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Inclusive Growth Through Entrepreneurship Development In India

Dr.S. Kishore *

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Abstract

The present paper is a theoretical exposition on the need and importance of entrepreneurship development for inclusive growth in emerging economies in general and in India in particular. It provides a brief review on the entrepreneurship development and its role and contribution for the inclusive economic development. The entrepreneurship is a driving force and boosts inclusive growth in all segments through transformation of the economy. It has been assumed immense importance in the economic development of a developing nation like India as well as that of the developed nations. India's economic progress, as a developing economy, is bound up with entrepreneurs who are enthusiastic and committed to maximize production as well as profitability, employment generation and overall economic stimulation for augmenting income levels of the people who are involved directly or indirectly. The role the people and their abilities have to play in this stupendous endeavour is supremely important, and any negligence or under estimation of the human factor would only enfeeble the economic prosperity of the country.

Tapping the many hither to unused and locally available resource is what is immediately required. Consequently, the industrial policies of the Indian Government and the successive Five-year plans have reiterated again and again the Government's intention to stimulate and promote the human factor in industrial development. Thus the entrepreneur has become very important as the nerve centre of all economic activity. **A**s per the World Bank Report (2011), the societies that discriminate on the basis of gender have greater poverty, slower economic growth, weaker governance and a lower standard of living. As there exist a strategic linkage between financial inclusion of women and inclusive growth, it may be agreed that women are the drivers of economic growth and prosperity of any country, including India. Therefore, it is dire need to foster the entrepreneurship for inclusive growth and development of Indian economy.

Key Words: Inclusive growth, Entrepreneurship, Women Entrepreneurs, Start-ups.

Dr.S.Kishore, Assistant Professor, Department of MBA, Annamacharya Institute of Technology and Sciences (Autonomous), Tirupati-517520, Chittoor Dist., A.P., India. Mobile : +91 9908588567, e-mail : kishore.mbaaitstpt@gmail.com.

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Introduction

The economy of any country may be developed or developing has been continuously supported and strengthened by entrepreneurship. No economy can be imagined with out entrepreneurship. The future of any country now and then is dictated and directed by entrepreneurs. The entrepreneurship of women is considered to be an effective instrument to the economic development and empowerment of women. Empowerment refers to giving power to individuals in all spheres of life which are essential for the survival and overall development of the mankind. It has been globally recognized that women"s empowerment can be well paying strategy for overall economic and social development. This has resulted insignificant changes in the approach to assist, women in a continuum ranging from welfare to development. Entrepreneurship development among women is one activity that promises encouraging results. The more emphasis on developing women entrepreneurs by a country, the higher the status and position of women, that results in better living for families as well as the larger the spread of economic power among the people of a country.

Inclusive Growth

"Growth is inclusive when it allows all members of a society to participate in, and contribute to the growth process on an equal basis regardless of their individual circumstances." Inclusive growth is economic growth that creates opportunity for all segments of the population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society.

Definitions of Inclusive Growth

The Eleventh Plan defined inclusive growth as a "growth process which yields broad-based benefits and ensures equality of opportunity for all" it stands for "equitable development" or "growth with social justice". OECD: Inclusive growth is where the gap between the rich and the poor is less pronounced and the "growth dividend" is shared in a fairer way that results in "improvements in living standards and outcomes that matter for people's quality of life (e.g. good health, jobs and skills, clean environment, community support). (OECD, 2013).

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The World Bank: defines inclusive growth by its pace and pattern – growth that is sufficient to lift large numbers out of poverty and growth that includes the largest part of the country's labour force in the economy (World Bank , 2009). The International Policy Centre for Inclusive Growth (IPC-IG) places its emphasis on participation – so that in addition to sharing in the benefits of growth, people actively participate in the wealth process and have a say in the orientation of that process. For the ADB, tackling discrimination of the most marginalised groups is an intrinsic part of the inclusive growth process, as well as a key outcome. Groups that have suffered discrimination are those that have been left behind in poverty reduction and economic development efforts – helping these groups to participate in and benefit from economic activities is a cornerstone of inclusive growth (Klasen, 2010).

Rapid and sustained poverty reduction requires inclusive growth that allows people to contribute to and benefit from economic growth. Rapid pace of growth is unquestionably necessary for substantial poverty reduction, but for this growth to be sustainable in the long run, it should be broad-based across sectors, and inclusive of the large part of the country's labor force. This definition of inclusive growth implies a direct link between the macro and micro determinants of growth. In many countries, people have not seen their incomes rise for years. The gap between rich and poor has widened, with those at the top capturing the 'lion's share' of growth. Rising inequality in earnings and in wealth is a major concern, but money is just one aspect of people's well-being. In just about every area, whether it be education, life expectancy, or employment prospects, success is determined by socio-economic status, wealth and assets, sex, age or the places where people live.

Inclusive growth: Why is it important for developing Asia?

Since 2007, institutions such as the Asian Development Bank and the World Bank have added the objective of attaining *inclusive growth* to their policy discourse on poverty reduction (*Asian Development Bank* , 2008). By doing this, they acknowledge the widespread sentiment that growth is not benefitting everyone equally. There is a perception that although countries attain relatively high growth rates, many people do not seem to benefit from it. This is certainly not a new concern. About a decade ago, these same institutions were discussing whether growth was *pro-poor* or not, that is, whether growth benefited equally all segments of the income per

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capita spectrum, or whether it benefited more the higher income groups. (Martin Ravallion and Shaohua Chen, 2003).

Need for Inclusive Growth in India

While it is quite evident that inclusive growth is imperative for achieving the equity objective, what is, perhaps, not so obvious is, why inclusive growth is now considered essential even to sustain the growth momentum. Majority population living in rural areas, it is often identified with the agriculture sector. However, it is the unorganised non-farm sector that is increasingly absorbing most of the labour force. This sector has huge potential for growth once there is sufficient investment in infrastructure ensuring linkage to markets and easier access to assets and skills. Infusion of appropriate technology, skills, and easier access to credit, especially start-up capital, apart from facilitating market development, can make this segment an expanding base for self-sustaining employment and wealth generation and also foster a culture of creative and competitive industry. Entrepreneurial development has to be encouraged by having an enabling competitive environment and easy availability of finance for newer projects and enterprises. In Prof. C. K. Prahalad's words, "If we stop thinking of the poor as victims or as a burden, and start recognising them as resilient and creative entrepreneurs and value conscious consumers, a whole world of opportunity will open up." (C. K. Prahalad's, 1995).

Thus, there are several factors to be considered for inclusive growth. Uppermost among these, is the need for raising the allocative efficiency of investment and resource use across different sectors of economy – this can be met by addressing two basic supply-side issues viz. (i) effective credit delivery system to facilitate productive investment in employment impacting sectors especially, agriculture, micro, small and medium enterprises and (ii) large scale investment in infrastructural facilities like irrigation, roads, railways, communication, ports, power, rural/ urban reconstruction and in social infrastructure such as health care, education and sanitation. Inclusive growth is essential for sustainable growth and impartial allocation of wealth. The challenge is to obtain the height of growth to all parts of the society of the country. The most excellent way to attain inclusive growth is through developing people's skills. Ever since

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freedom, considerable development in India's economic and social improvement made the nation to develop strongly in the 21st century.

The following are the need for India to focus more on inclusive growth.

- India is the 7th largest by area and 2nd by population and 12th largest economy at market exchange rate. Yet, India is away from the development.
- Low agriculture growth, low quality employment growth, low human development, rural-urban divides, gender and social inequalities, and regional disparities etc. are the problems for the nation.
- Reducing poverty and inequality and increasing economic growth are the main aim of the country through inclusive growth.
- Political leadership plays a vital role in the overall development of the country which is not sustainable.
- Corruption is one of the problems that prevent inclusive growth.
- Literacy levels have to rise to provide the skilled workforce required for higher growth.
- Accomplishment of highest GDP growth for country is one of the boosting factors which give the importance to the Inclusive Growth in India.

Policies to achieve Inclusive Growth

The achievement of full employment may be, governments have the responsibility to achieve it. This requires implementing a series of strategies in different areas.

- Redress the neglect of agriculture:
- Undertake public investment in basic infrastructure (energy, transport, urban services) targeted at high-employment projects,
- Use of industrial policy, understood as a collaborative effort between public and private sectors, to accelerate industrialization and structural transformation in general,
- Gear fiscal and monetary policies to the achievement of full employment*:*

Important Factors for achieving Inclusive Growth

Some of the key ingredients for inclusive growth that are generally agreed upon include:

- **Investment in human capital :** Investment in human capital is universally recognised as a key pillar of achieving inclusive growth. Investments in health and education have been

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statistically linked to better economic development outcomes and to how inclusive growth is in practice. As labour is their main asset, a good level of health and education enables poor men and women both to participate in and benefit from economic growth. Investment in health is also a key component of human capital. The cost of poor health also has significant impacts on a county's economy. Inequality in health has a significant impact on economic growth, possibly through effects on labour productivity (Narayan, Saveedra & Tiwari (2013), ECLAC ,2011).

- **Job creation :** Whether they are subsistence farmers, salaried workers or self-employed entrepreneurs, poor people derive most of their income from work. This basic fact means that the level of employment, the quality of jobs and the access which the poor have to decent earnings opportunities will be crucial determinants of poverty reduction (Hull, 2009). In order to help generate more and better jobs for development, job strategies would use additional tools such as fostering entrepreneurship, developing basic skills, strengthening labour institutions and mature approaches to industrial relations, as well as less conventional measures like protecting jobs when large numbers of these are at stake, and targeted support for sectors important for job creation to ensure that gains and spillovers are realised.
- **Structural transformation and broad-based growth :**For most developing countries, the route to inclusive growth lies in shifting to more productive economic activities (structural transformation). This reduces an over-reliance on a few sectors which in turn increases stability and can generate more and better jobs. Without economic transformation, the poor will remain locked into low-return activities, and any progress will be volatile. Whilst most commentators agree with the fact that structural transformation needs to happen, the debate on how best to achieve it and to ensure that it benefits the poorest is long-standing.
- **Progressive tax policies :** Tax policy has an obvious role in direct redistribution. However, its importance in inclusive growth extends beyond this. Taxation is essential to generate revenue for investments in human capital, social transfers and infrastructure necessary for pro-poor growth. Taxation can provide incentives and support for particular sectors or types of businesses, as well as barriers. How taxation systems are structured can make economies more or less pro-poor. For example, capital flight and high tax incentives undermine the contribution of FDI to pro-poor growth.
- **Social protection :** Social protection is also a prominent policy area in the inclusive growth literature. Whilst also being a tool for promoting greater equality and poverty reduction

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through direct transfers and redistribution, it also has a more dynamic role to play in achieving inclusive growth. Social protection, if properly designed, can also contribute to higher incomes for the poor entrepreneurs, by helping to overcome what the United Nations Conference on Trade and Development (UNCTAD, 2006) refers to as "all pervasive economic insecurity at the household level associated with generalised poverty [which] adversely affects entrepreneurship as it leads to short-termism and limits risk-taking."

- **Non-discrimination, social inclusion and participation :** Although social exclusion is not the same as inequality, it is clear that systematic discrimination against marginalised groups has an impact on economic opportunities and outcomes, as well as prospects for poverty eradication and improving well-being. It is clear that if bolder inclusive growth ambitions benefiting all groups are to be met, then policies need to address the fact that the same groups are persistently left behind in growth and poverty eradication efforts. Discrimination can affect participation in land, labour and credit markets. Women historically lack legal rights to land which in turn affects their access to credit and prospects as entrepreneurs. Sizeable race and gender gaps in wages are still evident globally.
- **Strong institutions :** An inclusive economy requires an inclusive society that has the institutions, structures and processes that empower local communities so they can hold their governments accountable. It also requires the participation of all groups in society in decision-making processes.64 This would require proactive policies for the participation of marginalised groups, such as those highly dependent on land or natural resources, who may otherwise disproportionately bear the costs of particular development decisions. If growth is to benefit all, then governments need to be committed to uphold the rights and opportunities of all their citizens and to counter vested interests that might stand against change to make economies fairer and more inclusive.

Inclusive Growth and Development

The ultimate objective of national economic performance is broad-based and sustained progress in living standards, a concept that encompasses wage and non-wage income (e.g., pension benefits) as well as economic opportunity, security and quality of life. This is the bottom-line basis on which a society evaluates the economic dimension of its country's leadership. Many countries have had difficulty in satisfying social expectations in this regard. For example, in the last five years, annual median incomes declined by 2.4% in advanced

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economies, while GDP per capita growth averaged less than 1%. To borrow from a business concept, growth can be thought of as the top-line measure of national economic performance, with broad-based or median progress in living standards representing the bottom-line. *Inclusive growth* can be thought of as a strategy to increase the extent to which the economy's top-line performance is translated into the bottom-line result society is seeking, i.e., broad-based expansion of economic opportunity and prosperity. However, inclusive growth is more than that. An economy is not a business, and history and scholarship have shown that there is a feedback loop between the bottom- and top-lines (growth and equity) in a national economy. This feedback loop can run in either a positive or a negative direction. The extent to which it is a virtuous circle is influenced by a diverse mix of structural and institutional aspects of economic policy, going well beyond the two areas most commonly featured in discussions about inequality: education and redistribution.

The Gender-related Development Index (GDI) and the Gender Empowerment Measure (GEM) were introduced in 1995 in the Human Development Report written by the United Nations Development Program. The aim of these measurements was to add a gender-sensitive dimension to the Human Development Index (HDI). The first measurement that they created as a result was the Gender-related Development Index (GDI). The GDI is defined as a "distribution-sensitive measure that accounts for the human development impact of existing gender gaps in the three components of the HDI". Distribution sensitive means that the GDI takes in to account not only the average or general level of well-being and wealth within a given country, but focuses also on how this wealth and well-being is distributed between different groups within society. The HDI and the GDI (as well as the GEM) were created to rival the more traditional general income-based measures of development such as Gross Domestic Product (GDP) and Gross National Product (GNP). The UN Human Development Index is a summary measure of key dimensions of human development: life expectancy, education, and standards of living.

First and foremost, the practice of inclusive growth and development requires widening of the lens through which priorities are set in national economic strategies. Macroeconomic, finance and trade supervision policies remain critically important as they establish the conditions necessary for improvements in productivity that help drive growth. However, other areas are just as vital to the overriding purpose of economic policy: strong, sustained increases in broad living standards. What are the areas of policy and institutional strength that have a particularly strong bearing on social participation in the process (e.g., productive employment) and outcomes (e.g.,

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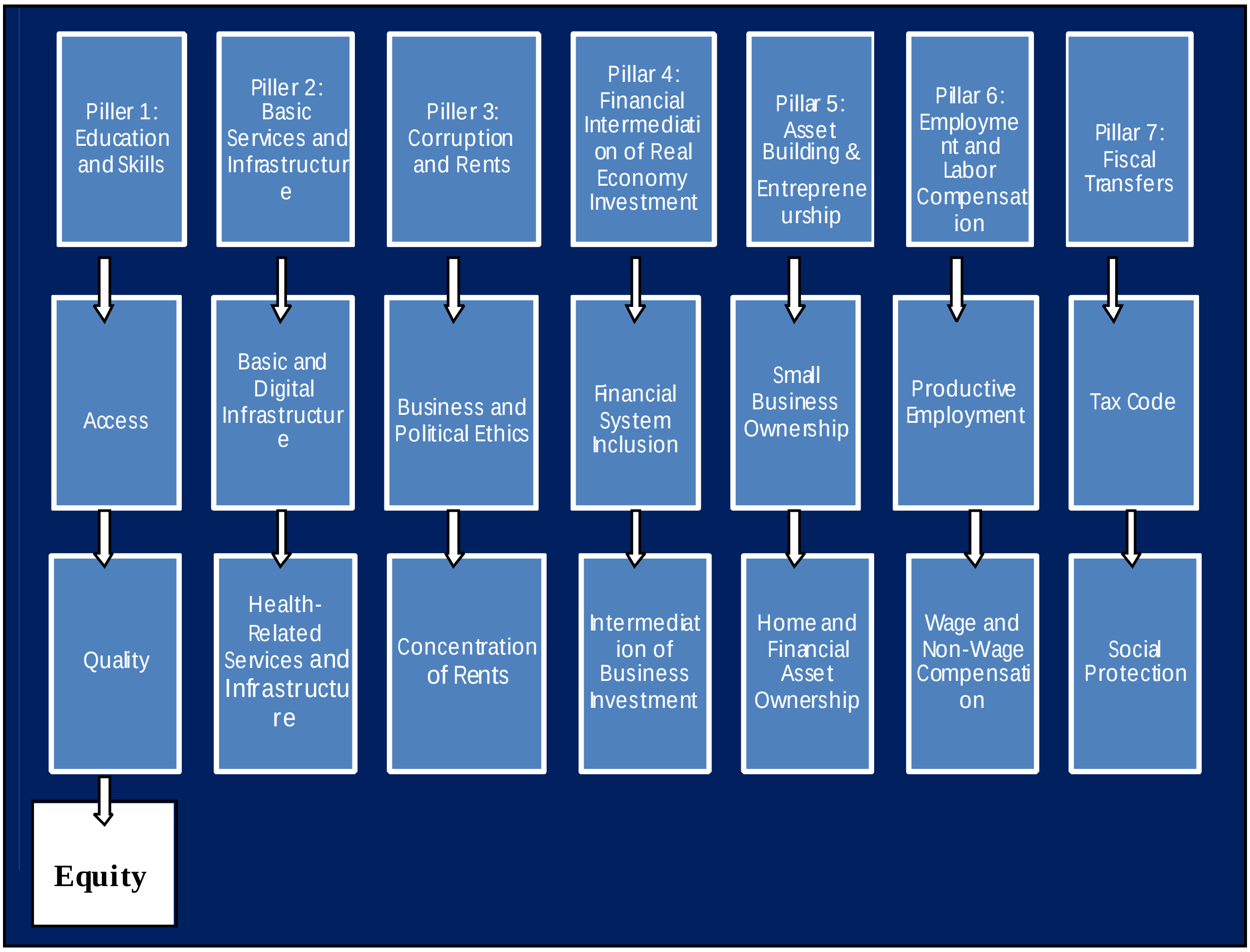
median household income) of economic growth? The Framework and a corresponding set of indicators of policy and enabling environment conditions in seven principal domains (pillars) and 15 sub-domains (sub-pillars) Societies that have had particular success in building a robust middle class and reducing poverty and social marginalization have tended to create effective economic institutions and policy incentives in many of these areas, while supporting growth through sound macroeconomic policies and efficiency-enhancing reforms. These pillars and sub-pillars describe the spectrum of structural factors within a modern economy that particularly influence the breadth of improvement in living standards. The policy and institutional domains portrayed in this Framework represent the ecosystem of structural policy incentives and institutions that together and *as part of the growth process* help to diffuse the benefits of an expanding national economy widely in terms of household income, opportunity, security, and quality of life. This ecosystem constitutes the implicit income distribution system – or, more precisely, living standards diffusion mechanism – underpinning modern market economies.

Figure 1: The Policy and Institutional Ecosystem Underpinning Inclusive Growth



Source : The Inclusive Growth and Development Report 2017 is published by the World Economic Forum.

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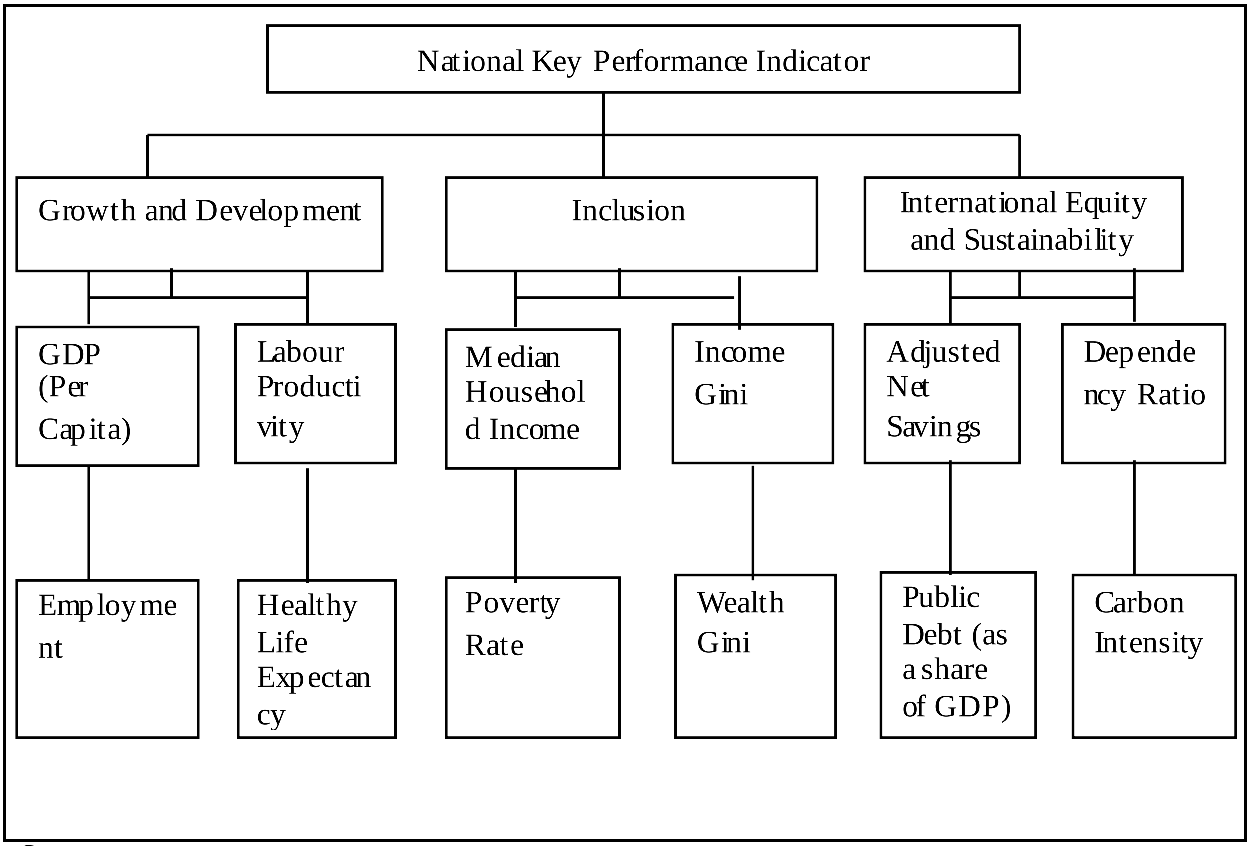
Performance Metrics

In addition to the Policy and Institutional Indicators (PIIs) described above, a set of performance metrics, or National Key Performance Indicators (KPIs), is presented below in the form of a dashboard for each country. This set of KPIs provides a more complete picture of national economic performance than that provided by GDP alone, particularly if the ultimate objective of development is understood to be sustained, broad-based advancement of *living standards* rather than increased *production* of goods and services, per se.

Figure 2: Inclusive Growth and Development Key Performance Indicators



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implicit income distribution system – or, more precisely, living standards diffusion mechanism – underpinning modern market economies. When it performs properly, it tends to operate in a self-reinforcing cycle in which rising economic output and social inclusion feed each other. Fair and efficient taxation and basic social protections feature at the beginning and end of a continuing cycle within the development process. They are important not only for addressing excess inequality resulting from market outcomes but also for mobilizing resources to support crucial public services such as education and physical infrastructure, which are vital to the creation of economic opportunity, functioning of markets, and thus inception and ongoing stimulation of the growth process itself.

Sound legal and competition institutions support efficient resource allocation and equal opportunity by preventing corruption, unduly high barriers to entry, and concentration of rents due to regulatory capture. Investment climate rules, incentives, and institutional capacity are important for enabling investors to capitalize on the level playing field created by robust legal and competition frameworks. They help channel savings efficiently to employment-generating and productivity enhancing investment opportunities in the real economy as well as support consumer demand and small-scale entrepreneurship through widespread access to financial services. Core labor standards, worker protections, and benefits enable wages and household income to rise roughly in line with labor productivity, supporting domestic consumption and aggregate demand. They can also reinforce growth by supporting labor mobility, adjustment, and skills acquisition. Policies that support broad access to small business loans, housing finance, pension savings, and employee ownership help to democratize the generation of wealth and share the gains in national income from the economy's technical progress and its accumulating capital stock. The accompanying wealth effect similarly stimulates domestic consumption and demand.

If these key enabling factors are in place, a strong entrepreneurial and investment culture takes hold, fostering competitive industries and quality employment opportunities that in turn support domestic demand. Coming full circle, robust domestic demand spurs further investment and stimulates increases in growth via an efficient and fair tax system that generates the additional public resources needed to increase investment in the quality of the country's basic services, infrastructure, and social safety net – widening economic opportunity and output still further.

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To help governments and stakeholders understand the extent to which this policy and institutional ecosystem has been optimized in their country, a database of cross-country statistical indicators has been compiled in each sub-pillar, permitting comparison at the pillar, sub-pillar, and individual indicator level within peer groups. These Policy and Institutional Indicators (PIIs) yield a distinct profile of each country's institutional strength and utilization of policy space relative to its peers. These country profiles of benchmarking data are like diagnostic scans of each country's structural policy and institutional enabling environment as it relates to their capacity to capture the synergies between growth and social inclusion. They illustrate the distance from best practice in their peer group in areas that particularly matter for driving broad-based progress in living standards. The results are presented in four groups of countries based on level of economic development as measured by national income.

Performance Metrics – National Key Performance Indicators and Inclusive Development Index

The policy framework provides a practical guide for thinking about how to achieve greater synergy between economic growth and social inclusion through the cultivation of a fuller ecosystem of relevant structural policies and institutions. The corresponding *policy* metrics provide a tool to gauge the level of policy effort in the different subdomains of the Framework in specific countries. These Policy and Institutional Indicators (PIIs) illustrate the extent of institutional strength or policy space utilization in this regard relative to peers. But if the ultimate measure of national economic performance is not the "top-line" concept of GDP growth but rather the "bottom-line" one of broad-based and sustained progress in living standards, new and expanded *performance* metrics are also required. How should countries track their performance on inclusive growth and development? Given the multidimensional nature of living standards – and the systemic nature of the strategy needed to achieve and sustain them – a wider set of Key Performance Indicators (KPIs) is needed than Gross Domestic Product per capita, which is the conventional metric used to measure countries' level of economic development.

Countries in the advanced economy category are best positioned to ensure inclusive growth, as they have the greatest financial means and generally sophisticated markets and economic frameworks. Yet the extent to which they succeed varies widely. The Nordic countries,

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Switzerland, New Zealand, and Canada do comparatively well, while others such as the United States, France, and several countries in Southern and Eastern Europe fall short in many areas.

India, with a score of only 3.38, ranks 60th among the 79 developing economies on the IDI, despite the fact that its growth in GDP per capita is among the top 10 and labor productivity growth has been strong. Poverty has also been falling, albeit from a high level. On the other hand, its debt-to-GDP ratio is high, raising some questions about the sustainability of government spending. With regard to Framework indicators, educational enrollment rates are relatively low across all levels, and quality varies greatly, leading to notable differences in performance among students from different socioeconomic backgrounds. While unemployment is not as high as in some other countries, the labor force participation rate is low, the informal economy is large, and many workers are in vulnerable employment situations with little room for social mobility. A more progressive tax system would help raise capital for expenditure on infrastructure, healthcare, basic services, and education. India scores well in terms of access to finance for business development and real economy investment. However, new business creation continues to be held back by corruption, underdeveloped infrastructure, and the large administrative burden involved in starting and running companies (World Economic Forum Report, 2017).

Entrepreneurship in India

Waves of liberalization, privatization, and globalaisiton or sweeping across the world. Those who had talked about “market failure” and “exclusion of the poor by the market” are now advocating a greater role for the market forces and a market friendly economy. The growing needs of the public, on the one hand and the inability of the government machinery to provide for the ever growing needs of the people efficiently and effectively on the other hand, have speeded up the process of marketisation. Apart from this, the increase in public expenditure and the sources crunches also has strengthened the bounds of privatization. This trend could be clearly seen in the field of industry and business where potential entrepreneurs have come forward to take up industrial ventures.

Entrepreneurship involves taking risks and coordinating factors of production towards prosperity especially when the environment is uncertain as a matter of fact entrepreneurs and their entrepreneurial qualities make all the difference between the success and failure of an

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organization. The need to bring out the latent energies and talents of prospective entrepreneurs and mould them into active entrepreneurs who are daring and prepared to take risks and in situations of uncertain earnings is so great at present that it has to be repeatedly stressed. The government of India has undertaken a number of programmes to impart all the necessary technical, managerial and other related training to prospective industrial entrepreneurs, so that they enter the field confidential and competently, and manage their units significantly. It is in this context the necessity and importance of entrepreneurship development among prospective women entrepreneurs, has to be considered seriously for more than one valid reason women have all the potential for efficient entrepreneurship. They are a match to men in their mental, moral and intellectual abilities. Women can play a significant and valuable role in our economy and there is every compelling need to bring them into the main stream of the nation's economic development in general and industrial development in particular. Generally speaking Indian women are accustomed to having their activities confined to the family and house hold and they are generally not in favour of venturing out to assume new roles for themselves. Masculine prejudice against women potential has been partly responsible for it. Times have been changing fast and there should be motivated, persuaded and encouraged to free themselves from inhibiting customs and traditions, feel proud of their talent and abilities and enlarge their field of activities. Their capacity for patience hard work their devotion to duty and sense of responsibility has been proverbial. But they have to be urged, prevailed upon, properly motivated and their innate talents and ability are nurtured and canalized into newer and fruitful activities including entrepreneurship. They must be convinced that they are regarded as equal partners with men in all respects.

Entrepreneurship Development in India -Present Status

India, which is yet to step up overall conditions conducive to the success of women entrepreneurs, has ranked among the lowest 'Women Business Ownership' index, a survey has revealed. "Women entrepreneurs have been carving out a niche for them across the globe, including India especially in niche and unconventional businesses. However, there is significant potential to harness the untapped potential of women's entrepreneurship in India", according to Mastercard Index of Women Entrepreneurs. According to the index India scored an overall 41.7

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points, ranking 49 among 54 economies globally with comparatively low in Women Business Ownership percentages. The index uses 12 indicators and 25 sub-indicators in 54 economies across Asia Pacific, Middle East and Africa, North America, Latin America and Europe, representing 78.6 percent of the world's female labour force. It said India presents lower opportunities for women to assume leadership roles, participation in the workforce or engagement in entrepreneurial activities - a disparity that explain the low scores for Business Ownership by Women in the country. "While necessity and grit are often important to foster women entrepreneurship, strong supporting conditions are an imperative for ensuring a high business ownership by women. While India is yet to travel a long road for scaling up opportunities that foster women entrepreneurship, the potential presented by the country is vast," said Mastercard Advisors Senior Vice President and Group Head - South Asia/ Advisors CoE Sukanyya Misra. She said, lack of education, technological know-how and cultural bias coupled with stringent business and government regulations are some key impediments that happen to undermine women's ability to rise to positions of leadership and take advantage of entrepreneurial opportunities in India. Overall developed markets top the index, led by New Zealand (74.4), Canada (72.4) and the United States (69.9). These countries have the strongest conditions that support women business ownership, such as robust small- and mid-sized business communities, a high quality of governance and ease of doing business, the survey said. **(Economic Times, 2018)** On the other hand, lower-income economies like Uganda (34.8 per cent), Bangladesh (31.6 per cent) and Vietnam (31.4 per cent) have some of the highest percentages of women entrepreneurs, driven mostly by necessity as opposed to being inspired by business opportunities, it added.

Future prospects

There are many promising predictions for entrepreneurs in the near future. More coalitions will be formed among female associates, enabling the establishment of female business networks to flourish in the business world. In addition, the U.S. Census envisions that women entrepreneurs and female business networks will both remain dominant, comprising of over 50% of all business in the United States in the next several years. Many women entrepreneurs with home-based and service-related businesses will eventually shift to the

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information technology industry, making this once male-dominated commerce to be one of equal gender appeal. With progressive changes, the United States economy will refine itself to a financial system that will rely heavily on the internet and e-commerce for their business practices. Enterprises will also focus more on women-related issues and principles.

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