

# The Impact of Entrepreneurship on Disabled People: A Hiring Perspective

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## Abstract

Anyone is considered disabled if they have a neurological, physical, cognitive, or sensory limitation that, when joined with other obstacles, could hinder them from fully and equally taking part in life. Disabilities can be invisible (such as psychological concerns) or evident (such as motor issues). Those who have impairments are becoming increasingly entrepreneurial, and many of them are transforming barriers into opportunities by starting organizations that solve accessibility gaps. They are pioneering innovation, particularly in services that are inclusive along with technology that adapts. An environment for entrepreneurship that is more welcoming and multicultural is being developed by this emergence.

People with disabilities who are entrepreneurs are advancing a neglected community. This study aims to understand how does financial freedom impacts the disabled. can highlight the particular challenges faced by disabled entrepreneurs, share their success stories, and provide information on how society as a whole can better stimulate diverse entrepreneurship. It also aids in spreading knowledge of the hidden potential of disabled people to promote creativity and advancement in the economy.

**Keywords:** Disability, Entrepreneurship, Economy, Diversity, Multicultural

## INTRODUCTION

Entrepreneurship has emerged as a powerful avenue for disabled individuals to overcome societal barriers and achieve economic independence. Recent studies have shed light on the multifaceted impact of entrepreneurship on disabled people, particularly from a hiring perspective. For instance, research by [Lysaght, Rosemary et al ., 2012 [1] highlights the potential of entrepreneurship to create inclusive workplaces, where disabled individuals can contribute their unique skills and perspectives. Moreover, [Saiful Bahry, N., Kori el al., 2023 [2] emphasizes the entrepreneurial mindset's ability to foster resilience and adaptability, essential qualities for navigating the challenges faced by disabled entrepreneurs. Additionally, [Lindsay, S., Cagliostro, E., Albarico, M. et al., 2018 [ 3] underscores the economic benefits of hiring disabled individuals, including increased productivity, innovation, and improved corporate reputation. Finally, [Saxena, S.S. and Pandya, R.S.K. 2018 [4] explores the social impact of entrepreneurship on disabled people, demonstrating its role in empowering individuals, promoting inclusion, and challenging stereotypes.

Beyond these individual findings, a growing body of research suggests that entrepreneurship can serve as a catalyst for broader societal change. Disabled entrepreneurs can challenge negative perceptions and stereotypes about disability, inspiring others to pursue their own entrepreneurial ambitions. Furthermore,

the economic benefits of hiring disabled individuals can contribute to a more equitable and inclusive labor market. By exploring the diverse perspectives and experiences of disabled entrepreneurs, we can gain valuable insights into the potential of entrepreneurship to create a more just and inclusive society.

### Objectives

1. Investigate personal and economic motivations driving disabled individuals toward entrepreneurship.
2. Identify key skills and traits essential for successful entrepreneurship among disabled individuals.
3. Study how entrepreneurship promotes social inclusion and reduces stigma for disabled people.

### Research Questions:

1. How can entrepreneurship serve as a tool for empowerment and independence for disabled individuals?
2. How can the broader business community support the disabled individual's success?

### Significance of the Study

Entrepreneurship is crucial in empowering people with disabilities, because it provides them with chances for social inclusion and economic independence. They can overcome obstacles to traditional employment, such as physical accessibility or prejudice at work, by starting their own companies and customizing workspaces to suit their needs. Additionally, entrepreneurship encourages innovation since disabled persons frequently create original solutions to problems, they encounter that benefit society as a whole. Their sense of purpose and self-worth are also improved, which advances their development on both a personal and professional level. In fostering entrepreneurship among disabled people, society fosters economic growth, variety, and equity.

### Review of Literature

**Challenges Faced by Entrepreneurs with Disabilities in India Malhotra et al. (2024)** Malhotra et al. (2024) examine the challenges faced by entrepreneurs with disabilities (EwDs) in India, highlighting structural, financial, and social barriers that hinder their entrepreneurial pursuits. Structural issues include inaccessible physical and digital infrastructure, while financial constraints stem from limited access to capital and a lack of awareness about disability-specific grants and loans. Social stigma further discourages EwDs, impacting their confidence and aspirations. The study underscores the critical role of Entrepreneurship Support Organizations (ESOs) in providing tailored mentorship, training, and resources to address these obstacles. Facilitators such as inclusive policies, improved accessibility, and education programs are essential for fostering an enabling environment for EwDs. The research also aligns with Sustainable Development Goals (SDGs), particularly decent work and reduced inequalities, urging stakeholders to enhance inclusive infrastructure and financial options. By advocating for a multi-stakeholder approach, the study emphasizes the importance of empowering EwDs to thrive in India's entrepreneurial ecosystem. (al., 2024)

**Challenges Faced by Disabled Entrepreneurs in India Dr. M. Suguna and K. Rasika (2021)** Dr. M. Suguna and K. Rasika (2021) examined the challenges faced by disabled entrepreneurs in India, highlighting their constitutional rights and barriers to entrepreneurship. Key challenges include inaccessibility, limiting access to resources and facilities; low representation, reinforcing biases and stereotypes; and inadequate support systems, with limited mentorship, funding, and training opportunities.

To address these issues, the study recommends targeted training programs, improving accessibility in infrastructure and digital platforms, and government initiatives to promote inclusivity and financial support. These measures aim to create an equitable business environment and drive inclusive economic growth. By implementing these interventions, India can foster a more inclusive entrepreneurial ecosystem that values diversity and ensures equal opportunities for all. (Rasika, 2021)

#### **Motives for Self-Employment Among Individuals with Disabilities, Hägglund et al. (2021)**

Hägglund et al. (2021) conducted a scoping review analyzing 16 research articles and one book chapter to explore the motivations behind self-employment among individuals with disabilities. The study identifies four key motives: economic stability, flexibility and self-determination, avoiding workplace discrimination, and personal development. Many disabled entrepreneurs pursue self-employment to gain financial independence, create a flexible work environment, and escape biases in traditional jobs. Entrepreneurship also serves as a means for skill enhancement and personal growth. The study underscores the need for targeted support programs, awareness campaigns to combat stigma, and policy initiatives to foster inclusive economic opportunities. By understanding these motivations, policymakers and stakeholders can develop effective strategies to empower disabled entrepreneurs, ensuring their contributions to economic growth and innovation. (al. H. e., 2021)

#### **Factors Influencing Entrepreneurship Among Individuals with Disabilities, García Palma et al.(2019)**

García-Palma et al. (2019) explored factors influencing entrepreneurship among individuals with physical, organic, and sensory disabilities through 15 interviews with entrepreneurs and experts. The study identifies six key dimensions: personal-psychological traits like confidence and adaptability, institutional-legal frameworks that shape opportunities, cultural attitudes toward disability, access to education and training, socio-economic conditions, and family support alongside physical accessibility. The research underscores the need for inclusive policies, including comprehensive support systems, awareness campaigns, and improved accessibility. By addressing these factors, society can foster an equitable entrepreneurial environment that empowers disabled individuals and enhances their economic participation. (al. G. P., 2019)

#### **Entrepreneurship and self-employment by people with disabilities, John Kitching et al. (2014)**

John Kitching's research explores entrepreneurship among people with disabilities, highlighting both benefits and challenges. Entrepreneurship offers autonomy, flexibility, self-esteem, social integration, and financial independence, but barriers include discrimination, lack of funding, inadequate support, and physical and social obstacles. Kitching emphasizes the need for supportive policies such as training, mentoring, financial aid, and anti-discrimination measures. However, his work lacks extensive empirical evidence and focuses mainly on developed countries, necessitating more research on disability entrepreneurship in developing nations. Additionally, intersectional factors like gender, race, and socioeconomic status must be considered. His research lays a foundation for fostering inclusive entrepreneurship. (al. J. K., 2014)

#### **Disability entrepreneurship research: review and critical reflection through the lens of individual-opportunity nexus, Te Klangboonkrong and Ning Baines et al. (2021)**

Te Klangboonkrong and Ning Baines's research on disability entrepreneurship examines the interplay between individual skills, motivations, and external factors like social support and policy frameworks. They critique the individual-opportunity nexus for its deterministic, market-driven approach, arguing that it overlooks systemic barriers disabled entrepreneurs face. Their study highlights structural obstacles, the

need for broader theoretical perspectives, and individual adaptations that often mask deeper issues. While valuable, their work could further explore intersectionality, global contexts, and policy implications. Overall, their research calls for a more inclusive entrepreneurial framework that acknowledges both individual agency and structural constraints. (at., 2021)

**People with Disabilities: Employers' Perspectives on Recruitment Practices, Strategies, and Challenges in Leisure and Hospitality, Andrew Houtenville and Valentini Kalargyrou et al. (2012)**

Andrew Houtenville and Valentini Kalargyrou's research explores employers' perspectives on recruiting individuals with disabilities in the leisure and hospitality industry, identifying key challenges such as lack of awareness, perceived costs, limited access to qualified candidates, and concerns about productivity. The study highlights strategies to overcome these barriers, including disability awareness training, accessible recruitment practices, partnerships with disability organizations, workplace accommodations, and mentorship programs. Future research areas include assessing recruitment strategies, the role of technology, diverse disability experiences, and long-term employment outcomes. Their work emphasizes the need for inclusive hiring practices to foster workplace diversity. (at. A. H., 2012)

**Impairment (In)visibility and Stigma: How Disabled Entrepreneurs Gain Legitimacy in Mainstream and Disability Markets, Eva Kašperová et al. (2021)**

Eva Kašperová's literature review explores how disabled entrepreneurs establish legitimacy in mainstream and disability markets, emphasizing the impact of impairment visibility and societal stigma. Visibility can be advantageous by fostering authenticity but may also reinforce stereotypes and discrimination. Entrepreneurs adopt different strategies, such as conforming to mainstream expectations while disclosing their disability, leveraging niche disability markets, advocating for inclusivity to reshape mainstream industries, or concealing their disability to avoid bias. Non-verbal cues and presentation play crucial roles in shaping perceptions, while societal stigma limits access to resources and opportunities. Overcoming these barriers requires resilience, adaptability, and strong self-belief. Kašperová stresses the need for further research on disabled entrepreneurs' experiences across different cultural and economic settings, as well as the influence of digital platforms on their legitimacy-building strategies. By addressing biases, enhancing support systems, and fostering a culture of inclusion, society can create a more equitable entrepreneurial environment that values diversity and innovation. This research contributes to ongoing discussions on disability and entrepreneurship. (2021), 2021)

**Gauging Underdog Entrepreneurship For Disabled Entrepreneurs, Rushi Pandya and Siddhartha Saxena (2017)**

The research paper "Gauging Underdog Entrepreneurship for Disabled Entrepreneurs" by Rushi Pandya and Siddhartha Saxena explores how adversity can drive entrepreneurial success among disabled individuals. Using the Challenge-Based Entrepreneurship Model, the study examines eight disabled entrepreneurs from Ahmedabad, Gujarat, revealing key traits that contribute to their success. It highlights resilience and persistence in overcoming failures, stress, and uncertainty, as well as the importance of adaptive behavior and strong networking skills. Disabled entrepreneurs leverage innovative problem-solving strategies to navigate limited opportunities, carving niche markets and gaining competitive advantages. Social support networks play a crucial role in bridging gaps and fostering collaboration. Additionally, these entrepreneurs often create inclusive work environments, demonstrating empathy and flexibility toward others with disabilities. The study underscores the strengths of disabled entrepreneurs and calls for greater recognition and support within the entrepreneurial ecosystem. By addressing systemic challenges and fostering inclusivity, society can harness the potential of disabled entrepreneurs as catalysts

for innovation and economic self-sufficiency. (Saxena, 2017)

**Entrepreneurial Graduates: A Mission for the Nigerian Universities, Reuel Johnmark Dakung, John Munene, Waswa Balunywa, Joseph Ntayi, Mohammed Ngoma (2019)**

The research paper "Entrepreneurial Graduates: A Mission for the Nigerian Universities?" by Reuel Johnmark Dakung et al. explores how universities shape the entrepreneurial aspirations of disabled students in Nigeria. It highlights the significant role of university support, entrepreneurship education (EE), and role models (RMs) in fostering entrepreneurial inclination (EI). The study finds that universities providing adequate infrastructure, knowledge, and mentorship positively impact students' entrepreneurial ambitions. Effective EE, driven by engaging teaching methods, equips students with essential skills, while exposure to successful role models within academic environments boosts confidence and motivation. The study also underscores the need for an inclusive curriculum that caters to disabled students, creating a supportive learning environment that fosters entrepreneurship. Additionally, the research calls for further studies across Nigerian tertiary institutions to track long-term trends in EI development. By strengthening entrepreneurship education and support systems, universities can play a pivotal role in enhancing self-employment opportunities and economic empowerment for disabled graduates in Nigeria. (Reuel Johnmark Dakung, 2019)

**The New, Accessible Mainstreet: An Exploration of E-Commerce Disability Entrepreneurship, Benjamin Sarasin (2022)**

Benjamin Sarasin's study explores the transformative potential of e-commerce for disabled entrepreneurs, offering a flexible and accessible alternative to traditional employment. While legislative measures like the ADA exist, disabled individuals continue to face systemic exclusion and workplace inaccessibility. E-commerce mitigates these barriers by enabling remote work, reducing financial constraints through low startup costs, and providing accessible digital education for business skills. Platforms like Shopify and Etsy offer cost-effective solutions, while social media aids in organic marketing. However, challenges persist in scaling businesses, achieving sustainable incomes, and accessing assistive technologies. Sarasin emphasizes the need for targeted policy interventions, such as increased funding, educational support, and technology subsidies, to enhance economic inclusion. His research underscores the importance of e-commerce in fostering independence for disabled entrepreneurs while highlighting areas requiring further policy attention. (Sarasin, 2022)

**The Impact of Hiring People with Disabilities, Awad et al. (2023)**

Awad et al. (2023) examine how hiring people with disabilities (PWDs) impacts customer perceptions, focusing on Jordan. The study highlights that inclusive hiring enhances brand image, strengthens customer loyalty, and aligns with corporate social responsibility (CSR). Customers perceive businesses employing PWDs as more ethical and community-focused, though purchase intention remains influenced by other factors. The type of disability moderates customer attitudes, with physical disabilities often evoking empathy while developmental disorders may face biases. Persistent stereotypes necessitate awareness and training initiatives to promote inclusivity. Businesses can benefit from disability-inclusive hiring by improving their public image, implementing tailored marketing strategies, and fostering a more empathetic workplace. Long-term social benefits include poverty reduction and enhanced economic participation, reinforcing businesses' role in social change. The study calls for sustained efforts in awareness campaigns, bias reduction programs, and proactive inclusion strategies to maximize the benefits of disability employment. By embracing diversity, companies can lead in social responsibility while building stronger customer relationships. (al. A. e., 2023)



**Treating Disability as an Asset, not a Limitation, Mauksch and Dey (2023)**

Mauksch and Dey (2023) explore disability inclusion in social enterprises, emphasizing a shift from viewing disability as a limitation to recognizing it as an asset. Their study, focusing on Magic Fingers in Nepal, reveals both empowerment and exclusion within disability employment. While blind therapists gain economic independence, the commodification of disability reinforces stereotypes and creates distinctions within the disabled community based on economic output. Market-driven evaluations often prioritize profitability over social well-being, limiting holistic inclusion. The study calls for re-evaluating disability frameworks, promoting a balance between economic viability and social good, and fostering inclusive workplaces that recognize disabled individuals' full potential beyond economic contributions. (Dey, 2023)

**How Social Inclusion Promotes Sales: An Analysis of the Example of Employing People with Disabilities, Miethlich and Oldenburg (2019)**

Miethlich and Oldenburg (2019) examine how employing people with disabilities (PWDs) as part of corporate social responsibility (CSR) enhances company performance. Their research highlights that social inclusion leads to increased sales through improved brand loyalty and differentiation in competitive markets. Customers tend to favor businesses that prioritize diversity, fostering long-term loyalty and positive word-of-mouth referrals. While challenges such as stigma persist, companies can overcome them through advocacy and strategic integration of inclusion into core operations. The study underscores that disability inclusion is not just ethical but a business advantage, driving both financial success and societal impact. (Oldenburg, 2019)

**Exploration of HR Managers Perspectives in Hiring and Retaining Practices of People with Physical Disabilities, Naseem Shahid and Gulnaz Zahid (2021)**

Naseem Shahid and Gulnaz Zahid (2021) examine HR managers' perspectives on hiring and retaining people with physical disabilities (PWDs) in Pakistan. Their study highlights key challenges, including societal stigma, lack of resources, and limited training on inclusive practices. Despite these barriers, HR managers who implemented supportive policies saw improved retention and workplace culture. The research emphasizes the need for awareness programs, stronger policies, and improved infrastructure to foster inclusivity. By addressing these issues, organizations can create sustainable employment opportunities for PWDs, enhancing both workforce diversity and overall societal inclusion. (Zahid, 2021)

**Why Should Employers Hire People with Disabilities?—A Review of Benefits for the Hospitality Industry, Amit Vashishth, Deepika Jhamb (2021)**

This study explores the benefits of employing people with disabilities (PWDs) in the hospitality industry and examines the impact of HRM policies on their inclusion. It highlights how diverse workplaces foster creativity, improve employee morale, and reduce turnover. Inclusive hiring enhances brand reputation, attracts socially conscious customers, and provides financial incentives. The study concludes that integrating PWDs not only fulfills ethical responsibilities but also drives innovation and strengthens business performance. By embracing inclusivity, hospitality businesses can position themselves as leaders in social responsibility and operational excellence. (Amit Vashishth, 2021)

**Market-oriented social enterprises employing people with disabilities: A participants' perspectives, Benjamin Gidron (2014)**

This paper explores how social enterprises employing people with disabilities benefit from a market-oriented approach, offering advantages often absent in nonprofit or public sector models. It highlights the Social Model of Disability, which emphasizes removing societal barriers, and Strength-Based Practice,

which focuses on abilities rather than limitations. By integrating business strategies with social missions, social enterprises achieve sustainability, competitive wages, and reduced reliance on grants. Global examples, particularly from Europe and the UAE, showcase their potential to influence disability employment policies. The study concludes that market-driven social enterprises can enhance workforce inclusion and economic participation for people with disabilities. (Gidron, 2014)

**Managers' attitudes towards people with disabilities in the hospitality industry , Paola Paez, Susan W Arendt ( 2014 )**

This study explores managerial attitudes toward employees with disabilities in the U.S. hospitality sector, highlighting barriers to inclusion. Using interviews and questionnaires, the research identifies key factors influencing hiring decisions, such as demographics, stress levels, and past experiences with PwDs. Younger and experienced managers show more inclusive attitudes, while stress can reinforce negative biases. Organizational culture plays a crucial role, with open dialogue and positive interactions improving workplace inclusivity. The study suggests tailored training programs and awareness initiatives to shift perceptions and foster equitable employment practices in hotels and restaurants. (Paola Paez, 2014)

**Handicaps and new opportunity businesses: what do we (not) know about disabled entrepreneurs? Irisalva Mota, Carla Marques, Octávio Sacrament (2020)**

This study reviews research on disabled entrepreneurs, analyzing trends over the past 15 years. Many pursue self-employment to overcome workplace discrimination, inflexible environments, and limited job opportunities. While entrepreneurship provides autonomy and flexibility, challenges include financial barriers, regulatory complexities, and lack of supportive networks. Research highlights their innovative contributions, often addressing market gaps for other disabled individuals. However, gaps remain in understanding their success rates and sectoral dominance. The study calls for targeted policies, mentorship, and accessible funding to foster a more inclusive entrepreneurial ecosystem, unlocking social and economic innovation. (Irisalva Mota)

**Entrepreneurial Financing Based on (Dis)ability, Terry L. Howard, Gregory W. Ulferts (2020)**

This study explores the financing challenges faced by entrepreneurs with disabilities (EWDs) compared to entrepreneurs without disabilities (EWODs). It reveals limited access to traditional financing, forcing EWDs to rely on alternative sources like personal networks, which can be unsustainable. Despite crowdfunding's potential, awareness, digital literacy, and perception barriers hinder EWD participation. Support networks play a crucial role, emphasizing the need for tailored financing programs, inclusive education, and stigma reduction in lending. The research calls for policy interventions to create an equitable entrepreneurial ecosystem, empowering disabled entrepreneurs towards sustainable self-employment. (Terry L. Howard, 2020)

## **Research Methodology**

This study employed a quantitative research design to explore various factors influencing entrepreneurship among disabled individuals. Data was collected through a structured multiple-choice questionnaire distributed to 90 respondents. The methodology focused on five key areas: motivations for entrepreneurship, essential skills and traits, challenges faced, social inclusion through entrepreneurship, and societal support systems.

### **1 Data Collection Method:**

The survey consisted of closed-ended questions designed to capture respondents' perceptions and

experiences related to entrepreneurship among disabled individuals. The use of multiple-choice questions ensured ease of response and facilitated the collection of quantifiable data for analysis.

## 2 Focus Areas:

- **Motivations for Entrepreneurship:** Questions explored personal and economic reasons for pursuing entrepreneurship, such as autonomy, financial independence, and overcoming personal challenges.
- **Key Skills and Traits:** The survey assessed the importance of skills like adaptability, resilience, and social networking in entrepreneurial success.
- **Challenges Faced:** Respondents identified common barriers such as discrimination, lack of accessibility, and societal perceptions.
- **Promoting Social Inclusion:** Questions examined how entrepreneurship fosters inclusion by reducing stigma and creating inclusive environments.
- **Societal Support Systems:** The survey investigated the role of accessible technology, inclusive policies, and educational resources in supporting disabled entrepreneurs.

## 3 Sampling and Respondents:

The study involved 90 respondents selected through convenience sampling. This approach ensured diverse perspectives while maintaining feasibility within the scope of the research.

## 4 Data Analysis:

The responses were analyzed quantitatively to identify trends and patterns across the five focus areas. The analysis provided insights into the motivations, challenges, and support systems relevant to disabled entrepreneurs.

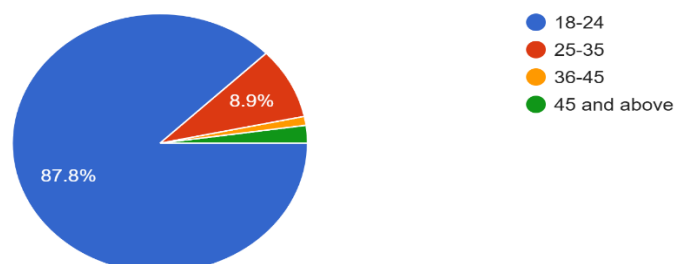
This methodology ensured a structured approach to understanding the multifaceted aspects of entrepreneurship among disabled individuals while providing actionable insights for fostering inclusivity and support.

## Findings and Analysis

### ➤ Findings:

The distributed questionnaire was classified into 5 sections: Motivations for Disabled Entrepreneurs, Skills and Traits for Success, Challenges for Disabled Entrepreneurs, Entrepreneurship and Social Inclusion, Support and Infrastructure for Entrepreneurs. The key insights from the questionnaire are visually represented to optimize understanding.

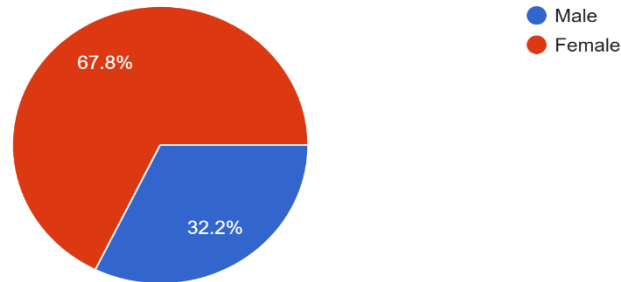
Age?  
90 responses





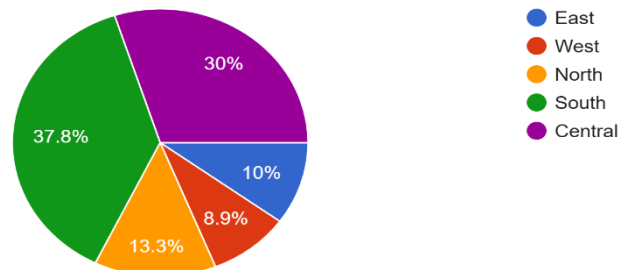
Among the 90 respondents, the majority (87.8 percent) were in the 18-24 age group, while 8.9 percent were in the 25-35 age group. A small percentage fell within the 36-45 and 45-and-above age groups.

Gender  
90 responses



Among the 90 respondents, 67.8 percent were female, while 32.2 percent were male.

Which part of Bengaluru are you from?  
90 responses

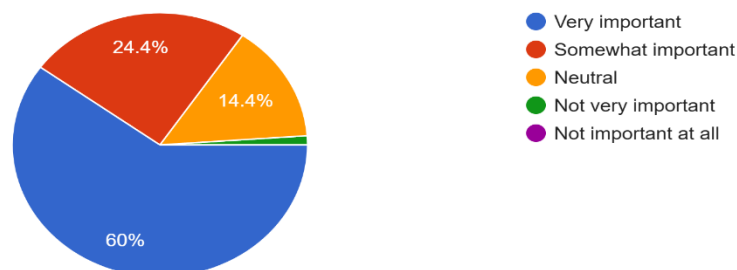


Among the 90 respondents, the majority (37.8 percent) were from South Bengaluru, followed by 30 percent from Central Bengaluru. Additionally, 13.3 percent were from North Bengaluru, 10 percent from East Bengaluru, and 8.9 percent from West Bengaluru.

### Motivations for Entrepreneurship Among Disabled Individuals

1. How important do you think adaptability is for disabled entrepreneurs in overcoming business challenges?

90 responses



Among the 90 respondents, a majority (60 percent) indicated that adaptability is very important for disabled entrepreneurs in overcoming business challenges. Additionally, 24.4 percent felt it was somewhat important, while 14.4 percent were neutral.

## 2. What do you believe is the biggest benefit of resilience for disabled entrepreneurs?

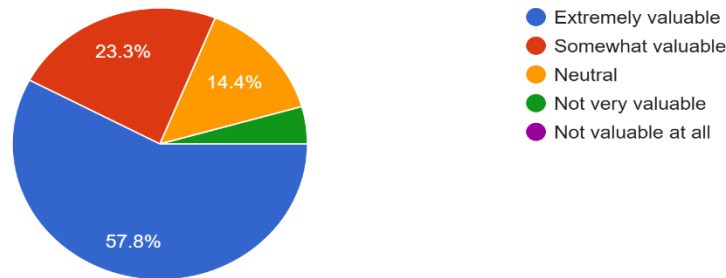
90 responses



Among the 90 respondents, the largest portion (43.3 percent) believes the biggest benefit of resilience for disabled entrepreneurs is that it increases their confidence in taking risks. Additionally, 25.6 percent think it helps them recover from setbacks, while 13.3 percent feel it makes them less dependent on external support. A smaller portion (10 percent) selected "I'm not sure," and a minority (7.8 percent) indicated that it ensures they face fewer challenges.

## 3. How valuable is social networking in helping disabled entrepreneurs succeed?

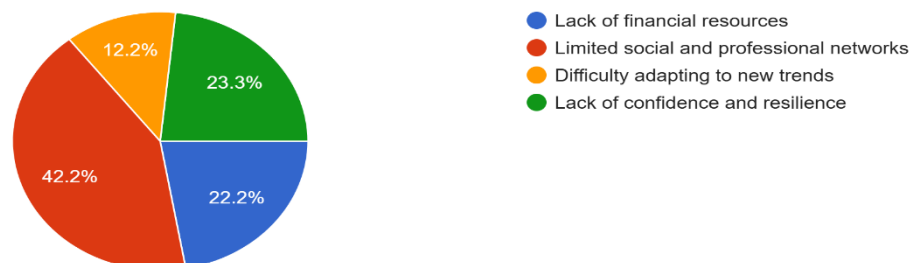
90 responses



Among the 90 respondents, a majority (57.8 percent) believe that social networking is extremely valuable in helping disabled entrepreneurs succeed. Furthermore, 23.3 percent consider it somewhat valuable, while 14.4 percent are neutral. A small percentage (not specified in the image) think it is not very valuable.

## 4. Which of the following do you think is the biggest challenge disabled entrepreneurs face in their journey?

90 responses



Among the 90 respondents, a plurality (42.2 percent) identified limited social and professional networks as the biggest challenge disabled entrepreneurs face. Additionally, 23.3 percent felt the biggest challenge was a lack of confidence and resilience, while 22.2 percent cited a lack of financial resources, and 12.2 percent pointed to difficulty adapting to new trends.

### Key Skills and Traits for Successful Disabled Entrepreneurs

5. How does adaptability contribute to the success of disabled entrepreneurs?

90 responses



Among the 90 respondents, a majority (57.8 percent) indicated that adaptability helps disabled entrepreneurs adjust to changing circumstances and overcome barriers. Furthermore, 21.1 percent felt that adaptability ensures they avoid risks entirely, while 14.4 percent said it limits their ability to take on new challenges. A small percentage believe adaptability has no significant impact on their entrepreneurial journey, and another small portion felt it allows them to navigate challenges, seize opportunities, and build resilient businesses in uncertain environments.

6. Which of the following best describes how resilience aids disabled entrepreneurs?

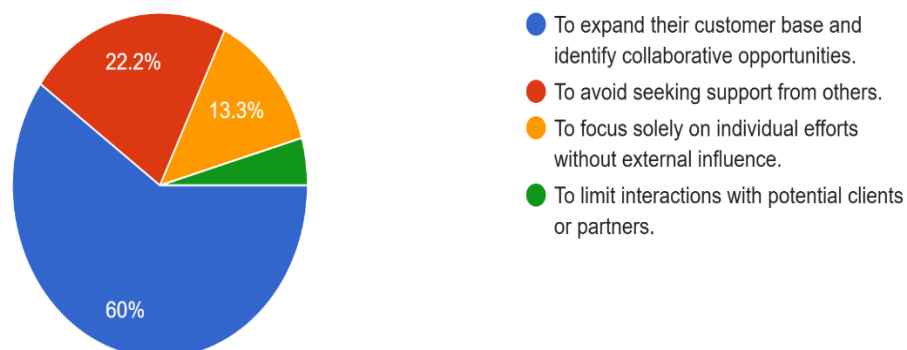
90 responses



Among the 90 respondents, a majority (52.2 percent) believe that resilience aids disabled entrepreneurs by fostering perseverance and optimism in the face of challenges. Additionally, 22.2 percent indicated that it reduces the need for external support networks, while 21.1 percent think it eliminates all risks associated with entrepreneurship. A smaller proportion (not specified in the image) believes that it guarantees immediate success in business ventures.

7. Why is social networking important for disabled entrepreneurs?

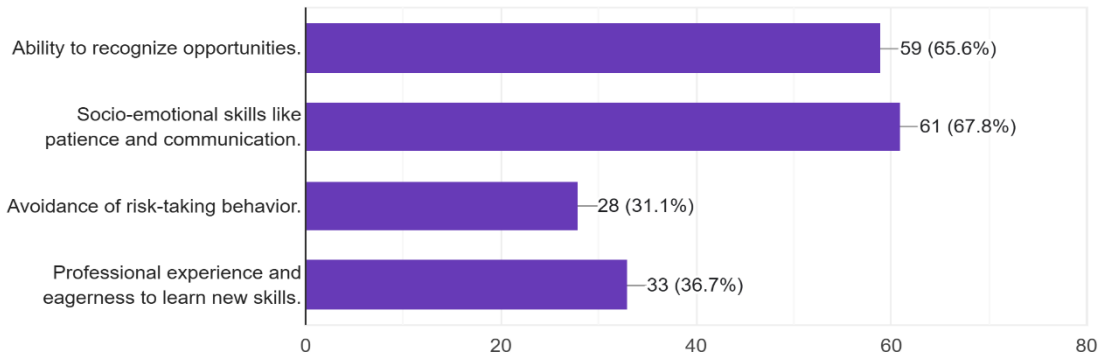
90 responses



Among the 90 respondents, the majority (60 percent) stated that social networking is important for disabled entrepreneurs to expand their customer base and identify collaborative opportunities. Meanwhile, 22.2 percent believed it helps avoid seeking support from others, 13.3 percent focused on individual efforts without external influence, and 4.5 percent felt it limits interactions with potential clients or partners.

8. Which competencies are most critical for entrepreneurial success among disabled individuals?  
(Select all that apply.)

90 responses

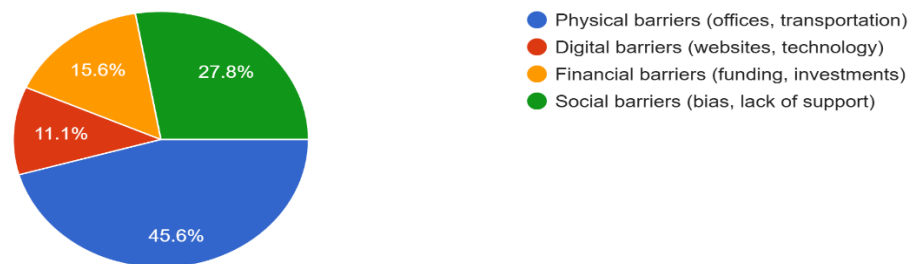


Among the 90 respondents, the majority (67.8 percent) identified socio-emotional skills like patience and communication as critical for entrepreneurial success among disabled individuals, followed by 65.6 percent who emphasized the ability to recognize opportunities. Meanwhile, 36.7 percent highlighted professional experience and eagerness to learn new skills, and 31.1 percent pointed out avoidance of risk-taking behavior.

### Challenges Faced by Disabled Entrepreneurs

9. What is the biggest accessibility challenge for disabled entrepreneurs?

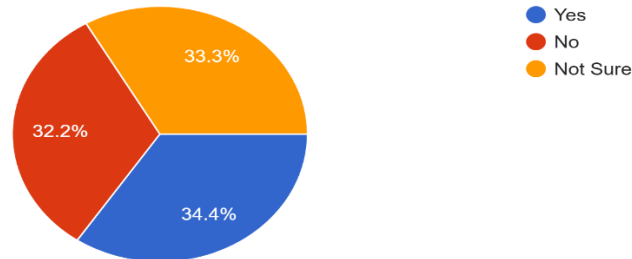
90 responses



Among the 90 respondents, the majority (45.6 percent) indicated physical barriers (offices, transportation) as the biggest accessibility challenge for disabled entrepreneurs. Social barriers (bias, lack of support) were cited by 27.8 percent, financial barriers (funding, investments) by 15.6 percent, and digital barriers (websites, technology) by 11.1 percent.

10. Do you think disabled entrepreneurs get enough financial support to start and grow their businesses?

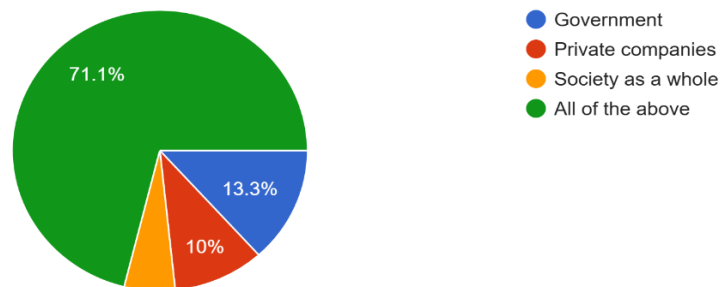
90 responses



Among the 90 respondents, opinions were divided regarding financial support for disabled entrepreneurs. While 34.4 percent believed they receive adequate financial support to start and grow their businesses, 33.3 percent were unsure, and 32.2 percent felt they do not receive enough support.

11. Who should play the biggest role in supporting disabled entrepreneurs?

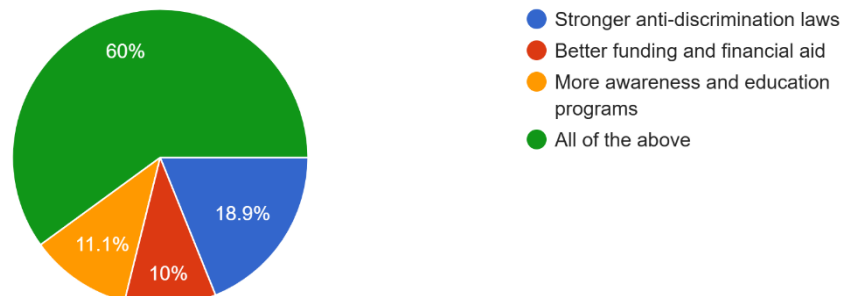
90 responses



Among the 90 respondents, the majority (71.1 percent) believed that all stakeholders (government, private companies, and society as a whole) should play the biggest role in supporting disabled entrepreneurs. Meanwhile, 13.3 percent felt that the government should take primary responsibility, 10 percent emphasized society as a whole, and 5.6 percent highlighted private companies.

12. What is the best way to create an inclusive business environment for disabled entrepreneurs?

90 responses



Among the 90 respondents, the majority (60 percent) suggested that a combination of stronger anti-discrimination laws, better funding and financial aid, and more awareness and education programs is the best way to create an inclusive business environment for disabled entrepreneurs. Additionally, 18.9 percent prioritized stronger anti-discrimination laws, 11.1 percent focused on more awareness and education programs, and 10 percent emphasized better funding and financial aid.



### Promoting Social Inclusion Through Entrepreneurship

13. What is the primary goal of social inclusion in entrepreneurship?

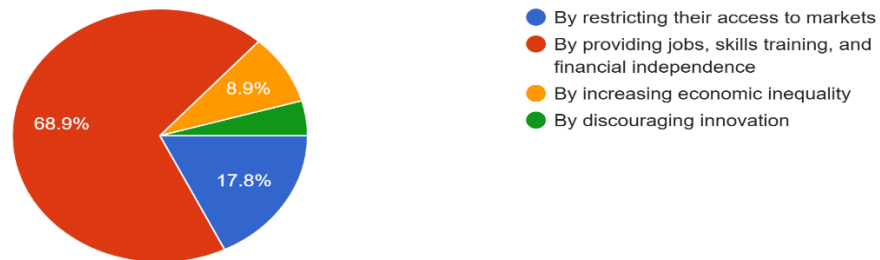
90 responses



Among the 90 respondents, the majority (58.9 percent) identified creating equal opportunities for all individuals to participate in business as the primary goal of social inclusion in entrepreneurship. Meanwhile, 17.8 percent believed it ensures only experienced business owners succeed, another 17.8 percent felt it maximizes profits at any cost, and 5.6 percent thought it limits competition in the market.

14. How can entrepreneurship help marginalized communities?

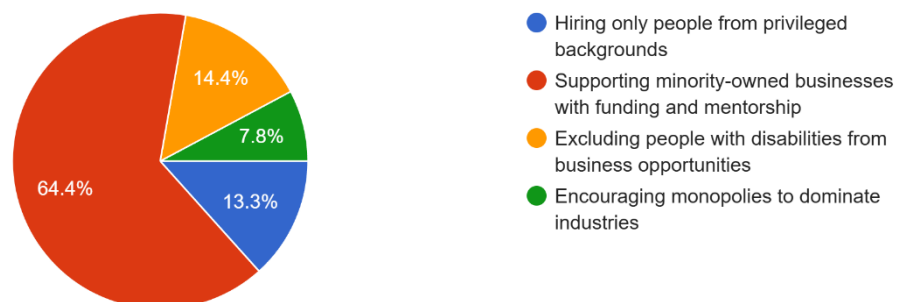
90 responses



Among the 90 respondents, the majority (68.9 percent) stated that entrepreneurship helps marginalized communities by providing jobs, skills training, and financial independence. Meanwhile, 17.8 percent believed it increases economic inequality, 8.9 percent felt it restricts their access to markets, and 4.4 percent thought it discourages innovation.

15. Which of the following is an example of promoting social inclusion through entrepreneurship?

90 responses



Among the 90 respondents, the majority (64.4 percent) stated that supporting minority-owned businesses with funding and mentorship is an example of promoting social inclusion through entrepreneurship, while 13.3 percent believed hiring only people from privileged backgrounds promotes social inclusion. Meanwhile, 14.4 percent felt that excluding people with disabilities from business opportunities promotes social inclusion, and 7.8 percent indicated that encouraging monopolies to dominate industries does so.

16. What role does technology play in fostering inclusive entrepreneurship?

90 responses

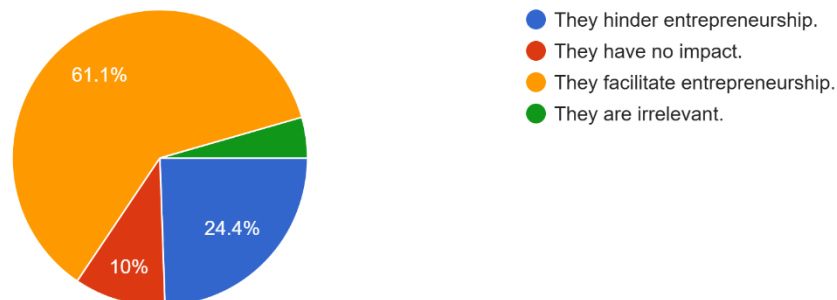


Among the 90 respondents, the majority (70 percent) stated that technology provides digital tools, e-commerce platforms, and access to global markets, fostering inclusive entrepreneurship. Meanwhile, 18.9 percent believed technology makes it harder for underprivileged individuals to start businesses, while the remaining respondents felt that technology either only benefits large corporations or prevents small businesses from competing.

### Societal Support and Infrastructure for Disabled Entrepreneurs

17. How do you think accessible technologies impact entrepreneurship for disabled individuals?

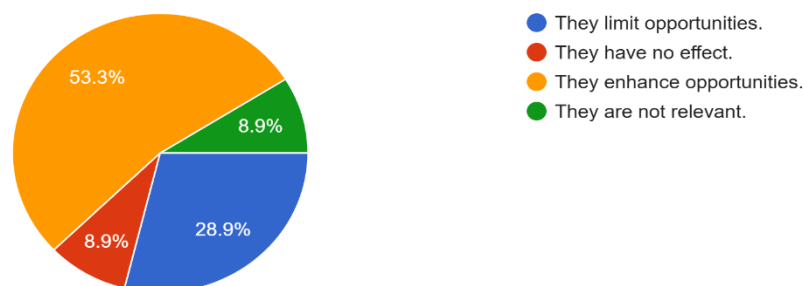
90 responses



Among the 90 respondents, the majority (61.1 percent) believed that accessible technologies facilitate entrepreneurship, while 24.4 percent thought they hinder entrepreneurship, 10 percent stated they have no impact, and 4.4 percent considered them irrelevant.

18. In your opinion, how do inclusive policies affect disabled entrepreneurs?

90 responses



Among the 90 respondents, the majority (53.3 percent) believed that inclusive policies enhance opportunities, while 28.9 percent felt they limit opportunities, 8.9 percent stated they have no effect, and another 8.9 percent considered them irrelevant.

19. What type of educational resources do you believe best support disabled entrepreneurs?

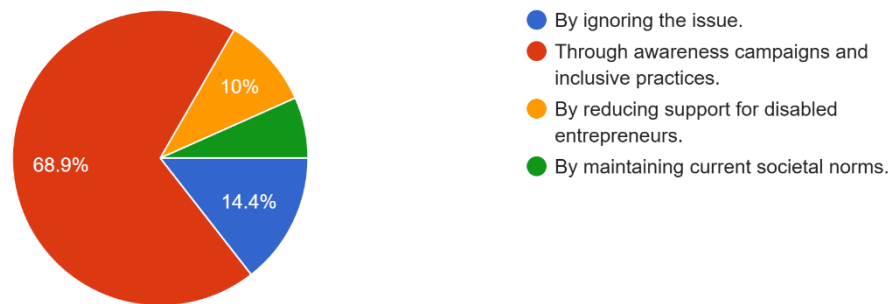
90 responses



Among the 90 respondents, the majority (55.6 percent) preferred practical training tailored to their needs, while 24.4 percent favored general business courses, 13.3 percent believed no additional resources are needed, and 6.7 percent opted for theoretical business courses.

20. How do you think societal attitudes can be shifted to better support disabled entrepreneurs?

90 responses



Among the 90 respondents, the majority (68.9 percent) suggested awareness campaigns and inclusive practices as the best approach, while 14.4 percent believed in ignoring the issue, 10 percent advocated reducing support for disabled entrepreneurs, and 6.7 percent supported maintaining current societal norms.

### Analysis

A recent survey of 90 individuals offers valuable insights into the factors critical to the success of disabled entrepreneurs. The findings underscore the importance of resilience, adaptability, and supportive networks, while also highlighting the systemic challenges that need to be addressed.

Resilience and adaptability are key enablers for disabled entrepreneurs. Most respondents (60%) believed that adaptability is crucial in overcoming business challenges, and 57.8% felt it helps entrepreneurs adjust to changing circumstances. Similarly, 43.3% emphasized that resilience boosts confidence in taking risks, and 52.2% recognized its role in fostering perseverance and optimism. These findings suggest that training programs should focus on cultivating these traits, emphasizing that resilience is about managing setbacks, not avoiding them.

Social networking is invaluable. A significant majority (57.8%) considered it extremely valuable, primarily for expanding customer bases and identifying collaborative opportunities (60%). This highlights the need for more inclusive networking platforms, given that 42.2% identified limited networks as a major challenge.

Financial support for disabled entrepreneurs is perceived as insufficient. While 34.4% believed they receive adequate support, a similar proportion (32.2%) disagreed. This calls for a review of financial aid

mechanisms to ensure they are accessible and effective. Additionally, physical barriers like inaccessible offices and transportation were identified as the most significant accessibility challenge (45.6%), followed by social barriers (27.8%).

There is a strong consensus (71.1%) that all stakeholders—government, private companies, and society—should support disabled entrepreneurs. Effective strategies include a combination of stronger anti-discrimination laws, better funding, and increased awareness and education (60%). Such multifaceted approaches are essential to creating an inclusive business environment.

Respondents overwhelmingly identified creating equal opportunities (58.9%) as the primary goal of social inclusion. Supporting minority-owned businesses through funding and mentorship (64.4%) and leveraging entrepreneurship to provide jobs, skills training, and financial independence (68.9%) are seen as key drivers.

Technology plays a critical role in fostering inclusive entrepreneurship. Most respondents (70%) stated that technology provides digital tools, e-commerce platforms, and access to global markets, and 61.1% specifically highlighted the importance of accessible technologies.

### **Limitations**

The study on entrepreneurship among disabled individuals faces several limitations that can impact the validity and applicability of its findings. One of the primary concerns is the sample size and diversity. If the research relies on a small or non-representative sample, it may struggle to generalize its conclusions across different regions and types of disabilities. This limitation can lead to a lack of comprehensive understanding of how various factors influence entrepreneurial experiences for disabled individuals in diverse settings. Another significant limitation arises from the subjectivity in data collection. The study likely relies on self-reported data from disabled entrepreneurs and employers, which can introduce biases. Responses may be influenced by personal perceptions and experiences, potentially skewing the data and affecting the accuracy of the findings. This subjectivity can make it challenging to separate objective realities from subjective interpretations, which is crucial for developing effective policies and support systems. Temporal constraints also pose a challenge. The study may not account for longitudinal changes in the entrepreneurship landscape for disabled individuals, limiting insights into long-term trends and impacts. This oversight can result in a static view of a dynamic environment, failing to capture how entrepreneurial opportunities and challenges evolve over time. Understanding these changes is essential for developing strategies that adapt to the evolving needs of disabled entrepreneurs. Furthermore, if the research focuses on specific industries, it may overlook variations in entrepreneurial experiences and opportunities available in other sectors. Different industries have unique challenges and opportunities, and concentrating on a few may not provide a complete picture of the entrepreneurial landscape for disabled individuals. This narrow focus could lead to missed opportunities for identifying successful models or strategies that could be applied across various sectors. External economic factors also play a significant role in shaping entrepreneurial experiences. The influence of broader economic conditions, such as recessions or employment policies, may not be fully addressed in the study. These factors can significantly impact the feasibility and success of entrepreneurial ventures, and failing to account for them could skew the analysis of entrepreneurship's impact on disabled individuals. Economic conditions can vary widely across regions, affecting the availability of resources, market demand, and regulatory environments, all of which are critical for entrepreneurship. Lastly, cultural influences on attitudes towards disability and entrepreneurship across different regions might not be adequately explored. Cultural perceptions can

significantly affect how disabled entrepreneurs are viewed and supported within their communities. Without a thorough examination of these cultural variations, the findings may not be applicable globally. Different cultures may have unique strengths and challenges related to disability and entrepreneurship, and understanding these nuances is essential for developing culturally sensitive support systems. In summary, while the study provides valuable insights into entrepreneurship among disabled individuals, it is crucial to address these limitations to enhance the robustness and applicability of the findings. Expanding the sample size, reducing subjectivity in data collection, considering longitudinal changes, exploring multiple industries, accounting for external economic factors, and examining cultural influences can help create a more comprehensive understanding of the entrepreneurial landscape for disabled individuals. By addressing these limitations, researchers can develop more effective strategies to support and empower disabled entrepreneurs globally.

## Conclusion

To effectively support disabled entrepreneurship, a holistic strategy is necessary, addressing both individual challenges and systemic issues. The success of disabled entrepreneurs depends on more than just creating opportunities; it requires tackling personal barriers such as confidence, resource accessibility, and skills development, while simultaneously improving the broader environment in which they operate. Fostering resilience and adaptability among aspiring entrepreneurs with disabilities is crucial. Establishing inclusive support networks that offer mentorship, peer support, and financial guidance can empower individuals to navigate their entrepreneurial journeys more effectively. Enhancing financial support systems and increasing accessibility are vital steps in ensuring that disabled individuals have equal access to the necessary tools and opportunities for success.

Collaboration among stakeholders—including governments, businesses, communities, and support organizations—is key to fostering a more inclusive entrepreneurial ecosystem. By working together, these groups can develop innovative solutions and policies that promote equal opportunities for disabled entrepreneurs. Government policies should focus on eliminating discriminatory lending practices, providing financial incentives for inclusive business practices, and supporting disabled-led enterprises through grants and funding programs.

Technology plays a transformative role in breaking down physical and communication barriers, enabling broader participation in business activities. Digital platforms, assistive technologies, and accessible e-commerce solutions can empower disabled entrepreneurs to expand their reach and enhance business efficiency. By leveraging technological advancements, we can create an environment where disabled individuals not only engage in entrepreneurship but also thrive in it.

By concentrating on these critical areas, we can empower disabled individuals to succeed in entrepreneurship. Addressing financing barriers, building strong support networks, engaging stakeholders, and leveraging technology will pave the way for a more inclusive and sustainable entrepreneurial ecosystem. These efforts will not only benefit disabled entrepreneurs but also contribute to economic growth and social innovation, fostering a more inclusive society.

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