

.Research Article

Are Women The Dominant Entrepreneurs In Indonesia?

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Abstract:

Research evidence has confirmed that women entrepreneurship is crucial to the growth and development of national economies as well as the global economy. For example, the businesses that women own and manage in a country are a major source of employment for many youths. The aim of this systematic review of the literature was to determine whether there are more women entrepreneurs than men entrepreneurs in Indonesia. The relevant articles for the study were identified using a defined search strategy and predetermined inclusion and exclusion criteria. In the initial search, a total of 54,800 articles were found suitable for the review. Nevertheless, a further refined search identified a sample of 49 articles. Data were extracted from the included studies, and the following themes were identified: definition of entrepreneurship, male and female entrepreneurs, women entrepreneurs in Indonesia, the challenges facing Indonesian women entrepreneurs, the trend of women entrepreneurship in Indonesia, and the preference for informal business. The evaluation of the studies showed that in Indonesia, about 26% of women are actively involved in entrepreneurial activities. Moreover, it was also confirmed that approximately 60% of the micro-sized, small-sized, and medium-sized firms in the country are women-owned. Although there has been an increase in the number of female entrepreneurs in Indonesia, especially in the informal sector, this group still faces challenges such as discrimination, the gap in wages, and prejudice. Moreover, the survey also revealed that the majority of men entrepreneurs are found in the formal sector and are the owner of large modern businesses. It is suggested that to address the gender difference between the male and female entrepreneurs in both the formal and informal sectors of the economy, and the Indonesian government should develop and implement policies designed to empower women in different ways.

Keywords: Indonesian Women, Entrepreneurs, Business.

Introduction

The businesses owned by women make a substantial contribution to the growth of the economy. In particular, different studies confirm that this development has been achieved both at the national and global levels (Bliss & Garratt,2001; Roomi& Parrott,2008; Alam, 2011). The businesses owned and managed by female entrepreneurs, as it will be demonstrated later in this study, have become an important source of income for families. Research evidence suggests that the number of women enterprises in many parts of the world has increased

over time (Greene, 2003; Amatucci& Sohl, 2004; Constantinidis, 2006; Marlow, 2008; Niethammer, 2013). It is argued that women-owned businesses make up a considerable share of enterprises that create employment opportunities in many countries across different parts of the world. Therefore, to achieve the desired economic prosperity, governments across different parts of the world should be at the forefront of supporting these firms. Today, there is a consensus globally that women entrepreneurs play a critical role in promoting the growth of the economy (World Bank Indonesian

Collection, 2016). It is posited that as more economic opportunities emerge; a considerable number of women are becoming entrepreneurs. The World Bank Indonesian Collection (2016) acknowledges that in recent years, more women entrepreneurs have become key players in the world's economy, including the developing nations. Nevertheless, a significant proportion of the women entrepreneurs in the developing nations are still managing small and micro enterprises (SMEs) with the limited potential of achieving meaningful growth. According to the World Bank Indonesian Collection (2016), the majority of the women entrepreneurs manage firms in the informal sectors. Remarkably, gender gaps remain a significant problem that limits the efficient management of businesses. Whereas more women have access to education in the recent years, the majority of them still lack the necessary technical and vocational skills, and adequate experience to facilitate them to run large enterprises (World Bank Indonesian Collection, 2016). Moreover, the available evidence suggests that women have limited access to appropriate information communications technology (ICT) that is essential to the success of business in today's global market. Research evidence shows that women make up to 40% of the world's total labor force (Fahlevi, 2019). The researchers note that while the motivation to enter the labor market may not be the same from one individual to the other, women are becoming increasingly active in the labor market. Fahlevi (2019) also observes that many of women at the workplace are usually in the productive age, mostly single, and have never married. The authors argue that depending on the country's economic status, the majority of women in the labor market are found in the services and agriculture sectors. According to Ferrant (2014), a large number of women help to improve different aspects of the household, thereby making an implicit contribution to the growth of the economy. However, these efforts are often regarded as unpaid activities, and as a consequence, they are not included in the concept of output and economic contribution. Some of these unpaid activities that the women engage in include caring for the family, for instance, maintaining the household, taking care of the children, and preparing meals. In Indonesia, as is the case in many countries, more women are becoming entrepreneurs every year (Tambunan, 2017). Typically, many of these women

entrepreneurs operate micro and small enterprises (MSEs). Tambunan (2017) acknowledges that the number of women managing or owning medium and large enterprises (MLEs) in the country is quite small. The researcher explains that a survey of Indonesia's economic industry reveals that the majority of women are found in the services and trade sectors, a finding that is consistent with Fahlevi (2019) empirical observation. Notably, these Indonesian women entrepreneurs own or manage beauty salons, small shops, catering, boutiques, and food stalls (Tambunan, 2017). The author acknowledges that the women entrepreneurs in the rural parts of Indonesia are primarily petty traders found in the traditional market centers. It is essential to highlight that despite evidence suggesting that about one-third of entrepreneurs across the world are female, the available literature on development and entrepreneurship consists of comparatively few studies that have focused on women entrepreneurs (Della-Giusta & Phillips, 2006). Therefore, this necessitates the need for scholars to conduct more studies in order to bridge this gap in the literature. Notably, the present study is an effort to contribute to this neglected area of research. Although evidence is limited, a few studies have confirmed that there is an over-representation of women entrepreneurs in the traditional industries with harsher competition and quite a few growth opportunities (Della-Giusta & Phillips, 2006). According to the authors, it is only in recent years that policymakers are recognizing the importance of small enterprises in the growth and development of the economy. Nevertheless, these small businesses still face numerous challenges, especially in developing countries. For example, Anggadwita and Dhewanto (2016) observe that a competitive environment is one of the primary factors that are limiting women in Indonesia from starting a business. The researchers add that most of the women entrepreneurs in Indonesia feel that compared to their men counterparts, they have more leverage because they produce more competitive commodities in the market. Anggadwita and Dhewanto (2016) also acknowledge that the support from the government of Indonesia has no direct impact on their perceived behavioral control (PBC) to start a business. However, this assistance may have an effect on the level of competition in the market. Anggadwita and Dhewanto (2016) maintain that the Indonesian

government is not playing an important role in promoting women's entrepreneurial intentions. The aim of this paper is to examine whether or not women are the dominant entrepreneurs in Indonesia.

Research Methodology:

The present research adopted a systematic review of the literature approach because the method had the potential of facilitating the analysis of a large volume of related literature, providing the framework for the evaluation of the extent to which women entrepreneurs have dominated the Indonesian market. In particular, this empirical investigation was carried in five steps. First, the investigator identified and used the relevant keywords that would help to identify all the potentially suitable studies for the review. The following keywords were used to determine the scope of the survey: women, entrepreneurs, Indonesia, SMEs, MLEs, economy, growth, and male. Second, the selected keywords were used to search for suitable articles using the Google Scholar electronic database. Notably, the search was not limited to any specific timeline because, as mentioned earlier in the foregoing discussion, few studies have examined the concept of women entrepreneurship. In order to guarantee the quality of the review, only those articles published by reputable journals in the fields of business and development studies were included in the research. The search strategy involved both the manual and the electronic search. The Google Scholar electronic database was the main mechanism for identifying the appropriate studies. The search terms for the relevant articles included the use of the Boolean connectors "AND" and "OR," and where applicable, suitable spelling variations were adopted to increase the accuracy for identifying the articles. Subsequently, the aforementioned keywords were used as search strings to pinpoint the title of the articles. Third, the identified articles were screened based on their relevance to the present study and selected for inclusion. The researcher improved the efficiency of the screening by only reading the abstracts of the included articles. Fourth, the researcher identified and extracted the relevant data using a pre-determined form. Finally, the researcher analyzed the gathered data using the thematic analysis approach.

Results:

The initial search of the Google Scholar database yielded an estimated 54,800 articles. However, after refining the search terms, 63 articles with full text available were identified as relevant to the study. These articles were downloaded, and the abstracts for each study screened against the pre-determined criteria. A total of 14 articles were included from the study based on the exclusion criteria. In particular, those articles not written in English and did not focus on examining a particular aspect of women entrepreneurship were removed from the review. The elimination decreased the size of the sample to 49 articles. The extraction of data revealed the followed key themes: definition of entrepreneurship, male and female entrepreneurs, women entrepreneurs in Indonesia, the challenges facing Indonesian women entrepreneurs, the trend of women entrepreneurship in Indonesia, and the preference for informal business. These themes are discussed in detail in the following section.

Discussion

Definition Of Entrepreneurship:

Entrepreneurship is a common vocabulary in many debates, especially in discussions about development, innovation, and establishment of the business. Despite the widespread use of this concept, researchers are yet to agree on a precise definition of the term (Stevenson, 2000; Karlsson, 2004; Tan, 2005; Stevenson & Jarillo, 2007; Veeraraghavan, 2009; Allah & Nakhaie, 2011; Eisenmann, 2013). Nevertheless, several scholars have attempted to describe this term. For example, Davidson (2004) explains that entrepreneurship comprises of the various competitive behaviors that have a significant impact on the market process. An entrepreneur is an individual who provides the necessary capital for the business and is responsible for controlling and monitoring all the operations within the enterprise. In another study, Ducker (1985) defines entrepreneurship as the use of innovation to create value. An entrepreneur should focus on using business models that yield social benefits and have economic feasibility. Each of the perspectives that have been highlighted and explained in the foregoing discussion means that entrepreneurs have the potential of becoming influential members of society and may inspire both the present and future

generations. Researchers in the field of entrepreneurship is limited by the lack of a comprehensive theoretical framework for explaining the concept of entrepreneurship. Moreover, Sikalieh (2012) argues that the lack of a universal agreement on the definition of this term necessitates the need for scholars to offer a clear description of entrepreneurship when used in their work. It is argued that regardless of the fact that there is no precise definition of the concept of entrepreneurship, small businesses remain the cornerstone of a modern economy (Anderson, 2003; Thurik & Wennekers, 2004; Campbell Jr, 2006; Muske, 2007; Shaw, 2014). Entrepreneurship may be described as a dynamic process that has facilitated the creation of incremental wealth by people who take major risks with respect to professional commitment, equity, and time. The researcher in this study defined an entrepreneur as an individual who starts and runs a business for profit.

Male And Female Entrepreneurs:

Female entrepreneurs, as pointed out in the preceding discussion, contribute to the growth of the economy and create numerous employment opportunities. Verheul (2006) explains that female entrepreneurs also make an input to the entrepreneurial diversity in the process of economic development. The researchers acknowledge that male and female entrepreneurs have different profiles in the business environment. For example, these entrepreneurs often start and manage business ventures in diverse sectors, develop dissimilar products, have varied goals, and organize their enterprises in different ways (Verheul, 2006). Although female entrepreneurs play an important role in supporting the growth of a country's economy, there are still more male entrepreneurs than female entrepreneurs. A review of the available literature shows that studies that specifically focus on male/men entrepreneurship in Indonesia are not readily available. A huge volume of research is mainly centered on women entrepreneurship and gender issues (Asc Introduction

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and managed by female entrepreneurs, as it will be demonstrated later in this study, have become an important source of income for families. Research evidence suggests that the number of women enterprises in many parts of the world has increased over time (Greene, 2003; Amatucci & Sohl, 2004; Constantinidis, 2006; Marlow, 2008; Niethammer, 2013). It is argued that women-owned businesses make up a considerable share of enterprises that create employment opportunities in many countries across different parts of the world. Therefore, to achieve the desired economic prosperity, governments across different parts of the world should be at the forefront of supporting these firms. Today, there is a consensus globally that women entrepreneurs play a critical role in promoting the growth of the economy (World Bank Indonesian Collection, 2016). It is posited that as more economic opportunities emerge; a considerable number of women are becoming entrepreneurs. The World Bank Indonesian Collection (2016) acknowledges that in recent years, more women entrepreneurs have become key players in the world's economy, including the developing nations. Nevertheless, a significant proportion of the women entrepreneurs in the developing nations are still managing small and micro enterprises (SMEs) with the limited potential of achieving meaningful growth. According to the World Bank Indonesian Collection (2016), the majority of the women entrepreneurs manage firms in the informal sectors. Remarkably, gender gaps remain a significant problem that limits the efficient management of businesses. Whereas more women have access to education in the recent years, the majority of them still lack the necessary technical and vocational skills, and adequate experience to facilitate them to run large enterprises (World Bank Indonesian Collection, 2016). Moreover, the available evidence suggests that women have limited access to appropriate information communications technology (ICT) that is essential to the success of business in today's global market. Research evidence shows that women make up to 40% of the world's total labor force (Fahlevi, 2019). The researchers note that while the motivation to enter the labor market may not be the same from one individual to the other, women are becoming increasingly active in the labor market. Fahlevi (2019) also observes that many of women at the workplace are usually in the productive age,

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2006). Although female entrepreneurs play an important role in supporting the growth of a country's economy, there are still more male entrepreneurs than female entrepreneurs. A review of the available literature shows that studies that specifically focus on male/men entrepreneurship in Indonesia are not readily available. A huge volume of research is mainly centered on women entrepreneurship and gender issues (Ascher, 2012; Brush, 2014; Vossenber, 2013; Sarfaraz, 2014; Yadav & Unni, 2016). Therefore, it is relatively difficult for one to successfully perform a comparative analysis of women and men entrepreneurship in the country. The present research used a combination of the studies that have examined women and gender issues in entrepreneurship to draw appropriate inferences on the dominance of women entrepreneurs in Indonesia.

Women Entrepreneurs In Indonesia:

An evaluation of the available literature shows that few scholars have examined different aspects of women entrepreneurship in Indonesia. For example, Tambunan (2017) focused on examining the major motivations that have influenced Indonesian women to think about owning or managing business ventures and the major challenges of running these enterprises. The investigator acknowledges that many of the Indonesian women entrepreneurs start businesses because these ventures are a means of survival. Meanwhile, Tambunan (2017) also found out that one of the most serious constraints that the majority of the women entrepreneurs in Indonesia experience is limited access to finance. The researcher concludes that poverty and unemployment are also major factors that push many Indonesian women to carry out small businesses. Several studies suggest that women entrepreneurs are viewed as important players in the growth of the Indonesian economy (Verheul, 2006; Hani, 2012; Kartiwi & Gunawan, 2013; Babbitt, 2015; Sudarmanti & Longman, 2015). Therefore, there is a need for policymakers to formulate and implement policies that are specifically designed to support the women entrepreneurs in the country. Survey findings indicate that women entrepreneurs in Indonesia operate in a wide range of industries and this may be attributed to the fact that many of them deal with SMEs (Rita, 2019). The authors acknowledge that about 26% of Indonesian women are actively involved in entrepreneurial activities. The

implication of this empirical observation means that a considerable number of women in Indonesia, even though involved in running some form of business, do not make a meaningful contribution towards entrepreneurship. Nevertheless, the data is an indication that despite the unique challenges that Indonesian women are facing in the business environment, and which will be discussed later on in this study, they are determined to accomplish the desired success. It is imperative to highlight that whereas most of the women lack a university degree qualification, many of the women entrepreneurs in Indonesia are regarded as experienced and are capable of managing a business to generate a reasonable amount of profit (Rita, 2019). However, differences in gender roles between men and women have made productive women in Indonesia face a dilemma in the business world. Remarkably, Indonesians have certain gender customs that are considered traditional, for example, the women are expected to support their families and their families and husbands (Bettelheim & Nobles, 2009; Sim, 2009). The traditional culture of the Indonesians fosters the notion that women should stay at home and help in taking care of the family. Consequently, this perception has had a significant effect on the ability of many Indonesian women to take in entrepreneurial activities.

Although a significant proportion of the Indonesian women continue to face numerous challenges, research evidence suggests that the number of women entrepreneurs in the country is increasing. Anggadwita and Dhewanto (2016) observe that based on recent population estimates, Indonesia has a huge potential to develop meaningful entrepreneurship groups for women. According to the author, the creation of these groups can focus on empowering women and achieving social change in the country. As a result, this may contribute to a decrease in the poverty index, and at the same time, support Indonesia's economic development. Rostiani (2014) argues that apart from the entrepreneurs who are actively involved in commercial activities, the entrepreneurial trend in Indonesia is to establish a link between social values and to be creative. In this regard, it is proper for one to infer that innovation and social factors have a substantial impact on the motivation of women to own or manage a business. Entrepreneurship in the Indonesian context comprises

creative entrepreneurs, social entrepreneurs, and commercial entrepreneurs (Anggadwita & Dhewanto, 2016). Therefore, it is suggested that when examining the dominance of women entrepreneurs in the country, a researcher should also explore each of the mentioned contexts. Research evidence suggests that women own about 60% of the micro-sized, small-sized, and medium-sized firms in Indonesia (Hani, 2012). The implication of this research evidence is that compared to men entrepreneurs, women entrepreneurs are the dominant owners and managers of SMEs in Indonesia. Babbitt (2015) observes that many studies on female entrepreneurship in Indonesia have majorly focused on examining their trade activities in the informal sector as well as family businesses, emphasizing the role of a female entrepreneur in complementing her husband's income. The researchers add that the available evidence indicates that a large number of women often become entrepreneurs because they lack formal training or have low levels of education and have no competence to get jobs in the formal sector. Therefore, culture and individual characteristics such as the level of education and the culture of supporting spouses in family affairs are some of the factors that have motivated Women in Indonesia to own and manage businesses. The available research evidence indicates that the growth of women as owners or managers of businesses in Indonesia exhibits similar characteristics as the development of women entrepreneurship in several other developing nations (Tambunan, 2017). The author explains that compared to the men, women in Indonesia are several times less likely to own businesses, particularly in large size and with many workers. Tambunan (2017) also acknowledges that in Indonesia, there are men entrepreneurs than female entrepreneurs. The researcher further observes that in the last decade, the gap between male entrepreneurs and female entrepreneurs was about 30%, and in 2004, 2006, 2008, and 2010 this gap was estimated at 37%, 38%, 32%, and 34% respectively. Based on this data, it is clear that gender inequality in entrepreneurial activities remains a significant issue in Indonesia.

Challenges Facing Indonesian Women Entrepreneurs:

In their work, Fahlevi (2019) asserts that with the increased involvement of women in the labor market,

it is essential to ensure that women are offered equal opportunity and space to develop. The researchers contend that despite the contribution that women have made towards the growth of a country's economy, they still face several challenges at their place of work. According to Fahlevi (2019), there are three key challenges that women face at the workplace, namely: discrimination, the gap in wages, and prejudice. The authors contend that in today's world, there is no single country with a hundred percent gender equality status. Many societies still maintain and promote patriarchal culture and beliefs, and this has resulted in the emergence of prejudice against women (Stopler, 2005; Stopler, 2008; Valentine, 2014). Consequently, the bias has, in turn, limiting the growth of women in different spheres, including the business arena. Fahlevi (2019) acknowledges that in Indonesia, the common gender roles are regarded as normal customs that women must follow and experience in their daily lives. The author maintains that patriarchy remains a significant problem in Indonesia. Therefore, the culture of the Indonesians is an important factor that has impacted the dominance of women entrepreneurs in the country. Culture is described as a mix of beliefs, customs, and social practices that impact the worldview of individuals and groups (Donnelly, 1984; Maluleke, 2012; Rachmania, 2012). The authors acknowledge that a culture that comprises of a value system that is unique can inspire people to develop certain behaviors. It is imperative to highlight that when exploring issues concerning culture, it is crucial to perform different types of analyses at various levels, for example, social and historical. Indonesia has a diverse culture, and as a consequence, it is important for women entrepreneurs in the country to have the necessary competence in owning or managing a business enterprise. The country has various ethnic groups; for instance, the Javanese, coastal Malays, Madurese, and Sundanese (Indonesian, 2000; Rachmania, 2012). The geography of the area is a major factor that separates the various cultural and social groups in the country. Another important aspect that is worth acknowledging is that the culture of the Indonesian people has been influenced by many civilizations, such as Buddhism and Hinduism (Van Bruinessen, 1999; Rachmania, 2012). The succession factors in Indonesia have had a significant impact on the development of the family

business. As a predominantly patriarchal society, the general perception of a significant fraction of the Indonesian population believes that women lack the necessary skills to manage a business enterprise. It is posited that this widespread perception has also impacted the motivation of women to take part in business activities, as many of them think that their role in society is to manage domestic chores and to take care of the family. Tambunan (2017) asserts that in Indonesia, becoming an entrepreneur remains predominantly man culture, particularly in large modern firms. Therefore, it is conclusive from this research observation that in the Indonesian context, men entrepreneurs are concentrated in large companies, whereas the majority of the women entrepreneurs in the country operate small businesses.

The Trend of Women Entrepreneurship in Indonesia:

Indonesia is one top five countries with the highest population in the world and is ranked third in Asia (Hani, 2012). The researchers acknowledge that the sharp rise in the number of people could yield negative consequences in the nation, for example, economic and employment problems. In particular, the economic challenges in the country are assessed based on the per capita of the Indonesians, which is quite low when compared to other nations. Hani (2012) also acknowledges that the high rate of unemployment in Indonesia contributes to the worsening of the economy. According to the authors, Indonesian women make up the dominant group that is experiencing significant challenges in terms of unemployment, and this is attributed to limited access to education and discrimination at the workplace. It is suggested that there is a need for the Indonesian government to develop and implement affirmative action's that will help women to have equal access to various opportunities like their men counterparts. Moreover, Hani (2012) explains that compared to their men counterparts, Indonesian women are often given lower salaries. Remarkably, discrimination is one of the major socio-economic challenges that many of the Indonesian women face in their daily lives. It is imperative to outline that SMEs are the backbone of many European countries because they help to develop entrepreneurial innovation and a critical source of jobs in the EU (Hani, 2012). Consequently, these enterprises are essential in

promoting competitiveness across different parts of Indonesia. SMEs in Indonesia are increasingly becoming important drivers of the Indonesian economy. Notably, women in Indonesia have, in recent years, started achieved considerable success not only in their occupations but in business as well (Hani, 2012). The researchers explain that women have become increasingly innovative, thereby establishing highly competitive small enterprises. The modern business environment has become increasingly competitive due to several factors, for example, advancement in technology and entry of players in the industry. Consequently, to survive in this type of market and to acquire a significant market share, businesses have to develop innovative products and strategies. Women entrepreneurs seem to recognize the importance of developing novel products that best match the needs of their target consumers and this why most of them feel confident that they are capable of competing with their male counterparts. In their study, Hani (2012) concludes that women entrepreneurs in Indonesia have different types of attributes that fall into several clusters. These women consider themselves capable of striking a balance between their professional occupations and their family. Hani and (2012)Rachmania (2012) argue that this is no unexpected because traditionally, family in Indonesia is an important source of financial and economic support for many of its members. Another notable feature that is characteristic of the Indonesian women entrepreneurs is that their educational level is relatively high, with the majority of them possessing a bachelor status. Hani (2012) also acknowledges that women entrepreneurs in Indonesia have high financial independence when it comes to managing their businesses. Notably, this autonomy is essential to the success of the business because it gives the power to make important decisions within the organizations. For instance, these women have the ability to abruptly change their business model to meet the current customer needs.

The Preference For Informal Business:

The informal sector is an essential source of employment and income in many developing countries. According to Babbitt (2015), there are many factors that can influence an entrepreneur to open and informal enterprise instead of a formal one.

A significant number of entrepreneurs often chose the informal sector merely because of the structural benefits based on their religion, gender, ethnicity, level of education, income level, and education. Babbitt (2015) observes that across different parts of the world, gender discrimination has resulted in women exploring the normal sector for feasible opportunities that will enable them to generate income. If the government imposes strict regulatory barriers to accessing credit or establishing a formal establishment, many people will tend to prefer the informal sector. It is worth noting that although informal businesses have certain benefits, the informality may have a negative impact on an entrepreneur's potential to make a profit, and at the same time, it can weaken a company's competitive edge. Many of the highly competitive firms often operate in the formal sector and tend to enjoy this status because many people trust their products and services. There is a widespread perception that formal companies have complied with all the relevant regulations. Therefore, their products and services are of higher quality than those offered by firms in the informal sector. The available research evidence suggests that the informal sector has appropriate features that best match the needs of female entrepreneurs because it offers them a great deal of flexibility, for example, the distance from home to the workplace and working hours (Babbitt, 2015). As highlighted earlier in the foregoing discussion, the majority of women entrepreneurs in Indonesia and many other developing countries are mainly involved in trade-based activities. Notably, many of these types of small trades can best be offered by SMEs in the informal sector. The size or type of enterprise selected, the lower education level, and family responsibilities are often some of the reasons why women entrepreneurs prefer opening a business in the informal sector. Remarkably, these factors help to explain why Indonesian women entrepreneurs have a bias toward owning and managing SMEs in the informal sector.

Conclusion and Recommendations:

A review of literature on entrepreneurship and development shows that many researchers have focused on examining issues such as gender, with more emphasis on women. Notably, few studies have particularly explored the various facets of men entrepreneurship. As a result, comparative analysis

between women and men entrepreneurship is limited to evaluating the evidence concerning gender in entrepreneurial motivation and constraints. In the present study, it has been established that women entrepreneurship in Indonesia is an important pillar that supports the growth of the country's economy and is a significant source of employment for many youths. The available data shows that the number of women entrepreneurs establishing and managing businesses is increasing. However, these innovative women still face certain barriers that have limited their ability to compete favorably with their male counterparts. In particular, culture and low levels of education are some of the factors that have impeded the majority of Indonesian women from starting and running a business. It is imperative to highlight that Indonesia is mainly a patriarchal society. Many Indonesians believe that the role of a woman is to take care of the family and manage domestic activities. Therefore, when a woman owns or manages a business enterprise, the majority of the locals seem to question her ability to achieve a balance between work and family responsibilities. A significant fraction of the micro-sized, medium-sized, and small-sized firms in Indonesia are owned and managed by women entrepreneurs. Most of the large-sized and modern companies in the country are owned by men entrepreneurs. It is argued that the lower levels of education, and the cultural expectation that women should take care of the family are significant elements that motivated most Indonesian women to establish businesses in the informal sector. The findings of this study suggest that in Indonesia, women entrepreneurs dominate the informal sector, whereas the men entrepreneurs are predominant players in the formal sector. It is recommended that to effectively address the gender difference between the male and female entrepreneurs in both the formal and informal sectors of the economy, the Indonesian government should formulate and adopt policies designed to empower women in various ways. For example, the government should establish measures that will ensure that more girls and women have access to quality and affordable education. The relevance of this strategy is that it will help Indonesian women to become more innovative in the business world, thereby competing favorably with the men entrepreneurs. It is also recommended that to improve the current understanding of the dominance of

women entrepreneurs, and future research should focus on examining the status of men entrepreneurship in Indonesia. These types of studies will provide the necessary data that can be used to perform a comparative analysis between these two groups of entrepreneurs in the country.

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