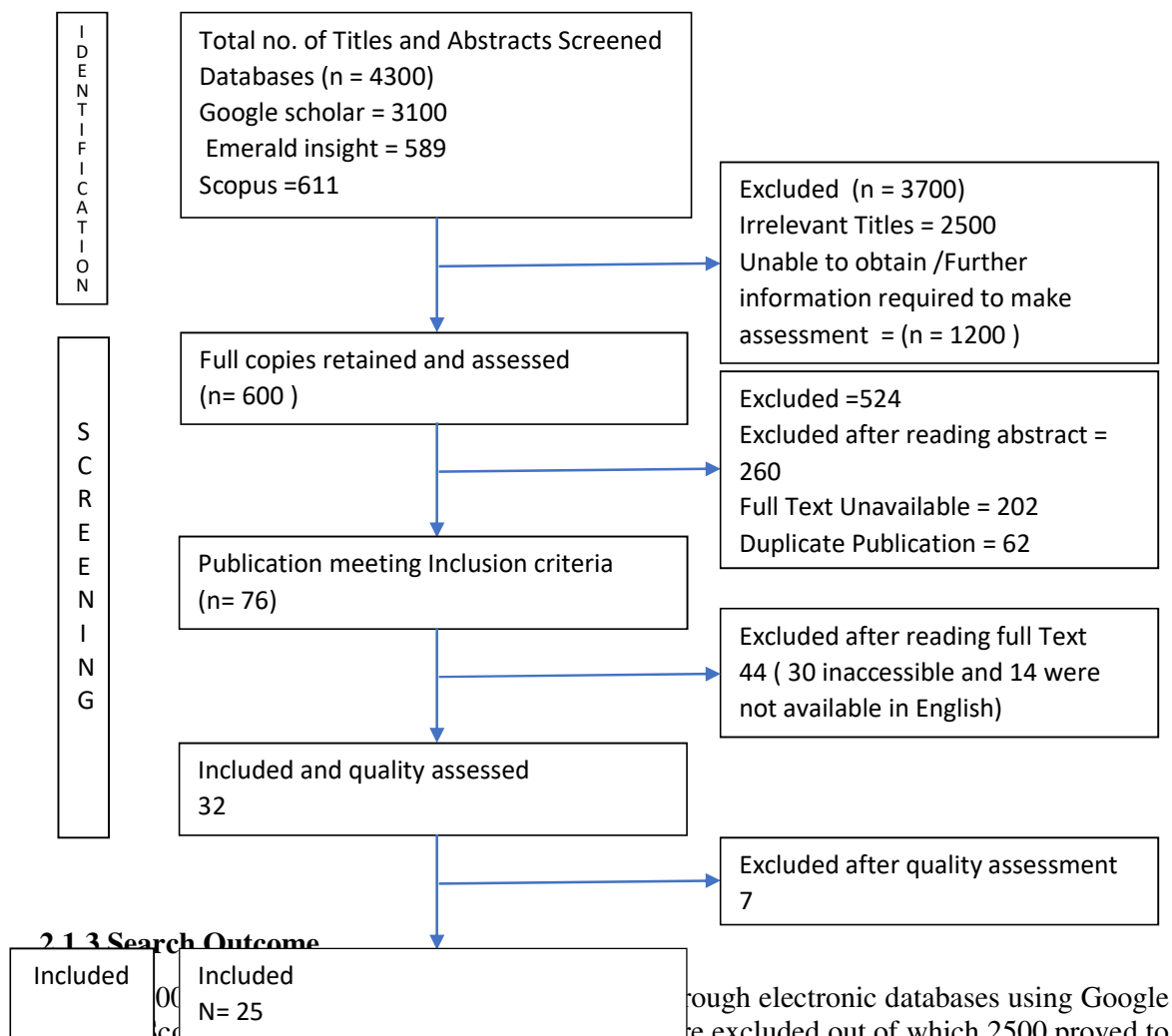
**Table1: Keywords for database:**

Database	Keywords
Google Scholar	COVID-19, Working Women Professionals, Career Aspirations, Career Outlook, Recalibration.
Emerald Insight	workplace bullying; women entrepreneurs, Gender diversity, family responsibilities.
Scopus	Working Women Professionals, opportunities and Challenges for Working Women Professional.

Source : Authors

The Preferred Reporting Items for Systematic Review and Meta-Analysis (PRISMA) was applied to conduct a systematic review for analysing women transition from working women professionals to women entrepreneur. The study includes cohort and cross-sectional analyses of variables.

**Figure 1: Flow diagram of the process of identifying and including references for the**



through electronic databases using Google scholar, Emerald insight and Scopus. 4300 titles and abstracts were screened out of which 2500 proved to be irrelevant titles and were excluded, 1200 studies were excluded because of Unable to obtain/further information required to make assessment. 600 studies Full copies were retained and assessed, out of which 524 studies were excluded; 260 studies were excluded after reading abstract, 202 studies were excluded after reading full text, 62 studies were excluded because of Duplicate Publication. 76 publications meeting inclusion criteria were identified. 44 studies were excluded after reading full text, 30 studies were inaccessible and 14 were not available in English. 32 studies were included and quality assessed. 7 studies were excluded after quality assessment. Finally, 25 studies were included in the review.

the abstract, 202 studies were not available in full text, and 62 studies were duplicated publication. 76 studies were further observed for Publication meeting inclusion criteria, out of which 30 studies were no accessible, and 14 studies were not available in English. Finally, only 32 papers were included and their quality was assessed, and 7 papers were excluded after quality assessment and finally only 25 research papers were included in the research study. The PRISMA framework for this study is shown in Figure 1.

### 3.1 RESULTS

#### 3.1.1 WORK LIFE BALANCE

Work-life balance (WLB) refers to the equilibrium between professional duties and personal responsibilities, a concept that has garnered significant attention in recent years due to the increasing demands on individuals in both spheres. For professional women, achieving this balance is particularly challenging due to traditional gender roles, societal expectations, and organizational barriers. Women have been perceived primarily as caretakers, with their professional contributions often undervalued or overlooked. However, the latter half of the 20th century witnessed a significant increase in women's participation in the workforce, leading to a paradigm shift in gender roles and responsibilities. Researchers such as Kanter (1977) and Hochschild (1989) laid the groundwork for understanding the dual pressures faced by working women, introducing concepts such as the "second shift" to describe the domestic responsibilities women often undertake after their paid workday.

According to Eagly and Karau's (2002) role congruity theory, societal expectations often create a dissonance between the roles of women as professionals and as caregivers, impacting their career advancement and satisfaction. Frone, Russell, and Cooper (1992) found that poor WLB is associated with higher levels of stress, burnout, and mental health issues. Conversely, a balanced work-life scenario contributes to improved physical and mental well-being, job satisfaction, and overall life satisfaction. The long-term effects of remote work post-pandemic, understanding the WLB challenges faced by women in different sectors, and the role of leadership in promoting a balanced work culture. Additionally, there is a need for more longitudinal studies to assess the impact of WLB interventions over time. According to (Power, 2020) many women withdrew from their careers due to enormous increase of workload. Such increase in workload emanated as a burden on their already fragile work-life balance. With post pandemic salaries reaching a low ebb, women decided to withdraw from the workforce and shift their focus towards their domestic work. Those who continued to work began to face increased work load. Interestingly, in (Dorothea Bowyer, 2021), the research was rooted in a collaborative feminist research practice that encouraged self-reflection and empowerment. (Sara McPhee Lafkas I, 2023) opined that the pandemic adversely impacted women's careers; in fact, their careers began to stagnate post Covid-19. However, (Bach, 2021) made an interesting observation

Work-life balance, defined as the state of wellbeing allowing individuals to manage multiple responsibilities effectively, has become crucial for personal and organizational success. Achieving this balance involves recognizing and respecting the individual's right to a fulfilling life both within and outside of work, benefiting the person, the business, and society. A harmonious life integrates work and family roles, enhancing each other. Organizations aware of these benefits view employees' family experiences as enriching their workplace contributions and vice versa (Gallos, 1989). Ultimately, work-life balance enhances overall effectiveness, as employees perform better when they have sufficient time for personal and family activities. To bring effectiveness in all aspects of life balancing of life is required for maintaining a good life and balance professional life. Balanced professional life is the main aspect of increasing the efficiency and effectiveness in the life.

### 3.1.2 CHALLENGES

Women entrepreneurs face a unique set of challenges that hinder their business endeavours and overall success. Research highlights that access to financial resources is a significant barrier, with studies such as Carter, Brush, Greene, Gatewood, and Hart (2003) indicating that women often receive less venture capital and funding compared to their male counterparts. This financial disparity is compounded by limited access to networks and mentorship, which are crucial for business growth and development. According to a study by Burke, FitzRoy, and Nolan (2002), women entrepreneurs frequently encounter gender bias within these networks, affecting their ability to gain essential business advice and opportunities. Additionally, societal expectations and traditional gender roles create a dual burden for women, balancing entrepreneurial responsibilities with domestic duties, as discussed by Jennings and McDougald (2007). This role conflict can lead to significant time constraints and stress, impacting business performance and personal well-being. Furthermore, Brush, de Bruin, and Welter (2009) emphasize the influence of institutional and cultural barriers, noting that policies and societal norms in many regions do not support female entrepreneurship effectively. These multifaceted challenges necessitate comprehensive strategies, including policy reforms, improved access to financial resources, and the establishment of supportive networks to foster a more conducive environment for women entrepreneurs.

Crenshaw (1989), further complicates the experiences of working women professionals. Women of color, for instance, face compounded discrimination based on both gender and race, leading to even greater disparities in opportunities and treatment, as discussed by Bell and Nkomo (2001).

The challenges faced by working women professionals are multifaceted and deeply rooted in both societal norms and organizational practices. Addressing these challenges requires a comprehensive approach, including policy reforms, cultural shifts within organizations, and broader societal changes to support gender equality.

Researchers have proposed several strategies to address challenges faced by women in the workforce. These include:

- (a) Implementing strict anti-bullying laws to those for sexual harassment, or enforcing internal policies with low tolerance for bullying,
- (b) Training all employees to understand what constitutes workplace bullying and the associated penalties, and
- (c) Promoting professionalism as a key aspect of workplace behaviour through role models. Cleary et al. advocate for a zero-tolerance policy, believing that immediate action is necessary when such challenges arise. Hesketh et al. previously recommended a "broken windows" approach, where penalties for minor infractions are increased to prevent more serious offenses. To effectively implement a zero-tolerance policy, it should be clearly documented and easily accessible, with established procedures to ensure adherence by employees and managers. Additionally, providing managers with training and professional development opportunities is essential.

### 3.1.3 OPPORTUNITIES

The impact of COVID-19 on Indian women professionals has been a mixed bag, with both challenges and opportunities. While the pandemic highlighted and exacerbated existing gender disparities, it also opened up new possibilities for a more inclusive and flexible workforce. The post-pandemic recovery should prioritize measures that empower women in the workforce and create a more equitable and resilient economy. The numerous challenges faced by working women, there are significant opportunities that can help them navigate and overcome these

obstacles. Research in this area highlights various strategies, support mechanisms, and structural changes that can facilitate the professional and personal growth of women in the workforce.

Ferris, and Weitzman (2001) demonstrate that flexible scheduling, telecommuting, and job sharing can significantly reduce work-family conflict and enhance job satisfaction. Companies that implement and genuinely support these policies create an environment where women can better balance their professional and personal responsibilities.

Ibarra, and Kolb (2011) highlight the success of such programs in preparing women for leadership roles by building their confidence, strategic thinking, and networking skills. These programs also address gender-specific barriers and equip women with tools to overcome them.

E-commerce platforms, social media marketing, and digital financial services provide women with new avenues to start and grow their businesses with relatively lower overhead costs and greater access to global markets. Brush, de Bruin, and Welter (2009) emphasize that digital entrepreneurship can empower women by offering greater control over their work schedules and business operations.

### **3.1.4 GENDER DIVERSITY**

Gender diversity refers to the equitable representation and inclusion of individuals of different genders within an organization. This concept goes beyond mere numerical balance, emphasizing the creation of an inclusive culture where the perspectives and contributions of all genders are valued and respected. Achieving gender diversity is not just a social or ethical imperative; it also has significant implications for organizational performance, innovation, and sustainability.

Hoogendoorn, Oosterbeek, and van Praag (2013) found that gender-diverse teams outperform homogeneous teams in terms of innovation and creativity. Different viewpoints and experiences contribute to a broader range of ideas and more robust decision-making processes.

McKinsey & Company (2020) reported that companies in the top quartile for gender diversity on executive teams were 25% more likely to have above-average profitability compared to companies in the bottom quartile. Diverse leadership teams can better understand and cater to diverse markets, driving business growth and success

Studies by Catalyst (2020) indicate that inclusive workplaces are associated with greater employee engagement, lower turnover rates, and higher job satisfaction. When employees feel valued and respected, they are more likely to remain committed to their organization.

Gender diversity is a critical factor for organizational success, contributing to improved decision-making, innovation, and financial performance. Despite the challenges, there are effective strategies that organizations can implement to promote gender diversity, including inclusive policies, unconscious bias training, mentorship programs, and setting diversity goals. By fostering an inclusive culture where all genders are valued, organizations can unlock the full potential of their workforce and achieve sustained success

### **3.1.5 FAMILY RESPONSIBILITY**

Family responsibility encompasses the duties and obligations related to caring for family members, which can include children, elderly relatives, and other dependents. Balancing these responsibilities with professional commitments is a significant challenge for many individuals, particularly women, who often bear a disproportionate share of domestic duties. This dual burden impacts career progression, work-life balance, and overall well-being. Understanding and addressing the complexities of family responsibility is crucial for creating supportive environments both at home and in the workplace.

According to Hochschild and Machung (2012), women often perform a "second shift" of housework and caregiving after their paid workday, leading to higher levels of fatigue and less time for personal pursuits. This disparity is evident in the slower career progression and higher attrition rates among professional women compared to their male counterparts.

Balancing family responsibilities with professional commitments is a complex and multifaceted challenge that requires support from both employers and society. Flexible work arrangements, comprehensive parental leave policies, childcare and elder care support, and family-friendly workplace cultures are critical components of this support. Additionally, changing gender norms and implementing supportive government policies can help create a more equitable distribution of family responsibilities. By addressing these issues, we can improve work-life balance, enhance well-being, and promote gender equality.

### **3.1.6 SUSTAINABLE DEVELOPMENT GOALS**

Sustainable Development Goals play a vital role to encourage the women development and empowerment, it helps the women entrepreneurs in various directions like to start their own venture and seed money for start-ups. (SDG 12) also supports the women for more consumption and production practices among women-led businesses also it helps in fostering to support women's entrepreneurship and economic empowerment. (SDG 4,8) enhance education, training and skill development for women. Women leadership, development and decision-making is also one of the focus areas on which (SDG 5) is always take a prompt response. Women transition from corporate to entrepreneurship is the initiative took place in India from two decades and the reason behind their paradigm shift are due to gender inequality at work place, self-grooming of women's, education and skills enhancement of women's and also due to family responsibilities etc. Also, few sub factors of their transition from corporate to entrepreneurs are to identify their self-motivation, to leverage the strength through settling the permanent career, to excel and explore new business ideas with passion and skills, Due to government support in term to provide finance such as loans, grants and investors etc. The women are becoming stalwart and ready to accept challenges and risk. They are smarter in managing the life balance personal and professionally.

Thus, the above summary about all the six factors such as work life balance, challenges, opportunities, family responsibilities, gender diversity and sustainable development goals shows that women transition towards entrepreneurship is good initiative not only in India but also globally accepted. This initiative is only possible through government support and aid that provided to female in the new era of globalization. The economic condition is also enhanced due to flexible approach of earning and becoming sound in the family. Challenges and opportunities go hand on hand in term to grow and succeed the vision. Working women professionals transition period is quite tragic as It is not the easy path to evolve in culture and system, lots of psychological issues came into the journey in term of stress, emotional sentiments, creativity, experience and desire. The strategical compliance of transition phase is very smartly handled by women entrepreneurs in completion of every milestone. The significance of this activity shows a great result to the society and country. Also, it gives a good level of satisfaction to the surroundings such as children, spouse, relatives, friends etc. Women's are going wonderful businesses in several areas such as Food, Cloths, Cosmetics, Beauty parlour, boutique, retail etc. Sustainable development goals in India is an initiative by Vikshit Bharat 2047 where women entrepreneurs are serving various contributions to the economic growth and development of the nation. This is also a good initiative from which the young entrepreneurs can become more motivated in both rural and urban areas. The maximum the independency among the women the more they can accumulate the profit for better survival in the society in different sectors. So, this study focus is only to know our women's journey of transition from corporate to become self-employee.

**Table 1: Summary of Baseline Characteristics and Outcomes of Included Studies**

AUTHOR AND YEAR	TITLE OF THE PAPER	PLACE OF PUBLICATION (JOURNAL NAME)	RESEARCH METHODOLOGY	FINDINGS WITH MAJOR VARIABLE IDENTIFIED
Dr Shambunath (2021) India	Women Entrepreneurship in Rural India: Key to India's Economic Growth	International Journal of Research and Analytical Reviews (IJRAR)	The study based on Secondary data based i.e. Online Survey of Rural women's shows that women comprise only 13.76% of the total entrepreneurs, i.e., 8.05 million out of the 58.5 million entrepreneurs. Average employment per establishment for women owned establishment is 1.67.	<p>The finding of study states about:</p> <ol style="list-style-type: none"> <li>1. Sustainable economic growth of rural areas of India.</li> <li>2. Government initiatives strategies for Women entrepreneurs.</li> <li>3. Women prefers to work from their homes in the field of Engineering, Medicine and Law.</li> </ol> <p>Major factor identified: The Challenges faced by women entrepreneurs still strive but gradually succeed that leads to sustainable development goal.</p>
Nyoni, Thabani (2017) Zimbabwe	An Empirical investigation of factors affecting the performance of women entrepreneurs in Harare: A case of Food Vendors	MPRA Munich Personal RePEc Archive	Case study approach, questionnaire consisting of 190 respondents consisting of structured and unstructured questions	<p>The main aim of the study was to empirically examine the factors affecting the performance of women entrepreneurs. Also, a conducive study is required to know the motivation level. The results of the study are envisioned to assist policy makers in improving and promoting women entrepreneurship. Major findings if the study consists of performance of women entrepreneurs.</p>
Emma Hagqvist, Katja Gillander Ga'din, Mikael Nordenmark	Work-Family Conflict and Well-Being Across Europe: The	CrossMark, Soc Indic Res	Qualitative research has been conducted over 25 European countries between	<p>The finding of the study shows:</p> <ol style="list-style-type: none"> <li>1. The result shows that the negative relationship was</li> </ol>



(March 2016) Sweden	Role of Gender Context		18-65 years of age and a multilevel analysis was conducted to investigate the relationship between well-being and work-family conflict.	stronger in countries with high levels of gender equality in work life. 2. Emphasis should be placed on policies that equalise both labour market and the work performed at home. Major variable identified is Gender Diversity in work life and norms regarding the women employment.
Nindria Untarini; Sayyida; Dwiarko Nugroho Seno(2021) Indonesia	Women's Transition to Entrepreneurships from Professional and Managerial Careers in Organizations	Binus Business Review	Qualitative Research 25 participants are interviewed, and about 66 incidents are collected. Based on data analysis results, the research shows four categories: personal, organizational life, values and integrity, and capital to proceed for SDGs.	Organizational life, value and integrity, decision to leave a professional career and enter entrepreneurship is very relevant personal category causes more women to make a career transition, followed by capital, value and integrity, and organizational life categories. Major factor identified is Work life Balance.
Gouranga Chandra Debnath, Shanjida Chowdhury, Sunjida Khan, Tamanna Farahdina, Tamanna Sharmin Chowdhury (2019) Bangladesh	Role of women entrepreneurship on achieving sustainable development goals (SDGs)	The Business and Management Review, Volume 10, Number 5, Dec 2019(CBER)	The survey has been conducted among the women professional transition towards entrepreneurs. The research tool applied in the form of SPSS 16.0, Convenience and sampling technique used on 203 respondents.	Individual factors (Family support, dual role, time management, travelling), Major Factor Identified: empowerment, motivation that achieve SDGs.  The major findings identified are: Thus, the major factor identified is better opportunities and SDG.
Zahra Hosseini, Seyyede Fateme Rahimi, Fatemeh	Etiology, consequences and solutions of working	BMC Women's Health	The study emphasised on 19 working women professional	To solve the problem of conflict, different aspects such as Patriarchy, Physical and mental

Salmani, Mohammad Reza Miri, Teamur Aghamolaei and Reza Dastjerdi(2024) Iran	women's work life conflict: A qualitative study		interviewed and analysed with MAXQDA software 2020. Qualitative Study used content analysis	diseases should be considered and help to solve this challenge by influencing each dimension. The major factor identified is Challenges.
Elizabeth A. Xiao (2017) Malibu, California	Understanding employment to entrepreneurship transitions among women working in the tech industry	Pepperdine University	The study based on Qualitative research and Phenomenological research. 15 women interviewed of Tech co.	Predominantly strong negative experience of the organization and its culture. Poor leadership, lack of direction, gender bias, limited advancement opportunities and a toxic environment were common experiences. This supports previous findings that women in job fields experience hostile cultures, lack of clear vision about their career path or advancement opportunities and existence of gender biasedness. Major factor identified was challenges
Nguyen Thi Loan(2023) Vietnam	Factors influencing Women's Involvement in Entrepreneurship: A Qualitative Study	Journal of Economics, Finance and Management Studies	The study conducted on 15 female entrepreneurs in Vietnam. Qualitative method, semi-structured interviews Conducting in-depth interviews, transcribing, analysing, and processing the data.	Family's support, Environmental Effect, Increase the Income Level of the Family, Family Heritage Business and Exposure, and Self-Independence. Major factor identified is Work Life Balance.
G.K. Siddeswari and P.V. Sathya Gopal(2020)Tirupati, Andhra Pradesh, India	Factors influencing the entrepreneurial behaviour of women entrepreneurs of self-help groups in Andhra	Journal of Environmental Biology	The present investigation was carried out in three districts of Andhra Pradesh (Chittoor, East Godavari and Srikakulam) the correlation analysis is done and the	A suitable strategy was designed with seven steps, starting from 'Identification of potential women entrepreneurs from SHGs' to 'converting the mass brand ambassadors for women entrepreneurs in Andhra Pradesh.

	Pradesh		entrepreneurial behaviour of women entrepreneurs at 0.01 level of significance	The Major factor identified is SDG's
Pouria Nouri(2022)Iran	Women entrepreneurs ' persistence at the time of the COVID-19 pandemic: a decision-making perspective	<u>Journal of Entrepreneurship in Emerging Economies</u>	By adopting a narrative approach, data were collected through a combination of semi-structured and in-depth questions with a sample of Iranian women entrepreneurs founding and running small businesses offering services in a variety of sectors and analysed by narrative data analysis.	According to the findings, the pandemic-emanated uncertainty, personal attachment to one's venture as well as the reluctance of being blamed by one's family, and the fear of the unknown future were the main drivers of the decision to persist among the entrepreneurs. The major identified is gender diversity and decision making
Dr. Shalini Acharya 1 , Dr. Uma C Swadimath 2 and Ishita Gopi	Impact of challenges arising out of COVID-19 on career aspirations among Women professionals	Emerald Publishing Limited 2023	The quantitative study gathered data from a substantial sample of 255 respondents. Data collection employed a structured questionnaire consisting of 13 questions in which five focused on demographic information.	The study held significant theoretical and practical implications and shed light on the complexities of working women scenario in the Indian context. Furthermore, the research methodology involved extensive utilization of secondary data from various reputable sources such as published journal articles, research articles and newspapers. These diverse sources not only contributed valuable insights to the subject matter but also aided in order to identify research gaps within the domain of the study which support to enrich the overall understanding of the career aspirations of women professionals in India.

<p>Mamta Pandey Pommier<sup>1, 2</sup>, Arianna Piccialli<sup>3</sup>, Belinda J. Wilkes<sup>4, 5</sup>, Priya Hasan<sup>6</sup>, Santiago VargasDominguez<sup>7</sup>, Alshaimaa Saad Hassanin<sup>8</sup>, Daniela Lazzaro<sup>9</sup>, Claudia D. P. Lagos<sup>10</sup>, Josefa Masegosa<sup>11</sup>, Lili Yang<sup>12</sup>, David Valls-Gabaud<sup>13</sup>, John Leibacher<sup>14</sup>, 15, Dara</p>	<p>WORLD WIDE WOMEN</p>	<p>VIKALPA • JANUARY - MARCH</p>	<p>A total of 750 participants from 58 countries took part in this survey, with more than 60% of the respondents hailing from EU countries, followed by Americas(~ 19%), Oceania(~ 13%), Asia(~ 4.5%), Africa(~ 2.5%), and the Middle East(~ 1%). Out of 121 women professionals, 19 (15.7%) were in government services, 53 (43.8%) were in public sector, 29 (23.9%) were in private sector, and 20 (16.5%) were working in NGOs. In terms of managerial hierarchy, 11.6 per cent were at senior level, 51.2 per cent at middle level, and 37.2 per cent at junior level. A survey involving 750 participants from 58 countries revealed that over 60% of respondents were from EU countries, with the Americas contributing approximately 19%, Oceania 13%, Asia 4.5%, Africa 2.5%, and the Middle East 1%. Among the 121 women</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Stereotyping and assumptions about women's roles and capabilities</li> <li><input type="checkbox"/> Commitment to family obligations</li> <li><input type="checkbox"/> Exclusion of women professionals from informal networks and communication channels</li> <li><input type="checkbox"/> Limited general or line experience</li> <li><input type="checkbox"/> Lack of mentoring opportunities</li> <li><input type="checkbox"/> Absence of gender-sensitive policies by employers</li> </ul>
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			professionals surveyed, 19 (15.7%) worked in government services, 53 (43.8%) in the public sector, 29 (23.9%) in the private sector, and 20 (16.5%) in NGOs. Regarding managerial hierarchy, 11.6% held senior-level positions, 51.2% were at the middle level, and 37.2% were at the junior level.	
Sanghamitra Buddhapriya 2009	Work-Family Challenges and Their Impact on Career Decisions: A Study of Indian Women Professionals	European countries	In September 2020, qualitative semi-structured interviews were conducted with a sample of nine highly educated women, averaging 42.1 years in age, from various WGH level, and 37.2 per cent at junior level.	The pandemic has impacted women's professional and private lives in both positive and negative ways. It has resulted in increased workloads and stress, along with pressure to publish research on COVID-19-related topics.
Christina Hoffmann <sup>1,2,3</sup> , Tamara Schneider <sup>1,3,4</sup> , Chadia Wannous <sup>4,5</sup> , Karolina Nyberger <sup>4,6,7</sup> , Ingeborg Haavardsson <sup>8,9</sup> , Brynne Gilmore <sup>10,11</sup> , Paula Quigley <sup>10,12</sup> , Andrea S. Winkler <sup>1,8,9,13</sup> and Sabine Ludwig <sup>1,14,15</sup> EUROPE	Impact of COVID-19 on the private and professional lives of highly educated women working in global health in Europe— A qualitative study	Front Glob Women's Health	The study involved 231 female employees. Quantitative data revealed that, on average, the participants perceived a low burden of workplace bullying (WPB). Most of the sample reported moderate levels of work engagement and psychological well-being.	The research data provide useful evidence for intervention in favor of an environment that helps to recognize the phenomenon and intervene in a timely manner, providing the opportunity to welcome the discomfort and fatigue of healthcare workers and offer useful interventions to the individual and the team The research data offer valuable evidence for creating an environment that acknowledges the challenges faced by healthcare workers and allows for timely intervention. This approach

SEP 2020				supports addressing their discomfort and fatigue, providing beneficial interventions for both individuals and teams.
Daniela Acquadro Maran 1 , Davide Minniti 2 , Michele Presutti 2 , Marta Alesina 2 , Adelina Brizio 1,3 and Paola Gatti Italy 2023	Workplace Bullying among Healthcare Professionals : A Quantitative Survey in a Sample of Women Working in an Italian Healthcare Setting	International Journal of Environment Research Public Health	The study included 225 military and civilian domestic violence professionals. The results indicate that professionals encounter women who are violent even when their partners have not been abusive. Professionals also reported that violence by women is often serious and results in injury to male victims.	Women and violence is not a new issue; however, it has not received a lot of attention in the military and civilian communities. In this study, professionals revealed that the subject of women who are violent in their intimate relationships is important and requires further exploration. This information is crucial because it supports the notion that women and violence is an important aspect of domestic violence. To increase skill levels and professional confidence
CPT Sheila R. Adams, MSW (2020) USA	Women Who Are Violent: Attitudes and Beliefs of Professionals Working in the Field of Domestic Violence	Military Medicine	This study included 225 military and civilian domestic violence professionals. The results indicate that professionals encounter women who are violent even when their partners are not abusive. Professionals also reported that violence by women is often serious and results in injury to male victims.	Women and violence is not a new issue, however , it is not received a lot of affection in military and civilian community. In this study the professionals reveal by the subject of women who are violent in their relationship require further exploration to increase skill and professional confidence.
Constanza Vásquez-Vera1 · Ana Fernández1 · Carme Borrell1	Effects of life-work balance on health, according to gender, housing	Europe	Semi-structured qualitative interviews were conducted with nine women from four different European WGH	Women represented 51.7% of the sample, 48.1% were men, and 0.2% trans*. Most of the sample had Spanish nationality (69.7% women, 68.8% men). Regarding the balance

	insecurity, and social class: an intersectional study		chapters working in global health to inquire whether and how the COVID-19 pandemic had impacted their professional and private lives, what should be changed to be better prepared for future pandemics, how the gender perspective should be integrated into pandemic preparedness, and how being a member of WGH has helped to navigate these challenging times	between productive and reproductive workload and employment status, the vast majority of both men and women reported having paid jobs
Shahina Javad, Priyanka Nema, Nimit Chowdhary	Exploring Indian working mothers' transition to involuntary telecommuting	India	The data analysis yielded two interconnected superordinate themes in this research: A phenomenological research design was adopted. The authors conducted 14 in-depth, semi-structured telephonic and online interviews. Data were analyzed using Interpretative Phenomenological Analysis framework	The data analysis yielded two interconnected superordinate themes in this research: (1) characteristics of involuntary telecommuting and (2) the impact of involuntary telecommuting. Under the first theme, four sub-themes emerged: long working hours, increased family demands, reduced interaction with coworkers and technology-enabled communication with supervisors
Ferreira, Bastos, & D'Angelo (2018) Brazil	A look at Women's transition from formal labour to Self-Employment based on	Human and Social Management	Population: All women entrepreneurs who had career transition from corporates particularly in private sector to	Effective variables identified for transition were self-fulfilment and search for flexibility; professional achievement; personal challenges; high level of career ambition;

	Endogenous stimulus		<p>owning a business in the state of Espirito Santo, brazil , aged between 28 years to 47 years. Sample Size : 12 women entrepreneurs .</p> <p>Qualitative methodology of narrative analysis was used, and NVivo software was used for recording the stories of narratives. A semi-structured questionnaire was used as research instrument, during interviews</p>	<p>and search for a feminine identity.</p> <p>Major variable identified was : Opportunities identified for career growth and personal self-actualization need fulfilment</p>
<p>Deshpande &amp; Gupta (2021)</p> <p>India</p>	<p>Women Entrepreneurship: Second Inning at Career</p>	<p>Shodh Sarita, A UGC-CARE Listed Journal</p>	<p>Population: Data was collected from women entrepreneurs from Pune city in age group of 30 to 50 years who are into various businesses from consultancy, professional practice, social media management experts, start-ups and so on with work experience of 10-30 years . Sample Size :60 Survey method through structured questionnaire and unstructured interview and discussion through virtual platform like zoom and</p>	<p>Challenges faced by women entrepreneurs during their second inning at Career, included social structure which affected them the most. The rest of the challenges were like: Managing overall work, Responsibility of family members, and organized social life.</p> <p>Major variable identified was:</p> <p>Challenges faced by women entrepreneurs particularly from men and stereotype mindset led them to become entrepreneurs.</p>



			Microsoft meeting	
Xaviers, Ahmad, Perumal, Nor & Mohan (2011)  Malaysia	The transition from corporate careers to Business Ownership: The case for Women Entrepreneurs in Malaysia	International Journal of Business Administration	Population: All women corporate professionals transited to become women entrepreneurs or business owners in Klang Valley, Kuala Lumpur-Petaling Jaya, Malaysia. Sample Size: 51 A survey method was employed whereby questionnaires were distributed personally to respondents.	Among the factors identified for the transition in Career are as follows: The highest percentage of Need for Achievement (88.2%), followed by Personal Growth (84.3%), Job satisfaction (76.5%), Independence (76.5%), Flexibility (74.6%), Autonomy (70.6%), Opportunities for business ventures (64.5%), being passionate (64.5%), and Economic benefits.  Major Variable identified: Opportunities and SDGs
Orhan and Scott (2001)  France	Why women enter entrepreneurship : an exploratory model	Women in Management review	Qualitative research technique using in-depth interview was used Population: women entrepreneurs in France Sample: 25 women from larger industrial firms' entrepreneurs from 3 regions of France like Paris, Lyon and Brittany	3 reasons for becoming entrepreneurs from working professionals: 1. Family Environment like direct succession into family business, or role model encouraging to become entrepreneur, or a supportive spouse. 2. Push factor like boredom in previous job eventually leading to lack of career development potential and secondly the layoff situation in the job. 3. Pull factor like self-achievement, or innovator, or social interest  Major variable identified: opportunities and challenges faced by women entrepreneurs
Mittal, Sharma & Srivastava (2015)  India	Challenges faced by working women at workplace, family and Society- Its major issues, impact and	International Journal of Research in Social Sciences And Humanities	Population - Three levels of female employees including ministerial level, middle level and higher level of Female	Salary discrimination between men and women; Fewer women in management position as compared to men; paid maternity leave is not a common practice so huge financial burden during this time; role of women is

	remedial measures		employees in India  Primary data collection was done through questionnaire. Secondary data source is also utilized.	limited; feeling of insecurity due to sexual harassment and improper implementation of law to combat this issue.  Major variable identified: Challenges that working women face in the work environment
Kujur and Singh (2022)  India	Challenges faced by working women at workplace & family: A case study of private schools in Hazaribagh district, Jharkhand	International Journal of Multidisciplinary Educational Research	Population: Working women teachers of Hazaribagh district, Jharkhand, India Sample Size: 28 Primary and secondary studies Case study method was applied. Close-ended questionnaire with open ended questions was used.	Major challenges faced by working women teachers were as follows: Gender Biasness; Work place stress; unequal remuneration; work-life balance; Household chores take care by women; managing most of the family affairs on one's own.  Major variable identified was:  Challenges faced by working women
Singh and Britto (2022)  India	Challenges and opportunities faced by Women Entrepreneurs with special reference to NOIDA (UP)	International Journal of Engineering Applied Sciences and Technology	Population: Women entrepreneurs of Uttar Pradesh. Sample Size : 80 women entrepreneurs, particularly from Noida (UP), Aged between 20-35 years Survey method was used with structured questionnaire including close ended questions. SPSS was used for analysis.	1 Majority (48%) of women entrepreneur were faced combining domestic and professional life challenges. 2. Majority (96%) of the women entrepreneur were agree with regular and frequent need of working problem faced by women entrepreneurs. 3. Majority (57%) Work family conflict faced by women entrepreneurs is mainly due to dual responsibility.  Major variable identified: Challenges
Esaimani (2023)	Challenges and problems faced by working women in the 21 <sup>st</sup> Century	International Journal of Innovation Research in Technology	Qualitative research from secondary data sources	Major challenges identified were as follows: 1. Family responsibilities and issues 2. Gender prejudices

				<p>3. Work life balance</p> <p>4. Verbal /physical form</p> <p>5. Negligible personal space</p> <p>Major variable identified was:</p> <p>Challenges faced by working women</p>
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Sources: Authors

#### 4.1 CONCLUSION

From the above literature, it is quite clear that today women have taken a forefront both in their personal and professional. As far as women empowerment is concern the Government also gives major support in term to introduce New schemes and Development plans and strategies. Most of the women are getting empowered as they are supported and encouraged by their family to join career-oriented perspective in the form of jobs, their start-up venture and family business. Gone are the days where women were expected to study back at home and become homemaker.

Today, even if women are at home by choice they are indulging themselves into small business ventures, where they are creating revenue for their Kith and Kins (family). This study reveals how women are transiting from corporate world to become self-sustainable women entrepreneurs, it also focuses upon the stimulating and stifling factors influencing them to transit from women working professionals to women entrepreneurs. Majorly it is the stifling factor which arise due to work life balance, challenges in the work environment, gender diversity, family responsibilities, including stimulation factor like recognition of opportunities in the workplace leading to sustainable development goals.

Thus, this paper will help the academicians and theorist to further work upon the identifies factors to develop theories and models of sustainable Indian Women entrepreneurs practices for success.

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