R E V E N U E
Review of Management, Accounting, and Business Studies
Published by:
International Office, Universitas Pendidikan Nasional, Jalan Bedugul No. 39, Sidakarya, Denpasar, Bali, Indonesia
Email: journal.revenue@undiknas.ac.id Website: https://journal.undiknas.ac.id/index.php/REVENUE
p-ISSN : 2723-4584
e-ISSN : 2962-4819

Scale Development for Measuring the Inclusiveness of Entrepreneurship Among Women

Saranya Senthilnathan[1], Chandrasekar Kaliyaperumal[2]

ABSTRACT

This study develops and validates a multidimensional scale to measure inclusiveness in women's entrepreneurship, with a focus on marginalized and rural women entrepreneurs in Tamil Nadu, India. Grounded in the Capability Approach and Institutional Theory, the study adopts a rigorous two-stage methodology comprising scale development through an extensive literature review followed by empirical validation using data from 376 women entrepreneurs. Exploratory and Confirmatory Factor Analyses identify four dimensions of inclusiveness: financial inclusion, technological inclusion, managerial inclusion, and marketing inclusion. The results confirm strong reliability, convergent validity, and discriminant validity of the measurement model. Among the four dimensions, technological and marketing inclusion emerge as the most influential, indicating the critical importance of digital access and market connectivity in strengthening women-led enterprises. The validated scale provides a robust diagnostic instrument for researchers, policymakers, and development practitioners to evaluate the effectiveness of entrepreneurial support systems and government interventions. The study contributes to the literature by operationalizing inclusiveness as a multidimensional construct and offers an empirically validated measurement tool suitable for developing country contexts. It further supports the formulation of gender-responsive and regionally inclusive policies aimed at enhancing entrepreneurial growth and socio-economic development.

Keywords: Inclusiveness, Women Entrepreneurship, Financial Inclusion, Technological Inclusion, Entrepreneurial Ecosystem, Government Schemes, Scale Development

Affiliation
[12]Alagappa Institute of Management, Alagappa University
Karaikudi, Tamil Nadu, India
Email: saranyasphd@alagappauniversity.ac.in
chandrasekark@alagappauniversity.ac.in

INTRODUCTION

Women's participation in entrepreneurship has emerged as a critical driver of economic development, social inclusion, and sustainable growth. Across both developed and developing economies, women-owned enterprises contribute significantly to employment generation, innovation, and community advancement. In addition to fostering regional development and poverty reduction, women entrepreneurs play a vital role in promoting social equity and inclusive economic progress. However, despite their increasing contribution, women's entrepreneurial participation continues to be constrained by persistent financial, structural, social, and institutional barriers that limit their access to resources, restrict business growth, and affect long-term sustainability (Hasan et al., 2023; Garu & Dash, 2024; Nafees et al., 2025).

In response to these challenges, the concept of inclusive entrepreneurship has gained considerable attention in academic and policy discourse. Inclusive entrepreneurship emphasizes the creation of equitable opportunities by ensuring access to financial resources, knowledge, institutional support, networks, and market linkages for marginalized groups, particularly women (Cukier & Chavoushi, 2020; Cukier et al., 2022; Sarhan & Ab. Aziz, 2023). Such inclusiveness is essential for reducing gender disparities, enhancing economic participation, and fostering resilient entrepreneurial ecosystems (Dörffel & Schuhmann, 2022; Sénit et al., 2022). Empirical

evidence further suggests that inclusive environments significantly improve entrepreneurial performance, innovation capacity, and resilience among women-led enterprises (Josten & Lordan, 2024; Vargas-Zeledon & Lee, 2025).

Although inclusiveness is often used interchangeably with related constructs such as empowerment, access, and participation, it represents a broader and more integrative concept. Empowerment primarily focuses on enhancing individual agency and decision-making capacity, while access refers to the availability of resources, and participation denotes involvement in economic activities. In contrast, inclusiveness encompasses not only access and participation but also effective utilization of resources, capability development, institutional support, and equitable outcome realization (Aliyev, 2021; Cunningham, 2023). Thus, inclusiveness reflects the extent to which women entrepreneurs can meaningfully engage in and benefit from entrepreneurial ecosystems.

Entrepreneurial inclusiveness is inherently multidimensional, incorporating financial, technological, managerial, and marketing dimensions. Financial inclusion facilitates access to banking services, credit facilities, and digital financial platforms, thereby strengthening economic participation and reducing vulnerability (Bhatia & Dawar, 2024; Koomson et al., 2020; Kumari et al., 2025). Technological inclusion enhances digital literacy, access to ICT tools, and innovation capabilities, which are increasingly essential in the digital economy (Amelia et al., 2025; Kong et al., 2024). Managerial inclusion improves leadership skills, entrepreneurial competencies, and strategic decision-making, contributing to business sustainability and performance (Henry et al., 2024; Orser et al., 2025). Marketing inclusion enables access to networks, market linkages, and promotional platforms, thereby enhancing competitiveness and growth potential (Birdthistle et al., 2022; Earl et al., 2023). These interconnected dimensions collectively shape the growth trajectory and sustainability of women-led enterprises in dynamic and competitive environments (Isakova & Stroila, 2025; Lestari et al., 2025).

Despite the growing body of literature on inclusive entrepreneurship, existing research predominantly focuses on individual dimensions such as financial access, digital inclusion, or managerial capability. This fragmented approach limits a comprehensive understanding of how these dimensions interact and collectively influence inclusiveness. Furthermore, there is a lack of a unified and empirically validated measurement framework that captures the multidimensional nature of inclusiveness, thereby restricting the ability of researchers and policymakers to systematically evaluate policy effectiveness and identify critical gaps (Hameed et al., 2023; Cheung et al., 2024).

Therefore, this study aims to develop and validate a comprehensive multidimensional scale for measuring the inclusiveness of women's entrepreneurship by integrating financial, technological, managerial, and marketing dimensions into a unified framework. By doing so, the study contributes to both theoretical advancement and empirical measurement by offering a robust tool for assessing inclusiveness. Additionally, the proposed framework provides practical insights for policymakers and development practitioners to evaluate government interventions and design targeted strategies that promote inclusive, equitable, and sustainable entrepreneurial ecosystems.

LITERATURE REVIEWS

Conceptual Foundations of Inclusiveness

Inclusiveness is widely recognized as a multidimensional construct encompassing socio-economic, institutional, and governance perspectives. It reflects equitable participation, fair access to opportunities, and balanced distribution of resources across individuals and groups, thereby influencing social interaction and development outcomes (Josten & Lordan, 2024; Josten & Lordan, 2025; Dörffel & Schuhmann, 2022). In recent economic development literature, inclusiveness is increasingly associated with equitable growth, social mobility, and participatory governance systems that enhance transparency and accountability (Sénit et al., 2022; Bhatia & Dawar, 2024; Kumari et al., 2025). Although inclusiveness is often used interchangeably with empowerment, access, and participation, recent scholarship distinguishes these constructs. Empowerment refers to individual agency and decision-making capacity, access relates to availability of resources, and participation denotes involvement in activities. In contrast, inclusiveness represents a broader integrative construct that combines these elements with capability enhancement, institutional support, and equitable outcome realization, thereby offering a more comprehensive understanding of socio-economic engagement (Aliyev, 2021; Cunningham, 2023; Vargas-Zeledon & Lee, 2025). Furthermore, inclusiveness is increasingly shaped by digital and institutional environments. Digital platforms, governance systems, and organizational structures significantly influence communication, collaboration, and equitable participation across socio-economic systems (Cutler et al., 2021; Hosseinkashi et al., 2024; Amelia et al., 2025; Kong et al., 2024).

Inclusiveness in Entrepreneurial Ecosystems

Within entrepreneurial ecosystems, inclusiveness emphasizes equitable access to financial, institutional, and knowledge-based resources for women and marginalized groups. Entrepreneurial participation is strongly shaped by institutional environments, socio-cultural norms, and policy frameworks (Sarhan & Ab. Aziz, 2023; Hameed et al., 2023; Isakova & Stroila, 2025). Inclusive entrepreneurship is increasingly recognized as a mechanism to reduce structural inequalities by enhancing entrepreneurial capabilities and fostering innovation-led growth (Chaudhry et al., 2025; Lestari et al., 2025). Empirical studies highlight the importance of entrepreneurship education, mentorship, and network access in improving women's entrepreneurial competencies and business sustainability (Henry et al., 2024; Orser et al., 2025; Cukier et al., 2022). Recent research further emphasizes the role of digitalization and innovation ecosystems in enabling women entrepreneurs to overcome structural barriers and improve market participation and performance outcomes (Hasan et al., 2023; Kong et al., 2024; Ndione et al., 2024).

Dimensions of Inclusiveness in Women Entrepreneurship

Inclusiveness in women's entrepreneurship is a multidimensional construct comprising financial, managerial, marketing, and technological dimensions that collectively influence entrepreneurial participation and sustainability. Financial inclusion refers to access to banking services, credit facilities, microfinance, and digital financial platforms, which enhance business development and economic empowerment (Koomson et al., 2020; Kumari et al., 2025; Peter et al., 2025). Government initiatives and financial literacy programs further strengthen entrepreneurial outcomes (Garu & Dash, 2024). Managerial inclusion focuses on leadership development, decision-making capabilities, and entrepreneurial competencies. Training, mentorship, and institutional support significantly enhance managerial effectiveness and long-term business sustainability (Henry et al., 2024; Chaudhry et al., 2025; Orser et al., 2025). Marketing inclusion enables access to markets, networks, and digital promotional platforms. Business ecosystems and digital tools enhance visibility, competitiveness, and growth opportunities for women entrepreneurs (Birdthistle et al., 2022; Earl et al., 2023; Vargas-Zeledon & Lee, 2025). Technological inclusion supports digital participation, innovation, and access to information. Although digital platforms and fintech solutions facilitate entrepreneurial growth, disparities in digital literacy and infrastructure remain significant barriers (Amelia et al., 2025; Kong et al., 2024; Cutler et al., 2021).

Existing literature recognizes the importance of financial, managerial, marketing, and technological dimensions in women's entrepreneurship. However, most studies examine these dimensions independently, resulting in a fragmented understanding of inclusiveness. Although recent research acknowledges the importance of inclusive entrepreneurial ecosystems, limited attention has been given to integrating these dimensions into a unified empirical framework (Sarhan & Ab. Aziz, 2023; Hameed et al., 2023; Lestari et al., 2025). More importantly, there is a lack of validated multidimensional measurement scales that systematically capture inclusiveness in women's entrepreneurship. This limitation restricts the ability of researchers and policymakers to evaluate entrepreneurial ecosystems and assess the effectiveness of government interventions (Chaudhry et al., 2025; Isakova & Stroila, 2025). To address this gap, the present study develops and validates a multidimensional scale integrating financial, managerial, marketing, and technological inclusion, thereby contributing to theoretical advancement and providing a robust tool for policy evaluation in women's entrepreneurship.

Theoretical Background

The study of women's entrepreneurship and inclusive participation is grounded in multiple theoretical perspectives that explain economic behavior, social equity, and institutional support mechanisms. Integrating these perspectives provides a comprehensive understanding of how resources, capabilities, institutional structures, and ecosystem dynamics collectively shape inclusiveness in entrepreneurial participation.

Social Inclusion Theory

Social Inclusion Theory emphasizes equitable participation of individuals and groups in economic and social systems, while highlighting structural and institutional barriers experienced by marginalized populations, particularly women (Silver, 2022; Sénit et al., 2022). In entrepreneurship contexts, this theory underscores the need for enabling environments that ensure equitable access to resources, opportunities, and institutional support systems. This perspective aligns with the conceptualization of inclusiveness as equitable participation within entrepreneurial ecosystems (Josten & Lordan, 2024; Cukier et al., 2022).

Resource-Based View (RBV)

The Resource-Based View (RBV) explains how access to valuable, rare, and strategically important resources leads to sustained competitive advantage (Barney, 1991). For women entrepreneurs, such resources include

financial capital, managerial expertise, market access, and technological capabilities. Inclusive environments that enhance access to these resources strengthen entrepreneurial performance, innovation capacity, and long-term sustainability. This theoretical lens supports the multidimensional structure of inclusiveness adopted in this study (Henry et al., 2024; Orser et al., 2025; Birdthistle et al., 2022).

Human Capital Theory

Human Capital Theory highlights the role of education, skills, experience, and learning in improving productivity and entrepreneurial success (Becker, 1993). In the context of women entrepreneurship, investments in training, mentorship, and digital literacy significantly enhance managerial capability and decision-making effectiveness. This theory justifies the inclusion of managerial and technological dimensions as core components of entrepreneurial inclusiveness (Paravastu & Paravastu, 2023; Orser et al., 2025; Dhiman et al., 2026).

Institutional Theory

Institutional Theory emphasizes the influence of formal and informal institutions on entrepreneurial behavior and outcomes (Scott, 2008). Policy frameworks, financial inclusion initiatives, and socio-cultural norms significantly shape women's access to entrepreneurial opportunities and resources. Supportive institutional mechanisms reduce structural barriers and foster inclusive entrepreneurial environments, thereby enabling sustainable enterprise development (Hameed et al., 2023; Isakova & Stroila, 2025; Garu & Dash, 2024).

Entrepreneurial Ecosystem Theory

Entrepreneurial Ecosystem Theory conceptualizes entrepreneurship as a system of interconnected actors, including institutions, markets, financial systems, and support organizations (Stam, 2015). Inclusive ecosystems provide integrated support through access to finance, knowledge, networks, and technological infrastructure. This perspective reinforces the multidimensional nature of inclusiveness and justifies integrating financial, managerial, marketing, and technological dimensions (Sarhan & Ab. Aziz, 2023; Hameed et al., 2023; Birdthistle et al., 2022).

Integration of Theoretical Perspectives

Collectively, these theoretical perspectives provide a unified foundation for understanding inclusiveness in women's entrepreneurship. Social Inclusion Theory and Human Capital Theory emphasize equitable access and capability development, while the Resource-Based View highlights the strategic importance of resource availability for entrepreneurial performance. Institutional Theory explains how policy and socio-cultural environments shape access and participation, and Entrepreneurial Ecosystem Theory integrates these elements into a systemic view of entrepreneurship. When combined, these perspectives justify the conceptualization of inclusiveness as a multidimensional construct rather than a single-dimensional attribute. Accordingly, financial, managerial, marketing, and technological inclusion are positioned as interdependent components of a broader inclusive entrepreneurial ecosystem. This theoretical integration provides a strong foundation for the development and validation of the proposed measurement scale for women's entrepreneurial inclusiveness.

Empirical Background

Empirical research on women's entrepreneurship consistently highlights that entrepreneurial success is determined by multidimensional inclusion comprising financial, managerial, marketing, technological, and institutional factors. These dimensions jointly influence women entrepreneurs' ability to access resources, develop capabilities, and sustain business performance in diverse economic environments.

Financial Inclusion and Women Entrepreneurship

Financial inclusion is widely recognized as a key driver of women's entrepreneurial participation and sustainability. Access to formal financial services, microfinance, and digital banking systems enhances income stability and enterprise growth, particularly in developing economies (Koomson et al., 2020; Kumari et al., 2025; Mohamud & Mohamed, 2023). Recent studies further highlight that fintech and digital financial systems improve credit accessibility and financial efficiency, thereby expanding entrepreneurial opportunities for women (Peter et al., 2025; Ndione et al., 2024). However, persistent gender disparities in financial literacy and access continue to constrain entrepreneurial expansion, especially in rural and developing contexts (Rashid & Ratten, 2020; Nafees et al., 2025; Hasan et al., 2023).

Managerial and Human Capital Inclusion

Empirical evidence confirms that managerial capability and human capital development are critical determinants of entrepreneurial success. Entrepreneurship training, mentorship, and skill development programs significantly

enhance leadership capacity, decision-making ability, and business sustainability among women entrepreneurs (Henry et al., 2024; Orser et al., 2025; Paravastu & Paravastu, 2023). Institutional learning environments and entrepreneurship education further contribute to reducing gender disparities in entrepreneurial performance (Cukier et al., 2022; Henry et al., 2024). These findings emphasize the importance of structured capability development in inclusive entrepreneurial ecosystems (Hameed et al., 2023; Orser et al., 2025).

Marketing and Networking Inclusion

Marketing inclusion plays a significant role in improving market access, visibility, and competitiveness of women-owned enterprises. Studies indicate that access to business networks, supply chains, and digital marketing platforms enhances entrepreneurial performance and market expansion (Birdthistle et al., 2022; Earl et al., 2023). Inclusive entrepreneurial ecosystems facilitate stronger networking opportunities, enabling women entrepreneurs to overcome structural barriers and expand their customer base (Zhou et al., 2024; Vargas-Zeledon & Lee, 2025).

Technological and Digital Inclusion

Technological inclusion has emerged as a transformative factor in modern entrepreneurship. Digital platforms, ICT tools, and fintech ecosystems enhance productivity, innovation capacity, and market participation among women entrepreneurs (Amelia et al., 2025; Cutler et al., 2021; Kong et al., 2024). Furthermore, digital literacy and access to innovation infrastructure significantly reduce gender-based disparities in entrepreneurial engagement (Ndione et al., 2024; Amelia et al., 2025). However, unequal access to digital resources remains a persistent barrier in developing contexts.

Policy and Institutional Support

Empirical studies highlight the critical role of government policies and institutional frameworks in promoting inclusive entrepreneurship. Financial inclusion programs, entrepreneurship training initiatives, and innovation support policies significantly enhance women's entrepreneurial outcomes (Garu & Dash, 2024; Perrin, 2023; Sukarnoto et al., 2023).Moreover, institutional ecosystems that integrate financial, technical, and market support contribute to long-term sustainability and entrepreneurial growth (Isakova & Stroila, 2025; Sarhan & Ab. Aziz, 2023).

Research Gap and Synthesis

Although existing literature recognizes the importance of multiple inclusion dimensions, most studies examine financial, managerial, marketing, and technological factors in isolation. This fragmented approach limits a holistic understanding of how these dimensions interact within entrepreneurial ecosystems. Furthermore, there is a lack of validated multidimensional measurement scales that integrate these constructs into a unified framework (Pham & Saner, 2024; Hameed et al., 2023; Cheung et al., 2024). This restricts the ability of policymakers and researchers to assess inclusiveness comprehensively. To address this gap, the present study develops and validates a multidimensional scale integrating financial, managerial, marketing, and technological inclusion. This framework provides a systematic tool for evaluating women's entrepreneurial inclusiveness and contributes to evidence-based policy formulation.

Research Gap

Despite the growing literature on women's entrepreneurship and inclusive entrepreneurial ecosystems, significant gaps remain in understanding and measuring the multidimensional nature of inclusiveness. Existing studies have primarily focused on isolated dimensions such as financial access (Koomson et al., 2020; Kumari et al., 2025; Mohamud & Mohamed, 2023), managerial competencies (Henry et al., 2024; Orser et al., 2025; Paravastu & Paravastu, 2023), market participation (Birdthistle et al., 2022; Earl et al., 2023; Zhou et al., 2024), and technological inclusion (Amelia et al., 2025; Kong et al., 2024; Cutler et al., 2021; Ndione et al., 2024). This fragmented approach limits a holistic understanding of how these dimensions interact to influence women's entrepreneurial outcomes, including innovation and sustainability (Hameed et al., 2023; Sarhan & Ab. Aziz, 2023; Lestari et al., 2025). Moreover, existing empirical evidence is largely context-specific and fragmented, restricting the generalizability of findings across diverse socio-economic environments (Rashid & Ratten, 2020; Nafees et al., 2025; Hasan et al., 2023). Although policy and institutional interventions have been widely recognized as important enablers of women's entrepreneurship (Garu & Dash, 2024; Perrin, 2023; Isakova & Stroila, 2025; Sukarnoto et al., 2023), there is still a lack of integrated empirical frameworks that assess inclusiveness in a multidimensional manner. Most critically, no widely validated measurement scale exists that consolidates financial, managerial, marketing, and technological inclusion into a unified construct. While some studies propose indicators or partial frameworks (Hameed et al., 2023; Pham & Saner, 2024; Cheung et al., 2024), these remain fragmented and context-limited. This limitation restricts systematic evaluation of entrepreneurial ecosystems and

policy effectiveness. Addressing this gap, the present study develops and validates a multidimensional scale of women's entrepreneurial inclusiveness, contributing to both theoretical advancement and practical policy evaluation.

Figure 1 illustrates the multidimensional construct of inclusiveness in women's entrepreneurship, integrating financial, managerial, marketing, and technological dimensions. These interconnected dimensions collectively influence entrepreneurial performance, innovation capacity, and long-term business sustainability. The framework highlights how inclusive entrepreneurial ecosystems facilitate equitable access to resources, capability development, and market participation, thereby enabling women entrepreneurs to effectively engage in and benefit from entrepreneurial activities.

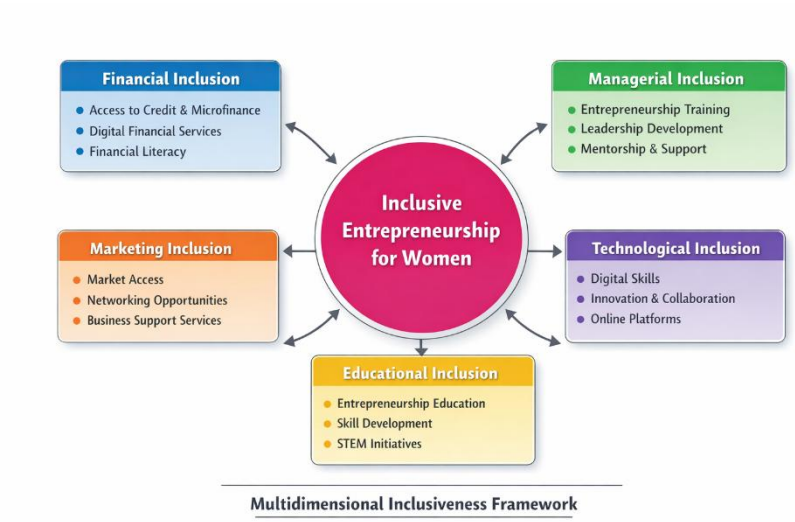

FIGURE 1. Conceptual Framework

Source: Primary Data

Objectives of the Study

The primary objective of this study is to examine the multidimensional nature of inclusiveness in women's entrepreneurship by integrating financial, managerial, marketing, and technological dimensions into a unified framework. Specifically, the study aims to analyze the role of financial inclusion in enhancing women's entrepreneurial participation and economic empowerment, and to assess how managerial inclusion contributes to leadership development, decision-making effectiveness, and business sustainability. In addition, it seeks to evaluate the impact of marketing inclusion on market access, networking opportunities, and enterprise growth, as well as the contribution of technological inclusion to digital participation, innovation, and entrepreneurial competitiveness. Furthermore, the study aims to develop and validate a multidimensional scale for measuring inclusiveness in women's entrepreneurship and to propose a comprehensive framework that can support policymakers and practitioners in strengthening inclusive entrepreneurial ecosystems and promoting equitable participation among women entrepreneurs.

METHODS

This study adopted a proportionate stratified random sampling technique to ensure representative coverage of women entrepreneurs across the selected study regions. The sampling frame consisted of women entrepreneurs from Sivaganga and Ramanathapuram districts of Tamil Nadu. According to official district records, Sivaganga district had 2,223 women entrepreneurs, while Ramanathapuram district had 743, resulting in a total population of 2,966 respondents.

The sample allocation was determined using proportionate stratification based on the population distribution of each district. Accordingly, Sivaganga district constituted approximately 75% of the total population, while

Ramanathapuram accounted for 25%. Based on this proportional allocation, respondents were selected to ensure representativeness across both districts. Within each stratum, respondents were selected using simple random sampling, ensuring equal probability of selection for all individuals within their respective groups. Thus, the study follows a proportionate stratified random sampling design with random selection within strata.

A total of 400 questionnaires were distributed, of which 384 responses were received, yielding a response rate of 96%. After data screening and removal of incomplete responses, 376 valid responses were retained for final analysis. The study examines the inclusiveness of women's entrepreneurship across four dimensions: financial, managerial, marketing, and technological inclusion.

Data were collected using a structured questionnaire comprising both nominal and ordinal scale items. Nominal variables captured demographic characteristics such as age, educational qualification, income level, and type of business activity. Perceptions related to inclusiveness were measured using a five-point Likert scale ranging from "Strongly Disagree" to "Strongly Agree." This measurement approach is widely accepted in social science research for assessing multidimensional constructs with reliability and consistency (Kumar, 2023; Sharma, 2023).

TABLE 1. Sample Selection Criteria

District	Total No. of Women Entrepreneurs	Proportionate Sample Size	Questionnaires Distributed	Questionnaires Received	Questionnaires Accepted
Sivaganga	2,223	300	300	295	292
Ramanathapuram	743	100	100	89	84
Total	**2,966**	**400**	**400**	**384**	**376**

Source: Primary Data

Second-Order Confirmatory Factor Analysis and Convergent Validity

A second-order Confirmatory Factor Analysis (CFA) was conducted to validate the multidimensional structure of inclusiveness in women's entrepreneurship. In the hierarchical model, Financial Inclusion, Technological Inclusion, Managerial Inclusion, and Marketing Inclusion were specified as first-order constructs loading onto the higher-order latent construct, namely Inclusiveness of Government Schemes. This approach enables the examination of how multiple dimensions collectively form a unified construct while accounting for their interrelationships (Hair et al., 2021; Sarstedt et al., 2021). Convergent validity of the higher-order construct was assessed using standardized factor loadings, Composite Reliability (CR), and Average Variance Extracted (AVE). The standardized loadings of the first-order constructs on the higher-order factor exceeded the recommended threshold of 0.70, with Financial Inclusion (0.819), Technological Inclusion (0.869), Managerial Inclusion (0.787), and Marketing Inclusion (0.828), indicating strong contributions of each dimension to the overall construct. The CR value of 0.896 exceeded the minimum recommended level of 0.70, confirming strong internal consistency. Similarly, the AVE value of 0.826 surpassed the acceptable threshold of 0.50, indicating that the construct explains a substantial proportion of variance in its indicators. These results confirm adequate convergent validity and reliability of the measurement model (Hair et al., 2021; Cheung et al., 2023).

Discriminant Validity of the Measurement Model

Discriminant validity was evaluated using the Fornell–Larcker criterion to ensure that Financial Inclusion (FI), Technological Inclusion (TI), Managerial Inclusion (MANI), and Marketing Inclusion (MARI) are empirically distinct constructs. The square root of AVE (√AVE) for each construct exceeded its corresponding inter-construct correlations. Specifically, √AVE values for FI (0.83), TI (0.77), MANI (0.81), and MARI (0.80) were higher than their respective correlation coefficients. These results confirm that each construct captures unique variance and is conceptually distinct, thereby establishing adequate discriminant validity (Hair et al., 2021; Cheung et al., 2023).

Measurement Model Fit

The overall model fit of the hierarchical CFA was assessed using multiple goodness-of-fit indices. The Chi-square to degrees of freedom ratio (CMIN/DF = 2.219) indicated acceptable model parsimony within the recommended range of 1–5 (Hair et al., 2021; Sarstedt et al., 2021). The Root Mean Square Error of Approximation (RMSEA = 0.053) indicated a good model fit, being below the threshold of 0.08. The Goodness-of-Fit Index (GFI = 0.902) and Adjusted Goodness-of-Fit Index (AGFI = 0.837) exceeded acceptable cut-off values, indicating adequate

model adequacy. Furthermore, the Comparative Fit Index (CFI = 0.918) demonstrated strong incremental fit compared to the null model. These results align with established structural equation modeling guidelines (Hair et al., 2021; Cheung et al., 2023), confirming that the proposed hierarchical CFA model exhibits strong structural validity.

The figure 2 illustrates the second-order CFA model, where Financial Inclusion, Technological Inclusion, Managerial Inclusion, and Marketing Inclusion act as first-order constructs loading onto the higher-order construct of inclusiveness.

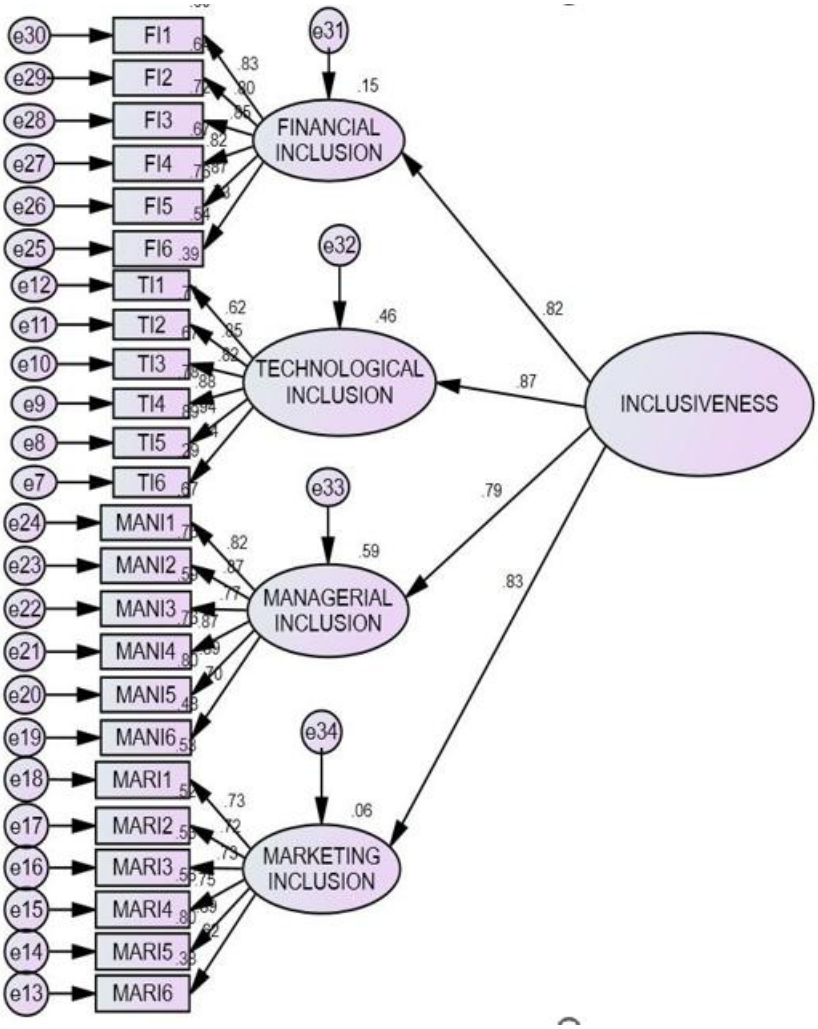

FIGURE 2. Confirmatory Factor Analysis (CFA) Measurement Model

Source: Primary Data

The second-order Confirmatory Factor Analysis (CFA) diagram illustrates the hierarchical structure of inclusiveness in women's entrepreneurship, where Financial Inclusion, Technological Inclusion, Managerial Inclusion, and Marketing Inclusion function as first-order constructs loading onto the higher-order construct of *Inclusiveness*. All standardized path coefficients exceed the recommended threshold of 0.70, confirming strong convergent validity and indicating that each dimension significantly contributes to the overall construct (Hair et al., 2021; Cheung et al., 2023). Among these, Technological Inclusion (0.87) and Marketing Inclusion (0.83) exhibit relatively higher loadings, highlighting their greater influence in shaping inclusive entrepreneurial ecosystems. Most observed indicators demonstrate satisfactory loadings above 0.70, supporting the reliability of the measurement model, although a few items (FI6 and MARI5) show comparatively lower loadings, suggesting

scope for refinement in future research. Overall, the model confirms that inclusiveness is a multidimensional construct, and the satisfactory model fit indices further validate the structural robustness of the proposed framework for assessing the inclusiveness of government schemes.

RESULTS AND DISCUSSION

Results

The present study examined the inclusiveness of government schemes among women entrepreneurs using a multidimensional framework comprising financial, technological, managerial, and marketing inclusion. Descriptive analysis indicated that respondents experienced relatively higher levels of financial and managerial support, whereas technological and marketing inclusion showed greater variability, reflecting persistent disparities in digital access, infrastructure, and market connectivity among women entrepreneurs in developing regional contexts (Amelia et al., 2025; Kong et al., 2024; Ndione et al., 2024).

The reliability and validity of the measurement model were assessed using Cronbach's Alpha, Composite Reliability (CR), and Average Variance Extracted (AVE). All constructs demonstrated Cronbach's Alpha and CR values above the recommended threshold of 0.70, indicating strong internal consistency (Hair et al., 2021; Sarstedt et al., 2021). Convergent validity was confirmed through AVE values exceeding 0.50, while discriminant validity was established using the Fornell–Larcker criterion, consistent with recent structural equation modeling standards (Cheung et al., 2023; Hair et al., 2021).

The first-order Confirmatory Factor Analysis (CFA) indicated that all observed indicators loaded significantly on their respective latent constructs, with standardized loadings ranging from 0.737 to 0.847, confirming measurement adequacy. Subsequently, the second-order CFA validated the hierarchical structure of inclusiveness, where Financial Inclusion (0.82), Technological Inclusion (0.87), Managerial Inclusion (0.79), and Marketing Inclusion (0.83) significantly loaded onto the higher-order construct. These findings align with prior empirical evidence emphasizing the multidimensional nature of entrepreneurial inclusiveness in emerging economies (Sarhan & Ab. Aziz, 2023; Hameed et al., 2023).

Model fit indices further confirmed the robustness of the measurement model. The Chi-square/df ratio (2.219) indicated acceptable model parsimony, while RMSEA (0.053) demonstrated a close model fit. Additionally, GFI (0.902), AGFI (0.837), and CFI (0.918) exceeded recommended thresholds, confirming strong structural validity (Hair et al., 2021; Cheung et al., 2023). Collectively, these results establish that inclusiveness in women's entrepreneurship is a multidimensional and interrelated construct, where balanced improvements across financial, technological, managerial, and marketing dimensions are essential for strengthening entrepreneurial ecosystems and policy effectiveness.

Discussion

The findings of this study provide robust empirical evidence that inclusiveness in women's entrepreneurship is a multidimensional construct comprising financial, technological, managerial, and marketing dimensions. The validated second-order CFA model confirms that these dimensions are strongly interrelated and collectively define the overall construct of inclusiveness within entrepreneurial ecosystems. This supports recent literature on inclusive entrepreneurship, which emphasizes that entrepreneurial participation is shaped by the interaction of multiple institutional, economic, and capability-based factors rather than isolated interventions (Sarhan & Ab. Aziz, 2023; Hameed et al., 2023; Lestari et al., 2025).The results can be further interpreted through the Capability Approach, which conceptualizes development as the expansion of individual freedoms and capabilities. In this context, inclusiveness extends beyond access to resources and reflects the effective utilization of financial, technological, managerial, and market-related opportunities. Financial inclusion enhances economic agency, technological inclusion strengthens digital capability and innovation capacity, managerial inclusion improves strategic decision-making, and marketing inclusion expands market access and competitiveness. These dimensions collectively function as capability-enhancing mechanisms that enable sustainable entrepreneurial participation among women.

From a Resource-Based View perspective, financial inclusion emerges as a critical strategic resource that supports enterprise formation and growth. The findings indicate relatively higher levels of financial accessibility; however, variations across respondents suggest persistent structural inequalities in rural and semi-urban contexts. This aligns with empirical evidence highlighting continuing gaps in financial inclusion despite expansion of formal systems in developing economies (Koomson et al., 2020; Kumari et al., 2025; Mohamud & Mohamed, 2023; Peter et al., 2025).Technological inclusion plays a particularly significant role in shaping entrepreneurial inclusiveness, reflecting the growing importance of digital ecosystems in business development. This finding is consistent with studies emphasizing digital literacy, fintech adoption, and platform-based business

models in improving entrepreneurial outcomes (Amelia et al., 2025; Kong et al., 2024; Cutler et al., 2021; Ndione et al., 2024). However, variation in technological access indicates the persistence of a digital divide, which continues to constrain equitable participation.

Managerial inclusion contributes to strengthening leadership capabilities, organizational decision-making, and business sustainability. This supports Human Capital Theory, which emphasizes the role of skills, training, and experiential learning in enhancing entrepreneurial performance (Henry et al., 2024; Orser et al., 2025; Paravastu & Paravastu, 2023). Similarly, marketing inclusion enhances access to networks, market information, and promotional platforms, thereby improving visibility and competitiveness of women-led enterprises. These findings align with Entrepreneurial Ecosystem Theory, which highlights the importance of integrated support systems involving markets, networks, and institutions for entrepreneurial success (Birdthistle et al., 2022; Earl et al., 2023; Zhou et al., 2024).Importantly, the study demonstrates that these dimensions are not independent but function as an interconnected system. This is consistent with Institutional Theory, which emphasizes that formal policies, governance structures, and informal social mechanisms must interact cohesively to create an enabling entrepreneurial environment (Isakova & Stroila, 2025; Sarhan & Ab. Aziz, 2023). Accordingly, inclusiveness should be understood as a systemic construct integrating resources, capabilities, and institutional support rather than isolated interventions.

From a policy perspective, the findings suggest a phased and prioritized approach to strengthening inclusive entrepreneurship. In the short term, emphasis should be placed on improving financial access, expanding digital literacy programs, strengthening entrepreneurship training, and enhancing market linkages (Garu & Dash, 2024; Perrin, 2023; Sukarnoto et al., 2023). In the long term, policymakers should focus on ecosystem-level reforms, including institutional coordination, infrastructure development, digital transformation, and integrated policy frameworks to ensure sustainable entrepreneurial growth (Isakova & Stroila, 2025; Hameed et al., 2023).This study makes a significant theoretical and empirical contribution by developing and validating a second-order measurement model of inclusiveness in women's entrepreneurship. Unlike prior research that examines inclusion in fragmented dimensions, this study provides an integrated and empirically validated framework for assessing entrepreneurial inclusiveness and evaluating policy effectiveness in developing country contexts (Pham & Saner, 2024; Cheung et al., 2024).

Despite its contributions, the study is limited by its geographical focus on two districts in Tamil Nadu, which may restrict broader generalization. Future research should extend this framework across diverse regional and national contexts to enhance external validity. Longitudinal studies are also recommended to examine dynamic changes in inclusiveness over time. Additionally, future research may explore the relationship between inclusiveness and key entrepreneurial outcomes such as innovation performance, business resilience, and growth sustainability.

Implications of the Study

The findings of this study have important implications for understanding and strengthening inclusive entrepreneurship among women through a multidimensional framework comprising financial, technological, managerial, and marketing inclusion. The results confirm that inclusiveness is a composite construct; therefore, policy and developmental efforts should adopt an integrated approach rather than addressing each dimension in isolation. From a policy perspective, interventions should be prioritized based on both urgency and long-term impact. In the short term, efforts should focus on reducing immediate barriers faced by women entrepreneurs by improving access to financial services through simplified loan procedures, microfinance schemes, and digital banking platforms. At the same time, targeted digital literacy and ICT training programs are essential to strengthen technological inclusion, particularly in rural and underserved areas. Strengthening managerial capabilities through entrepreneurship training, mentorship programs, and capacity-building initiatives is also necessary to enhance decision-making and business management skills. In addition, improving market access through digital platforms, business networks, and trade facilitation measures can enhance visibility and competitiveness.

In the long term, the findings highlight the need to build a sustainable and inclusive entrepreneurial ecosystem. This requires stronger institutional coordination among government agencies, financial institutions, and support organizations to ensure integrated and efficient service delivery. Investments in digital infrastructure, innovation ecosystems, and continuous skill development programs are essential to reduce structural inequalities and enhance long-term entrepreneurial competitiveness. Furthermore, embedding gender-responsive and inclusion-oriented strategies within broader economic development policies will ensure sustained support for women entrepreneurs. *Cheung et al., 2023* From a theoretical perspective, the study contributes to the literature by empirically validating inclusiveness as a multidimensional construct in women's entrepreneurship. It extends existing frameworks by demonstrating that financial, technological, managerial, and marketing dimensions operate as interconnected capability-enhancing factors that collectively shape entrepreneurial participation and

sustainability. From a practical perspective, the validated scale developed in this study provides a useful diagnostic tool for policymakers, development agencies, and entrepreneurship support institutions to assess the effectiveness of government schemes and identify areas requiring targeted intervention. Overall, the study emphasizes that effective entrepreneurial development requires a balanced and coordinated strategy that simultaneously strengthens access, capability development, and market integration, thereby promoting sustainable and inclusive growth among women entrepreneurs.

CONCLUSIONS

This study confirms that inclusiveness in government schemes supporting women entrepreneurs is a multidimensional construct comprising financial, technological, managerial, and marketing dimensions. The results of the second-order Confirmatory Factor Analysis (CFA) validate the proposed hierarchical measurement model by demonstrating that all four dimensions significantly contribute to the overall construct of entrepreneurial inclusiveness. This finding reinforces the view that inclusiveness is not a single-dimensional outcome but a composite construct formed through the interaction of multiple capability-enhancing factors.

The empirical results indicate that financial and managerial inclusion are relatively stronger, reflecting improved access to financial services, entrepreneurship training, and leadership development initiatives. In contrast, technological and marketing inclusion show comparatively higher variability, suggesting persistent gaps in digital access, innovation support, market connectivity, and promotional opportunities among women entrepreneurs, particularly in underserved contexts. The validated measurement model developed in this study offers a reliable and comprehensive instrument for assessing the multidimensional nature of inclusiveness in women's entrepreneurship. It provides a useful empirical framework for evaluating the effectiveness of government schemes and identifying areas requiring targeted policy intervention.

The study highlights the need for integrated policy approaches that simultaneously strengthen financial access, technological empowerment, managerial capability, and market facilitation. Such coordinated interventions can enhance entrepreneurial performance, innovation capacity, and long-term sustainability of women-led enterprises. Overall, the study contributes to a deeper understanding of inclusive entrepreneurial ecosystems by empirically validating inclusiveness as a multidimensional construct. It underscores that strengthening these interconnected dimensions is essential not only for improving women's entrepreneurial outcomes but also for advancing broader goals of gender equality, inclusive economic development, and sustainable growth.

REFERENCES

1. Alevizos, V., Georgousis, I., Simasiku, A., Messinis, A., Karypidou, S., & Malliarou, D. (2024, February). Evaluating the Inclusiveness of Artificial Intelligence Software in Enhancing Project Management Efficiency–A review and examples of quantitative measurement methods. In *2024 International Conference on Artificial Intelligence, Computer, Data Sciences and Applications (ACDSA)* (pp. 1-11). IEEE.
2. Aliyev, A. G. (2021). Methodological basis of the comparative evaluation of inclusiveness level of economic development. *Management Dynamics in the Knowledge Economy*, *9*(4), 404-418.
3. Amelia, D. R., Al-Khoiry, I. T., Aini, N., Praatmana, N. D. N. D., & Hadi, C. (2025). Measuring digital inclusiveness and its impact on gender inequality for women. *EconBank: Journal of Economics and Banking*, *7*(1), 109-117.
4. Bag-Mohammadoi, A. A., & Salavarzizadah, M. (2021). An Analysis of the Indicators Affecting the Inclusiveness of Urban Spaces: A Case Study of Ilam. *Human Geography Research*, *53*(3), 921-941.
5. Bhatia, S., & Dawar, G. (2024). The impact of financial inclusion on social and political empowerment: Mediating role of economic empowerment. *Journal of the Knowledge Economy*, *15*(3), 13727-13744.
6. Birdthistle, N., Eversole, R., & Walo, M. (2022). Creating an inclusive entrepreneurial ecosystem for women entrepreneurs in a rural region. *Journal of Business Venturing Insights*, *18*, e00341.
7. Borisov, I., & Vinogradov, S. (2022). Inclusiveness as a key determinant of work engagement: evidence from V4 countries. *Equilibrium. Quarterly Journal of Economics and Economic Policy*, *17*(4), 1015-1050.
8. Chaudhry, N. I., Ilyas, U., & Sohail, A. (2025). Dynamics of inclusive entrepreneurial ecosystems and their effect on entrepreneurial intentions among transgenders: role of psychological capital and entrepreneurial education. *Journal of Enterprising Communities: People and Places in the Global*

Economy, *19*(3), 631-651.

9. Cheung, G. W., Cooper-Thomas, H. D., Lau, R. S., & Wang, L. C. (2024). Reporting reliability, convergent and discriminant validity with structural equation modeling: A review and best-practice recommendations. *Asia pacific journal of management*, *41*(2), 745-783.
10. Cukier, W., & Hassannezhad Chavoushi, Z. (2020). Facilitating women entrepreneurship in Canada: the case of WEKH. *Gender in Management: An International Journal*, *35*(3), 303-318.
11. Cukier, W., Gagnon, S., Dalziel, M., Grant, K., Laplume, A., Ozkazanc-Pan, B., & Saba, T. (2022). Women entrepreneurship: towards an inclusive innovation ecosystem. *Journal of Small Business & Entrepreneurship*, *34*(5), 475-482.
12. Cunningham, J. B. (2023). Defining the climate for inclusiveness and multiculturalism: Linking to context. *Administrative Sciences*, *13*(4), 100.
13. Cutler, R., Hosseinkashi, Y., Pool, J., Filipi, S., Aichner, R., Tu, Y., & Gehrke, J. (2021). Meeting effectiveness and inclusiveness in remote collaboration. *Proceedings of the ACM on Human-Computer Interaction*, *5*(CSCW1), 1-29.
14. Dhiman, A., Vasishta, P., & Singla, A. (2026). Women entrepreneurs in the Fintech age: does educational gender equality matter?. *Journal of Entrepreneurship in Emerging Economies*, *18*(2), 482-506.
15. Dörffel, C., & Schuhmann, S. (2022). What is inclusive development? Introducing the multidimensional inclusiveness index. *Social Indicators Research*, *162*(3), 1117-1148.
16. Earl, E. L., De Fuentes, C., Kinder, J., & Schillo, R. S. (2023). Inclusive innovation and how it can be measured in developed and developing countries. In *Handbook of innovation indicators and measurement* (pp. 297-322). Edward Elgar Publishing.
17. Garu, S., & Dash, S. (2024). ASSESSING THE IMPACT OF MISSION SHAKTI ON WOMEN ENTREPRENEURSHIP THROUGH FINANCIAL INCLUSION: A STUDY IN THE CONTEXT OF ODISHA. *Journal of Commerce & Accounting Research*, *13*(4).
18. Gawlak, A., Matuszewska, M., & Ptak, A. (2021). Inclusiveness of urban space and tools for the assessment of the quality of urban life—a critical approach. *International Journal of Environmental Research and Public Health*, *18*(9), 4519.
19. Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial least squares structural equation modeling (PLS-SEM) using R: A workbook*. Springer international publishing.
20. Hameed, K., Shahzad, K., & Yazdani, N. (2023). Global incidences of inclusive entrepreneurial ecosystem: Conceptualization and measurement framework. *Journal of the Knowledge Economy*, *14*(4), 5033-5064.
21. Hasan, R., Ashfaq, M., Parveen, T., & Gunardi, A. (2023). Financial inclusion–does digital financial literacy matter for women entrepreneurs?. *International Journal of Social Economics*, *50*(8), 1085-1104.
22. Henry, C., Wu, W., Moberg, K., Singer, S., Gabriel, B., Valente, R., ... & Fannin, N. (2024). Exploring inclusivity in entrepreneurship education provision: A European study. *Journal of Business Venturing Insights*, *22*, e00494.
23. Hosseinkashi, Y., Tankelevitch, L., Pool, J., Cutler, R., & Madan, C. (2024). Meeting effectiveness and inclusiveness: large-scale measurement, identification of key features, and prediction in real-world remote meetings. *Proceedings of the ACM on Human-Computer Interaction*, *8*(CSCW1), 1-39.
24. Isakova, E., & Stroila, I. (2025). Turning the tables towards gender inclusivity in entrepreneurial ecosystems. *Journal of Business Research*, *200*, 115620.
25. Josten, C., & Lordan, G. (2024). *What makes an individual inclusive of others? Development and validation of the Individual Inclusiveness Inventory* (No. 16753). IZA Discussion Papers.
26. Josten, C., & Lordan, G. (2025). What makes an individual inclusive of others? Development of the individual inclusiveness inventory. *Frontiers in Psychology*, *16*, 1473120.
27. Kaur, A. (2021). Social sustainability through women entrepreneurs in India: A case of inclusion and development through small organizations. In *Entrepreneurship and big data* (pp. 167-183). CRC Press.
28. Kong, S. T., Xiang, X., & Chen, Q. (2024). Quest for social inclusion on digital platform: evidence of gender-differentiated effects on micro and small businesses in China. *Asian Economic Papers*, *23*(3), 171-199.

29. Koomson, I., Villano, R. A., & Hadley, D. (2020). Effect of financial inclusion on poverty and vulnerability to poverty: Evidence using a multidimensional measure of financial inclusion. *Social Indicators Research*, *149*(2), 613-639.
30. Kumari, D., Giri, A. K., & Saruparia, C. (2025). Role of gender-based digital financial inclusion and women empowerment in poverty reduction: evidence from Asian countries. *Discover Sustainability*, *6*(1), 283.
31. Laitinen, E., Nieminen, G. S., Pikkuaho, P., & Bhatia, R. (2020). Inclusiveness in Research.
32. Lestari, E. D., Kurniasari, F., Pratiwi, P. Y., Thilaga, S., & Ooi, B. W. (2025). Empowering women entrepreneurs: the role of financial literacy, inclusion, and access in enhancing MSE's performance and sustainability via women development program in Indonesia. *Cogent Business & Management*, *12*(1), 2593078.
33. Linkov, I., Trump, B., & Kiker, G. (2022). Diversity and inclusiveness are necessary components of resilient international teams. *Humanities and Social Sciences Communications*, *9*(1), 1-5.
34. Lyausheva, S. A., Khamukova, B. K., Kurmalieva, Z. K., & Tuguz, F. K. (2023). Inclusiveness and Competitiveness vs. Quality and. *Social Mobility, Social Inequality, and the Role of Higher Education*, *254*, 305.
35. Menendian, S., Elsheikh, E., & Gambhir, S. (2021). 2020 Inclusiveness Index: Measuring Global Inclusion and Marginality.
36. Mockler, P. (2022). Measuring the inclusiveness of deliberation: structural inequality and the discourse quality index. *Comparative European Politics*, *20*(1), 53-72.
37. Mohamud, F. A. S., & Mohamed, A. A. (2023). Determinants of financial inclusion of female entrepreneurs in Somalia. *Global Social Welfare*, 1-12.
38. Nafees, S., Siddiqui, S., & Hamid, S. (2025). Unveiling gender disparities in entrepreneurship: a systematic review on women entrepreneurs and inequality in India. *Journal of Enterprising Communities: People and Places in the Global Economy*, 1-36.
39. Ndione, M., Ashta, A., & Bako Liba, B. B. (2024). Banks, microfinance institutions and fintech: how the ratio of male and female entrepreneurs moderates their capacity for financial inclusion. *Cogent Economics & Finance*, *12*(1), 2402031.
40. Orser, B., Elliott, C., Elam, A., Shankar, A., & Brush, C. (2025). Gender inclusive entrepreneurship education and training: challenges and indicators. *Entrepreneurship & Regional Development*, 1-24.
41. Paravastu, S., & Paravastu, N. S. (2023). Women Inclusivity in entrepreneurial and STEM related education—A case study. *Entrepreneurship Education and Pedagogy*, *6*(1), 135-147.
42. Park, J. (2020). Measuring the Inclusiveness of Modern States: What We Have and How We Can Improve. *Public Policy Review Vol. 1 Inaugural Issue*, 69.
43. Park, S., Park, S., & Shryack, J. (2023). Measures of climate for inclusion and diversity: Review and summary. *Human Resource Development Quarterly*, *34*(4), 463-480.
44. Patterson, N. (2020). Developing inclusive and collaborative entrepreneuring spaces. *Gender in Management: An International Journal*, *35*(3), 291-302.
45. Perrin, C. (2023). *Gender, financial inclusion, and entrepreneurship* (Doctoral dissertation, Université de Strasbourg).
46. Peter, S., Elangovan, G., & Vidya Bai, G. (2025). Unveiling the nexus: Financial inclusion, financial literacy, and financial performance as catalyst for women-owned enterprises in India. *Journal of the International Council for Small Business*, *6*(4), 721-751.
47. Pham, H., & Saner, M. (2024). Framework and proposed indicators for the comprehensive evaluation of inclusiveness: the case of climate change adaptation. *FACETS*, *9*, 1-15.
48. Rashid, S., & Ratten, V. (2020). A systematic literature review on women entrepreneurship in emerging economies while reflecting specifically on SAARC countries. *Entrepreneurship and organizational change: Managing innovation and creative capabilities*, 37-88.
49. Rios, J. (2021). The Development of a Survey Instrument to Assess Racial and Cultural Inclusiveness: A Case Study of Staff.
50. Sam Nariman, H., Nguyen Luu, L. A., & Hadarics, M. (2021). Exploring inclusiveness towards immigrants as related to basic values: A network approach. *Plos one*, *16*(12), e0260624.

51. Sarhan, M. L., & Ab. Aziz, K. (2023). Can inclusive entrepreneurialism be a solution for unemployed female graduates? A study on inclusive entrepreneurial intention. *Social Sciences*, *12*(3), 151.
52. Sarstedt, M., Ringle, C. M., & Hair, J. F. (2021). Partial least squares structural equation modeling. In *Handbook of market research* (pp. 587-632). Cham: Springer International Publishing.
53. Sénit, Carole-Anne, Chukwumerije Okereke, Lorena Alcázar, Dan Banik, Mairon Bastos Lima, Frank Biermann, Rongedzayi Fambasayi et al. "Inclusiveness." (2022): 116-139.
54. Shali Lasrado, B., Panakaje, N., Parvin, S. R., Kagzi, M., Sheikh, N., Irfana, S., & Banu, W. (2025). Skills assessment and development scale for rural women entrepreneurs: conceptualization and validation. *Journal of Small Business and Enterprise Development*, *32*(7), 1530-1557.
55. Singh, A. (2021). Measuring Diversity and Inclusion. In *Creating a Culture of Diversity and Inclusiveness in India Inc. Practitioners Speak* (pp. 157-169). Singapore: Springer Singapore.
56. Srivastava, S., & Singh, B. (2025). Disentangling the role of perceived corporate social responsibility, social innovative behavior and social inclusion in enhancing social entrepreneurial performance. *International Journal of Productivity and Performance Management*, *74*(10), 3477-3498.
57. Sukarnoto, T., Janwari, Y., Solehudin, E., & Mulyawan, S. (2023). Women's Empowerment as a Moderator Variable in the Role of Sharia Microfinance Inclusion in Strengthening the Family Economy. *Journal of Economics, Finance and Accounting Studies*, *5*(6), 14-26.
58. Swaroop, S. (2021). Measuring inclusion. In *Creating a Culture of Diversity and Inclusiveness in India Inc. Practitioners Speak* (pp. 171-192). Singapore: Springer Singapore.
59. Vargas-Zeledon, A. A., & Lee, S. Y. (2025). How positive social perceptions and attitudes toward entrepreneurship foster inclusive entrepreneurial outcomes: a cross-country comparative study. *SAGE Open*, *15*(1), 21582440251324798.
60. Yeasmin, N., & Hasanat, W. (2022). Understanding inclusive entrepreneurship: With special reference to women immigrants in Arctic Finland. *Finnish yearbook of population research*, 91-114.
61. Zhou, M., Qiao, Y., & Guo, J. (2024). Research on the mechanism involved in urban social inclusiveness and resident entrepreneurship: Evidence from China. *Cities*, *149*, 104978.