

# Factors Affecting Women Entrepreneurship and its impact on SMEs Development

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With the passage of time, women entrepreneurship issues have significantly increased in Pakistan. This investigation tries to find how women entrepreneurs suffer with different issues such as lack of networking, unsupportive or unfavourable regulatory and business environment and lack of training and development which cause their resistance. The findings have prompted training of the women entrepreneurs for their development. Earlier research argue that the development of women is integral for the better economic health of the country. The respondents highlight that women entrepreneurs experience various difficulties in accessing finance, following regulation, and overcoming resistance for their business. The research made use of quantitative approach. The investigation was done only in Pakistan context. The sample size was 200 women entrepreneurs from Pakistan. Regression and correlation were carried out on SPSS to accept or reject the hypotheses. it was found that women entrepreneurship is one of the major factors that contribute to the success and development of countries. However, women of Pakistan suffer with many issues when they want to start their business. This has resulted in many issues for them. Hence, it is recommended that women should be supported as an entrepreneur, as it would allow them to remain competitive and make their nation sustain.

**Key words:** *Women Entrepreneurship, SMEs Development, Pakistan*



## Introduction

Women entrepreneurship is one of the major factors that contribute to the success and development of countries. Women entrepreneurship in countries with higher women population plays a critical role in reducing unemployment. Entrepreneurial activities empower women and provide them with an opportunity to bear the burden of their families while donating to the economic boost. Experts argued that the government and business community must develop strategies to take advantage of women entrepreneurial activities (Kazmi, 2018). According to the Global Entrepreneurship Monitor (GEM) report of women entrepreneurship from 2016 to 2017, the rate of women entrepreneurial activities rose by 10% within 20 years at a global level. The GEM report (2017) tinted on the gender gap declined by 5% since 2014.

## Research background

Women entrepreneurship is not a new topic in the context of Pakistan (Goheer, 2003). Women have been working in Pakistan since decades. However, women's work has not been appreciated as an entrepreneurial activity ever, due to the stereotype that women cannot perform better than men in the country. The News (2017) mentioned the facts provided by the World Bank, stating Pakistan as the lowest-rated country in term of women entrepreneurship. The country holds 1% of women holding business ownership as compared to 21% men. Small and Medium-Size Enterprise (SMEs) are backbone for the economic development of countries. Approximately 90% of businesses in Pakistan constitute SMEs. Pakistani SMEs are not performing well due to lack of entrepreneurial capabilities, competencies, and business network. Women entrepreneurs through their productive self-employment can contribute significantly to the development of SMEs sector (Raza, Minai, Zain & Tariq, 2018). Small and medium enterprise development authority (SMEDA) of Pakistan, understands the importance of SMEs development for the future of Pakistan and has decided to encourage the sector. The authority has realised that the women entrepreneurship has been an ignorant aspect in Pakistan and can contribute significantly to the development of SMEs sector and therefore overall economic development (SMEDA, 2019).

However, it has been determined that women face significant challenges in Pakistan that have proved to be a hindrance in women entrepreneurial activity. Women entrepreneurs have revealed that lack of networking, unsupportive or unfavourable regulatory and business environment and lack of training and development are some of the major factors that cause their resistance. Further, the lack of access to finance is also one of the major factors that lower the ability of women to manage and lead businesses (Karandaz Pakistan, 2019).

According to Nawaz (2018), large numbers of women are working as entrepreneurs in Pakistan, but the country contains the huge potential to encourage women entrepreneurship and take advantage of this opportunity. In the current situation, where Pakistan is going through the critical economic situation, women entrepreneurship has gained immense attention of the



media and business community. The segment can play a significant role in taking the country out from crisis and serve the country like a backbone. Women entrepreneurs face numerous challenges, but these challenges can be overcome and they can be delivered with the opportunities.

### **Problem statement**

Women entrepreneur contains a huge potential for the Pakistani economy. If the women entrepreneurship is utilised to its full possibility, it can donate to the economy of Pakistan incredibly. Abundant of researches have been conducted on this topic throughout the world but the topic is still under research in Pakistan. Hence, it is essential to focus on aspects that can facilitate women entrepreneurship. The major gap that has been found in the literature is that challenges that are faced by women entrepreneurs have been discussed widely and the opportunities have been discussed as well. However, few studies shed light on the factors that encourage women entrepreneurship and help them overcome the challenges. The current research is an attempt to overcome the gaps and discuss the factors that encourage women to take initiatives for entrepreneurial activities.

### **Research question**

The research answers the following question.

Q. What are the factors that can motivate women for entrepreneurial activities and contribute to SMEs development in Pakistan?

### **Literature Review**

#### **Overview**

The section includes two sections, the one is based on theoretical review and the second is on critical review.

#### **Theoretical literature review**

This section discusses two women entrepreneurial theories that enhance the understanding of the concept and provide basis for the topic.

#### **Feminist theory of leadership**

Women entrepreneurship is increasingly discussed phenomenon and feminist theories are critical to understand the perspective and gain insights into the occurrence. Feminist theory

argues the difference between men and women. The difference is evident in growth intentions due to gender differences. If the intentions of both these genders are not different, the process that guides through the entrepreneurial decision-making may be different. The growth intentions of women are different from men because of their values and attitudes. The cultural factors, professional networks, behavioural norms, and family relationships all influence the women entrepreneurial attitude (Yadav & Unni, 2016). The section discusses different theories of women entrepreneurship as below:

### ***Liberal feminist theory***

The liberal feminist theory (LFT) states that women and men should have equal rights. The LFT emphasised on the elimination of systematic biases and discriminatory barriers. The theory discusses the philosophy of equality, individual rights, and entitlement. The theory has been a guiding source for many legal authorities. The LFT theory presents a view that if women are given equal opportunities as men such as different resources, work experience, and education then they can perform similarly as men (Ali, 2018). Liberalism states that the women herself are not an inferior being to perform entrepreneurial activities. Restricted access to business, resources, and education are some of the factors that set the women at lower entrepreneurial position compared to men. Liberal feminism theory is based on the idea of individual rights, entitlement, and equality. The theory does not consider the gender differences and believes that if women have equal access to resources as men then they may perform similar to the opposite gender. Liberal feminist theory is a way to address the challenges that create barriers in the way of entrepreneurship for women. The theory states that the male dominating society, structural barriers, and overt discrimination are the critical factors that create difficulties for women entrepreneurship to bring success to economies.

### ***Social feminist theory***

In contrary, social-feminist theory (SFT) highlights the differences between men and women by commenting on their ways of viewing the world. According to the SFT, the ways the socialisation of females create different goals, perspectives, and options for women. In the social world, women are more attached to their work, family, and they hardly able to create a difference between the family and work. Women consider their work as an interrelated system of their relation. They SFT does not comment on the effectiveness of women but sheds light on the adoption of different approaches than men that may not be effective as men. The theory believes that socialisation influences business performance (Akter, Rahman & Radicic, 2019).

### ***Psychoanalytical theory***

The psychoanalytical theory is concerned with the state of mind. The theory while discussing the women entrepreneurship, discusses the relationship between the women mind and their

body. The theory reflects on gender discourse and states that sexuality has an impact on the psychology of human. The theory states that in a male dominating society; females do not experience power and other positive things. These mental experiences reflect in body language of women and their psychology. Women decisions are more influenced by the past-experiences of them (Hollander, 2018). Taking risk is one of the key factors for entrepreneurial activities; without taking risks entrepreneurs cannot make stride in their professional life. However, women are less able to take risk as an entrepreneur compared to men because of their risk averse psychology (Petterson, Ahl, Berglund & Thillmar, 2017). According to Hoyt and Murphy (2016) women are not just psychologically, but morally, and biologically inferior to men; therefore, men are perceived to be better entrepreneurs (Welsh, Memili & Kaciak, 2016). Further, Cowie (2018), argued that women who are wishing for the masculinity may wear the mask of womanliness on their face with the aim of averting anxiety and revenge fear from men. This idea is known as liberal theory of women entrepreneurship. In contrary to better men entrepreneurship Kennedy, Kray and Ku (2017) stated that women are superior entrepreneurs because they are engaged in less unethical behaviours as compared to men.

Liberal and social feminist theories help to define and understand the unclear female and male socialisation differences. These differences explain the ways in which men and women operate their businesses differently yet effectively at a similar time.

### **Critical Literature Review**

Brush et al. (2014) drew on the liberal aspect of women entrepreneurship. They tinted on the fact that unequal access to finances is one of key issues that create hindrance in the intention of women to become entrepreneurs. Lenders do not treat women equally and uneven cultivation of women do not allow females to start any business. The study also revealed that lack of networking, business experience, access to resources, technological expertise, and training are some of the critical factors donating to the women entrepreneurship incompatibility. These are the reasons that men hold managerial positions in the business world; this trend has encouraged women marginalisation.

In an investigation carried out by Raheem, Baloch and Shah (2019), the authors tried to investigate different socio-economic factors influencing women entrepreneurship. For this purpose, a questionnaire was distributed to 600 females in Khyber Pakhtunkhwa, and regression analysis was applied for testing the hypothesis. The investigation reported that there is a significant relationship between social and economic factors on women performance during entrepreneurship activities. However, they argued that administrative and legal infrastructure in KPK is very weak, and not facilitating women entrepreneurs performance.

When investigation by Cabrera and Mauricio (2017) was carried out on identification of different factors influencing women entrepreneurship different arguments were observed.

Their investigation conducted a comprehensive literature review on factors by taking research studies from 2010 until 2015. According to their analysis, several factors influence women entrepreneurship success. Some of the internal factors concluded in their investigation are human capital, experience, and education. While factors contributing to macro level include, access to resources, acquiring resources, and meeting the requirements of entrepreneurial stages.

If the arguments of above three investigations are observed, Brush et al. (2014) argued that lack of networking, business experience, access to resources, technological expertise, and training are the factors contributing to women entrepreneurship activities. While, Raheem, Baloch and Shah (2019) argued that social and economic factors influence women entrepreneurship activities. However, Cabrera and Mauricio (2017) and Brush et al. (2014) had similar arguments saying that access to resources and human capital are the micro and macro level issues faced by women entrepreneurs.

In another investigation presented by Figueroa-Domecq et al., (2019), women entrepreneurship suffers from a lot of problems which include arranging the finances. However, stereotyping of women role, concentration on rural tourism, and accommodation in business sector are some of the big hurdles faced by the management of companies operated by women. However, Figueroa-Domecq et al., (2019), investigated tourism companies under control by women entrepreneur, and no other industry. On the other hand, investigation of Peeters and Ateljevic (2017) reported that women entrepreneurship depends on leadership capabilities which are pretty weak in women and need severe changes in order to become a good leader. They reported that most of the women can easily be emotionally blackmailed, hence resulting in business losses, due to take over by a male person. Supporting the statements, Narli and Oner (2018) wrote that women are less creative and there is a need to train them by the government so they can come up with long term objectives. Even when women are good at arranging the finances, their performance keeps on declining because their long term planning skills are very weak as compared to men. Hence this contributes to another important parameter of women entrepreneurship which should be considered by the women entrepreneur.

Women entrepreneurs from various countries also face these challenges in setting their own business (Jahan, 2019; Al Mamun & Ekpe, 2016). Some of the identified challenges include the high cost of obtaining a loan, the need that one should be a member of a first-class group, lack of security/collateral, need that accumulated savings must be possessed by a member, loan disbursement delay, and long processes, along with application hindrance for credit acquisition from Women Enterprise Fund (Gedion, et al., 2015).

As per the study of Meyer & Mostert (2016), the prime obstacles that restrict the business's success for female entrepreneurs in South Africa include the inability for clarifying business goals and inadequate funding and finance as revealed by the study. The motivation is affected,

obstacles to success are created, firms' performance is influenced which are created by women and this all happens by different internal and external factors. In the subsequent success of the business, the firm's initial size, use of family loans, age at which the new business venture is undertaken, demographic factors, and type of financial support are all helpful as analyzed by Akehurst et al. (2012). For the women entrepreneurs in developing countries such as Bangladesh, family, and government support play an important part so that these problems can be overcome. Therefore, entrepreneurship's emergence and development are hugely relied on different factors' supporting conditions which include psychological, cultural, social, and economic. Regulative, normative, and cognitive factors can also be the divisions of these factors, based on institutional theory.

Nawaz (2009) assessed that women entrepreneurship development in rural Bangladesh is influenced by regulative factors that refer to governments and other institutions' rules and regulations. In rural entrepreneurship development of women, there are also serious obstacles in the form of training and experience, lack of basic education, and widespread illiteracy. Moreover, the rural participation of women in economic activities outside their family is also affected by the absence of rule of law, social superstitious, and lack of awareness as per the study of Nawaz (2009). Because of the lack of some factors, it is difficult for women entrepreneurs to obtain success. For Malaysian women entrepreneurs, financial capital is considered a primary concern as found out by Mazidah et al. (2016). The women entrepreneurs' success has been extremely impacted by the lack of financial capital as noted by Leonard (2013); Rachmawati et al. (2019) for supporting the claim. The development of women entrepreneurs is impacted positively by human capital as found out by the study of Al Mamun & Ekpe (2016) in regard to human capital in Malaysia, also difficulties are created by human capital to acquire success. Afterward, various challenges were faced by women entrepreneurs in Malaysia to run their businesses as found out by the study of Mazidah et al. (2016); Salem (2005) with relation to social capital. There is an inability found in Malaysian women entrepreneurs as they cannot reach their peak and they are weak in bringing innovation globally as found out by Filzah et al. (2015). Failure is ventured when there is no innovation in the business of women as mentioned by De Silva et al. (2018). In the end, work-life balance issues are the part of women entrepreneurs and such way they were demoralized to achieve success as found out by Fatoki (2018) in South Africa and Loveline et al. (2014) in Malaysia.

In the end, a different tomorrow for women entrepreneurs would be created by the findings of this study. For making a better tomorrow, the value, as well as recognition of the contribution of women, is very significant in the entrepreneurship world, perhaps. Moreover, future women entrepreneurs as well as those who are concerned with the women entrepreneurs' welfare would be helped by this current research, is also very beneficial particularly for the developing country non-government agencies and government so that programs, policies and procedures can be formulated for those women who are interested in making their career in the entrepreneurship's field.



Around 98 million were in charge of established businesses and new businesses were being started or run by 126 million women in 67 economies worldwide as estimated by GEM (2012). Jobs are being created by these women for them as well as others are also being employed. One or more people are employed by each woman entrepreneur based on the GEM survey.

Their ventures will employ at least six people as there are five million established businesses and seven million female entrepreneurs globally as estimated by The Gemconsortium.org (2012) (in Levie & Hart, 2012). Women entrepreneurs' impact on social well-being and in the economy is shown clearly by these data. There is a growth of women-owned firms with double rate against other companies and their contribution equals nearly \$3 trillion in the country and 23 million jobs are directly dependent on them as shown by the World Bank (2014) in the United States. For developing countries, there are also satisfying facts as there is a growth in female entrepreneurship. With at least one female owner, about 8 million to 10 million formal SMEs exist according to The World Bank (2014). For the pursuit of growth and developmental opportunities of their businesses, the most significant factor for entrepreneurs is access to success. The businesses are started by female entrepreneurs alongside debt finances' smaller percentage and capital's lower level in comparison to their counterparts according to International Finance Corporation (hereinafter: IFC) (2007).

There is a lack of access to acquire loans for female entrepreneurs. Challenges are still being faced by women entrepreneurs even in the 21<sup>st</sup> century in the US so that they can get fair access to capital, women entrepreneurs get only 4% of all small business loans' total dollar value as analyzed by Cantwell (2014). At less favorable terms, loans are taken by women entrepreneurs. Shorter loan repayment time, a request for higher collateral and higher interest rates are likely to be faced by women entrepreneurs in many countries as revealed by different studies. Skills, expertise, and knowledge are lacked by women entrepreneurs, as found out by Ewoh (2014) in his study of African women entrepreneurs, which are mandatory to manage processes of production and to develop markets. Gender harassment is sometimes faced by women entrepreneurs in developing countries, and their traveling and new contacts are restricted as per UNECE (2004); Ewoh (2014).

Due to the fact that most women are gender discrimination victims and this leads to the main complexity faced by women entrepreneurs in not acquiring access to networks according to Buttner and Rosen (1988; in Ewoh, 2014). There are male-dominated main existing contacts as well as networks due to the fact that networks majority occur, that give support to women entrepreneurs, subsequent to the daily working hours and this is not the favorable time for them (Jahan, 2017). At obtaining success and growth in women's businesses, a significant hampering factor could be the lack of access to networks.

There is little or no access to women entrepreneurs to policymakers in developing countries making them unable to advocating their businesses' favorable policies. As the access to policymakers is possessed by men, they are able to easily impact their favorable policies and decisions in large companies (Bin Dahari, Abu Bakar, & Al-Gosaibi, 2019). Also, in the organizations of mainstream business, most women do not possess leadership positions in developing countries. Their contributions are limited by this in the decisions of policymaking via negotiation and lobbying.

As per the study of Stavrevska (2018), the business's success may be deteriorated for women entrepreneurs as they have to face another significant challenge as they have family responsibilities with business. The double workload and challenges from business and family are tried to be managed by women entrepreneurs.

Flexibility may be provided by being self-employed, even though, there is a negative relation between the success in business and the time span spent on child care as shown by William (2004; in Vossenber, 2013) in Europe. The business's legitimacy may also be weakened by the business's location at home if such location, as unsuitable, is being experienced by customers (Marlow, 2002; in Vossenber, 2013). There should be an equal division of household work and responsibilities between husband and wife so that the negative influence of the work-family interface can be lessened (Naldi, Baù, Ahl, & Markowska, 2019)

As per the study of Jamali, 2009 (cited in Vossenber, 2013), an obstacle for women entrepreneurs identified in the form of government support lacking in regard to services, policy, and laws. Regulations, legal barriers, and taxation are the main hurdles for women entrepreneurs and their business success as indicated by research on that women entrepreneurs face in developing countries.

Working women or women to be entrepreneurs are not supported generally by the social attitudes on religious and cultural beliefs in developing countries according to various studied (Kanapathipillai, & Azam, 2019; Islam, Mustafi, & Bapi, 2018; Vossenber, 2013). Entrepreneurship is considered fit for men and not for women in developing countries. The causes of the underperformance of women entrepreneurs when the comparison is made to men in Bulgaria were examined by Yordanova and Davidkov (2009). In comparison to manufacturing and construction sectors where men own enterprises commonly, they analyzed that businesses owned by women are involved mostly in the sector of trade in which firms are smaller in relation to employment and revenues. The differences in the women entrepreneurs' profile, in Ethiopia, are stressed by Wube (2010). According to him, 31-40 years old women start their business and without having enough experience, which eventually affects their business growth. Also, lower education is possessed by women entrepreneurs which adversely affects their business growth.

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## Summary

After performing literature review, it can be argued that many characteristics contribute to women entrepreneurship, but some of the leading in them is lack of support, lack of creative thinking abilities, poor training and mentoring, lack of financial support, and poor governmental support are some of the reasons contributing to lack of women entrepreneurship activities. Hence, women of Pakistan are unable to contribute to new venture development due to these issues faced.

## Method

### Research design

The research design is available in many different forms segmented into qualitative and quantitative research designs. Out of the available methodologies, this study selected survey approach. By using survey approach, review of women are checked and various motivational factors are checked with respect to women entrepreneurship. By conducting survey, this investigation identifies some of the most important factors contributing to women entrepreneurship, and SMEs development.

### Research philosophy

The research philosophy adopted in this investigation is realism. Realism approach is that approach which places emphasis on making broader assumption that all the content is real and not drawn from any unreliable unauthentic source (Fletcher, 2017). Reason behind selecting this methodology is the fact that women entrepreneurship is a serious issue for women in Pakistan, and this study aims to explore the factors contributing to lack of SMEs development by women. Realism approach is best suited since this research identifies top factors contributing to motivation of women in starting their SMEs.

### Data collection tools

Data collection tools in this investigation are one only which is conducting a survey. According to Kumar (2019), survey can be conducted by using either a close ended or open ended questionnaire. In this research study, the close ended questionnaire based on 5-point Likert scale questionnaire is utilised for investigating all the questions. On 5-point scale; 1=strongly agree, 2=agree, 3=neutral, 4=disagree, 5=strongly disagree, can be found. The questionnaire is developed by segmenting it into different motivational factors. For example, training and mentoring, finance and premises, policy coordination and legal environment, and business support and network are the factors investigated in this study. Each of these factors is individually tested through this questionnaire (Questionnaire in appendix 1).

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## **Data analysis**

Data analysis can be performed by utilising both qualitative or/and quantitative approach (Fletcher, 2017). Since this investigation makes use of quantitative approach, the method selected for data analysis in this investigation is correlation and regression analysis. In order to validate hypotheses, this investigation collects data through surveys and puts them in SPSS 21 version. Correlation is performed for testing relationship between the variables, while regression assists in testing hypotheses.

## **Sampling methods and sample size**

Sampling method is also segmented into probability and non-probability sampling methods. This investigation makes use of non-probability sampling methods which is purposive sampling. By performing purposive sampling, this investigation only selected women population working in 10 different organisations with a sample size of 200 women workers. The organisations were segmented into 2 cities, namely Karachi and Islamabad. 20 women workers were selected from each of them, to make it 200 sample size for this investigation.

## **Ethical considerations**

Many ethical considerations were undertaken before conducting this investigation. Only research participants willing to participate in this investigation were inquired and no one was forced. The participants willing to hide their identity were had full power to do so. The sample size was kept adequate so that valuable results can be obtained. Questionnaire was shown to participants willing to see it before participating in investigation. In addition, mutual consent was ensured.

## **Research validity and reliability**

Research validity and reliability was ensured by selecting an adequate research population which according to Kumar should be more than 100. This research performed correlation and regression analysis both because both allow in understanding relationship between the variables and make results more valid. In addition, the questionnaire was distributed online but questionnaire received incomplete were discarded.

## **Findings**

### **Overview**

This section of the paper presents the findings observed in the form of regression and correlation analysis. This section is segmented into 4 headings. Each heading presents the

findings of the 4 factors, including as independent variable in this investigation highlighting their relationship with dependent variable.

### Findings to first hypothesis

This hypothesis aimed to test how training and mentoring is influencing women entrepreneurship and SMEs development in Pakistan. For this purpose, following hypothesis is tested:

H1 – Training and mentoring is ineffective and contributes to lack of motivation for Pakistani women entrepreneurs in SMEs development.

The results obtained through regression analysis can be observed in table below:

*Table 1 Results to 1st hypothesis*

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.999 <sup>a</sup>	.998	.998	.01772

a. Predictors: (Constant), TrainingAndMentoring

The value observed in table above shows that training and mentoring contribute to lack of women entrepreneurship activities because women are not receiving motivation for carrying out activities in entrepreneurship activities. The value of R-square above shows that poor training and mentoring is contributing to lack of motivation and not allowing 99.8% women to start their SMEs.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	39.508	1	39.508	125865.359	.000 <sup>b</sup>
	Residual	.062	198	.000		
	Total	39.570	199			

a. Dependent Variable: Women Entrepreneurship

b. Predictors: (Constant), TrainingAndMentoring

The value of anova (F), and significance shows that women entrepreneurship is suffering from many problems; lack of training and mentoring is also the reason. The value of significance shows acceptance of hypothesis. Hence it can be argued that Training and mentoring is ineffective and contributes to lack of motivation for Pakistani women entrepreneurs in SMEs development. The value of significance is less than 0.05 hence showing acceptance of hypothesis.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.003	.006		.540	.590
TrainingAndMentoring	.999	.003	.999	354.775	.000

a. Dependent Variable: Women Entrepreneurship

The value of t in the above table shows that training and mentoring is not taking place, as per the arguments of respondents, hence contributing to lack of entrepreneurship activities in Pakistan. While the value of B is also nearing 1, highlighting acceptance of hypothesis.

The results obtained for correlation can be looked in the table below:

*Table 2 Correlation of first hypothesis*

**Correlations**

		TrainingAndMentoring	Women Entrepreneurship
TrainingAndMentoring	Pearson Correlation	1	.999**
	Sig. (2-tailed)		.000
	N	200	200
Women Entrepreneurship	Pearson Correlation	.999**	1
	Sig. (2-tailed)	.000	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The outcomes in the table demonstrate a substantial correlation between the variables, i.e., training and mentoring. It depicts a positive and substantial link with women entrepreneurship. This is observed from the achieved p-value which is 0.000 (p value < 0.05).

### Findings to second hypothesis

The second hypothesis investigated in this study was:

H2 – Finance and premises support is ineffective and contributes to a lack of motivation for Pakistani women entrepreneurs in SMEs development.

The results obtained can be observed in the table below:

*Table 3 Regression to the second hypothesis*

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.595 <sup>a</sup>	.354	.351	.35932

a. Predictors: (Constant), Finance And Premises

The model summary presented in Table 3 shows the value of R as 0.595, with 0.354 as r square value, and 0.351 as an adjusted R square value. The table also demonstrates the standard error of estimation value as 0.35932.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.006	1	14.006	108.481	.000 <sup>b</sup>
	Residual	25.564	198	.129		
	Total	39.570	199			

a. Dependent Variable: Women Entrepreneurship

b. Predictors: (Constant), Finance And Premises

The ANOVA results show that the sum of square value is 14.006, with 1 as degree of freedom value. The means square is found to be 14.006, with F value of 108.481. The impact of the variables is found to be momentous given the achieved p-value which is 0.000 (p-value <0.05). These results reject the hypothesis that finance and premises support is ineffective and contributes to a lack of motivation for Pakistani women entrepreneurs in SMEs development.

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.503	.161		3.132	.002
	Finance And Premises	.783	.075	.595	10.415	.000

a. Dependent Variable: Women Entrepreneurship

The results of the correlation can be observed in the table below:

The coefficient results present that the beta value as 0.503, with a standard error of 0.16, and 3.132 as t value. The relationship between the two variables such as finance and premises and women entrepreneurship is significant, provided the achieved p-value, i.e., 0.002.

Table 4 shows the results for the correlation analysis, which are as follow;

*Table 4 Correlation of 2nd hypothesis*

**Correlations**

		Women Entrepreneurship	Finance And Premises
Women Entrepreneurship	Pearson Correlation	1	.595**
	Sig. (2-tailed)		.000
	N	200	200
Finance And Premises	Pearson Correlation	.595**	1
	Sig. (2-tailed)	.000	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 4 presents that there is a significant and positive relationship between the two variables, i.e., women entrepreneurship and finance and premises based on the attained p-value of 0.02 (<0.05).

**Findings to the third hypothesis**

The third hypothesis investigated in this paper was related to checking correlation and regression between “policy coordination and legal environment” and SMEs development by women entrepreneurs. The hypothesis tested was:

H3 - policy coordination and legal environment are ineffective and contribute to a lack of motivation for Pakistani women entrepreneurs in SMEs development.

The results can be observed in the table below:

*Table 5 Regression to the third hypothesis*

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868 <sup>a</sup>	.753	.752	.22204

a. Predictors: (Constant), Policy Coordination And Legal Environment

Table 5 shows the model summary results where the value of R as 0.868, with 0.753 as r square value, and 0.752 as an adjusted R square value. The table also shows the standard error of estimation value as 0.22204.

ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	29.808	1	29.808	604.595	.000 <sup>b</sup>
Residual	9.762	198	.049		
Total	39.570	199			

a. Dependent Variable: Women Entrepreneurship

b. Predictors: (Constant), Policy Coordination And Legal Environment

The ANOVA results indicate that value for the sum of square value is 29.808, with 1 as degree of freedom value. The means square is depicted to be 29.808, with F value of 604.595. The impact of the variables is found to be significant given the attained p-value which of 0.000 (p-value <0.05). This result rejects the hypothesis that policy coordination and the legal environment are ineffective and contribute to lack of motivation for Pakistani women entrepreneurs in SMEs development.

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.242	.079		3.049	.003
Policy Coordination And Legal Environment	.887	.036	.868	24.589	.000

a. Dependent Variable: Women Entrepreneurship

The coefficient results present that the beta value for main variable, is 0.242, with a 0.079 value of standard error, and t value of 3.049. The relationship between the two variables such as policy coordination and legal environment is significant, provided the achieved p-value, i.e., 0.003 (p-value < 0.05).

While the result of the correlation can be observed in the table below:

*Table 6 Correlation of the third hypothesis*

**Correlations**

		Women Entrepreneurship	Policy Coordination And Legal Environment
Women Entrepreneurship	Pearson Correlation	1	.868**
	Sig. (2-tailed)		.000
	N	200	200
Policy Coordination And Legal Environment	Pearson Correlation	.868**	1
	Sig. (2-tailed)	.000	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Results in Table 6 presents that there is a momentous and positive correlation between the two variables, i.e., women entrepreneurship and policy coordination and legal environment as per the p-value of 0.000 (<0.05).

**Findings to the fourth hypothesis**

The fourth hypothesis investigated in this study was related to business support and network in women entrepreneurship activities in Pakistan. The hypothesis investigated was:

H4 - business support and network are ineffective and contribute to a lack of motivation for Pakistani women entrepreneurs in SMEs development.

The regression results obtained from the fourth hypothesis can be observed in the table below:

*Table 7 Results to 4th hypothesis*

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868 <sup>a</sup>	.753	.752	.22204

a. Predictors: (Constant), Policy Coordination And Legal Environment

Table 7 demonstrates the outcomes for the model summary where value of R is 0.868, with 0.753 as r square, and an adjusted R square of 0.752. The table also shows the standard error of estimation value as 0.22204.

ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	29.808	1	29.808	604.595	.000 <sup>b</sup>
Residual	9.762	198	.049		
Total	39.570	199			

a. Dependent Variable: Women Entrepreneurship

b. Predictors: (Constant), business support and network

The ANOVA results indicate that value for the sum of square value is 29.808, with 1 as a degree of freedom value. The means square is depicted to be 29.808, with an F value of 604.595. The impact of the variables is found to be significant given the attained p-value which of 0.000 (p-value < 0.05). These results reject the hypothesis that business support and network are ineffective and contribute to a lack of motivation for Pakistani women entrepreneurs in SMEs development.

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.242	.079		3.049	.003
Policy Coordination And Legal Environment	.887	.036	.868	24.589	.000

a. Dependent Variable: Women Entrepreneurship

The coefficient results present that the beta value for the Women Entrepreneurship variable is 0.242, with 0.079 as a standard error, and a t value of 3.049. The relationship between the two variables such as business support and the network is significant, provided the achieved p-value, i.e., 0.003 (p-value < 0.05)

The correlation results obtained from the fourth hypothesis can be observed in the table below:

*Table 8 Correlation to the fourth hypothesis*

**Correlations**

		Women Entrepreneurship	Business Support And Network
Women Entrepreneurship	Pearson Correlation	1	.988**
	Sig. (2-tailed)		.000
	N	200	200
Business Support And Network	Pearson Correlation	.988**	1
	Sig. (2-tailed)	.000	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 8 denotes that a momentous and positive correlation between the two variables, i.e., women entrepreneurship and Business Support as Network as per the p-value of 0.000 (<0.05).

### Hypothesis Validation

The table below presents the status of the hypothesis;

S.no	Hypothesis	Status (Accepted/ Rejected)
H1	Training and mentoring are ineffective and contribute to a lack of motivation for Pakistani women entrepreneurs in SMEs development.	Rejected
H2	Finance and premises support is ineffective and contributes to a lack of motivation for Pakistani women entrepreneurs in SMEs development.	Rejected
H3	Policy coordination and legal environment are ineffective and contribute to a lack of motivation for Pakistani women entrepreneurs in SMEs development.	Rejected
H4	Business support and network are ineffective and contribute to a lack of motivation for Pakistani women entrepreneurs in SMEs development.	Rejected

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## **Conclusion**

### **Overview**

This chapter offers a summary of the overall results of the research. It briefly sums up the overall finding of the research, following the recommendation that could facilitate the development of the women in a developing country (Pakistan). In addition to it, it also provides the recommendation which can facilitate the development of the women, improve their business progression, and help in its sustainable development. The researcher has also shared insights on the aspects that could be explored by future studies to further develop the research horizon.

### **Conclusion**

The primary motive for this study was to assess the factor that can motivate women for entrepreneurial activities and contribute to SME's development in Pakistan. The methods used and the results computer help ensure the achievement of the deterred objective. Thus, the findings achieved showed that the factors that promote the development of the Pakistani women SME entrepreneurs include training and mentoring, finance and premises support, policy coordination, and legal environment as well as business support and network. The significance of these variables is also found by the various other researches that explored the same area. Financial support is critical for the development of women entrepreneurs in Pakistan. In the same context, the research findings stated that these entrepreneurs observe problems related to business, social and technical aspects. Similar to the present study, the findings have prompted training of the women entrepreneurs for their development. Earlier researches argue that the development of women is integral for the better economic health of the country. The respondents highlight that women entrepreneurs experience various difficulties in accessing finance for their business. This might be because of the prevalence of the norms which restrict access to business opportunities. Thereby efforts are required to be instigated in a similar line of research. This research thereby provides the guideline to the policymakers for the sustainable growth of the women business and entrepreneurs.

### **Recommendations**

The findings of the research recommend that access to different opportunities such as finances must be enhanced to improve their contribution to the business. Although the Pakistan government has formed the Women Business Development Centre (WBDC) for fostering help to the women entrepreneurs, where more such initiatives are required. The factors such as personal issues including the family support, time management as well as the dual role are necessary for prompting the growth of women entrepreneurs. There is a need for the introduction of the strong legislative framework for the progression of the women



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entrepreneurs which help improve their participation in business. The traditional mindset should be changed to improve the financial accessibility and overcome issues faced by women entrepreneurs in Pakistan.

### **Future Researches**

Based on the achieved results, this research recommends the future researches to explore this research area further by undergoing a qualitative approach. Thereby, the future researches can adopt the interview approach for interviewing the women entrepreneurs in Pakistan which helps to get more extensive and comprehensive insights on the problems they experience. Moreover, these interviews can also explore the impact the behavior of their male counterparts towards them. The understanding of these aspects helps to add more valuable findings in the research discipline.



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