

**TRIBAL WOMEN ENTERPRISES AND THEIR IMPACT ON
SOCIO-ECONOMIC DEVELOPMENT IN NORTH SIKKIM**

A DISSERTATION SUBMITTED

TO

SIKKIM UNIVERSITY



**IN PARTIAL FULFILMENT OF THE REQUIREMENT FOR THE DEGREE OF
MASTER OF PHILOSOPHY**

BY

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2021

DECLARATION

I, **Kursong Lepcha**, hereby declare that the research work embodied in the dissertation titled “ **Tribal Women Enterprises and their Impact on Socio-Economic Development in North Sikkim** ” submitted to Sikkim University for the award of Master of Philosophy, is my original work and it has not been submitted to this or any other University for any degree.

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CERTIFICATE

This is to certify that the dissertation titled “ Tribal Women Enterprises and their Impact on Socio-Economic Development in North Sikkim ” submitted to the Sikkim University for the partial fulfilment of the degree of Masters of Philosophy in Department of economics is embodied the result of bonafide researck work carried out by **Kursong Lepcha** under my guidance and supervisoin. No part of the dissertation has been submitted for any degree.

All the assistance and help during the course of investigation have been duly acknowledged by him.

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“ Tribal Women Enterprises and their Impact on Socio-Economic Development in North Sikkim ”

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Chapter-1

Role of Women Enterprises in an Economy

1.1 INTRODUCTION

Entrepreneurship is an important component of the economic roadmap of any country. It plays an influential role in the economic growth and standard of living of the country. According to the OCED, entrepreneurship is a phenomenon that takes several forms. For example, it is established in small and large firms; appears to be in already established firms or new firms; can be found in the formal or informal economy; can take the form of legal or illegal activities; can be found in innovative or in traditional concerns; it can be found in high-risk or low-risk undertakings in all economic sectors¹. In other words entrepreneurship is a multi-faceted phenomenon which can be viewed from different angles. It is a topic which can be considered as part of various social sciences like sociology, psychology, economy, etc. For economics entrepreneurship is a recent concern and in several economic literature entrepreneurship in developing countries is concerned with the development of the socio-economic conditions of the individuals (entrepreneurs), and community as a whole. In economics, entrepreneurial activity encompasses not only the development of one's individual socio-economic condition but also the development of local community, state, region, and the country as a whole. Literatures reveals that entrepreneurship in a developing country like India plays an important role in the development of economy. For example it can create wealth by investing individual resources and attracting capital which mobilises wealth and allows people to benefit from the growing business. Both by nature and definition

¹ Fischer, M. M., & Nijkamp, P. (2009). *Entrepreneurship and regional development* (No. 0035).

entrepreneurship signifies employment creators. One can be self-employed after taking up this activity; alternatively he can also engage others as an employee for that particular firm. In other words it means that it creates job opportunities for others. In this way it helps in achieving the basic goals of economic development. Entrepreneurship also brings up regional development by setting up new business and industrial units in less developed and backward areas, which will create jobs and help in lifting regional economies. Entrepreneurship can also lead to introduction of new and innovative technologies which helps in increasing the standard of living of the individuals, employees and customers. For example, the use of new and automatic technology reduces production cost and enables faster production which will make a business unit more productive, while also allowing its customers to pay lower price for the same products, which further increases the standard of living. The development of entrepreneurship is important for developing economies while the government is mandated to play a significant welfare role in a country like India, there are limitations to the extent to which government can be involved. This is where entrepreneurs can come in to fulfill the lacuna. Entrepreneurial activities can unleash creativity and innovation, which can result in new approaches or new ways of solving problems. Such activities can also foster independent means of thinking which break the bureaucratic mould of government involvement. In addition, the success and growth of entrepreneurial firms can lead to deepening and broadening of the job market.

However entrepreneurship is also a field which is fraught with a variety of risks. The person who runs the business has to face all the risks. It is not easy to emerge successful as an entrepreneur due to many factors that are apparently beyond their control. For every

successful enterprise it is possible to find many others which were extinguished without achieving substantial success. This situation is further exacerbated if the founder or proprietor happens to be a woman.

Indian society can be divided into social interdependence which can be categorized into groups-families, clans, castes, and different religious communities, for which they believe strongly and are separated accordingly. India is home to a large number of indigenous people, who are untouched by the lifestyle of the modern world. There are 461 tribes in India out of which 424 are considered as the Schedule Tribes (STs).

Vidyarthi and Rai (1976) identified eight structural features that characterised tribal economies of India - forest based economy, domestic mode of production, simple technology, absence of profit motive, community: a unit of economic cooperation, gift and ceremonial exchange, periodical markets and interdependence. The STs are considered to be socially disadvantaged and economically underdeveloped people who predominantly live in the hills of the North East Region (NER) comprising of about 27 percent of the entire NER's population, depending on agriculture as their main source of livelihood and income.

While the tribal society is comparatively better than general society in terms of the status of women, they have to face challenges and problems in getting a sustainable livelihood and a decent life because tribal women have adjusted themselves to traditional lifestyle in the local environment and follow occupations based on natural resources. Empowerment of tribal women brings development in terms of socio-economic conditions which promote standard life and increase in economic growth. Entrepreneurship has been one of

the perfect activities which is performing a key role in empowering women, and also acts as an engine for economic growth; in other words, the involvement of women in various entrepreneurial activities empowers them in social, economic, culture and other related fields.

Looking at the world scenario women entrepreneurs are increasingly participating in the economies of almost all countries. Knowledge, ability and competitiveness in business are the main reasons for women setting up business ventures. Women entrepreneurs engage in business as a result of push and pull factors that provide confidence in terms of self-sustaining occupation and standing on their own feet. Independent decision making on life and career is the motivating factor as women entrepreneurs accept challenging roles for fulfilling needs and becoming economically independent. A desire to achieve something positive is an integral quality of entrepreneurial women. The media has made women conscious of their own qualities, rights and the work situation. Right efforts in all areas are very important for the development of women entrepreneurs and their greater involvement in entrepreneurial activities.

1.2 WOMEN ENTREPRENEURS IN INDIA

In India women entrepreneurship are considered in the category of necessity entrepreneurship rather than opportunity entrepreneurship (Saha, 2014). Women entrepreneurship were developing from the late 1970s and now many more are emerging as an entrepreneurs in all kinds of economic activities. Women engage in entrepreneurial activities as a challenge with an urge to do something new in an independent occupation and also due to family compulsions and responsibilities thrust upon them. As described

by the French-Irish economist Richard Cantillon, an entrepreneur is the one engaged in production activities who makes certain payments to owners of production factories in expectation of uncertain receipts and bears non-insurable risks (Aitken,1995). In India the development of women entrepreneurship has been prioritised as an important aspect of the nation's financial plans from 1970 onwards (Balan et al). Women tend to focus on businesses that allow a continuation of their domestic roles, such as the service sector. A large percentage of women entrepreneurs are micro enterprises that women undertake as a forced economic activity. As highlighted (Vajay R and Yadav, 2017) the current scenario of women entrepreneurs and their contribution in economic empowerment in India, women entrepreneurship is largely skewed towards smaller sized firms, as almost 98% of women-owned business are micro-enterprises which are in agriculture and home based industries.

Literatures shows that entrepreneurial activity can be most suitable for women as it can help them take care of their business while continuing their normal household work.

In rural India, a lot of women who are primary producers can be classified as entrepreneurs, such as the dairy farmer who supplies milk to nearby dairies or households. However such women entrepreneurs have limited exposure to the outside world. Family responsibilities, traditional social norms and the established patriarchal structures restrict their mobility and makes them dependent on intermediaries for reaching the market or scaling up activity.

Women running micro and small enterprises account for a large share of the informal economy. MSMEs make a significant contribution to the socio-economic development of

the country by way of helping people to earn money and making a contribution to the family income, and also by supplying necessary goods and services for consumption through these activity. Like most of the women entrepreneurs in India, those in the North East have embarked their entrepreneurial activity on a relatively smaller scale mostly based out of their homes by opting for traditional activities (including handicrafts, readymade garments, toy making, nurseries, hotels and restaurants, dairy and poultry, retail trade etc) often without any formal training.

In Sikkim, traditionally women enjoy greater freedom compared to many other parts of the country. The economy of Sikkim is defined by agriculture and tourism; besides Sikkim is also known for its tradition and culture which is also one of the reasons behind the development of tourism and agriculture. Traditionally agriculture is one of the main occupations for most of the residents; so is the tourism sector which is dependent on three ethnic cultures namely Lepcha, Bhutia, and Nepali. These three ethnic communities have their own customs, beliefs and languages; however, at an overall level the mixed community instills a state of progressiveness. Historically these communities have been engaged in traditional activities like arts and crafts, handloom (including the traditional dress, bags, shawls, carpets etc of the Lepchas) mostly done by women. There are also the handicrafts (including wood carving, bamboo crafts,etc) done mostly by the men. However, it is seen that commonly their main activity after that is agriculture, which supports the majority of the population, particularly in the rural areas; there both men and women take equal part in it. The Sikkim Development Report revealed that the state had the best gender parity performance in the NER in terms of female labour force participation. Traditionally women in Sikkim are engaged in various economic activities

such as in the agricultural sector or the cottage industries. In the present scenerio women are present in all workplaces and play a major role in policy and decision making. Besides agriculture women are playing a significant role in developing their socio-economic conditions and empowering themselves, in addition to contributing to social development by coming up with new ideas, setting up businesses, in groups or as individuals.

1.3 PROFILE OF THE ENTERPRISES

This is related to information about the nature of the enterprises, year of establishment, form of organisation of the enterprises, operating location, source of funding, measures undertaken to increase their sale etc.

1.3.1 Type of Enterprises

Due to the availability of natural resources entrepreneurs in the rural areas can focus on bringing their traditional items and non-traditional products through the prism of entrepreneurial activity. In the present study enterprises are categorised into two different types, viz., - production (includes handloom and handicrafts, dairy, soap and candle making, pickles, chips and jams, etc) and marketing based (include shops, vegetable shops, vegetable vendors, etc.). The table 1.1 shows that the study area is concentrated in producing enterprises as only 26 are marketing based.

Table: 1.1 Type of Enterprises

Type of Enterprises	Number of Enterprises
Production Based	74
Marketing Based	26
Total	100

Source: Primary data

1.3.2 Year of Establishment of Enterprises

The year of establishment of enterprises considered in this study is from 2000 to 2020. The table 1.2 shows that there were 7 entrepreneurs who started their enterprises in the year 2000; no enterprises were established from 2001 to 2008; from 2009 to 2016, the number of firms established has ranged from 3 to 8.

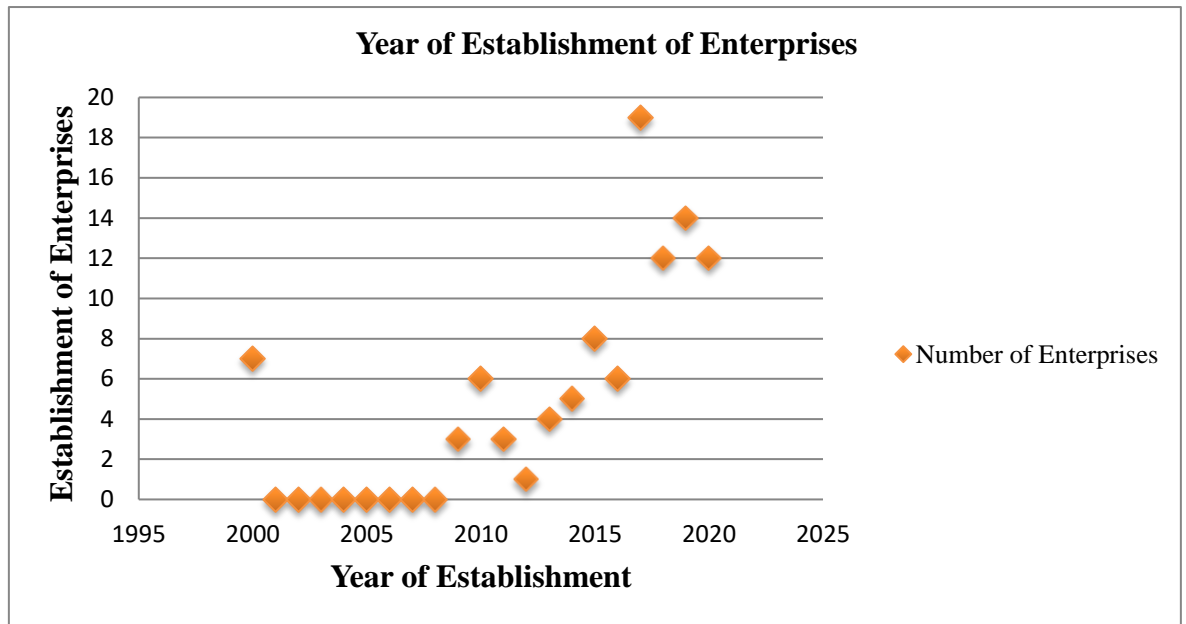
Table: 1.2 Year of Establishment of the Enterprises

Year of Establishment	Number of Enterprises
2000	7
2001	0
2002	0
2003	0
2004	0
2005	0
2006	0
2007	0
2008	0
2009	3
2010	6
2011	3
2012	1
2013	4
2014	5
2015	8
2016	6
2017	19
2018	12
2019	14
2020	12
TOTAL	100

Source: Primary data

In the year 2017 there were 19 entrepreneurs who started their enterprises, which is the maximum as per this data. There were 12 enterprises established in year 2018, 14 in 2019, while in 2020 there were 12 enterprises.

Figure: 1.1 Year of Establishment of Enterprise



Source: Primary data.

1.3.3 Operation of the Enterprise

Enterprises can be found operating either from home or from outside. This is one of the important features affecting the performance of the enterprise, especially for women. Several instances from literature support the fact that women are running enterprises while continuing household activities and also that maximum women owned enterprises are operating from home in rural areas. Table: 1.3 provides the relevant details.

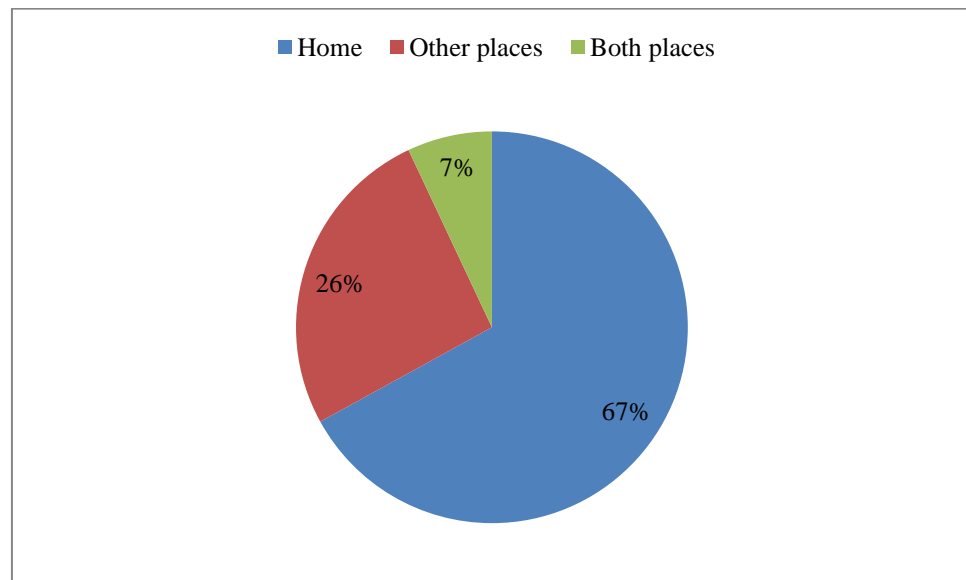
Table: 1.3 Operating Enterprise

Enterprise operating from	Number of Enterprises
Home	67
Other places	26
Both places	7
Total	100

Source: Primary data

Wood carving art is especially done by men in Sikkim and those who are trained in wood carving art for 3 years will get certificate from the Directorate and can start their own business or can start a Cooperative society according to Directorate of Handloom and Handicrafts (DHH²). These craftsmen can make their products at home using their own raw materials; alternatively they have to go to the customer's place to make the product using their raw materials. Figure 1.2 shows the relevant percentages.

Figure 1.2 Operating Enterprise



Source: Primary data.

² DHH: Directorate of Handloom and Handicrafts earlier known as Palden Thongdup Cottage Industries Institute established in 1957 with aim to preserve traditional arts and crafts of Sikkim.

1.3.4 Type of Organisation of the Enterprise

On the basis of the type of organisation of the enterprises is divided into four categories viz Sole, Family, Partnership, Cooperative and Group. The table 1.4 shows the distribution on the basis of the type of organisation.

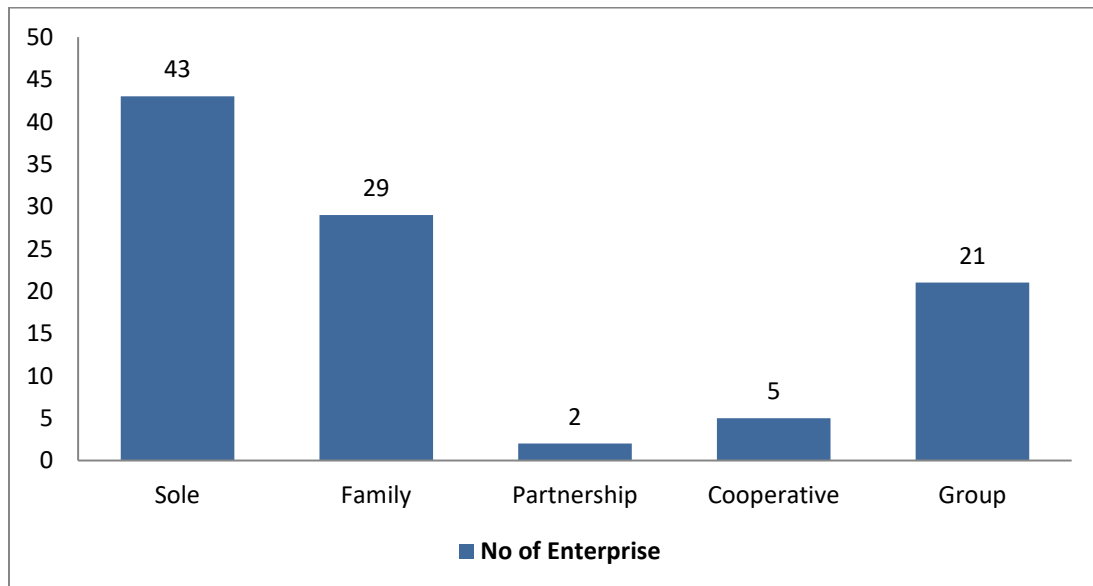
Table 1.4: Form of Organisation of the Enterprise

Form of Organisation of the Enterprise	Number of Enterprise
Sole	43
Family	29
Partnership	2
Cooperative	5
Group	21
TOTAL	100

Source: Primary data

Figure: 1.3 Displays this information in graphical form.

Figure:1.3 Form of Organisation of the Enterprise



Source: Primary data.

1.3.5 Source of Funding

An enterprise can be funded through loans or savings, depending on the size or type of the organisation. The source of funding provides information about the origin of funds - whether it is the government (through policy or schemes), banks (through loans), NGOs, microfinance institutions (through groups), self or any other possible sources. Table: 1.5 gives this information.

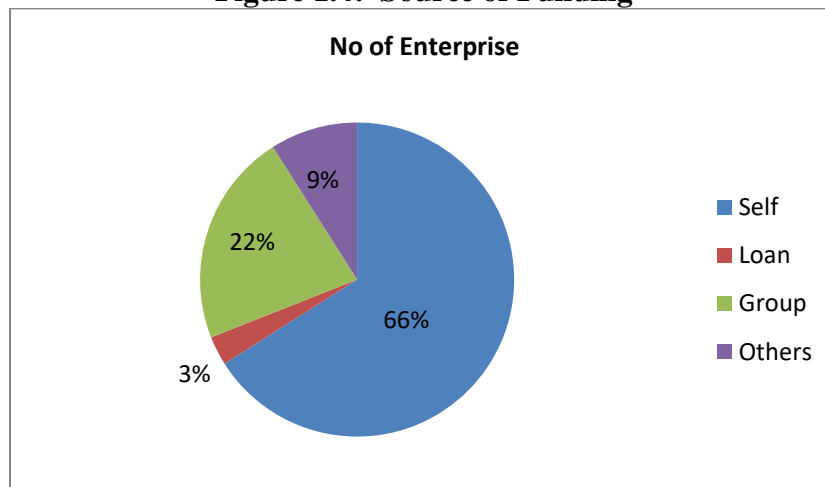
Table:1.5 Source of Funding

Source of Funding	Number of Enterprises
Self	66
Loan	3
Group	22
Others	9
TOTAL	100

Source: Primary data

Figure 1.4 Depicts the related graph.

Figure 1.4: Source of Funding



Source: Primary data.

1.3.6 Any Measure Undertaken to Sell the Products.

Entrepreneurs come up with new measures or ideas for the growth of the enterprises in terms of sale of products. Table:1.6 shows that only 11 entrepreneurs have undertaken measures for increasing sales. Such measures include online advertisement by sharing status with friends, posts on social media platforms, as well as fairs and festivals (Such information was recorded during interviews with entrepreneurs). The remaining 89 entrepreneurs have not taken any such measures for raising their sales.

Table: 1.6 Measure Undertaken to Sale the Products

Measure undertaken to sale the products	Number of Enterprises
Yes	11
No	89
TOTAL	100

Source: Primary data

1.4 STATEMENT OF THE PROBLEM

As per National Skill Development Corporation (NSDC) North Sikkim is a part of the 250 most backward districts in India and the least developed among the four districts of Sikkim. Mangan is the district headquarters. The larger part of the district falls under restricted and prohibited areas and special permission is required for visiting these areas. The district shares its boundary with China in North and East and both China & Nepal in the West and with other three districts of the state in the south. Geographically the landscape is mountainous with steep valleys and covered with dense forest. The productive resource base in rural areas is only a fraction of the total resource owned.

Women driven businesses have been a major feature of economic activity in the North East. At the same time society in Sikkim, especially in the North, is largely tribal in nature. This provides a unique opportunity for studying the socio-economic development of a tribal society through the prism of women entrepreneurship. The economic gains from entrepreneurial activities have the potential of impacting socio-economic conditions as well the development of culture in a society. Several studies suggest that women engage in entrepreneurial activities for pull and push factors and have limited exposure to the outside world due to their family responsibilities, traditional social norms and the established patriarchal structure. Hence it would be interesting to study the effect of female entrepreneurship on tribal culture. Additionally it would also be relevant to examine how such entrepreneurship contributes to the empowerment of women. Other important points of consideration include the impact of the running of such organisations on local or regional development issues, and their comparison with male dominated counterparts in terms of overall performance. Taken together with the fact that the present work utilises a relatively less prevalent methodological component, it could make a significant contribution to the literature in this area.

1.5 RESEARCH QUESTIONS

Following are the research questions of the present study:

1. What are the main causes behind the establishment of women enterprises in the tribal areas of North Sikkim?
2. What are the problems and challenges faced by women in starting and running such enterprises?

3. How do the women enterprises contribute towards the development of the tribal society?
4. Is there any change in the socio-economic conditions of the tribal women after taking up such enterprises?
5. Are these enterprises contributing to women empowerment?

1.6 RESEARCH OBJECTIVES

The study will attempt to examine the impact of women enterprises on the socio-economic development of tribal regions in some selected areas of North Sikkim.

The specific objectives of the study are to

- 1) Identify the main socio-cultural and economic factors behind the genesis of women enterprises in the tribal areas of North Sikkim.
- 2) Investigate the problems and challenges faced by women in such enterprises.
- 3) Examine whether such enterprises are contributing to women empowerment.
- 4) Assess the role of such enterprises in the development of tribal society of the study area.
- 5) Compare the performance of women enterprises with those run by men.

1.7 RESEARCH HYPOTHESIS

The following hypotheses will be considered for the study

- 1) These enterprises are significantly contributing to women empowerment.
- 2) There is significant contribution of the women enterprises towards the development of the tribal society in the study region.

- 3) There is a significant difference in performance between women led enterprises and those run by men.

1.8 DATABASE AND METHODOLOGY

1.8.1 DATA COLLECTION

The study will be based on both primary and secondary sources and both qualitative and quantitative data will be collected. The secondary data and information will be collected from NSSO 73rd Round, Annual reports of MSMEs, Socio-Economic Census of India, Sikkim Human Development Report 2014, etc. Along with these various published books, handbooks, annual reports released by both State and Central governments, statistical abstracts, and reports studied by various research organizations will be also be utilised in the study.

However, from the secondary data alone, it will be difficult to know the various problems and challenges faced by women entrepreneurs. Both qualitative and quantitative data will be recorded from different sub-divisions of North Sikkim. Initially this district will be purposively selected as the ethnic community concentration in this district is high (65% according to 2011 census) as compared to other districts. Again, several studies have developed a comprehensive understanding of the traits of entrepreneurs in various contexts such as rural and urban/large and small scale enterprises, male and female entrepreneurs, but whether these categorisations are in fact applicable to tribal people needs to be investigated. Further data will be collected in such a way that an overall comparative scenario regarding the performance between male and female run enterprises can be analysed.

1.8.2 SAMPLING DESIGN

The present study focuses on the entrepreneurial activities of the tribal communities of North District, Sikkim. A sample of 80-100 micro entrepreneurs who are engaged in production oriented (handloom, handicrafts, pickle making, etc) and business oriented entrepreneurial activities like small village shops, vegetable vending etc., will be selected by using purposive random sampling. From the secondary sources we find that at present there are around 25 Micro and Small registered enterprises under MSMEs. A sample consisting both registered and unregistered enterprises located in different parts of North Sikkim will be considered for the present study. Some male dominated enterprises will also be considered for the purpose for comparison regarding issues like profitability aspects etc.

1.8.3 DATA ANALYSIS

The proposed analytical tools may consist of the following components:

- a) In general descriptive statistics like frequency count, mean, standard deviation, charts and diagrams, trend analysis will be used.
- b) Likert scaling technique will be used for ascertaining the perception regarding problems and challenges of the enterprises and socioeconomic empowerment level of women entrepreneurs.
- c) Chi-Square test will be used to explain the observed empowerment of female entrepreneurs.
- d) Multiple regression model will be used to analyse the performance level of such women led enterprises as compared to male led enterpris

Chapter-2

Review of Literatures on Women's Enterprises

2.1 INTRODUCTION

The existing literature in this connection has been grouped into theoretical literature, policy literature and empirical studies.

2.1.1 THEORETICAL LITERATURE

Scholars have put forward many theories to explain the behavior of an entrepreneur in the field of economics. So, these entrepreneurship theories have developed the field and changed the ideas of an entrepreneur. Some of the major underlying theories of entrepreneurs have been explained below.

Classical Theory of Entrepreneurship

The classical theory of entrepreneurship was first coined by Richard Cantillon which is known as the Cantillon theory of entrepreneurship. He is also known as the father of economic theory, as he first provided the theoretical analysis of commerce in his "*Essai Sur La Nature Du Commerce En General*", which was published posthumously in 1755. Cantillon's theory of the entrepreneurship played an important role in contribution to the development of theoretical economics.

According to Cantillon's theory of entrepreneurship there are three main actors in the economy viz. property owners, who are the main consumers of the economy and their demand is fulfilled by the producers. The other two are the ones who live on fixed variable income. So according to him, entrepreneurs are the ones who do not depend on

any fixed income, nor have any guaranteed income. Cantillon's theory further mentions that entrepreneurs meet the demand of the property owners by producing, circulating and exchanging the goods in the economy. This theory of entrepreneurship is based on supply side of the economics and operates on arbitrage opportunities. Thus Cantillon expresses the quote, "Entrepreneurs will buy goods from the villages at low price and sell the product at a higher price." (Cantillon, 1931, p. 151)

There are two characteristics of Cantillon's theory of entrepreneurship viz. risk and uncertainty. Since entrepreneurs are unaware of future demand of goods, they produce on the basis of uncertainty. And thus entrepreneurs face risk due to unknown future price or uncertain profit.

Neo-Classical Theory of Entrepreneurship

Based on the representative firm of Alfred Marshall (1890) and the equilibrium firm of A. C. Pigou (1928) the neo-classical entrepreneurship theory aims at explaining how certain firms are better than others in imperfect competition so that it can explain the dynamics of decision-making.

Marshall explains that a successful entrepreneur is the one who produces for the market, as a merchant and as an organizer of the production who has true knowledge of the things in his own trade. They have the ability of forecasting the movements of production and consumer preferences. They have also the ability of seeing new opportunities for supplying new goods or services that either will meet the demand or improve the plan of producing an old commodity and most importantly being able to take risk. Marshall stresses on the cooperative relationship between capital and labour based on the principle

of partnership with complete information so that they can reap profit opportunities. Thus, Marshall indicates that large scale of production is essential for economic progress and economic innovation.

Critical evaluation of Marshallian Theory:

Marshallian theory on entrepreneurship was been criticized by many economists and has been laid with many controversy. Marshall has contradicted his own theory of competitive market as he has stated that creating new products and innovating new technologies the entrepreneurs with the same technology earns a monopoly power and gains monopoly rents in the market which will further produce efficiently and sell the same product in the market. According to Marshallian theory, innovation takes place because of increase in the demand of a commodity in a large scale or may be due to increase in the production due to improvement in the technology (like perfect competition market). If this holds true, then in reality it shows the existence of imperfect competition instead of perfect competition because of accumulation of capital.

Thus this shows that there are lots of controversies in Marshallian theory and also fails to give accurate explanation on how the entrepreneur makes profit.

Innovative Theory of Entrepreneurship

The innovation theory of entrepreneurship was propounded by Joseph Schumpeter in 1934. The model concentrated in the Austrian Market Process (AMP) to understand human action in the context of an economy of knowledge. According to Schumpeter an innovator and an inventor are two different concepts, an inventor discovers new methods and new materials whereas an innovator makes new combinations by applying inventions

and technologies and produces new and better combinations that generates good profit and yields better satisfaction. He believed that by introducing an innovative technique an entrepreneur takes the economy to a new level of development.

As per his theory, the basic characteristics of an innovation are; introduction of new products, innovation should include new products, novel process of production, establishment open up of a new market, and finding new source of supply of raw materials. He also believed that the main task of the entrepreneur is to bring new innovations instead of maintaining the enterprise. Thus, the theory believes that the rapid economic development of any country could be achieved only through innovative techniques of an entrepreneur.

Critical evaluation of Schumpeter:

Schumpeter theory of innovation has been criticized in many grounds like;

- i. Those individuals who perform their business without performing innovative functions are been excluded from his theory.
- ii. The type of vigorous enterprises that Schumpeter talks in his theory of innovation are hardly found in the developing countries like India.

2.1.2 EMPIRICAL STUDIES ON WOMEN ENTREPRENEURS

Several contributions have been made by the researchers in the study of women entrepreneurs prescribing towards the socio-economic development of women with respect to different categories and regions.

Sugaraj and Salve (2014) studies the women's participation in entrepreneurial activities in contributing economic development and their problems. According to them women enterprises play a significant role in the contribution towards generating employment and participation of women in entrepreneurial activities have been increasing due to change in global and domestic environment.

Sinha (2003) made an attempt to identify the motivation, social support, and constraints of women entrepreneurship in the North East India and comparative analysis between men and women. Self-dependent, status in society, utilizing skills are the motivating factor for both men and women entrepreneurs to start their business without proper educational background but most of the women entrepreneurs were guided by the male counterparts. According to the study financial assistance found to be the major issues for both men and women entrepreneurs but socio-cultural environment particularly stands in the way for women entrepreneurs.

Madan (2014) study examines the role of entrepreneurship in empowering women and contributions in socio-economic development of nation, where their study concluded that entrepreneurship brings equality among gender and it develop women in the field of social and economic status.

Suvarna (2019) finds managerial constraints as the main constraint for women entrepreneurship and support from Government including training programmes & knowledge transfer tend to be important for the improvement of communication skills for women while focusing on the factors and challenges faced by women in adopting entrepreneurship carrier.

Balan and Samunnatha (2012) studies in understanding the socio-economic factors influencing women enterprises and to realize the influence of socio-economic factors on women entrepreneurial activity in the districts of Andhra Pradesh where they find that study area offer extensive scope for establishment of resource based, demand based and labour intensive industries but the negative attitude of rigid patriarchal character creating major impediments to women entrepreneurs in managing their units by exercising the control and authority over resources.

Seemaprakalpa (2013) attempts to disclose the socio-economic profile of women entrepreneur in front of Government policy makers and non-government organizations working in the same line and its correlation with entrepreneurial behaviour of women entrepreneurs. Her study shows that maximum women entrepreneurs belong to general caste category with the age group of 33-45 years who are married and are not involved in both Government/non-government institutions belonging to nuclear, business background family with income below per capita per annum. She sees that maximum women were interested to engage in entrepreneurial activities at their home in providing service and also finds employing 1 to 4 workers with income between Rs 9000-15000 per month. According to her study, there exist a significant and positive correlation between socio-economic variables and achievement motivation among entrepreneurs and variables like family occupation of entrepreneurs shows negative correlation.

Pharm & Sritharan (2013) study aims at undertaking the entrepreneurial development among women, highlights their motivational forces and relationships between socio-economic background of women entrepreneur and their existing entrepreneurial traits. With the help of statistical tools using percentage analysis and Chi-square test the study

came to know that women entered into business platform not for survival but to satisfy creativity and prove their capabilities, which describes that creativity and capabilities responds as their motivational forces in entrepreneurial ventures. Further socio background like type and mode of business, training programs found to be important factors in affecting women entrepreneurs.

Adhikari et al. (2018) aims to analyse the project which was designed to achieve the goal with the participation of private sector impact on local livelihoods with specific focus on women, conducted with the members of allo³ producer groups in Naugad, Nepal. The study finds financially independent women have more control over income expenditure, which has positive impact on development that extends the growing recognition of the importance of promoting women as business leaders where women can contribute financial aid to family income which brings positive impact on socio-economic development. Further the allo vaule chain development in Naugard demonstrates a successful model for women empowerment through collective action and with the support from different institutions where local women have encouraged themselves and have become active members of the allo enterprise improving their financial security at household level by selling allo products in different forms.

Rathirane & Semasingh (2014) identify the challenges and scenarios in empowering women entrepreneurs through micro-finance to find the linkage between micro-finance activities and empowerment of women entrepreneurs and its impact on women empowerment, where they find that there is a positive relationship between micro-finance

³ Allo (*Girardinia diversifolia*, syn. *G. heterophylla*), also called “Sisnu” in Nepali, is a tall and rigid herb which grows wild at an altitude ranging from 1200 to 3000m in moist and fertile soil under the forests of Nepal. It’s a fibre yielding plant locally known as “Puwa” in the west and “Allo” in the east.

activities and empowerment of women entrepreneurs . However study also finds that factors like self-confidence, attitude change of clients, monitoring and guiding activities also have impact on women entrepreneurs.

Mondal & Sarkhel (2015), note the role of underdeveloped rural SHGs in developing micro entrepreneurs among women in the grassroots level and highlights the problems faced by poor tribal women members of Self Help Groups (SHGs). According to the study, under socio economic factor majority of respondents were under-educated (below class10), lower age group (up to 30 years), married and belongs to joint family. Opposition from their family, lack of adequate capital, getting loan at right time, dependence on male members, problem in marketing of the products, lack of communication to nearby market places, lack of proper training and conflict among the members are the major problems cited in the study.

Muthkumar & Bhuvaneswari (2014) examines the key factors lead to women to undertake entrepreneurship and major issues and challenges addressed for the future development of the women entrepreneurs where they find that government policy towards women entrepreneurs have direct impact on the working units to undertake entrepreneurship, whereas education and experience have no significant impact on the success level. However essential training, technological changes, knowledge update, and marketing of the products need to improve for the further development of the business.

Kanitkar (1994) understand the process of emergence of successful entrepreneurs and owners of micro-enterprises in rural areas and found that background of entrepreneurs experience similar across regions like increasing pressure on land, supporting large

families, dwindling agricultural incomes and family responsibilities. Their socio-economic profile shows the age group of 16-25 years, their educational status under secondary level without professional training, and belonged to agricultural background. The study shows that entrepreneurial activity improve their family financial conditions, the informal or the unguided trainings from family and society is the most useful exposure to business activities for new entrants and for the successful entrepreneurs in rural areas. Although debt from clients and competition in business acts as major obstacles for entrepreneurs to run their business.

Balakrishna et al. (2017) identify the dominant reasons for women entrepreneurs and the specific problems faced by them in semi-urban and rural areas engaged mainly on agriculture, dairy & food industry, textiles & garment industry, and other industries. Women mainly involves into this field to attain economic independence to utilize skills and need for achievement, however to attain such success dual responsibilities, lack of education, gender issues shortage of finance, stands as major problems. Proper guidance in women's educational institutions, success stories of women entrepreneurs from varied backgrounds popularized through textbooks of schools and colleges along with government support bring positive change in empowering women entrepreneurs.

Witbooi & Ukpere (2011) investigate the factors that hinder women from becoming successful in business development and examine the barriers faced by indigenous women entrepreneurs, where they used the DIT criteria define micro enterprise having less than four employees, small enterprise with five to fifty employees and medium enterprise with more than fifty employees. According to them micro finance is seen as a resource for women's economic empowerment because lack of communication with the financial

institutions especially in the rural areas where people are not able to understand the norms of the institutions and other social discriminations. Further lack of education has witness the absence of potentials for women entrepreneurs regarding policies, gender rights and especially enterprise policies, and number of hours in entrepreneurial activities and motivation for start up is the major problems for women entrepreneurs.

Nandi & Sharma (2018) focus the present scenario of the entrepreneurship development in the district of Bankura, West Bengal and highlighted the livelihood pattern of the tribal women, and noticed that SHG members having greater chance for the development of women entrepreneurship with much awareness about entrepreneurial activity to be considered.

Beteille (1975) reveals that the position of women in Indian society is affected through the factors related to castes like in terms of relationship between men and women, higher castes supports or believe in equal rights and opportunities where the same observes is not applicable in lower castes.

Ross (1961) finds family members belonging to middle class encourage and supports their women who is willing to work for the economic independence as well as for family's standard of living where she expresses that middle class family understands economic problems.

Shah (2018) described the process for sustainable livelihood by the combination of new and old strategies which comes with the production of new knowledge from the preservation of indigenous knowledge so that it can bring out the dispersed accumulated valuable knowledge which could give rise to new entrepreneurs.

Javilionar and Peters (1973) described Indian entrepreneurship on social and psychological aspects as a family phenomenon rather than an individual. They found that the one of the main motivational reason behind individual in taking up of entrepreneurial activity is through support from their family.

Hassan & Ahmad (2016) investigates the role of micro enterprises in employment and income generation using stratified random sampling by taking employment level enterprises as dependent variable in their model. Using multiple regression model they found that (variable) enterprise life lead to change in employment level.

2.1.3 POLICY LITERATURES

According to Mazzarol (2014) government policy has a primary impact on entrepreneurial activity. In particular it affects the Small and Medium Enterprises (SMEs). The policies of the Government of India have always focussed on the rural economy and women.

The Industrial Policy through the years has reflected varied concerns of the government – local resource utilisation and employment creation in small scale industries (1948); development of small scale industries with “protection plus development” (1956); promotion of cottage and small scale sector industries (1977); industrial expansion with optimum utilisation of installed capacity and development of the village economy (1980); central investment subsidies specifically for the small scale sector and flow of adequate and timely credit facilities for the Small Industries Development Bank of India or SIDBI (1990).

The Supports to Training and Employment Program for Women (STEP) programme which launched in 1986, with aim to improve skills and to provide sustainable employment for women through variety of action oriented projects which employ women in large numbers. The scheme covers eight traditional sectors of employment, viz., agriculture, small animal husbandry, dairying, fisheries, handlooms, handicrafts, Khadi and village industries and sericulture, also including sectors like, social forestry and waste land growth which could have been added later.

The main objective of the Swarnajayanti Gram Swarajgar Yojana (SGSY) programme (now renamed as National Livelihood Mission) is to bring Below Poverty Line (BPL) families to Above Poverty Line (APL) by providing income-generating assets through bank credit and government subsidy which was launched in April 1999. The programme includes all the aspects of self-employment activities like SHGs (Self Help Groups), credit, training, technology infrastructure and marketing.

Set up jointly by the Government of India and SIDBI the Credit Guarantee Fund Scheme for Small Scale Industries (SSI) was introduced in May, 2000 with the objective of making available credit to SSI units, particularly tiny units, for loans up to Rs. 25 lakh without collateral/third party guarantees. Salient features of the scheme include collateral free credit facility and a guarantee cover of up to 75% of the credit facility up to Rs. 50 lakh.

Small Industries Development Bank of India (SIDBI) serves as the principal financial institution in the Micro, Small and Medium Enterprises (MSME) which provide refinance facilities and short term lending to industries.

The Prime Minister's Employment Generation Programme (PMEGP) programme was launched to generate employment opportunities through establishment of micro enterprises in rural and urban areas on August, 2008 directed towards registered institutions, production co-operatives, charitable trusts, SHGs and individuals above 18 years of age. The scheme provides subsidy of on project cost under various categories.

The Trade Related Entrepreneurship Assistance and Development Scheme for Women (TREAD) scheme promotes economic empowerment of women development of entrepreneurial skills in non-farm activities. It includes economic support to women by providing credit to projects, conducting specific training and counselling, and eliciting information on related needs.

While women have been gainfully engaged in economic endeavours through initiatives like North East Equity Fund Scheme (NEEF), Scheme for North East Handloom and Handicrafts (SNEHH), Jute Enterprises Development Scheme (JEDS) etc, financial assistance is often an issue with regard to starting new ventures or the expansion of existing ventures. Committed to development of North East Regions the Women Enterprise Development Scheme (WEDS) scheme provides financial assistance for starting business to women entrepreneurs on liberal terms and conditions.

The target group is skilled women entrepreneurs in the age group of 18 to 50 years and any viable income generating activity is eligible, including small business trade and existing business ventures (for expansion, modernization and diversification) . The nature of assistance is term loan where the project cost (including working capital) should not exceed Rs.15 lakh. The extent of assistance has a maximum 75% of the project cost while

the promoter's contribution is minimum 25% of the project cost. The term for the repayment of the loan is between 3 to 7 years with 8% rate of interest.

State Government Policies

For the implemented suitable policies on entrepreneurs for the development of unemployed youths and women.

The Industrial Policy of Sikkim (1996) promotes the traditional handloom, handicrafts and artisan sector, by providing adequate support in the form of common facilities like service centres, cheap raw material, technical inputs, marketing network, skill development, at district, sub-division and block level, to meet the emergent skill requirements of the state and encourage local entrepreneurs to form joint ventures with industrialists from outside the state for setting up of industries within the industrial belts.

The Sikkim MSME scheme (2015) supports entrepreneurs to prepare project profile at no cost so as to apply for CMSS and other subsidised loans. It involves the use of a twelve digit Unique Identification Number also known as Aadhar for business provided by Ministry of MSME, GOI, for small and medium enterprises, introduced on 18th September, 2015 to help entrepreneurs to get all the benefits under GOI schemes.

The Chief Minister's StartUp Scheme (CMSS) provide an impetus to the local unemployed youths, including school dropouts for developing new entrepreneurial ventures and self-employed opportunities both in the manufacturing and services sector. Launched on August 15, 2017 the scheme envisages creation of equitable entrepreneurial opportunities in rural and urban areas of the state by setting up new self-employment

ventures through one-time non-refundable financial assistance in the form of promoter's financial contribution component of 25% as margin money/promoter's financial contribution in PSU bank/PSU financial institution that are approved project for funding under the schemes or any other credited linked central subsidy scheme. A consultancy hub for helping budding entrepreneurs is also a part of the scheme.

In order to ensure that enterprises follow the green development pathway by adopting environment friendly measures, the Sikkim MSME Policy (2019) policy aims to provide technology support to new and existing entrepreneurs for maximising their production, and to assist young entrepreneurs by providing skill development training, funding access, subsidies, marketing assistance and to ensure that enterprises are firmly rooted and capable of sustained growth through sound business model development.

2.2 RESEARCH GAP AND JUSTIFICATION OF THE STUDY

Most of the existing literature provides the motivational factors, issues, challenges and problems, faced by women entrepreneurs across states, regions and overall India. But their problems are not homogenous and their challenges do not affect all the women entrepreneurs in the same way. Studies on women empowerment and women workforce participation in economic development are limited with regard to Sikkim, and very few studies have been made on women enterprises in the state.

As per its geography, the economy of Sikkim depends on the agricultural sector, more than half of the population of Sikkim depends on agriculture for livelihood purposes directly or indirectly. Due to its hilly terrain and poor transport infrastructure state lacks a large-scale industrial base. With the state being known for its multi-cultural and multi-

ethnic population and natural bio-diversity, the tourism sector also contributes to the economy of Sikkim. Productivity of entrepreneurial activity depends not only on the physical environment but as much on the political and economic environment. Women entrepreneurs take the entrepreneurial routine not just for commercial purposes, but also for sustainable livelihood purposes.

This study proposes to understand the challenges and to suggest an action plan for dealing with such challenges.

Chapter-3:

Status of Tribal Women Enterprises in Sikkim and North-East

vis-a-vis the rest of India

3.1 Women Enterprises in North-East India and Sikkim

The North Eastern region of India is home to eight states viz. Assam, Arunachal Pradesh, Meghalaya, Tripura, Nagaland, Manipur, Mizoram and Sikkim. It is one of the most diversified regions and is a home for thousands of flora and fauna which makes the region unique as compared to the other parts of the country. The region shares approximately 4% of the entire Indian population as per 2011 census and occupies around 8% of the India's area. The geographical features are best suited for industries like hydroelectrics and pharmaceuticals.

There is a need to ensure the engagement of local people in the development process of the north eastern region. So to attain and promote a sustainable development the role of women becomes a crucial one as they have traditional expertise in producing various home-based products. A huge experience and regular engagement of women in different home-based production helps in lubricating the economic growth while also fostering women empowerment. Women entrepreneurs not only increase the Gross Domestic Product but also help in creating employment, full utilisation of resources etc. (Limbu and Bordoloi, 2015)

An attempt should be made to uplift the women enterprises by understanding the problems and challenges that women entrepreneurs face daily in their lives. So, this work intends to help in understanding the socio-economic problems faced by the women

residing in the mountain region like Sikkim and also the lifestyles of women entrepreneurs of other North-Eastern states. The participation of women in MSMEs sector has been identified as owner of the enterprise, managers of the enterprise and employees. As per MSMEs (2001-2002) third census the number of women enterprises in India was 137534 and was increased to 12390523 as per NSSO 73rd round. According to the fourth all India census of MSMEs (2006-2007) registered sector revealed that 8.2% of the enterprises in the north east India are controlled and managed by women. (Final report MSMEs 2011).

The sixth economic census of MSMEs reveals that the number of enterprises established by women is highest in Assam i.e. 154158 and lowest in Sikkim i.e. 5304. The overall share of these two states in India is 1.9% (Assam) and 0.07% (Sikkim). Likewise the share of women established enterprises of Arunachal Pradesh, Meghalaya and Nagaland in India is respectively 0.08%, 0.37% and 0.17%. At the same time the share of women enterprises to India's total establishment by Mizoram, Tripura and Manipur are 0.2%, 0.18% and 1.1% respectively.

Table 3.1: Number of employment generation and its share to total employment through women entrepreneurs

States	Employment	Share of women entrepreneur to total employemnt
Arunachal Pradesh	14079	0.10%
Assam	253072	1.88%
Manipur	110822	0.82%
Meghalaya	58701	0.44%
Mizoram	26327	0.20%
Nagaland	27523	0.20%
Sikkim	9066	0.07%
Tripura	19880	0.15%
Total	519470	0.0386%

Source: Sixth Economic Census (2013-14), Ministry of Statistics and Programme Implementation.

The table presented above shows the number of employees employed by various women entrepreneurs in eight states of north east India. It also shows the share of employees in women enterprises compared to total employment of the state. From the data above we can see that in total the number of employees employed by women enterprises in north east region is 519470 which is 0.39% of the total employment in this region. Assam has the highest share of women's employment at 1.88% while the lowest is 0.07% for Sikkim.. Still it is worthwhile to study the phenomenon of women entrepreneurship in Sikkim with a view to establishing the difficulties faced by women and the means for overcoming them.

It may be relevant to discuss here about microenterprises. A microenterprise requires native skills, manual activities and traditional tools, catering to local requirements and needs. Micro-enterprise projects are aimed at improving the status of poor through income generating activities and social development activities. Microenterprises usually are house hold based and women can choose an enterprise which they can combine with their other chores. As a group, they can mobilise resources through savings from which members can borrow for micro-enterprise development. Undertaking microenterprises requires relatively simple technology and management. Encouraging rural populations to engage in micro-enterprise, means encouraging initiative, risk taking, decision making and income earning.

3.2 Demographic Profile of Enterprises in Sikkim

Even in Sikkim women like different north-eastern regions have realized the potential of resources of their regions and have started taking part in various economic activities through home production and small scale enterprises.

Table 3.2: Caste wise total number of Micro, Small and Medium enterprises in different Districts of Sikkim

S. No	District	Micro	Small	Medium	General	ST	SC	OBC
1	East	408	224	24	338	157	36	125
2	North	22	6	0	4	23	0	1
3	South	101	56	11	88	26	4	50
4	West	147	48	3	59	91	10	38
	Total	678	334	38	489	297	50	214
	Total MSME							1050

Source: Ministry of MSMEs, Govt. of India, (2020)

The above table shows the total number of micro, small and medium enterprises in Sikkim of four districts registered with MSMEs through aadar card as per new guidelines. From the data above we can analyze that East district has the highest number of registered enterprises i.e. 408 and North district has only 22 registered enterprises. Similarly both small and medium enterprises are more in East district. All together there are 1050 registered enterprises as per new aadar registration process. Sikkim has overall 678 registered micro enterprises, 334 small, and 38 medium enterprises.

The above table also illustrates that total number of MSMEs in Sikkim as per different caste groups in different districts of Sikkim. It can be interpreted from the above figures that in total there are 1050 MSMEs in Sikkim. The general category of people owns the maximum enterprises in Sikkim i.e. 338 in East District. ST has the highest of 157 MSMEs registered within them and is located in East district. Again in East district the

enterprises registered under SC group is 36, which is highest for them as compared to the other districts. The maximum number of enterprises owned by Other Backward Caste (OBC) is 125 which is again in East District itself.

In all together General category has 489 registered MSMEs which is the highest among the four different social categories, followed by ST with 297 registered enterprises. Both SC and OBC have 50 and 214 registered enterprises respectively.

Table 3.3: Gender wise registered MSMEs from 2010 to 2020

Gender	Micro	Small	Medium
Male	290	156	25
Female	122	38	2
Total	412	194	27

Source: Ministry of MSMEs, Govt. of India, (2020)

The above table shows the number of registered MSMEs according to gender. It can be seen that males lead 290, 156 and 25 Micro, Small and Medium registered enterprises respectively whereas women have 122, 38 and 2 registered Micro, Small and Medium enterprises. Hence from the data it can be concluded that from 2010 to 2020 altogether around 471 male registered MSMEs and 162 female registered enterprises have been in operation.

Chapter-4

Role of Enterprises in the Socio-Economic Development of Tribal Society of North Sikkim

4.1: Introduction

In general the role of women is important in both economic and non-economic activities; they are present in all kinds of work place and play a major role in policy and decision making. Studies reveal that all tribal societies are patriarchal in which men dominate in public sector, however women in tribal society enjoy greater freedom than other women. If we look at the overall population of India, the tribal population constitutes 8.6% with 89.97% living in rural areas and only 10.03% in urban areas with the sex ratio of 990 females over 1000 males according to statistics of the Ministry of Tribal Affairs as of 2013. Almost the whole of the tribal population resides in rural areas; the development of the tribal society requires involvement of both men and women. The study shows that people living in rural areas have low socio-economic status and in case of women they have to bear a dual responsibility. Tribal women are engaged not only in household activities but also take part in activities outside the household with men, and sometimes even work more than men. In rural areas where there is a lack of employment opportunities, self employment or entrepreneurship works only as an alternative employment⁴. For such activity the socio-economic conditions of the entrepreneurs becomes an important factor which provides the background, growth, performance and development of entrepreneurial activity, as well as the development of the society

⁴Rathee, V., & Yadav, R. (2017). Role of Women Entrepreneurs in Economic Empowerment of Rural Areas. *International Journal of Emerging Research in Management & Technology*, 6.

through this activity. According to (Kaikini, Kocharekar, and Nitin SN, 2019) the appearance of entrepreneurship among the tribal women is directly related to the socio-economic development of the tribal community along with the growth of industrialisation, urbanisation, and migration. Besides socio-economic factors, the tribal women also have to deal with the socio-cultural aspects which is one of the important factors in determining the poor socio-economic conditions of the people in such areas. The socio-cultural factor refers to the forces of influence from the interactional relationship among people which affect their attitude, behaviour and disposition⁵. This factor directly affects the lifestyle of the people as a society which can affect them individually or as a group or region depending on one's social values. In the case of entrepreneurs this factor affects the choice and performance of the entrepreneurial activity. This chapter attempts to discover the socio-economic conditions of the entrepreneurs as well as their socio-cultural status.

4.2: Socio-Economic Profile of the Entrepreneurs

In this work the socio-economic conditions are classified into gender, age, community, religion, educational background, technical training, marital status, family type, primary occupation, household income, whether member of SHG, income of the respondent from enterprise, savings from enterprise, mode of savings, and motivation, while the statements of the socio-cultural factors is represented using scaling technique. Tables, graphs, and charts have been used to show the classification of all the socio-economic variables.

⁵Gadai, Pradeepika. (2020). WOMEN ENTREPRENEURS IN INDIA: SOCIO-CULTURAL ISSUES AND CHALLENGES.

4.2.1: Age of the Entrepreneurs

Age is one of the important characteristics in determining the socio-economic condition of the entrepreneurs, and almost all the population characteristics vary significantly with age. From the collected data it can be observed that maximum numbers of entrepreneurs belong to the middle aged group.

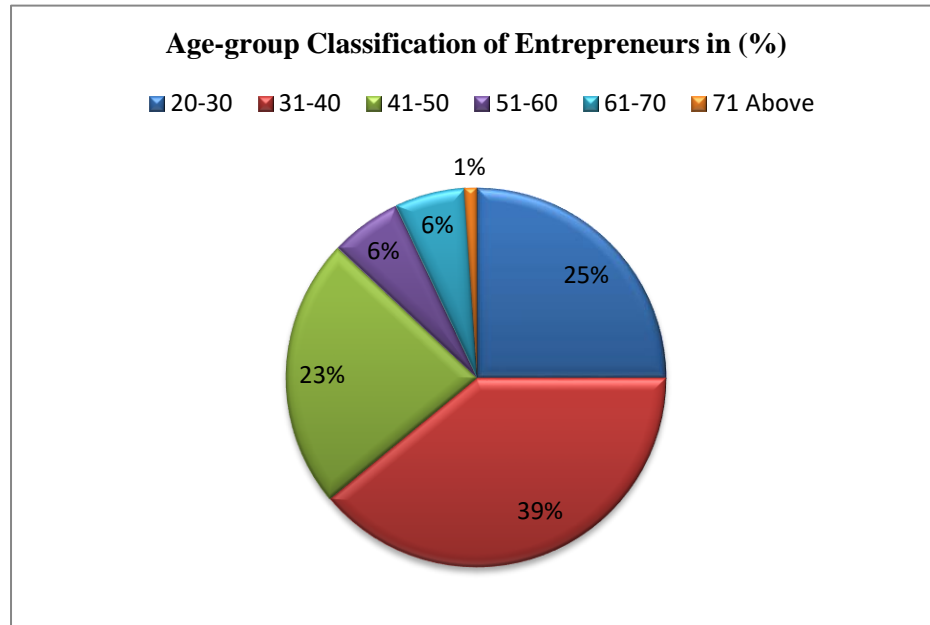
Table 4.1: Age of the Entrepreneurs

Age group in Years	Number of Entrepreneurs	Percentage
20-30	25	25
31-40	39	39
41-50	23	23
51-60	6	6
61-70	6	6
71 Above	1	1
TOTAL	100	100

Source: Primary data

The above table 4.1 shows the distributions of the age group of the sample entrepreneurs, where we can observe that out of a sample of 100 maximum 39% of entrepreneurs belong to an age group of 31-40 years, followed by 25% and 23% belonging to age groups of 20-30 years and 41-50 years respectively. It also shows that entrepreneurs belonging to age group of 51-60 years and 61-70 years share the same percentage of 6% whereas only 1% of entrepreneurs belong to the age group of above 71 years. The age group classification of entrepreneurs in percentage is also presented in figure 4.1.

Figure4.1: Age-group Classification of Entrepreneurs in (%)



Source: Primary data

4.2.2: Religion

Existing literature recommends that there is a serious relationship between enterprise and religion. Table 4.2 gives an idea about entrepreneurs in terms of religion- 83 entrepreneurs belong to Buddhism, 16 entrepreneurs follow Hinduism and only 1 comes from Christianity.

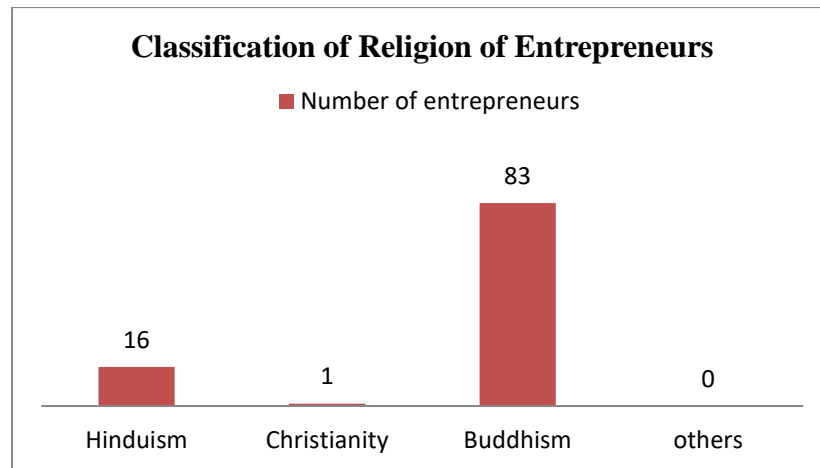
Table 4.2: Classification of religion of entrepreneurs.

Religion	Number of entrepreneurs
Hinduism	16
Christianity	1
Buddhism	83
Others	0
TOTAL	100

Source: Primary data

The figure 4.2 shows that the maximum percentage of entrepreneurs believe in the Buddhist religion, followed by Hinduism and Christianity.

Figure 4.2: Classification of Religion of Entrepreneurs



Source: Primary data.

4.2.3: Community

The classification according to community gives an idea about the classification of the communities in the tribal regions, with regard to engagement in entrepreneurial activity.

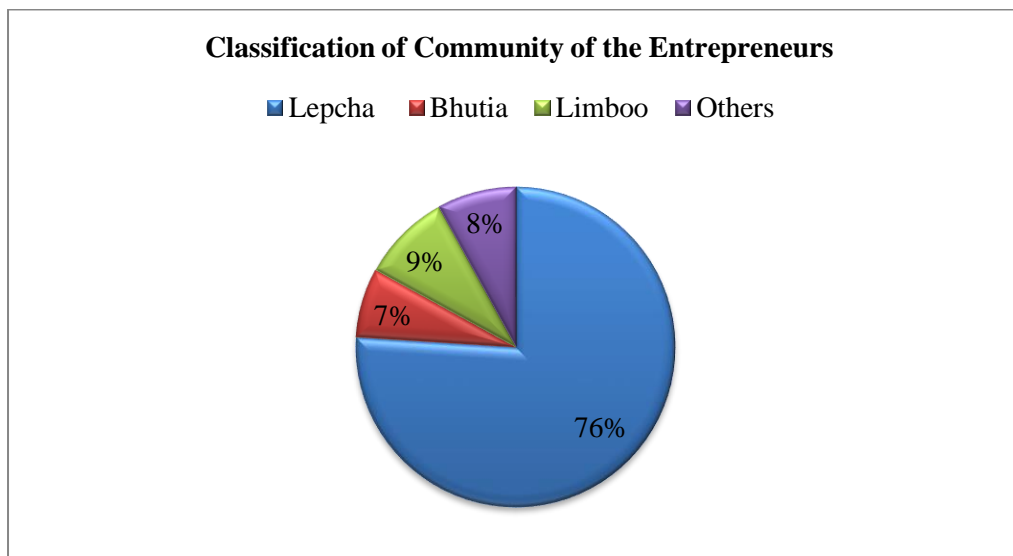
Table 4.3: Classification of Community of the Entrepreneurs

Community	Number of Entrepreneurs
Lepcha	76
Bhutia	7
Limboo	9
Others	8
TOTAL	100

Source: Primary data

The above table 4.3 shows that the majority of the entrepreneurs are from the Lepcha community since the places visited for the study area were dominated by this community. The community classification of the entrepreneurs in percentage is given in figure 4.3 which shows that 76% of the entrepreneurs are from Lepcha community followed by Limboo, Bhutia, and other communities (including non-tribal Nepali communities like Chettri, Rai, Tamang and Sherpa) with only 9%, 7%, and 8% out of the sample.

Figure 4.3: Community Classification of the Entrepreneurs in (%)



Source: Primary data.

4.2.4: Educational Background

Education plays a key role in every field of development. In case of entrepreneurs without education it can be very difficult to perform such activity. The education status is considered as necessary for the development of socio-economic conditions; with regard to entrepreneurs, education play the vital role in the development and success of the enterprise. Table 4.4 presented below gives the literacy level of the entrepreneurs.

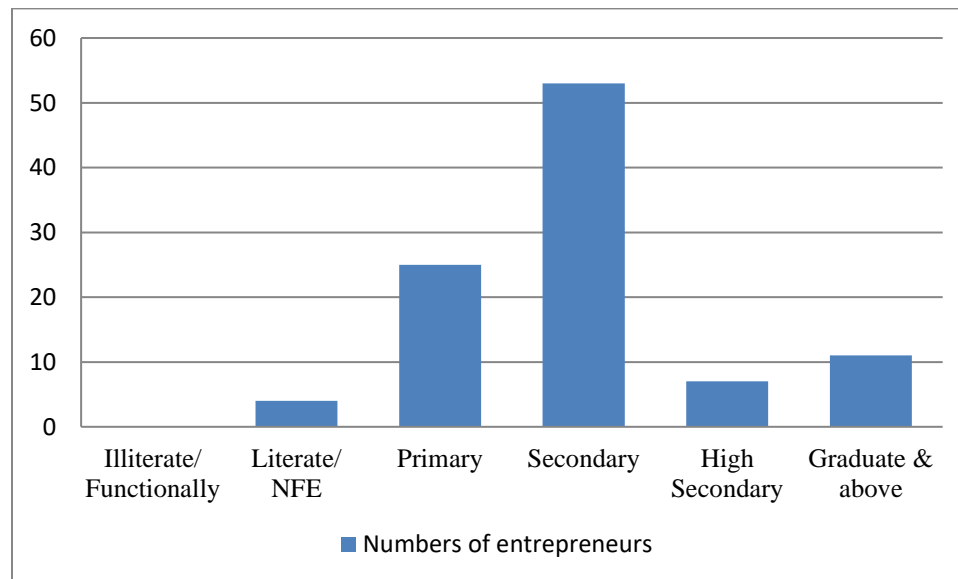
Table 4.4: Educational status of Entrepreneurs

Education Level	Numbers of Entrepreneurs
Illiterate/ Functionally	0
Literate/ NFE	4
Primary	25
Secondary	53
High Secondary	7
Graduate & above	11
TOTAL	100

Source: Primary data

The literacy status of the entrepreneurs in the study area is impressive as we can see from the table 4.4 that most of the entrepreneurs have qualified up to the secondary level.

Figure 4.4: Education level of Entrepreneurs



Source: Primary data

The above figure 4.4 shows that 4% entrepreneurs have attained Non-Formal Education (NFE) 25% entrepreneurs have pursued formal education up to the primary level; 53% up to secondary level while the remaining 7% and 11% have completed high secondary, graduation and above respectively.

4.2.5: Technical Education

Technical education enhances the entrepreneurs to acquire special efficiency or skill in the respective field which helps them to introduce new and unique features in their businesses. Table 4.5 is categorised within the sample in the study area based on training or the lack of it.

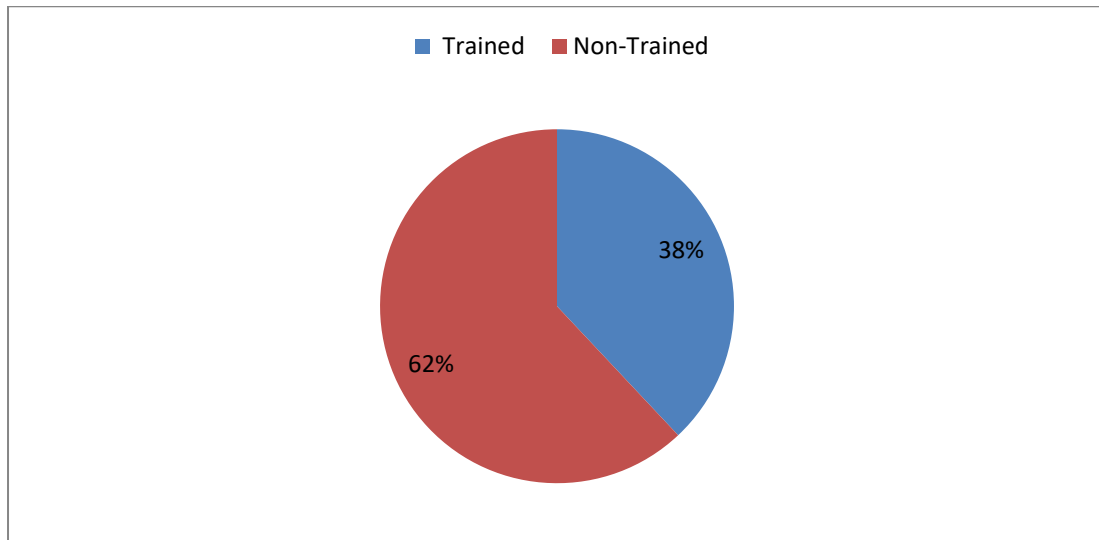
Table 4.5: Technical Trainers

Before Enterprise	Numbers of entrepreneurs
Trained	38
Non-Trained	62
TOTAL	100

Source: Primary data

The table shows that 38 entrepreneurs got training before running the enterprise. They received this training either government or private agencies or from NGOs. The training institute were from the Directorate of Fisheries under the Department of Animal Husbandary Livestock Fisheries and Veterinary, Directorate of Handicrafts and Handloom (DHH) institute located in Gangtok, Kabi, and Lingdong, Krishi Vigyan Kendra (KVK), HRDD, PMEGP and Private Institute. The percentage figure is given in figure 4.5 shows that 69% of entrepreneurs have been running the enterprise without training, where the remaining 31% have got technical training.

Figure 4.5: Technical Trainers from Numbers of Entrepreneurs in (%)



Source: Primary data

4.2.6: Marital Status

In the table given below the marital status of the respondent is categorised as Single, Married, Divorced, Seperated, and Widowed.

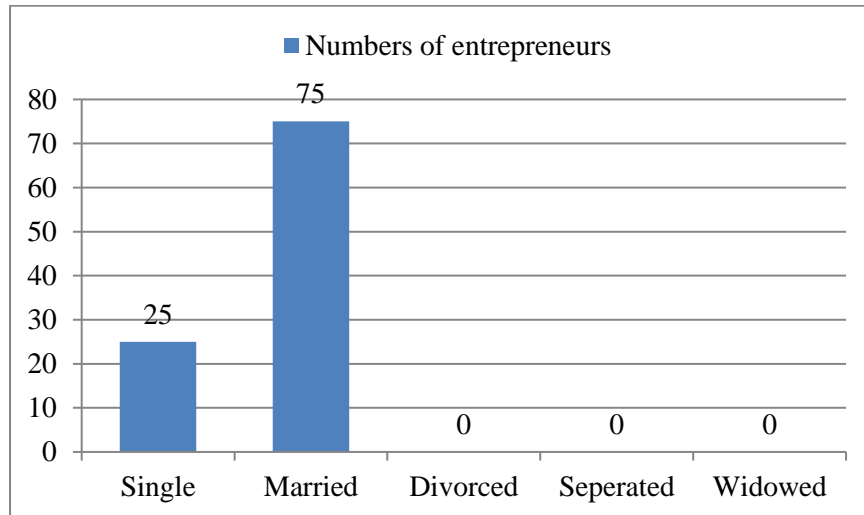
Table 4.6: Marital Status of the Entrepreneurs

Marital Status	Numbers of Entrepreneurs
Single	25
Married	75
Divorced	0
Seperated	0
Widowed	0
TOTAL	100

Source: Primary data

Table 4.6 shows that maximum 75 entrepreneurs are married, and the remaining 25 entrepreneurs are single. No one is found to be Divorced, Separated, or Widowed. The percentage distribution according to marital status is given in the figure 4.6.

Figure 4.6: Marital Status of the Entrepreneurs



Source: Primary data.

4.2.7: Family type

The classification of family type is done in the form of nuclear family, joint family, which includes those who are staying with family after marriage, and extended family, which includes members of the family with relatives (uncle/ aunty, brother in law/ sister in law, etc).

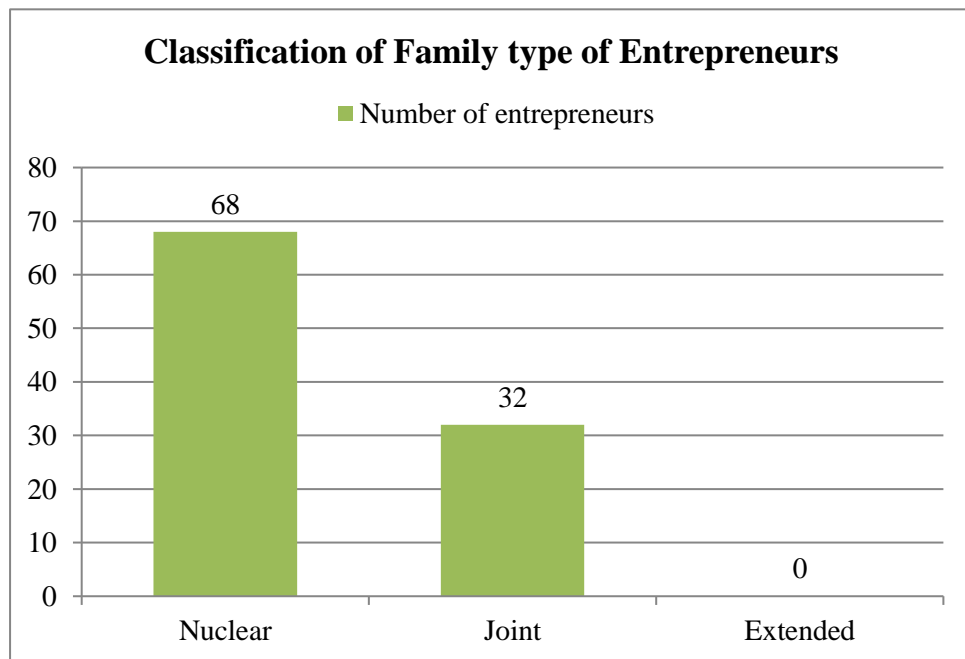
Table 4.7: Family type of the Entrepreneurs

Family type	Number of entrepreneurs
Nuclear	68
Joint	32
Extended	0
TOTAL	100

Source: Primary data

The table 4.7 shows that 68 entrepreneurs were found to be in a nuclear family, and the other 32 entrepreneurs are living in joint families, while in case of extended there is empty. For the same the percentage value is graphed in chart diagram presented in figure 4.7.

Figure 4.7: Classification of Family type of Entrepreneurs.



Source: Primary data.

4.2.8: Primary Occupation

The primary occupation of the entrepreneurs provides the background for choosing a particular entrepreneurial activity.

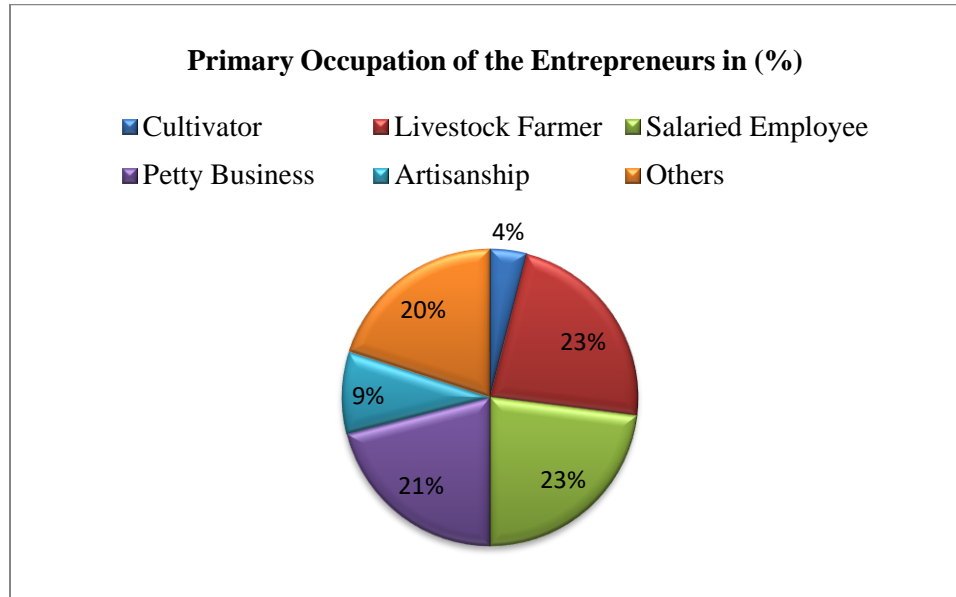
Table 4.8: Primary Occupation of the Entrepreneurs

Primary Occupation	Number of Entrepreneurs
Cultivator	4
Livestock Farmer	23
Salaried Employee	23
Petty Business	21
Artisanship	9
Others	20
TOTAL	100

Source: Primary data

The primary occupation of the entrepreneurs given in table 4.8 shows that 23 entrepreneurs are livestock farmers (including aquafarming like fish farming); 23 are engaged in government or private jobs (this include teachers, ICDS workers, ASHA workers, office attendents at schools, etc); 21 are engaged in petty businesses like small shops, vegetable shops etc; 20 entrepreneurs are engage in other activities like carpenters, students, casual labours etc; 9 of them are involved in artisanship (handloom, woodcrafts, bamboo crafts etc), and 4 of them are cultivators (they are the one who have been awarded as progressive farmer by the Horticulture and Agriculture Department under the Government of Sikkim). The figure 4.8 below gives the percentage of the primary occupation of the entrepreneurs.

Figure 4.8: Primary Occupation of the Entrepreneurs in (%)



Source: Primary data.

4.2.9: Household Income of the Entrepreneurs.

Income of the household is necessary so that we can see that how household income is affecting the socio-economic status of the entrepreneurs, and it will also show the entrepreneurial activities are growing.

Table 4.9: Household of Income of the Entrepreneurs

Income-Group per month	Entrepreneurs Household	Percentage (%)
1,000 to 10,000,	10	10
10,001 to 20,000	56	56
20,001 to 30,000	10	10
30,001 to 40,000	13	13
40,001 to 50,000	4	4
Income: Above 50,000	7	7
TOTAL	100	100

Source: Primary data

The above table 4.9 shows that household income of the 10 entrepreneurs belong to the income group of 0 to 10,000 pm; 56 entrepreneurs fall in the income group from Rs 10,001 to 20,000 pm; 10 entrepreneurs belong to income group from Rs 20,001 to 30,000 pm; while 13% entrepreneurs are in the income group from 30,001 to Rs 40,000 pm; only 4% entrepreneurs belong to the income group from 40,001 to 50,000 pm; and only 7% entrepreneurs have a household income earning above 50,000 pm. Thus the highest entrepreneurial income is for households earning between the income range from 10,001 to 20,000 pm.

4.2.10: Whether Member Of Self Help Group

In the rural areas most of the women are grouped into SHG, which help them financially, emotionally within their members. The table 4.10 provides data on entrepreneurs regarding membership of SHGs.

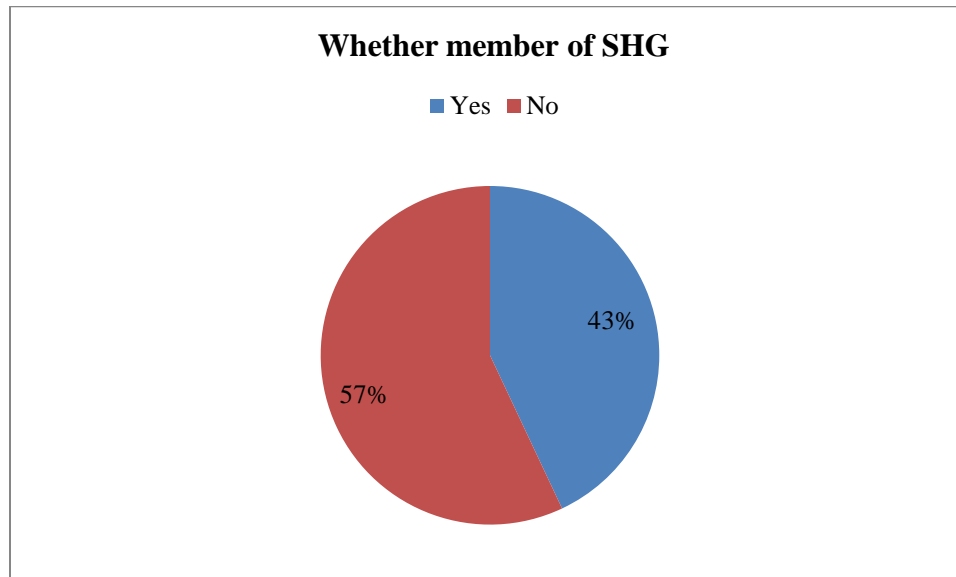
Table 4.10: Membership of SHGs

Member of SHG	Number of Entrepreneurs
Yes	43
No	57
TOTAL	100

Source: Primary data

The table shows that there are 43 entrepreneurs who are the members of SHGs, while 57 entrepreneurs do not have such affiliations. This is shown graphically in figure 4.10.

Figure 4.10: Whether Member of SHG



Source: Primary data

4.2.11: Income of the Respondents from the Enterprise

Income of the respondent from the enterprise is categorised into 6 income ranges; table 4.11 shows the distribution of income from the enterprise.

Table 4.11: Income of the Respondent from the Enterprise

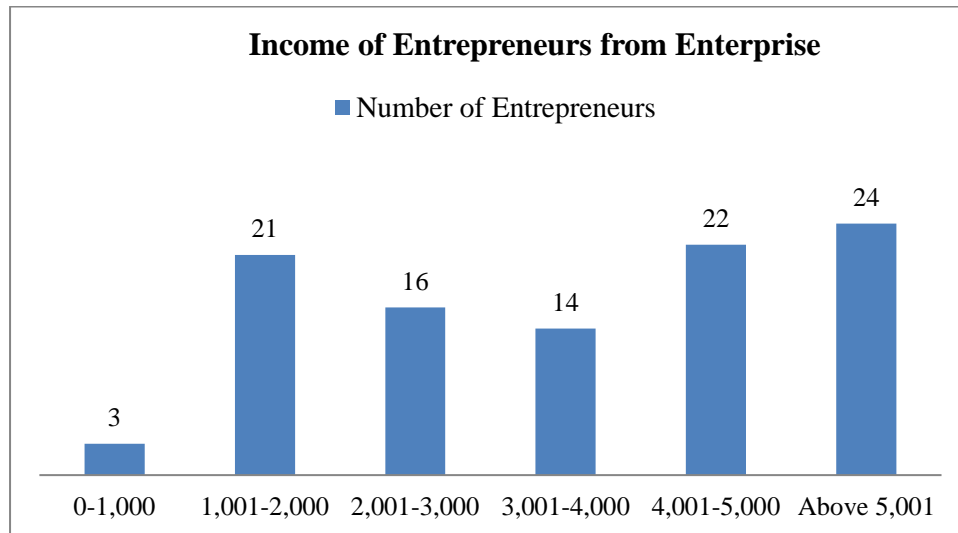
Income- range	Number of Entrepreneurs
0-1,000	3
1,001-2,000	21
2,001-3,000	16
3,001-4,000	14
4,001-5,000	22
Above 5,001	24
TOTAL	100

Source: Primary data.

There are 3 entrepreneurs who are earning in the income range of Rs 0-1,000; the income of the 21 entrepreneurs falls within the range of Rs 1,001-2,000. There are 16

entrepreneurs whose income falls within the range of Rs 2,001-3,000. 14 entrepreneurs have income in the range of Rs 3,001-4,000 while 22 entrepreneurs are earning the income of Rs 4,001-5,000 and there are 24 entrepreneurs whose income is more than Rs 5,001 per month. The figure 4.11 shows the distribution of the income of the respondents.

Figure 4.11: Income of the Respondent from the Enterprise



Source: Primary data.

4.2.12: Savings from the Enterprise

The savings of the entrepreneurs from the enterprise is presented in table 4.12; it is evident that a number of entrepreneurs do not save any amount from the enterprise.

Table 4.12: Savings from the Enterprise

Are you Saving any amount from Enterprise	Number of Entrepreneurs
SAVINGS	31
NO SAVINGS	69
TOTAL	100

Source: Primary data.

Thus 69 entrepreneurs are not saving any amount from their enterprise whereas only 31 entrepreneurs managed to save some amount from their income.

4.2.13: Mode of Savings

The mode of savings is categorised into no savings, monthly, quarterly, half-yearly, and annually.

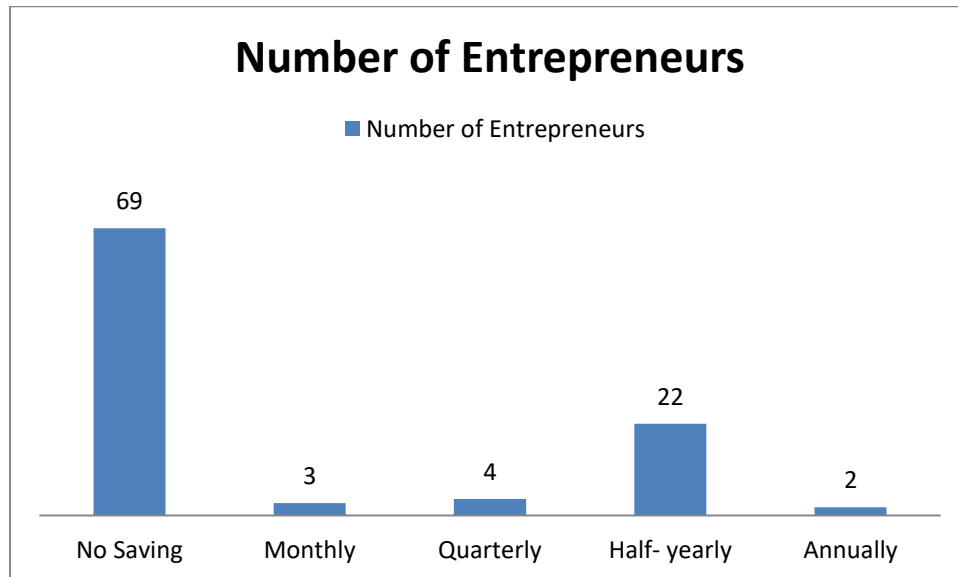
Table 4.13: Mode of Savings

Mode of Savings	Number of Entrepreneurs
No Saving	69
Monthly	3
Quarterly	4
Half- yearly	22
Annually	2
TOTAL	100

Source: Primary data

The table 4.13 shows that 69 entrepreneurs do not save any amount from the enterprise, while 22 entrepreneurs were saving half-yearly; 4 entrepreneurs are saving on a quarterly basis, 3 in a monthly manner, while 2 entrepreneurs save annually. The figure 4.12 shows this information graphically.

Figure 4.12: Mode of Savings



Source: Primary data.

4.2.14: Motivation/Inspiration for Entrepreneurship

The factors that motivated the respondents to take up entrepreneurial activity are identified as Family, Self, Group, and Others (includes official or professional acquaintances, close ones, etc.). The table 4.14 shows the motivating factors of the respondents.

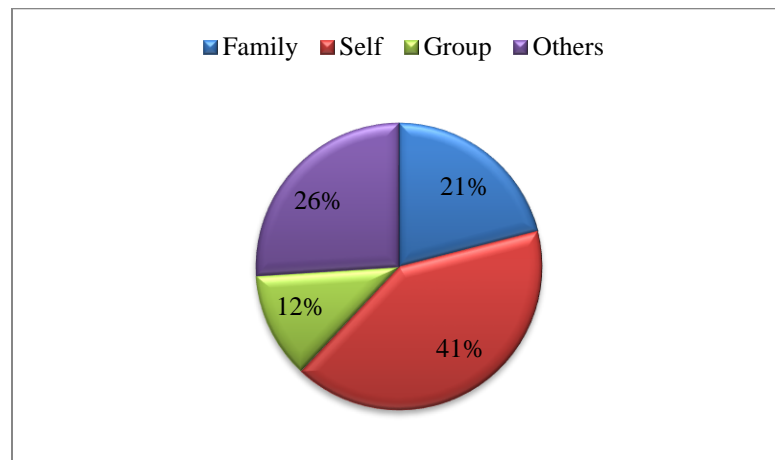
Table 4.14: Motivation/Inspiration for Entrepreneurship

Who Motivated/ inspired to start this activity	Number of Enterprises
Family	21
Self	41
Group	12
Others	26
TOTAL	100

Source: Primary data.

The above table shows that there are 21 respondents who were inspired or motivated by family, while there are 41 respondents who were self motivated, some were motivated by group which includes 12 respondents, and there are 26 respondents who were inspired or motivated by others. Figure 4.14 shows the graphical presentation.

Figure 4.14: Motivation/Inspiration for starting this activity.



Source: Primary data.

4.3: Socio-Cultural Statements of the Entrepreneurs

In order to analyse the influence of socio-cultural factors, the entrepreneurs were given choose the rank of the socio-cultural statements from a choice of strongly agree, agree, unable to decide, disagree and strongly disagree. These statements were chosen from the literature related to socio-cultural issues and problems for women entrepreneurs. The results were analysed using statistical software like SPSS and Microsoft Excel. These are shown in table 4.15 below.

Table 4.15: Socio-Cultural Statements

Socio-Cultural statements	Strongly Agree	Agree	Unable to decide	Disagree	Strongly Disagree
Socially acceptable choices should be considered while establishing an enterprise	45	55	-	-	-
Home base enterprises suffer from improper time management due to family responsibilities and pressures	-	59	40	1	-
Women have low leaderships orientations because of socio-cultural stereotypes	-	-	16	84	-
Women enterprises have lack of exposure due to less recognition in society	-	-	-	100	-
Society in general encourages women to start their business	-	79	21	-	-
There is a lack of female role model who owns their own business to set an example	11	49	40	-	-
Socio-cultural support is necessary for establishment and success of any enterprise	56	44	-	-	-
Women entrepreneurs have lack of mobility due to socio-cultural norms and family restrictions	-	2	15	83	-
An obstructive traditional norm limits the choice of enterprise for females	-	3	86	11	-
For an entrepreneur it is necessary before taking any decision to consider all the personal, socio-cultural and situational dimensions of the decision areas	-	64	36	-	-
Do you think socio-cultural diversity affect entrepreneurial activities and growth of business	-	-	73	27	-
Lack of acceptance as entrepreneur affects the operations of your enterprise	-	-	66	34	-
The entrepreneur's role in the economy is generally undervalued in the case of women	-	-	-	100	-
Socio-cultural environment affects the selectivity and progress of an enterprise	-	-	36	64	-
The society's attitude towards my products and services is positive	2	98	-	-	-
Socialization has positive affect in the business promotion. Public relation, contacts and network are valuable business promotion tools	-	100	-	-	-

Source: Primary data.

100% disagreed to the statements that women enterprises have lack of exposure due to less recognition in society and the entrepreneur's role in the economy is generally undervalued in the case of women. All agreed to the statement that socialisation has a positive affect in the promotion of business. 84 entrepreneurs disagreed that women have

low leaderships orientation because of socio-cultural stereotypes, while the rest 16 were unable to decide. 98 agreed to the statement that the attitude of society towards their products and services is positive, while two strongly agreed to the same. Considering the statement that the socio-cultural environment affects the selectivity and progress of an enterprise 64 disagreed while 36 were unable to decide. 64 agreed that for an entrepreneur it is necessary to consider all the personal, socio-cultural and situational dimensions of the decision areas before taking any decision while 36 were unable to decide. 79 agreed with statements that society in general encourages women to start their business which means that society has some expectations from the women and are encouraging the outcome that women are contributing. The fact that women entrepreneurs experience lack of mobility due to socio-cultural norms and family restrictions, has been disagreed by 83% which denotes women in the study area have family support in their freedom of choice. 45 entrepreneurs strongly agreed to the statement that socially acceptable choices should be considered while establishing an enterprise, while 55 entrepreneurs agreed to the same.

Chapter 5

Problems and Challenges faced by the women enterprises in North Sikkim

5.1: Introduction

Women entrepreneurs are often described as ‘survivalist’ and dominate the low skill, low capital intensive and often informal and micro businesses.⁶ Small scale enterprises can be operated without sophisticated machinery and modern technology. Their problems also arise both from within and outside and differ from enterprise to enterprise.

5.2: Problems and Challenges

To identify the problems and challenges faced by the enterprises in the North Sikkim the responses collected cover a list of problems related to finances, raw materials, marketing and social factors. These were further assessed into four different problems and the respondents were asked to tick the problems faced while running the enterprise. The respondents consisted of 54 female entrepreneurs and 46 male entrepreneurs with a total of 100 entrepreneurs.

5.2.1: Financial Problems

In the absence of tangible security and credit in the market most of the rural entrepreneurs fail to get external funds; the procedure for availing the loan facility from the banks is too time consuming and its delay often disappoints the rural entrepreneurs.⁷

⁶ Vasan, M. (2016). Problems and Prospects of Women Entrepreneurs in India. *Shanlax International Journal of Management*, 3(1), 312-315.

⁷ Sathya, I. (2019). Rural entrepreneurship in India. *Research Explorer-A Blind Review and Refereed Quarterly International Journal*, 7(2).

In general one of the biggest and common challenges faced by entrepreneurs relates to financial problems, because a business cannot exist without financial resources. There are various sources of financing like personal investment, availability of micro-finance, government financial institutions or schemes, private financial institutions or organisations etc, for starting their business. According to Kumar (2017) rural entrepreneurs depend mainly on their parents, relatives or other close acquaintances for financing in their particular area because they are not aware of the entrepreneurial financing institutions. Here the financial problems include limited working capital, unavailability of credit, high interest rate and difficulty in getting loans. According to Metha (2013) women are yet to make a significant mark in obtaining the support of bankers, managing the working capital, and credit resources which are the issues that still remain in the male domain. Also the financial institutions are skeptical about the entrepreneurial abilities of women because bankers consider women loanees as higher risk compared to men.

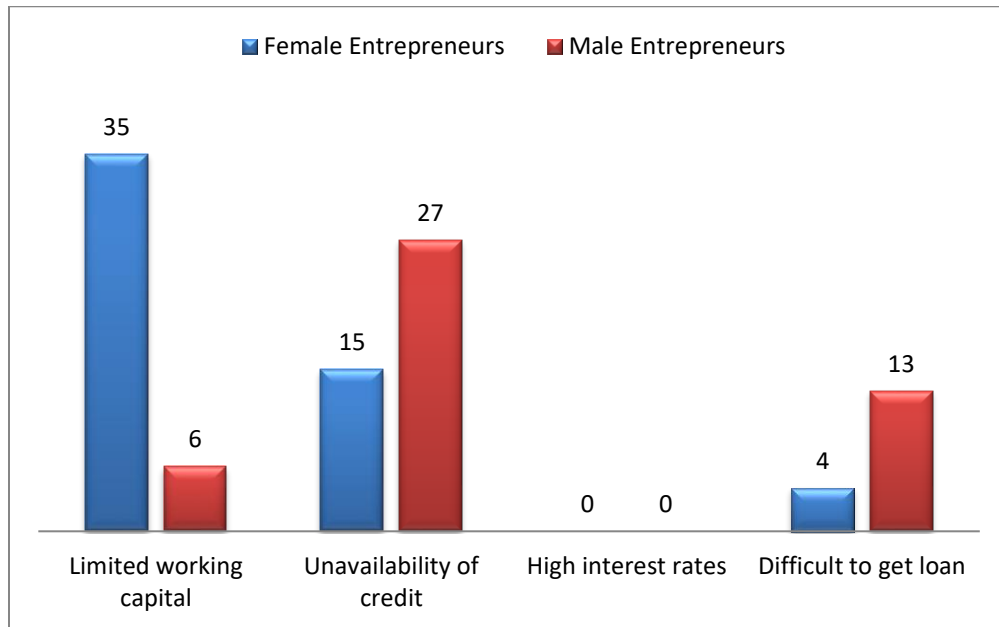
Table 5.1: Problems faced by sample respondents financially

Financially	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Limited working capital	35	6	41
Unavailability of credit	15	27	42
High interest rates	0	0	0
Difficult to get loan	4	13	17
TOTAL	54	46	100

Source: Primary data.

The above table shows the problems faced by the enterprise financially. Figure 5.1 given below depicts the financial problems faced by both male and female entrepreneurs.

Figure 5.1: Problems faced by sample respondents financially



Source: Primary data.

5.2.2: Problems in Raw Materials

The establishment of an enterprise depends on the availability of raw materials, one can import raw materials through different sources depending upon their nature. Entrepreneurs can get their required raw materials from the market, local producers, forests etc. According to Kaur and Gill (2015) the procurement of raw materials is difficult for rural entrepreneurs due to which they may continue with poor quality of raw materials and also may find the problem of shortage and storage. The table given below shows the problems faced by both female and male entrepreneurs.

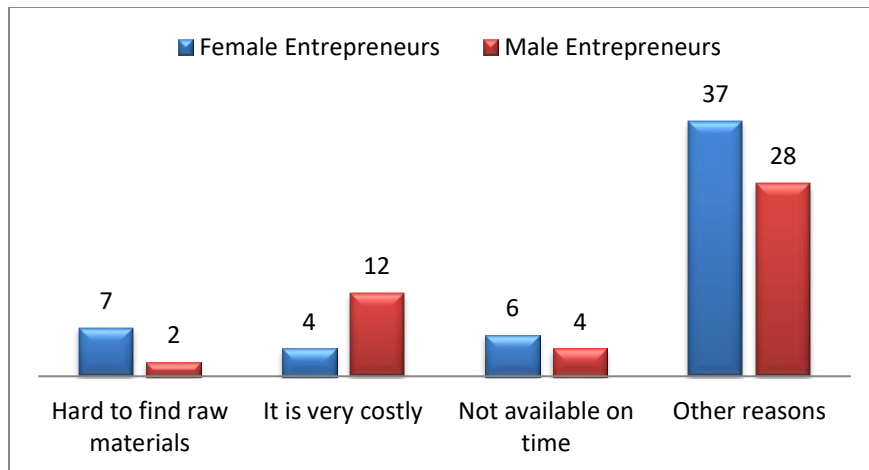
Table 5.2: Raw materials problems faced by sample respondents

Raw Materials	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Hard to find raw materials	7	2	9
It is very costly	4	12	16
Not available on time	6	4	10
Other reasons	37	28	65
TOTAL	54	46	100

Source: Primary data.

The figure 5.2 shows raw materials problems faced by the sample respondents.

Figure 5.2: Raw materials problems faced by sample respondents



Source: Primary data.

5.2.3: Marketing Problems

The problem of marketing is one of the main challenges faced by tribal rural enterprises.

The enterprise might be good in all aspects of operating a business but cannot be successful without selling the products, because business success is determined by customer demand. The marketing problems are classified into the following reasons, viz.

- poor sale, limited local market, delayed payments or unavailability of products.

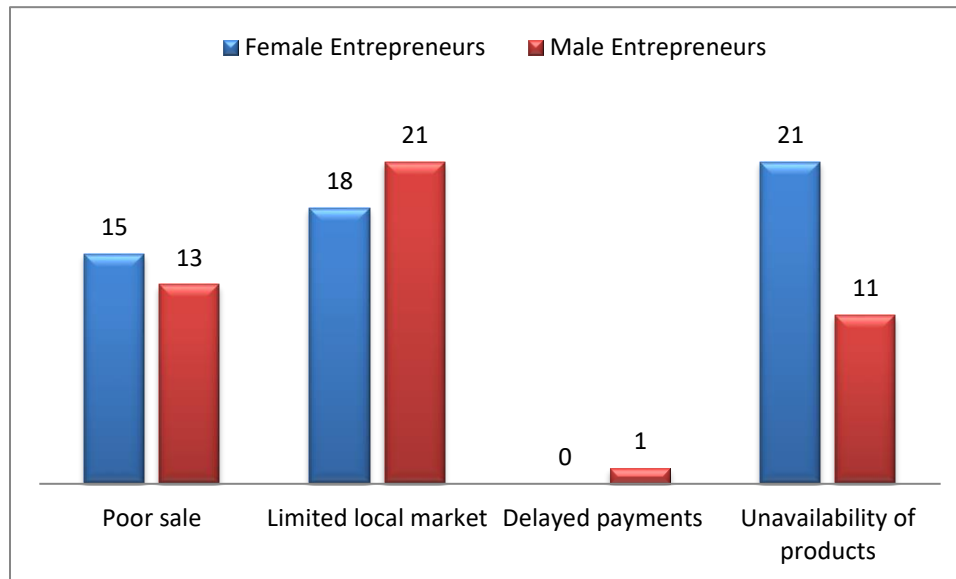
Table 5.3: Problems faced by sample respondents in Marketing

Marketing	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Poor sale	15	13	28
Limited local market	18	21	39
Delayed payments	0	1	1
Unavailability of products	21	11	32
TOTAL	54	46	100

Source: Primary data.

The problem faced by the respondents in marketing is also given in the figure 5.3.

Figure 5.3: Problems faced by sample respondents in Marketing



Source: Primary data.

5.2.4: Social Problems

Social problems include lack of social contacts, dual role in home and business, non cooperation from family members and any other.

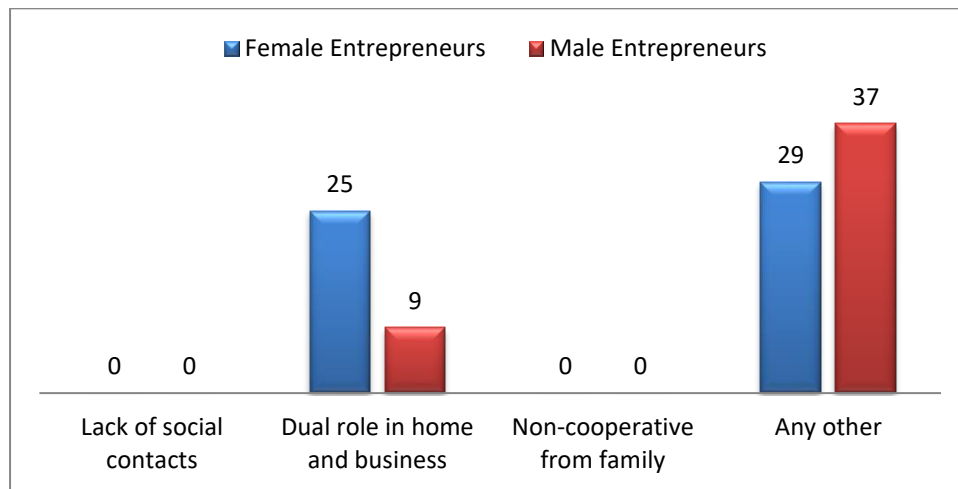
Table 5.4: Problems faced by sample respondents socially

Social	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Lack of social contacts	0	0	0
Dual role in home and business	25	9	34
Non-cooperative from family	0	0	0
Any other	29	37	66
TOTAL	54	46	100

Source: Primary data.

Other reasons include issues like lack of society’s confidence on the entrepreneur’s ability. The chart diagram for the same is given below in Figure 5.4.

Figure 5.4: Problems faced by sample respondents socially



Source: Primary data.

Chapter-6

Contribution of Women Enterprises to Women Empowerment in North

Sikkim

6.1: Introduction

Entrepreneurship among tribals will be in the nature of rural entrepreneurship, which consists of finding a unique blend of resources within or outside agriculture while concentrating on their home or local area and contributing to the creation of local wealth⁸. Entrepreneurship among tribals is usually community based and has a greater bearing on the tribal community itself. Rural entrepreneurship consists of micro-entrepreneurial activities which are viewed as activities that help in mobilising available resources within an area, especially within or outside agriculture with a view of improving the quality of life for individuals, families and communities, thereby creating a healthy economy and environment. According to Geeta N (2014) the role of micro-entrepreneurship is not only to enhance national productivity and generate employment but also to develop economic independence, personal and social capabilities like boosting self confidence, increasing awareness through social interaction; the sense of achievement also improves leadership qualities and decision making.

6.2: Role of Enterprises on Employment and Income Generation

Micro enterprises play an important role in employment creation and income generation. According to Kumar, 2013 The micro-enterprises allow marginalised and vulnerable

⁸Nair, A. P. (2018). Entrepreneurial Activities among Tribal Women in Kerala-The Means to Empowerment. *Bonfring International Journal of Industrial Engineering and Management Science*, 3(Special Issue Special Issue-03), 66-70.

strata such as rural women, youth and the landless to diversify their incomes, create new sources of economic growth and induced additional employment mostly in rural areas. In recent years, there has been a rise in interest for entrepreneurial skills among the marginalised groups in contemporary India, especially among the tribal communities in general and tribal women in particular. Studies on the entrepreneurs belonging to the marginalised groups with specific reference to the tribal communities in India reflects that they have lower technical profile which naturally cripples them while carrying out their business.⁹ These small-scale enterprises are efficient for the nation's economy as they create employment and can provide income generation opportunities for low income groups. The small-scale enterprises provide the entrepreneurial culture and bolster the economy against economic crises, such as low per capita income, poverty and unemployment (Hassan and Ahmad, 2016). These enterprises not only generate employment and income, but also provide a way to assess the market. Further with support from the government and NGOs these enterprises can be a role model for the upcoming entrepreneurs by conducting training and programs.

For the purpose of the study the role of enterprises in the development of the society is taken in the form of employment level. This employment level is determined by considering those who are performing such activities without hiring paid workers. In case of groups like SHGs all the members are included.

The multiple regression model has been used to incorporate the role of micro enterprises in employment generation. In the model, the employment level of the enterprise is a

⁹ Mohapatra, Gadadhara. (2020). EMPOWERMENT OF TRIBAL WOMEN THROUGH ENTREPRENEURSHIP AND SKILL DEVELOPMENT: PROSPECTS AND CHALLENGES.

function of the annual sales of the enterprise and age of the enterprise. The following regression model has been estimated by applying the method of ordinary least squares (OLS).

$$EL_i = \alpha + \beta_1 ES_i + \beta_2 AE_i + \mu_i$$

Where, EL= Employment generation in the enterprise

ES = Annual sale of the enterprise

AE= Age of enterprise

α = Intercept of the model

β_1, β_2 = Slopes of the corresponding parameters of independent variables (enterprise annual sale, age of the enterprise).

μ_i = Disturbance term or error term. It represents all those factors that affect the level of employment but were not included in the model.

Table 6.1: Result of Regression Analysis for Employment Generation by the Enterprises

Explanatory Variable	Estimated Coefficient	t- value
<i>ES</i>	3.423	4.21***
<i>AE</i>	0.516	2.26**
Constant	2.939	5.80***
N	100	
R ²	0.68	
F (2, 97)	29.95***	

Source: Primary Data

Note: *, ** and *** indicates the significance levels at 10%, 5% and 1% respectively.

The result of table 6.1 indicates that the enterprise annual sale is positively related to the employment level of the enterprise with its expected sign. The value of the coefficient (β_1) of enterprise sales is 3.423 which indicates that a unit change in the enterprise annual sale leads to a change in employment level by 3.423 units. The result for the t-statistic and its p-value are also found to be significant. It shows that it is highly statistically significant at 1% level. The value of the coefficient (β_2) age of the enterprise (take in years) is 0.516 which shows that a unit change in the enterprise life leads to a change in the employment level by 0.516. The result of the t statistic and its p-value are also found to be significant at 5% level. The value of $\beta_2 = 0.516$ indicates that a one year increase in enterprise life will increase employment level by 0.516, it means that after five years the enterprise will be capable of hiring more than two employees. The value of $R^2 = 0.68$ shows that a substantial correlation exists between the employment level of the enterprise and the enterprise annual sale and the age of the enterprise. This value indicates that 68% variation in the employment level of the enterprise has been explained by variation in enterprise annual sale and age of the enterprise. It also suggests the model is found to have a rather good fit. Furthermore, F- statistics is significant at 1 percent level indicating the overall significance of the variables.

Again, multiple regression model has been used to incorporate the role of micro enterprises in the profit of the enterprise. It has been considered that the profit is the function of the enterprise sale, the number of employees in the enterprise, gender, age of the enterprise, educational qualification of the entrepreneur and training of the entrepreneur. The following regression model has been estimated with the application of the ordinary least square method.

$$PE_i = \alpha + \beta_1 ES_i + \beta_2 NEE_i + \beta_3 D_1 GEN_i + \beta_4 AE_i + \beta_5 EDU_i + \beta_6 D_2 TRA_i + \mu_i$$

Where,

PE= Profit of the enterprise

ES= Enterprise sale

NEE= No. of employees in the enterprise¹⁰

GEN: Gender of the entrepreneur (where D₁ = 1, if the entrepreneur is male, 0 otherwise.)

AE= Age of the enterprise

EDU = Education of the entrepreneur (measured in terms of years of schooling)

DTRA: Training of the entrepreneur where D₂ = 1, if the entrepreneur is trained, 0 otherwise.

Table 6.2: Result of Regression Analysis for the Profit of the Enterprises

Explanatory Variable	Estimated Coefficient	t- value
ES	0.222	10.28***
NEE	1.752	1.60*
GEN	10.570	2.55**
AE	0.526	0.14
EDU	0.005	0.90
DTRA	125.51	2.36**
N	100	
R ²	0.61	
F (6, 93)	24.53***	

Source: Primary Data

*Note: *, ** and *** indicates the significance levels at 10%, 5% and 1% respectively.*

Enterprise annual sale is considered to be the most crucial factor that determines the profit of the enterprise. The estimated value of the coefficient for ES is 0.222 which

¹⁰ Here the employees in the enterprise includes self owner, SHG members, members of the enterprise and some hired labour.

indicates that a unit change in the enterprise annual sale leads to an increase in profit of the enterprise by ₹ 0.222. The coefficient is highly positively significant at 1 percent level which is represented by the t statistic and its p-value.

The coefficient of NEE is statistically significant at 10 percent level with the expected sign. The significance of this variable indicates that a unit change in the NEE leads to an increase of the enterprise profit by ₹ 0.052. Similarly, DGEN which is represented by a dummy variable is significant at 5 percent level with a positive outcome. The significance of this variable indicates that an increase in the number of female employees in the enterprise leads to an increase in the profit of the enterprise, because most of the enterprises are female oriented and performing activities like handloom, pickle making, vegetable vendors , knitting, etc; the ownership of the enterprise is also female. Such a result is therefore expected. The training of an entrepreneur is one of the main factors that affect the level of profit of the enterprise. DTRA is found to be statistically significant at 5 percent level with the expected outcome and the significance of this variable meant that more the entrepreneur is trained and experienced in the activity the higher will be the profit of the enterprise. In other words, an increase in trained and experienced employees leads to an increase in the profit of the enterprise. F statistic indicates that the overall significance of the considered variable is highly significant at 1 percent level which means that overall all the variables are found to be significant for all the enterprises. The value of R^2 is 0.61 which shows that a substantial correlation exists between the profit of the enterprise and ES, NEE, GEN and DTRA. This value indicates that 61% variation in profit has been explained by variation in the above-mentioned variables and the model is also found to be a good fit.

6.3: Women Empowerment through Small Enterprises.

Woman empowerment is one of the important and serious concerns in an Indian context. Though the term empowerment has no fixed definition, yet it is frequently used to describe a process wherein the powerless or disempowered gain greater share of control over resources and decision making. Since women are generally the most disempowered members of the oppressed classes, empowerment has been described as nurturing, liberating, energising the un-affluent and the unpowerful (Barkat, Abul, Khuda, Barkat & Rhaman, 1994). Woman empowerment, being dependent on complex sociological and economic issues, needs to be measured in terms of specific parameters like ‘access to resources’, ‘decision making’ and ‘ability to take a stand’¹¹. The economic, social and psychological independence of women is one of the important features of the empowerment process. According to Lal (2016) Woman empowerment includes awareness of women regarding their rights, self-confidence for having a control over their lives both at home and outside and their ability to bring about change in the society.

To measure women empowerment of the sample respondents Chi- square test has been conducted. For this purpose, respondents were asked to respond to a three-point rating scale marked as no change, increased and increased greatly.

6.3.1: Economic Empowerment of the Women Entrepreneurs

The economic independence of women is viewed as a major component in their empowerment process. The economic empowerment of the women is measured by the two variables i.e. change in the saving habit and change in the level of income. According

¹¹Roy, C., Chatterjee, S., & Dutta Gupta, S. (2018). Women Empowerment Index: Construction of a Tool to Measure Rural Women Empowerment Level in India. *Available at SSRN 3357543*.

to Balasundaram, Absar, and Akhter (2010) the most important change comes through increase in income which not only upgrades the individual's life but also increases her standard of living, bringing economic solvency within the family.

Savings are used to measure the pace of economic empowerment among the sample women respondents. For the change in saving habits of the sample respondents, the null hypothesis states that there is no significant change in the level of saving habits of the women entrepreneurs before and after starting the micro-enterprises. Table 6.3 shows the result of the change in the saving habits of the women entrepreneurs before and after starting the micro-enterprises.

Table 6.3: Change in Saving Habits of the Sample Respondents

Period	Increased Greatly	Increased	No Change	Total
Before	9	17	28	54
After	19	30	5	54
Total	28	47	33	108
Pearson $\chi^2 = 23.1975^{***}$				

Source: Primary data.

The above result indicates that the Pearson χ^2 is significant at 1 percent level which implies that the null hypothesis may be rejected so that the alternative hypothesis will be accepted. The acceptance of the alternative hypothesis implies that there is a significant change in the level of savings of women after starting the micro enterprises.

Table 6.4 shows the result of the change in income of the women entrepreneurs before and after starting the micro enterprises. The null hypothesis states that there is no

significant change in the income of the women entrepreneurs before and after starting the micro enterprises.

Table 6.4: Change in Income

Period	Increased Greatly	Increased	No Change	Total
Before	6	16	32	54
After	34	20	0	54
Total	40	36	32	108
Pearson $\chi^2 = 52.0444^{***}$				

Source: Primary data.

The above result depicts that the Pearson χ^2 is significant at 1 percent level which indicates that there is a significant change in the income of women running micro enterprises.

6.3.2: Social Empowerment of the Women Entrepreneurs

Indian society is controlled by various social, cultural norms that have been challenging women to empower themselves in society. Through entrepreneurial activities, women are empowering themselves economically and socially. The study involves a change in household decision making and involvement in social programs to measure social empowerment of the women for the sample respondents.

Table 6.5 depicts the result of the change in household decision making of the women entrepreneurs before and after starting the micro-enterprises. The null hypothesis states

that there is no significant change in the extent of household decision making power of women entrepreneurs before and after starting the micro-enterprises.

Table 6.5: Change in Household Decision Making

Period	Increased Greatly	Increased	No Change	Total
Before	8	40	6	54
After	33	21	0	54
Total	41	61	6	108
Pearson $\chi^2 = 27.1619^{***}$				

Source: Primary data.

The above result shows that the Pearson χ^2 is significant at 1 percent level, which indicates that there is a significant change in the extent of household decision making power of women after starting the micro-enterprises.

Table 6.6 illustrates the result of the change in women's involvement in the social program before and after starting the micro-enterprises. The null hypothesis states that there is no significant change in women's involvement in the social program before and after starting the micro-enterprises.

Table 6.6: Change in Involvement in Social Program

Period	Increased Greatly	Increased	No Change	Total
Before	11	11	32	54
After	29	25	0	54
Total	40	36	32	108
Pearson $\chi^2 = 45.5444^{***}$				

Source: Primary data.

The above result shows that the Pearson χ^2 is significant at 1 percent level which means that there is a significant change in women's involvement in the social program before and after starting the micro-enterprises.

6.3.3: Psychological Empowerment of the Women Entrepreneur

Expansion of mental space is one of the essentials of empowerment of women. Human beings are unlikely to pursue their goals without the feeling of competence, self-sufficiency, autonomy and optimism. The psychological empowerment of the sample respondents is given by a change in the level of self-confidence and a sense of independence.

Table 6.7 given below gives the result of the change in the level of self-confidence of the women entrepreneurs. The null hypothesis states that there is no significant change in the level of self-confidence of the women entrepreneurs before and after starting the micro-enterprises.

Table 6.7: Change in Level of Self Confidence

Period	Increased Greatly	Increased	No Change	Total
Before	14	32	8	54
After	31	23	0	54
Total	45	55	8	108
Pearson $\chi^2 = 15.8949^{***}$				

Source: Primary data.

The result indicates that the Pearson χ^2 is significant at 1 percent level which leads to the conclusion that there is a significant change in the level of self-confidence of the women entrepreneurs before and after starting the micro-enterprises.

Table 6.8 shown below gives the result of the change in the sense of independence of the women entrepreneurs. The null hypothesis states that there is no significant change in the sense of independence of the women entrepreneurs before and after starting the micro-enterprises.

Table 6.8: Change in Sense of Independence

Period	Increased Greatly	Increased	Total
Before	22	32	54
After	30	24	54
Total	52	56	108
Pearson $\chi^2 = 2.3736$			

Source: Primary data.

The result indicates that the Pearson χ^2 is not significant which implies that there is no significant change in the level of self-confidence of the women entrepreneurs before and after starting the micro-enterprises.

6.4: Comparison between women enterprises with those run by men

To compare the performance of women led enterprises with those run by men in term of form of organisation, enterprise operating from, education, technical training, source of funding, income, savings and mode of savings, is concentrated.

6.4.1: Type of Organisation of the Enterprise

Enterprise can be found performing under different types of ownership like sole proprietorship, family business, partnership, cooperative or group. The table shows the genderwise type of organisation of the enterprise.

Table 6.9: Genderwise Form of Organisation of the Enterprise

Form of Organisation	FemaleEnterprises	Male Enterprises	TOTAL
Sole	19	24	43
Family	11	18	29
Partnership	0	2	2
Cooperative	3	2	5
Group	21	0	21
TOTAL	54	46	100

Source: Primary data.

From table 6.9 we can see that there are 19 female entrepreneurs who are the sole proprietor of the enterprise compared to 24 male entrepreneurs, while there are 11 female entrepreneurs who is running their enterprise as family business compared to 18 male entrepreneurs. There are only 2 male entrepreneurs who are running their business in

partnership; 3 female entrepreneurs are running their business through cooperatives compared to two male entrepreneurs. There are total 22 female entrepreneurs who are running their enterprise in group besides male entrepreneurs.

6.4.2: Enterprise operating from

Enterprises can be found operating either from home or from outside, which is one of the important features affecting the performance of the enterprise. The table presents genderwise distribution of enterprise operating from home, other places or both places.

Table 6.10: Genderwise Enterprise Operating from

Enterprise operating from	FemaleEnterprises	Male Enterprises	TOTAL
Home	37	30	67
Other places	17	9	26
Both places	0	7	7
Total	54	46	100

Source: Primary data.

The table 6.10 shows that there are 37 female entrepreneurs who are operating their enterprise from home compared to 30 male entrepreneurs, while there are 17 female entrepreneurs who are operating from other places compared to 9 male entrepreneurs. There are 7 male entrepreneurs who are operating from both places.

Thus it can be said on the basis of the preceding work that while the enterprises considered play a significant role with regard to economic and social improvement of the entrepreneurs, there are no corresponding developments in the psychological aspect. The regression analysis showed that women led enterprises performed better than those led by men, a fact that was borne out by the descriptive statistics as well.

6.4.3: Education level

Education plays a vital role in the development and success of the enterprise. The table gives the education level of both male and female entrepreneurs.

Table: 6.11: Genderwise Education level of the respondents

Literacy Level	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Illiterate/ Functionally	0	0	0
Literate/ NFE	2	2	4
Primary	9	16	25
Secondary	26	27	53
High Secondary	6	1	7
Graduate & above	11	0	11
TOTAL	54	46	100

Source: Primary data.

The education level of the respondents given in the table 6.11 shows that there are only 2 female and 2 male entrepreneurs who have been attended NFE while there are 9 female entrepreneurs who have studied upto primary level compared 16 male entrepreneurs,,and 26 female and 27 male entrepreneurs who have attained education upto secondary level. The numbers of female entrepreneurs who have studied upto high secondary are 6 compared to only 1 male entrepreneur. Again there are eleven female entrepreneurs have proceeded upto graduation and above while there are no such male entrepreneurs. Thus the table reveals that female entrepreneurs have achieved more educationally compared to their male counterparts.

6.4.4: Technical Training

Training enhances the entrepreneurs to acquire special efficiency or skill in the respective field which helps them to gain more confidence in running the enterprise and also helps

in developing their enterprise. The table given below presents the number of entrepreneurs who have attained technical training before running their enterprise.

Table 6.12 Genderwise Technical Training of the Respondents

Trained before Enterprise	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Trained	17	21	38
Non-Trained	37	25	62
TOTAL	54	46	100

Source: Primary data.

The total number of entrepreneurs who were trained before running their enterprise in their respective field is 38 compared to 62 respondents who have not been so trained. From the table 6.12 we can see that out of 38 respondents there are 17 female entrepreneurs compared to 21 male entrepreneurs.

6.4.5: Source of funding

For the purpose of the study the sources of funding have been taken as self, self+loan, self+subsidy (subsidy here is amount of fixed capital given by the departments like construction of house for handloom weavers, fish tank and on farm collection centre for vegetable vendors) , cooperative and group (SHG).

Table 6.13: Gender-wise source of funding

Source	Female Entrepreneurs	Male Entrepreneurs	Total
Self	29	36	65
Self+Loan	0	2	2
Self+Subsidy	2	6	8
Cooperative	1	0	1
Group	22	2	24
TOTAL	54	46	100

Source: Primary data

The table 6.13 shows that there are 29 female entrepreneurs who were self funded to run their enterprises compared to 36 male entrepreneurs, while from the self+loan source there are only two male entrepreneurs. The source of funding for self+subsidy includes only two female entrepreneurs compared to six male entrepreneurs, while the source of funding for cooperatives includes only one female entrepreneurs besides male entrepreneurs. The number entrepreneurs whose source of funding from group includes 22 female entrepreneurs compared to only 2 male entrepreneurs.

6.4.6: Income

Income of the entrepreneurs from the enterprise is described as income received from the sale of products or services, the table shows the genderwise income of the entrepreneurs from the enterprise into six income range.

Table 6.14: Genderwise Income of the Respondent from Enterprise

Income range	Female Entrepreneurs	Male Enterprise	TOTAL
0-1,000	3	0	3
1,001-2,000	13	8	21
2,001-3,000	10	6	16
3,001-4,000	5	9	14
4,001-5,000	12	10	22
Above 5,001	11	13	24
TOTAL	54	46	100

Source: Primary Data

From the table 6.14 we can see the income of the respondents from the enterprise where 3 female entrepreneurs who earns below Rs 1,000 per month, while there are 13 female and 8 male entrepreneurs who are earning between Rs 1,001 to Rs 2,000 per month. There are 10 female and 6 male entrepreneurs whose earning falls between Rs 2,001 to Rs 3,000 per month while there are 5 female and 9 male entrepreneurs who earns between

Rs 3,001 to Rs 4,000 per month. There are 12 female and 10 male entrepreneurs earning between Rs 4,001 to Rs 5,000 per month, and there are 11 female entrepreneurs and 13 male entrepreneurs who earns above Rs 5,001per month.

6.4.7: Savings

In order to compare the performances of the enterprises according to gender savings describes the success of the enterprise. The table given below presents the genderwise savings from the enterprise, which shows that most of the entrepreneurs have no savings from the enterprise.

Table 6.15: Genderwise Savings from the Enterprise

Savings	Female Entrepreneurs	Male Entrepreneurs	TOTAL
Savings	15	16	31
No Savings	39	30	69
TOTAL	54	46	100

Source: Primary data.

From the table 6.15 we can see that there are only 15 women entrepreneurs who are saving some amount from enterprises compare to 16 male entrepreneurs while the rest were not saving.

6.4.8: Mode of Savings

The mode of saving are categorized into no savings, monthly, quarterly, half-yearly and annually.

Table 6.16: Genderwise Mode of Savings

MODE OF SAVINGS	Female Entrepreneurs	Male Entrepreneurs	TOTAL
No Saving	39	30	69
Monthly	0	3	3
Quarterly	2	2	4
Half- yearly	12	10	22
Annually	1	1	2
TOTAL	54	46	100

Source: Primary data.

The table 6.16 shows that there are 2 female and 2 male entrepreneurs who are saving quarterly, where there are 12 female and 10 male entrepreneurs who are saving half-yearly and only 1 female and 1 male entrepreneur who were saving annually.

Chapter-7

CONCLUSIONS AND POLICY SUGGESTIONS

CONCLUSIVE OBSERVATIONS

Entrepreneurship among tribal women in North Sikkim have great potential in the development of socio-economic status and the development of culture as well. However, women performing entrepreneurship activities in rural areas are the micro enterprises in the form of group have gained more success compared to the sole enterprises, especially in activities like handloom, and handicrafts activities. The micro enterprises includes various activities which have categorised into the production and the marketing which have been performing in the form of group as well as some of them were performing individually.

The study provides the socio-economic demography of entrepreneurs which have been laid out using descriptive statistics reveals that terms of age were found between 31-50 years, mostly married , educated, engaged in livestock farmer, cultivator (performing agricultural activities), sallaried employee and petty business as their primary occupation.

Regarding the performance the study observed that the most of the women enterprise in the form of group (SHG) were running successfully in terms of profit and socio economic development in a sustainable and traditional method especially the entgerprise engaged in handloom and handicrafts activities and have been supported by the central schemes as well as from state schemes like traing from the Directorate of Handloom and Handicrafts which is one of the main institutions of the state, followed by Ministry of Micro, Small and Medium Enterprises (MSME). In terms of profit the micro enterprises especially

performing in the form of group (SHG) activities were likely to gain profit mostly in seasons like fair and festivals however entrepreneurs were able to sell their product by advertising online through social media platform or by demand. While it was observed that the entrepreneurship activities are likely to uplift the socio-economic status and empowerment of the entrepreneurs, for which the study also observed that women entrepreneurs were empowered after running enterprise when measuring empowerment level in terms of economic, social and psychological factors.

The contribution of women enterprises to women empowerment in North Sikkim observed that entrepreneurship activities have a great potential to uplift the socio-economic status and empowerment level although the entrepreneurs are likely to face problems in the beginning or while running the enterprise for which study collected cover a list of problems related to finances, raw materials, marketing and social factors. The study observed that most of the entrepreneurs were having problems with limited working capital related to financial factors, but entrepreneurs were able to figure out the problems related to raw materials, marketing and social factors.

POLICY RECOMMENDATIONS

It is evident from the literatures that entrepreneurship activities have a great potential to cover the problems related to poverty and highly recommends to bring up the socio-economic status and empowerment level espically in the rural areas. As most of the tribal women enterprises in North Sikkim is concentrated in traditional and sustainabe activities like handloom and handicrafts, agriculture and horticulture sector. The entrepreneurs are likely to engaged in training in their respective field, to name some specific institutions

like Directorate of Handloom and Handicrafts, Directorate of Fisheries under the Department of Animal Husbandary Livestock Fisheries and Veterinary, Krishi Vigyan Kendra (KVK), and private institutions but entrepreneurs some how find it difficult to understand the process of running business which fails them to grab the opportunity to gain profit. However the study suggest to bring the entrepreneurship development programme (EDP) in rural areas which helps in developing entrepreneurial abilities and educating the young minds the value of culture and sustainable development from the secondary level.

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