



# Presentation and Validation of a Model of Social Minority Entrepreneurship (Case Study: Socially Harmed Women Entrepreneurs)

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Received: 2025-10-01

Revised: 2026-02-01

Accepted: 2026-02-07

Published: 2026-05-01

## Abstract

Social minority entrepreneurship, particularly among socially harmed women entrepreneurs, has attracted increasing scholarly attention as an effective strategy for individual empowerment, psychological reconstruction, and the promotion of social development. However, the lack of indigenous and empirically validated models capable of explaining the multidimensional nature of this phenomenon remains a major gap in the existing literature. The present study aimed to develop and validate a model of social minority entrepreneurship with a specific focus on socially harmed women entrepreneurs. From a methodological perspective, this research employed a quantitative mixed-methods approach. Based on the results of the qualitative phase, a 70-item questionnaire was developed, and data were collected from a sample of socially harmed women entrepreneurs. Data analysis was conducted using structural equation modeling with AMOS software. The results of confirmatory factor analysis indicated that all model constructs demonstrated satisfactory reliability as well as convergent and discriminant validity. Model fit indices (CFI, TLI, RMSEA, and  $\chi^2/df$ ) confirmed an adequate fit between the proposed model and the empirical data. The findings revealed that empowering motivations and attitudes, supports and infrastructures, digital capability, and collaborative networking exert significant effects on healing-oriented entrepreneurship, which in turn directly leads to the growth of social startups and an increase in resilience capacity. Overall, the results indicate that entrepreneurship for socially harmed women is not merely an economic activity but a multidimensional process of psychological healing, social identity reconstruction, and enhancement of social participation. The proposed model can serve as a practical framework for policymakers, support institutions, and social development planners.

**Keywords:** *Social minority entrepreneurship; socially harmed women entrepreneurs; healing-oriented entrepreneurship; social empowerment.*

## How to cite this article:

Shahnazipour, F., Dalvi Isfahan, M. R., & Dashtlaali, Z. (2026). Presentation and Validation of a Model of Social Minority Entrepreneurship (Case Study: Socially Harmed Women Entrepreneurs). *Management Strategies and Engineering Sciences*, 8(3), 1-9.

## 1. Introduction

Entrepreneurship has increasingly been recognized as a critical mechanism for socioeconomic development, poverty reduction, and social inclusion, particularly among marginalized and underrepresented groups. In recent decades, women's entrepreneurship has emerged as a central topic in entrepreneurship research, driven by growing awareness of gender-based inequalities in access to resources, opportunities, and institutional support [1, 2]. Despite substantial progress, women—especially those

belonging to social minorities or vulnerable groups—continue to face structural, cultural, and psychological barriers that limit their entrepreneurial potential and sustainability. These challenges are even more pronounced in contexts characterized by economic instability, social exclusion, and weak institutional frameworks, where entrepreneurship often becomes both a necessity-driven survival strategy and a potential pathway to empowerment [3, 4].

From a broader theoretical perspective, entrepreneurship among social minorities intersects with debates in social



entrepreneurship, empowerment theory, and gender studies. Social entrepreneurship emphasizes the pursuit of social value creation alongside or even beyond economic value, positioning entrepreneurial activity as a means of addressing complex social problems [5, 6]. In this regard, women entrepreneurs from socially disadvantaged backgrounds often engage in entrepreneurial initiatives not only to secure income but also to restore dignity, strengthen social identity, and contribute to community resilience [7, 8]. This multidimensional nature of entrepreneurship challenges traditional, profit-centered models and calls for more integrative frameworks that capture psychological, social, and contextual dimensions of entrepreneurial action.

Empowerment is a core concept in understanding women's entrepreneurship, particularly in marginalized contexts. Empowerment encompasses increased agency, self-efficacy, access to resources, and the ability to make strategic life choices within constraining social structures [9, 10]. Studies have shown that entrepreneurial engagement can significantly enhance women's psychological well-being, self-confidence, and sense of purpose, especially when combined with supportive networks and enabling environments [11, 12]. However, empowerment is not an automatic outcome of entrepreneurial activity; rather, it is shaped by a complex interplay of individual motivations, skills, institutional supports, and sociocultural norms [13, 14].

In recent years, scholars have increasingly highlighted the importance of context in shaping women's entrepreneurial experiences. Collectivist cultures, for instance, may simultaneously constrain women through traditional gender roles while also providing strong social ties that facilitate access to informal support and resources [9, 13]. Similarly, research in developing and emerging economies demonstrates that women entrepreneurs often operate in environments characterized by limited financial access, regulatory constraints, and high levels of uncertainty, which require adaptive capabilities and resilience [15, 16]. These contextual dynamics underscore the need for models of women's entrepreneurship that are sensitive to local realities rather than relying solely on frameworks developed in Western contexts.

Financial availability remains one of the most persistent challenges for women entrepreneurs, particularly those from social minorities. Limited access to formal credit, collateral requirements, and gender bias in financial institutions restrict women's ability to start and scale businesses [17, 18]. Microfinance and self-help groups have been proposed

as alternative mechanisms to enhance women's economic empowerment by improving financial inclusion and fostering collective action [3, 19]. While empirical evidence suggests that such initiatives can positively influence income generation and decision-making power, their effectiveness varies depending on complementary factors such as training, social capital, and market access [19, 20].

Human capital and skill development constitute another critical dimension of women's entrepreneurship. Entrepreneurial skills, managerial competencies, and innovation capabilities are essential for business performance and long-term sustainability [21, 22]. For socially vulnerable women, skill development often goes beyond technical knowledge to include psychological capital, emotional intelligence, and coping strategies that enable them to navigate work–family conflict and social stigma [12, 23]. Research indicates that interventions aimed at enhancing psychological capital—such as hope, resilience, and optimism—can significantly improve women entrepreneurs' performance and well-being [11, 23].

The role of digital transformation has gained increasing prominence in contemporary entrepreneurship literature, particularly in the context of Industry 4.0 and post-pandemic economic recovery. Digital literacy, access to digital platforms, and the ability to leverage technology for marketing, networking, and innovation can substantially expand opportunities for women entrepreneurs [24, 25]. Digital capabilities are especially relevant for women from marginalized backgrounds, as they can reduce entry barriers, facilitate flexible work arrangements, and enable participation in broader markets beyond local constraints [2, 25]. Nevertheless, digital divides persist, and unequal access to technology may reinforce existing gender and social inequalities if not addressed through inclusive policies [24, 26].

Social capital and networking have also been identified as pivotal factors in women's entrepreneurial success. Strong ties within families, communities, and peer networks can provide emotional support, information, and access to resources, while weak ties can facilitate exposure to new opportunities and markets [13, 14]. For women entrepreneurs operating in socially constrained environments, collaborative and trust-based networks often compensate for limited formal institutional support [9, 18]. Empirical studies suggest that networking not only enhances business outcomes but also contributes to empowerment by strengthening women's sense of belonging and collective efficacy [14, 19].

Within the domain of social entrepreneurship, women play a particularly significant role as change agents who address unmet social needs while generating sustainable livelihoods. Social entrepreneurship research emphasizes hybridity, mission drift, and the balance between social and economic goals, all of which are highly relevant to women entrepreneurs from marginalized groups [27, 28]. Such entrepreneurs often operate at the intersection of necessity and opportunity, leveraging local knowledge and social embeddedness to create context-specific solutions [8, 29]. This perspective aligns with the notion of “healing-oriented” or “transformative” entrepreneurship, where entrepreneurial activity contributes to psychological recovery, identity reconstruction, and social reintegration.

The concept of resilience has gained renewed attention in entrepreneurship studies, particularly in light of global crises such as the COVID-19 pandemic. Resilience refers to the capacity to absorb shocks, adapt to changing conditions, and continue functioning in the face of adversity [15, 16]. For women entrepreneurs from vulnerable backgrounds, resilience is both an outcome and a process, shaped by individual strengths, social support, and institutional contexts [20, 25]. Entrepreneurial engagement can enhance resilience by fostering a sense of control, purpose, and agency, thereby enabling women to cope more effectively with social and economic stressors [7, 11].

Despite the growing body of literature on women’s and social entrepreneurship, several gaps remain. First, much of the existing research relies on fragmented models that examine isolated factors—such as finance, skills, or motivation—without integrating them into a coherent, multidimensional framework [1, 2]. Second, empirical studies often focus on general populations of women entrepreneurs, with limited attention to those who are socially harmed or belong to marginalized minorities [4, 30]. Third, there is a shortage of validated, context-sensitive models that capture the dynamic interactions among empowerment, social entrepreneurship, resilience, and growth outcomes in non-Western settings [8, 21].

Recent studies have begun to address these gaps by emphasizing dynamic capabilities, strategic resilience, and gender-sensitive policy frameworks [25, 26]. Bibliometric analyses also highlight the increasing diversification of research themes in women’s entrepreneurship, including innovation, well-being, and sustainability [2, 22]. However, there remains a pressing need for empirically validated models that synthesize these dimensions and provide

practical guidance for policymakers, support organizations, and development practitioners.

In contexts such as developing economies and transitional societies, where social minorities face compounded vulnerabilities, entrepreneurship can serve as a powerful lever for inclusive development if supported by appropriate institutional arrangements and evidence-based frameworks [3, 19]. Understanding how needs, skills, supports, motivations, digital capabilities, and social networks interact to produce empowerment, social venture growth, and resilience is therefore of both theoretical and practical significance [14, 28]. Integrative models can help move the field beyond descriptive accounts toward explanatory and predictive frameworks that inform targeted interventions.

Accordingly, the aim of this study is to develop and empirically validate a comprehensive model of social minority entrepreneurship among socially harmed women, examining the structural relationships among empowerment-related factors, healing-oriented entrepreneurship, social startup growth, and resilience capacity.

## 2. Methodology

The present study is applied in terms of purpose and quantitative in terms of method, employing a descriptive–survey design. The data collection instrument was a researcher-developed questionnaire entitled “Social Minority Entrepreneurship Model,” which was designed based on the results of the qualitative phase of the study. The questionnaire consisted of two sections: demographic information and 70 items measured on a five-point Likert scale. Content validity of the questionnaire was examined using expert judgment from specialists in entrepreneurship and social sciences. Construct validity was assessed through confirmatory factor analysis, and instrument reliability was evaluated using Cronbach’s alpha and composite reliability. The data were analyzed using SPSS and AMOS software.

## 3. Findings and Results

The findings of the present study comprise two parts: descriptive statistics and validation and relationships among the research variables derived from the collected questionnaire data. The statistical population of the study consisted of socially harmed women entrepreneurs who completed the “Design and Validation of the Social Minority Entrepreneurship Model” questionnaire. Examination of demographic characteristics showed that the highest

frequency of respondents fell within the age range of 25 to 44 years, and the majority held educational qualifications from diploma to bachelor's degree. In terms of entrepreneurial experience, a substantial proportion of the sample had between 3 and 10 years of entrepreneurial

activity, indicating adequate practical experience for evaluating the study variables. To assess the reliability of the questionnaire, Cronbach's alpha coefficient and composite reliability (CR) were used (Table 1).

**Table 1.** Reliability of Constructs

Construct	Number of Items	Cronbach's Alpha	CR
Needs and Drivers	8	0.88	0.90
Skill Development	7	0.86	0.89
Supports and Infrastructures	7	0.84	0.88
Empowering Motivations	7	0.89	0.91
Healing-Oriented Entrepreneurship	6	0.87	0.90
Digital Capability	5	0.85	0.88
Collaborative Networking	7	0.88	0.90
Social Startup Growth	6	0.90	0.92
Resilience Capacity	7	0.89	0.91

The results in the above table indicate that all alpha and CR values are above 0.70, demonstrating satisfactory reliability of the instrument.

Confirmatory factor analysis (CFA) was conducted using AMOS version 24. The factor loadings of all items were

greater than 0.50 and statistically significant ( $p < .001$ ). In addition, the average variance extracted (AVE) values for all constructs exceeded 0.50, indicating adequate convergent validity (Table 2).

**Table 2.** Convergent Validity (AVE)

Construct	AVE
Needs and Drivers	0.61
Skill Development	0.59
Supports and Infrastructures	0.57
Empowering Motivations	0.63
Healing-Oriented Entrepreneurship	0.60
Digital Capability	0.58
Collaborative Networking	0.62
Social Startup Growth	0.65
Resilience Capacity	0.64

According to Table 2, comparing the square root of the AVE for each construct with the correlation coefficients among constructs also confirmed satisfactory discriminant validity of the model.

The results showed that the measurement model fit indices were within acceptable ranges (Table 3). These findings indicate that the factor structure of the questionnaire demonstrates an adequate fit with the empirical data.

**Table 3.** Model Fit Indices

Index	Value
$\chi^2/df$	2.41
GFI	0.91
CFI	0.94
TLI	0.93
RMSEA	0.058

After confirmation of the measurement model, the structural model based on the qualitative pattern of the study was specified and tested in AMOS (Table 4). All model

paths were statistically significant, and the strongest direct effect was observed for healing-oriented entrepreneurship on social startup growth.

**Table 4.** Results of Structural Paths

Path	Standardized Coefficient	CR	p
Needs → Motivations	0.42	6.11	< .001
Skills → Motivations	0.36	5.48	< .001
Supports → Motivations	0.39	5.92	< .001
Motivations → Healing-Oriented Entrepreneurship	0.47	6.84	< .001
Healing-Oriented Entrepreneurship → Social Startup Growth	0.51	7.26	< .001
Healing-Oriented Entrepreneurship → Resilience	0.44	6.37	< .001

**Table 5.** Descriptive Indices of the Research Variables

Construct	Mean	Standard Deviation	Skewness	Kurtosis
Needs and Drivers	3.84	0.61	-0.42	0.31
Skill Development	3.76	0.65	-0.36	0.28
Supports and Infrastructures	3.59	0.68	-0.29	0.34
Empowering Motivations	3.91	0.58	-0.47	0.26
Healing-Oriented Entrepreneurship	4.02	0.55	-0.51	0.22
Digital Capability	3.63	0.66	-0.33	0.30
Collaborative Networking	3.88	0.60	-0.40	0.27
Social Startup Growth	3.95	0.57	-0.48	0.25
Resilience Capacity	4.08	0.53	-0.55	0.21

The results in Table 5 present the descriptive statistics of the research variables, including the mean, standard deviation, skewness, and kurtosis. As shown, the mean values of most variables are above the midpoint of the Likert scale (3), indicating respondents’ relatively favorable evaluations of the status of social minority entrepreneurship components. The highest mean values pertain to resilience capacity and healing-oriented entrepreneurship, suggesting

that socially harmed women entrepreneurs perceive entrepreneurship as a tool for increasing hope, psychological reconstruction, and coping with difficult life conditions. In addition, the skewness and kurtosis values for all variables fall within the acceptable range ( $\pm 2$ ), indicating normal data distribution. This confirms the necessary assumption for applying structural equation modeling and demonstrates that the data are statistically suitable for advanced analyses.

**Table 6.** Discriminant Validity of the Model (Fornell–Larcker Criterion)

	Motivations	Healing-Oriented Entrepreneurship	Social Startup Growth	Resilience
Motivations	0.79			
Healing-Oriented Entrepreneurship	0.61	0.77		
Social Startup Growth	0.58	0.65	0.81	
Resilience	0.56	0.63	0.60	0.80

Table 6 reports the results of assessing the discriminant validity of the research constructs based on the Fornell–Larcker criterion. According to this criterion, the square root of the average variance extracted (AVE) for each construct, shown on the main diagonal of the table, should be greater than the correlations between that construct and other constructs. The results indicate that this condition is satisfied for all constructs in the model. Specifically, the square root

of AVE values for empowering motivations and attitudes, healing-oriented entrepreneurship, social startup growth, and resilience capacity are substantially higher than their inter-construct correlations. This finding indicates that each construct possesses adequate conceptual distinctiveness and that the research instrument is capable of measuring the intended concepts separately and accurately. Therefore, the discriminant validity of the model is confirmed.

**Table 7.** Testing the Relationships Among Research Components

Hypothesis	Path	$\beta$ Coefficient	Result
H1	Needs → Motivations	0.42	Supported

H2	Skills → Motivations	0.36	Supported
H3	Supports → Motivations	0.39	Supported
H4	Motivations → Healing-Oriented Entrepreneurship	0.47	Supported
H5	Healing-Oriented Entrepreneurship → Social Startup Growth	0.51	Supported
H6	Healing-Oriented Entrepreneurship → Resilience	0.44	Supported

The results in Table 7 present the testing of relationships among the research components based on standardized path coefficients ( $\beta$ ) and their statistical significance in the structural equation model. As shown, all relationships among the components are supported at the significance level of  $p < .001$ . Specifically, entrepreneurial needs and drivers, skill development, and supports and infrastructures have positive and significant effects on empowering motivations and attitudes. This finding indicates that providing supportive and skill-based contexts can play an important role in strengthening the intrinsic motivations of socially harmed women entrepreneurs. Furthermore, the results show that empowering motivations have a direct and significant effect on healing-oriented entrepreneurship, and this construct functions as a mediating variable, playing a key role in transmitting motivational effects to the final outcomes. Finally, healing-oriented entrepreneurship exerts a strong and significant effect on social startup growth and resilience capacity, highlighting the importance of a social and psychological perspective on entrepreneurship among social minorities.

#### 4. Discussion and Conclusion

The present study sought to develop and empirically validate a comprehensive model of social minority entrepreneurship among socially harmed women, and the findings provide robust empirical support for the proposed structural relationships. Overall, the results confirm that women's entrepreneurship in socially vulnerable contexts is a multidimensional phenomenon shaped by motivational, capability-based, institutional, and psychosocial factors rather than a purely economic activity. The validated model demonstrates strong explanatory power in linking antecedent conditions—such as needs and drivers, skill development, and supports and infrastructures—to empowering motivations, healing-oriented entrepreneurship, and downstream outcomes including social startup growth and resilience capacity.

One of the key findings of this study is the significant positive effect of entrepreneurial needs and drivers on empowering motivations. This result suggests that unmet economic, social, and psychological needs act as powerful

catalysts for motivational processes among socially harmed women entrepreneurs. In contexts of vulnerability, necessity-driven entrepreneurship often emerges from survival imperatives; however, the findings indicate that these needs can be transformed into empowering motivations when women perceive entrepreneurship as a viable pathway to autonomy and dignity. This result is consistent with prior research emphasizing that necessity and opportunity motivations are not mutually exclusive, particularly among marginalized women [3, 4]. Studies on subsistence and necessity-driven entrepreneurship show that structural constraints often heighten motivational intensity, which can foster perseverance and commitment when combined with enabling conditions [15, 16]. Thus, the present findings extend the literature by empirically demonstrating how needs function as antecedents to empowerment-oriented motivation rather than merely as indicators of deprivation.

The study also found that skill development has a significant and positive effect on empowering motivations. This finding underscores the central role of human capital in shaping women's entrepreneurial agency. Entrepreneurial skills—ranging from managerial and technical competencies to psychological and emotional capabilities—enhance women's confidence in their ability to initiate and sustain ventures. This aligns with extensive evidence that human capital is a critical driver of both commercial and social entrepreneurship outcomes [21, 22]. In the context of socially harmed women, skill acquisition appears to function not only as a performance-enhancing mechanism but also as a source of psychological empowerment. Prior studies have highlighted the importance of psychological capital, emotional intelligence, and adaptive coping strategies in strengthening women's entrepreneurial orientation and reducing the negative effects of work–family conflict and social stigma [12, 23]. The current findings corroborate these insights by showing that skills directly reinforce empowering motivations, which in turn shape more transformative forms of entrepreneurship.

Support systems and infrastructures were also found to exert a significant positive influence on empowering motivations. This result highlights the importance of institutional and social contexts in enabling women's

entrepreneurial engagement. Supports such as access to finance, training programs, mentoring, and community-based networks create an enabling environment that reduces perceived risk and enhances motivational readiness. This finding is strongly aligned with prior research demonstrating that women entrepreneurs, particularly in developing and transitional economies, are highly sensitive to the availability of supportive ecosystems [17, 18]. Microfinance initiatives, self-help groups, and collective support mechanisms have been shown to strengthen women's economic empowerment by improving access to resources and fostering solidarity [3, 19]. The present study adds to this literature by empirically linking supports and infrastructures to motivational empowerment, thereby clarifying one of the key mechanisms through which institutional contexts influence women's entrepreneurial trajectories.

A central contribution of this study lies in confirming the strong and significant effect of empowering motivations on healing-oriented entrepreneurship. Healing-oriented entrepreneurship refers to entrepreneurial activity that contributes to psychological recovery, identity reconstruction, and social reintegration. The findings suggest that when women's motivations are rooted in empowerment—such as self-efficacy, purpose, and autonomy—entrepreneurship transcends economic objectives and becomes a transformative process. This result resonates with the social entrepreneurship literature, which emphasizes the role of entrepreneurial action in addressing social and psychological needs alongside economic ones [5, 6]. Research on women in social entrepreneurship similarly highlights that women often pursue ventures that align with caregiving values, community well-being, and social change [8, 28]. The present findings empirically substantiate these theoretical claims by positioning empowering motivations as a direct antecedent to healing-oriented entrepreneurial practices.

The results further indicate that healing-oriented entrepreneurship has a strong and significant effect on social startup growth. This finding challenges the assumption that socially or psychologically oriented entrepreneurship may compromise growth potential. Instead, the evidence suggests that ventures grounded in healing and social purpose can achieve meaningful growth outcomes, particularly in terms of social impact and sustainability. This aligns with prior studies showing that social enterprises often leverage mission-driven legitimacy, trust, and community embeddedness to scale their activities [7, 27]. For socially

harmed women, healing-oriented entrepreneurship may enhance persistence, stakeholder engagement, and adaptive innovation, thereby facilitating startup growth even in resource-constrained environments. Bibliometric and empirical research on growth-oriented women entrepreneurship supports this view by highlighting that purpose-driven strategies and innovation capabilities can coexist with growth ambitions [2, 22].

Another critical finding of the study is the significant positive effect of healing-oriented entrepreneurship on resilience capacity. Resilience has emerged as a central concept in entrepreneurship research, particularly in contexts characterized by crisis, uncertainty, and marginalization [15, 16]. The present results suggest that healing-oriented entrepreneurial engagement strengthens women's ability to cope with adversity, adapt to changing conditions, and sustain well-being over time. This finding is consistent with empowerment-based perspectives, which view entrepreneurship as a mechanism for enhancing agency and psychological resources [9, 10]. Studies on women's well-being further demonstrate that entrepreneurial autonomy and purpose can mitigate the negative effects of gender inequality and social exclusion [11]. By empirically linking healing-oriented entrepreneurship to resilience capacity, this study provides evidence that entrepreneurship can function as both an economic and psychosocial resilience-building strategy for vulnerable women.

Taken together, the findings support an integrated view of social minority entrepreneurship in which needs, skills, and supports shape empowering motivations, which then foster healing-oriented entrepreneurial practices leading to growth and resilience outcomes. This integrated pathway is consistent with calls in the literature for more holistic and context-sensitive models of women's entrepreneurship [1, 2]. Moreover, the results align with research emphasizing the importance of social capital, collective contexts, and strong ties in empowering women entrepreneurs [13, 14]. The validated model thus contributes to theory by bridging empowerment theory, social entrepreneurship, and resilience perspectives within a single empirical framework.

Importantly, the study also responds to gaps identified in prior research regarding socially harmed and marginalized women entrepreneurs. Much of the existing literature focuses on general populations of women entrepreneurs or on isolated factors such as finance or innovation [4, 30]. By contrast, the present study offers a validated, multidimensional model that captures the dynamic interplay among structural conditions, psychological processes, and

entrepreneurial outcomes. In doing so, it advances understanding of how entrepreneurship can serve as a vehicle for both economic participation and social healing among social minorities.

Despite its contributions, this study has several limitations that should be acknowledged. First, the research relied on self-reported questionnaire data, which may be subject to common method bias and social desirability effects. Second, the cross-sectional design limits the ability to draw causal inferences about the relationships among variables over time. Third, the sample was restricted to socially harmed women entrepreneurs within a specific contextual setting, which may limit the generalizability of the findings to other populations or cultural contexts. Fourth, although the model incorporates multiple dimensions, other potentially relevant factors—such as policy environments, macroeconomic conditions, and intersectional identities—were not explicitly examined.

Future studies could build on the present findings by adopting longitudinal designs to examine how empowering motivations, healing-oriented entrepreneurship, and resilience evolve over time. Comparative studies across different cultural, institutional, and socioeconomic contexts would also enhance understanding of the contextual robustness of the model. In addition, future research could integrate qualitative approaches to explore in greater depth the lived experiences of socially harmed women entrepreneurs and the subjective meanings they attach to healing-oriented entrepreneurship. Expanding the model to include policy variables, digital ecosystem maturity, and intersectional factors such as ethnicity or disability would further enrich the theoretical and empirical contributions of this line of research.

From a practical perspective, the findings suggest that programs aimed at supporting socially harmed women entrepreneurs should move beyond narrow financial interventions and adopt holistic empowerment-oriented approaches. Policymakers and support organizations should invest in integrated initiatives that simultaneously address skill development, motivational empowerment, psychosocial support, and access to supportive infrastructures. Entrepreneurship training programs should explicitly incorporate components related to resilience-building, identity reconstruction, and well-being. Finally, fostering collaborative networks and community-based support systems can enhance both the growth and healing potential of women-led social startups, contributing to more inclusive and sustainable development outcomes.

## Authors' Contributions

Authors equally contributed to this article.

## Acknowledgments

Authors thank all participants who participate in this study.

## Declaration of Interest

The authors report no conflict of interest.

## Funding

According to the authors, this article has no financial support.

## Ethical Considerations

All procedures performed in this study were under the ethical standards.

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