



**WOMEN ENTREPRENEURIAL ROLE ON EMPLOYMENT GENERATION:
(EVIDENCE OF NIGERIAN)**

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ABSTRACT

Women entrepreneurs appear nowadays to be one of the key facilitators of micro and macro-economic development. Although it still remained an untapped source of economic wealth and growth (Kainga & Montero (2017). This study, therefore investigate among others, the roles of women entrepreneurs on employment generation. The study employed descriptive survey design to elicit information from the sample population. Three hundred and fifty questionnaires were administered to randomly selected women entrepreneurs in Alimosho local government area of Lagos. Out of the 350 questionnaires administered, 338 were retrieved (which account for 96%). The researcher employed methods of simple percentage to analyse the data, while Person moment correlation coefficient was used to test the hypothesis formulated. The results show positive relationship between women entrepreneurial roles and employment generation at 95% level of confidence. For policies, the paper recommends a quick government intervention that will promote and encourage women and girl-child a favourable environment to venture into small and medium scale business, so as to reduce unemployment in our society.

Keywords: *Women entrepreneurs, employment generation, technical competence, size of employment*

1. INTRODUCTION

African women and their counterparts in the Western world play most influential and dynamic roles in entrepreneur development and employment generation. (UNIDO, 2001). In the early 19th century, it is believed that most suitable place for the women is their households. However, the roles of women in society changed in the 1970s, as women began to leave their homes/ households and entered the workplace in droves (Kalpana, 2016).

The increase in rate of women participation in the labour market not only has employees but also as employers of labour, most especially in Nigeria cannot be overemphasized. Notably, the roles of female business owners stand out in the strengthening of small and medium enterprises in Nigeria. In Cantu, Bodek, and Made (2018), the characteristics of women entrepreneurship is relevant to societal development, as it fosters the debate on gender equality and also increases the capacity of entrepreneurial businesses in our society.

According to Ojo (2006), in his findings, opined that women entrepreneurship contributes more than 50-60% to gross domestic product (GDP) of most nations both developed and under developed. In a study, Satar, and Natasha, women accomplish significant achievements in establishing business, in leadership and political roles but they have to face cultural barriers which hinder their advancement sometimes.

United Nations, (2006), further averred that the role of entrepreneurs as part of agents in the labour market for the creation of employment, wealth creation, poverty alleviation and provision of adequate resources has helped significantly to increase the number of women owned entrepreneur businesses in the world.

Despite all these widespread acknowledgements of the involvement of women folks in entrepreneurial development, one still need to acknowledge the fact that our economy is

saddled with the problems of unemployment, for this reason, the study aims to investigate, the effects of women entrepreneurial role on employment generation - Evidence of Nigeria.

1.2 STATEMENT OF THE PROBLEM

Scholars from various part of the globe, Africa, America, Asia, Europe etc. and from different management fields have been busy contributing to the literatures on the role of women in entrepreneurial development and their interactions with numerous texts and lines of business.

Research scholars such as Ayogu and Agu (2015) in Nigeria and Lock (2015) from Kenya have studied correlation between women entrepreneur contribution and development of entrepreneurial business in their various countries. Also, kalpana (2016), investigate into the role of women entrepreneurs in establishing sustainable development in developing Nations. In their findings, they highlighted some of the risk and challenges faced by women compared to their male counterparts in the same field.

However, these studies do not investigate women entrepreneurial roles in employment generation. This research gap forms the basis of this study. The research work therefore focuses on assessing the relationship between women entrepreneurial roles and employment generation.

1.3 OBJECTIVES OF THE STUDY

The relevance of this research paper is to examine among all others, the women entrepreneurial roles on employment generation in Nigeria. The specific objectives thus include the following;

- i. To ascertain if there is any relationship between women entrepreneurial roles and employment generation.
- ii. To establish connection between the size of women entrepreneurship and employment size.
- iii. To ascertain the impact of the challenges facing women entrepreneurship development in Nigeria.

1.4 RESEARCH QUESTIONS

- i. Is there any relationship between women entrepreneurial roles/ activities and employment generation?
- ii. Is there any significant correlation between women entrepreneurship size and employment size in Nigeria?
- iii. Are there any major challenges hindering the successful operation of women entrepreneurs in Nigeria?

1.5 RESEARCH HYPOTHESES.

These hypotheses were framed for the study:

- i. H_{01} : There is no significant correlation between government support and operations of women entrepreneurs in Nigeria
- ii. H_{02} : there is no correlation between the women entrepreneurship size and employment size in Nigeria.
- iii. H_{03} : financial constraints, lack of raw materials and lack of support from government the major challenges hindering the smooth operation of women entrepreneurs in Nigeria.



1.6 SIGNIFICANCE OF THE STUDY

It is aimed that the study will help government of Nigeria to view women entrepreneurship as an important factor in employment generation and economic development of the business area to explore in order to reduce unemployment rate in Nigeria. This study will help to broaden the knowledge of women entrepreneurs and other business owners on how to manage risks and other challenges that may hinder the smooth running of the business in order to improve and increase production capabilities. The study will also be of great relevance importance to researchers (Scholars) as it will provide relevant information about the study and add to the body of knowledge in relation to women entrepreneurial role on employment generation. The study as well provides readily available resource materials to future researchers who may want to carry out a study in similar area of interest.

2.0 LITERATURE REVIEW

2.1 Conceptual Review

2.1.1 Women and Entrepreneurship

According to an acclaimed scholar Hanson (2009), a woman is an entity that is complex to break. She argued that a man has seen women as a small portion of whole phenomena of entrepreneurship. Women according to convention on the elimination of all forms of discrimination against women (CEDAW) can be seen as a combination of one or more of the categories of biology, anatomy, genetics, gender identity and gender performance. Thus, the definition while expansive, but supported by the object and purpose of the treaty.

The term women cannot be relegated to a physical trait-meaning; it cannot be strictly a biological, anatomical or genetically based definition. Indeed, a definition of the term 'woman', as with the definition of 'race' in CERD, should include some socio-cultural components.

The term woman is any person who is biologically, anatomically and or genetically female and or who performs and or identifies as a woman. The definition is not only progressive, it is also fully consistent with the current treaty interpretation of similar U.N human rights treaties (UN secretary-general's high-level panel on woman's economic empowerment 2016).

Harvey (2005) sees entrepreneurship as the willingness of one to start, control and direct all the processes of production of goods and services and taking cognizance of the risk involved. Chant (2010) in his book; the international gender and poverty, defines entrepreneurship as the ability to organize a business, undertaking and assume the risks for the purpose of profit.

Entrepreneurship is a key element of growth and development. It helps to develop the country in all means by the innovativeness and by different ideas (Cook, 2008). Luisa DeVita (2014) defined entrepreneurship as a leading role on economic development. Schumpeter, (1934), describes entrepreneurship as a process that results into new products, new methods, new market or form of organization. Entrepreneurship creates wealth by creating demand in the market from a newly introduced creation. By this, it enhances sustainable development and thereby improve standard of living.

2.1.2 Women Entrepreneurship Role

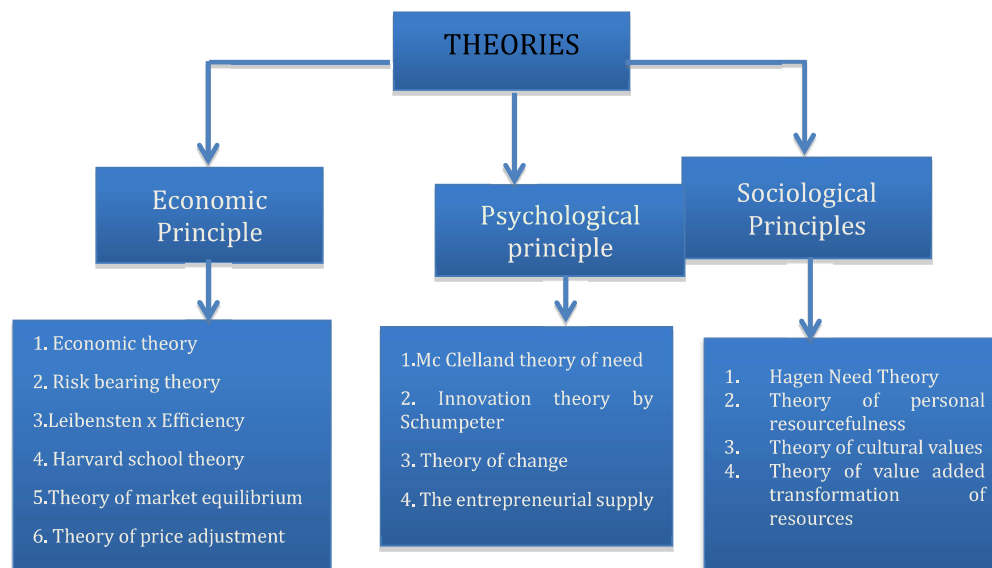
Most importantly, a woman entrepreneur is one who initiates, organize and operate business Enterprise for their personal gain (Kumar, 2016). Most women entrepreneur has a self-role of personal role like a parent, wife, daughter, etc. Their main role is to focus on improving the

living standard for women on education and personal development (Coughlin and Thomas 2002).

Women entrepreneur are considered as the fastest growing enterprise in the world (Brush & Cooper, 2012 and Pantil & Deshpande, 2018).

2.2 Theoretical Framework

Entrepreneurship theory can be classified as such



Established facts amongst the entrepreneurship scholars revealed neither single generally usual theoretical base nor commonly acknowledge representation that could be distinctively used to discuss women entrepreneurial business.

Entrepreneurship has become one of the most important tools for measuring the growth of any nation. (Panda 2018). Some of the entrepreneurial/ entrepreneurship theories with relevant scholars are hereby elucidated in this section.

2.2 ECONOMIC PRINCIPLE

ECONOMIC THEORY

This was framed in the world of Mark Casson in his book "The Entrepreneur - An Economic Theory. He averred by saying that the demand for entrepreneurship businesses arise from the need to change and that the supply of entrepreneurship is limited. He enlisted four qualities of an entrepreneur as: Motivated by self-interest, Imagination- totality in rate, Co-ordination of scarce resource, Upholding decisions judgmentally.

RISK BEARING THEORY

Professor Knight of the University of Chicago propounded the theory in the year 1949. Knight's theory is based on economic principles.

According to Risk bearing theory,

- i. The main function of an entrepreneur is to act in anticipation of events.
- ii. Uncertainty- Bearing is necessary in production process, for this, it is a factor of production and the reward for it is part of normal cost of production.
- iii. Profit is assumed a payment for risks that the entrepreneur undertakes.
- iv. An entrepreneur earns profits because he or she undertakes risks.



- v. By professor knight's evaluation, an entrepreneur has to cope with the various challenges, which is at once unknown and unpredicted.

THEORY OF MARKET EQUILIBRIUM

The theory was by Hayek. Hayek explains that theory of market equilibrium as the absence of entrepreneurs in Neo-classical economics in intimately associated with the assumption of market equilibrium.

The theory explained that the ultimate cause of instability in the business world is the elasticity of bank credit, but the Trace, the consequences of this, not true the variations in consumers expenditure, but through the change in volume of real investment by entrepreneurs. The theory is in support of LEIBENSTAIN X- efficiency theory. It tells us that sectional balance in economic system is essential for steady economic development.

2.3 PSYCHOLOGICAL PRINCIPLE

Innovation Theory of Joseph A.Schumpeter (1949).The theory explains who an entrepreneur is. The theory sees an entrepreneur as a person who sees opportunity for introducing new techniques or commodity, improving organization, development resources. The theory states that an entrepreneur embarks upon new combination of factors of production resulting in new products- termed as innovator. It also stated that an entrepreneur is dynamic in nature. The theory supports risk-bearing theory and Harvard school theory.

Innovation theory, mention the following types of innovation as:

- i. The introduction of new products
- ii. The introduction of new method of production.
- iii. The opening of new market
- iv. The conquest of new sources of raw materials supply.
- v. Reorganizing of any industry.

The theory features- high degree of risk and uncertainty, highly motivated and talented individual, prophet is merely a part of objective of entrepreneurs; entrepreneurship is leadership rather than ownership.

Evaluating the theory, Schumpeter state that entrepreneurs played central role in rise of modern capitalism and that entrepreneurial in prime mover of economic development. However, the study suffers the following limitations:

- i. It excludes individual who merely operate an establishment business without performing innovation financially
- ii. It laid too much emphasis on innovative functions, but ignores risks
- iii. It assumes an entrepreneur as a large-scale business owner

Mc Clelland's ACHIEVEMENTS MOTIVATION THEORY

It is a psychological theory, develop by David Mc Clelland in his theory proposed that there are three major needs or motivation for personal accomplishments, which are: The need for achievement, The need for affiliation, The need for power.

The theory opined that, the need for affiliation and need for power are divining Force towards entrepreneurship. High-level of achievement makes an entrepreneur. The dreams and aspirations of an entrepreneur is not just to "get rich" but to "get big".

The theory is thus evaluated:

It produced reason for difference in economic condition of rich and poor countries or developed or underdeveloped countries, it's called the nation's leader to build up ambition into the minds



of the young people, To improve the conditions of poor countries entrepreneurs are to be increased.

THEORY OF CHANGE

The theory of change was propounded by Frank W young's, essentially, according to the theory of entrepreneurship, entrepreneurs have tendency to:

- i. Describe situation as problem
- ii. Awareness of effort
- iii. Confidence in ability
- iv. Analyse the situation before decision-making.

The theory based its principles on society's Incorporation of reactive subgroups. According to it, group becomes reactive when the following three conditions coincide:

- i. When a group experience low status recognition.
- ii. When denied to access to important social network.
- iii. When the group has better instructional resources than other groups.

THE ENTREPRENEURIAL SUPPLY

The theory was propounded by John Kunkal in 1965. The theory is based upon experimental psychology and sociological variables. This behavioristic model is concerned with the activities of individuals and their relationships to both past, present and social structures and physical conditions.

2.4 SOCIAL PRINCIPLE

HAGEN NEEDS THEORY: Hagen argues that a process eventually leading to entrepreneurship is triggered when a social group loses status in relation to other groups in a society. ... Hagen's theory emphasizes a process that takes decades to unfold and tends to be more dynamic than other cultural theories of entrepreneurship.

THEORY OF PERSONAL RESOURCEFULNESS: "Personal resourcefulness" is the belief in one's capability for initiating actions directed towards creation and growth of Enterprise. The theory thus encourages initiatives rather than reaction.

THEORY OF CULTURAL VALUES: The theory was propounded by Thomas Cochran. Thomas Cochran channel and found that entrepreneur are not super normal individual but they are society's model personality.

The theory proposed that performance of entrepreneur is influenced by three factors: His own attitude towards his own occupation, Operational requirement of job, The role expectations held by the sanctioning groups or society

Menger's THEORY OF VALUE-ADDED TRANSFORMATION OF RESOURCES: According to Carl Menger of Australia (1871), economic changes do not arise from the circumstances but from the individual's awareness and understanding of the circumstances. Entrepreneur transforms the available resources into useful goods and services. Every theorist as looked at the entrepreneur and entrepreneurship on the basis of his perception, and therefore can at best provide only a limited view of entrepreneur phenomenon. Therefore, no view is right or wrong.

Every theorist has looked at the entrepreneur and entrepreneurship on the basis of his perception, and therefore, can at best, provide only a limited view of entrepreneurial phenomenon. No view is right or wrong or more or less.



2.5 EMPIRICAL REVIEW

The literature is replete with a number of empirical studies, which established a link between women entrepreneur role and employment generation. This section therefore presents the findings or earlier empirical works carried out in different countries.

A notable study having significant bearing with this subject matter is that of Taiwo (2016). The study reports that financing women entrepreneurs has incremental effect unemployment and their effort results in multiple employment generations through improvements in their business activities, thereby increasing the numbers of self-employed individuals in the country. The study recommends that government intervention through the enhancement of adequate policies tailored toward the encouragement and empowerment of women entrepreneurs.

Women entrepreneurs who seize opportunities have better control over the affairs of their business which implies their capabilities of women entrepreneurs does not affect their financial control.

The works of Jennifer, Jennings, Candida & Brush (2013) on the impact of women entrepreneurs towards national development came up with the following finding Firstly, documentation was done on the work known as women's entrepreneurship research. Secondly, the research trials to assess the contributions of this work. Thirdly, to discuss both the cultures as well as opportunities for female entrepreneurs.

Ekesio and Okolo (2012) examined women empowerment and participation. Economic activities as tools for self-reliance and development of the Nigerian society. The research concludes that major economic activities recorded in Nigeria were crop farming, trading, craft and food processing, hairdressing and poultry production. These economic activities were funded by women through personal savings, family, philanthropists, cooperatives societies, loan and credits.

Lack of government support, corruption, cultural restrictions, family burden, husband influence and low level of education were recorded as obstacles encountered by women in economic activities. Provision of sustainable land tenure system, soft loan and credits, training and re-training programme, establishment of cooperative society would increase women participation in economic activities and society development in Nigeria.

Muhammad (2018), in his study: worldwide role of women entrepreneurs in economic development, made use of secondary data across different sectorial districts from 69 countries of the world, multiple regressions is applied to estimate the data. The study found out women participation in entrepreneurial activities not only supports to their family income but also plays a significant role in economic development and social well-being of the society.

Kabir, Hazzi and Muhammad-shah (2017) in their study Empirical evidence of entrepreneurial competencies and firm performance: A study of women entrepreneurs in Nigeria, the study utilities SPSS to analyze the data. The findings indicated that strategic opportunities and organizing competencies significantly affect the firm performance of women entrepreneurs in Nigeria.

2.6 CRITICAL SUCCESS FACTORS IN WOMEN ENTREPRENEURSHIP.

Looking at many successful Enterprise today, what would observe that there are some inner driving forces that make success possible? Nearly all the successful entrepreneurs behave alike, (Lean Ikpe, 1999). The take calculated risks, they understand their strategic direction and at the same time they remained focused.

This criteria success factors are:



Existence of a good business opportunity: The entrepreneur does not operate in a vacuum. He operates in an environment made up of other business operators and of course the interpopulation that forms the base of customers' ship. Since every entrepreneur main objective is to make profit, however prophet cannot be unless there exist a good business opportunity which the entrepreneur has seen, and want to explore. (Leibensten, 1986).

Technical competence: This ordinarily refers to the ability of the women entrepreneurs to understand. The business in question and also possess the relevant knowledge and skills in the business. For example in Hair dressing, A hair dresser must know the hairstyle in vogue and also how to make them. Lack of ability to do hairstyles will soon or later lead to the loss of valuable customer. So every entrepreneur must have strong competence in the area of business that he or she wants to operate. If the competences do not exist, the entrepreneurs should hire people who possess such skills.

High Mental Ability: This is very important for women entrepreneurs to be really successful. Mental ability refers to the capacity to understand. It enables the entrepreneurs to think and develop strategies that will lead to success in a highly competitive environment. The ability to think enlarges the entrepreneur's vision and assist to generate ideas on how to see competition from a larger view. It's every entrepreneur to anticipate the moves of competitors well in advance and then take necessary steps to protect his or her business from invasion by competitors. (Cavada, Boman, Isbek & Malek, 2017).

Hu: This is another criteria success factor or role played by women entrepreneurs that will bring huge success into his or her business and this will in turn increase employment generation. The ability of an entrepreneur to manage the human factor of production will lead to excellent business performance (Thebaud, 2015).

The woman relation skill includes: Communication skills, Motivational skills, Leadership skills

Communication skills include: listening skills, acting like a member of a team, put up cheerful look etc.

Motivational skills include: full appreciation of work done, job security promotion on the job etc.

Leadership skills include: self-assessment, emotional stability, good moral standing, confidence etc.

Creativity and innovation: This is a very important success factor entrepreneurship. It is the ability to process and arrange information that leads to new knowledge. This new knowledge will now be deployed to invent new products, modify existing products or provide better service to customers.

Creative people are innovative people. The characteristics of creative people include; they generate new ideas in short time, they believe in themselves, very flexible in their thinking, enjoying experimenting with new ideas. (Silva, Lasso, Minardes, 2016).

3. RESEARCH METHODOLOGY

The researcher adopted a survey research design approach to identify the factors of women entrepreneurial roles that affect employment generation in Alimosho area of Lagos state. The study used a self-administered questionnaire to gather the data regarding women entrepreneurial roles.

The sampling technique used was simple random sampling technique. The population of the study comprised of 24,405 women entrepreneurs that registered for business permit (Alimosho local government). The sample size was determined using the Taro Yamane (1967) formula.

The Formula is:

$$n = \frac{N}{1+n(e)^2}$$

Where n= sample size, N= the target population

e= level of precession or error limit= 0.05

$$\begin{aligned} \text{Hence, } n &= \frac{24405}{1+24405(0.05)^2} \\ n &= 350 \end{aligned}$$

The researcher administered the questionnaire to the 350 women entrepreneurs that were selected using convenient sampling techniques. Data were analysed using SPSS 26.0 Version

The target population for this research covers some selected women entrepreneurs in Alimosho local government area of Lagos State, (Nigeria). Therefore, the study adopts simple random sampling technique to select women entrepreneurs in Alimosho area of Lagos State.

3.2 Selection of the study area and research design

This was conducted in Alimosho local government area (LGA) of Lagos State. The LGA was selected for the study because it is the largest local government area in Lagos State. About 70% of the women in the area are either entrepreneur or even developed interest of being entrepreneurs.

This therefore raised an interest to investigate women entrepreneur role in employment generation. The study adopted cross-sectional research design that allows data to be collected once at a single point in time without repetition.

The study population was women entrepreneurs and the unit analysis was an individual.

A survey method was employed whereby questionnaire with closed-ended questions was used to elicit data. To ensure consistency and clarity of questions used for data collection, a questionnaire was pretested to 30 respondents. After pre-testing, modifications were made to the questionnaire and an improved version was developed before administering the tool for actual data collection. Quantitative data were analyzed using statistical package for social sciences (SPSS).

4.0 DATA PRESENTATION AND ANLAYSIS

About 350 Questionnaires were administered to the respondent but only 338 were returned, representing 96.6%

Table 1: The table represents the frequency and percentage of questionnaire

	Frequency (<i>f</i>)	Percentage (%)
Questionnaire administered	350	100
Questionnaire Returned	338	96
Questionnaire not returned	12	4

(Source: Fieldwork, 2021)

It is clearly observed (Table 1) that 350 questionnaires were administered, and 338 were returned while the remaining 12 could not be retrieved

Table 2: Distribution according to age

Age	Frequency (<i>f</i>)	Percentage
20-30	24	7.1
31-40	140	41.4
41-50	154	45.6
51- above	20	5.9
Total	338	100

(Source: Fieldwork, 2021)

This section (Table 2) reveals that 7.1 % of the respondents were between the ages 20 - 30 and 41.4% were between the ages of 31-40, 45.6% were between the ages of 41-50 while 5.5% were above 51 years. This simply implies that majority of the women entrepreneurs in Alimosho area of Lagos State (Nigeria) are between the ages 31 years and above

Table 3: Distribution according to marital status

Status	Frequency (<i>f</i>)	Percentage (%)
Married	221	65.4
Single	117	34.6
Total	338	100

(Source: Fieldwork, 2021)

Table 3 reveals that 65.4% of the respondents are married while 34.6% are not married. This implies that majority of women entrepreneurs in Lagos (Nigeria) are married

Table 4: Distribution according to education

Education	Frequency (<i>f</i>)	Percentage
BSc/HND	120	35.5
Diploma	64	18.9
SSCE	101	29.9
Primary	53	15.7
Total	338	100

(Source: Fieldwork, 2021)

Table 4 clearly reveals that 35/5% of the respondents are BSc/HND and above, 15.9% are diploma holder, 29.9% are SSCE holder or less

This implies that majority of women entrepreneurs in Lagos are not staked-illiterate

Table 5: Distribution according to years of business

Years	Frequency (<i>f</i>)	Percentage
1-2	3	6.3
3-5	12	25
6-10	19	39.6
11 and above	14	29.1
Total	338	100

(Source: Fieldwork, 2021)

Table 5 shows the distribution of respondent according to years of job experience. 6.3% are between 1-2 years, 25% are between 3-5 years, 40% are between 6-10 years while 39.6% are above 11 years. This implies that majority of the women entrepreneurs has about 6-10 years experience.

Table 6: Relationship between women Entrepreneurial roles and employment generation

S/N	Variable	Category/scale	Frequency (<i>f</i>)	Percentage
1	Women ability to increase capital formation using available resources will increases employment generation	Strongly Agreed	120	35.5
		Agreed	119	35.2
		Undecided	27	7.9
		Disagreed	24	7.1
		Strongly Disagreed	48	14.2
		Total	338	100
2	Human relation skill and communication for business effectiveness will affect employment generation.	Strongly Agreed	101	28.8.5
		Agreed	180	53.3
		Undecided	10	2.9
		Disagree Strongly	40	11.8
		Disagreed	7	2.0
		Total	338	100

ORDER OF PROCEEDING

3	Technical competence and vast knowledge of business has positive impacts on production and goods and services	Strongly Agreed	112	33.1
		Agreed	220	65.0
		Undecided	6	1.9
		Disagreed	-	-
		Strongly Disagreed	-	-
		Total	338	100

Source: Field work, 2021)

According to Table 6, majority of the respondent from the variables (89.7%, 89.7 and 87.5)/3= 89% agree that there is significant relationship between women entrepreneurial roles (such as Ability to increase capital formation using available resources, Human relation and communication skill, Technical competence and knowledge of business.) and employment generation in Nigeria. While about 11% disagree. This implies that women entrepreneurial roles in Lagos (Nigeria) have the necessary capacity to generate employers

Table 7: Correlation between women entrepreneurial size and employment size?

Variable	Category	Frequency (<i>f</i>)	Percentage
The size of a business enterprise depends on the number of employee	Strongly Agree	20	41.7
	Agree Undecided	20	41.7
	Disagree Strongly	4	8.3
	Disagree	4	8.3
	Total	-	-
		48	100

(Source: Fieldwork, 2021)

This section (Table 7) indicates that 83% (41.7 + 41.7) of the respondent agrees that there is correlation between women entrepreneurial size and employment size in Nigeria. While the remaining 17% disagree. This implies that the size of an organization will depend on the number of workers to be employed.

Table 8: Major challenges hindering the successful operation of women entrepreneurs in Nigeria?

S/N	Variable	Category	Frequency (f)	Percentage
1	Financial constraint affects women entrepreneurship in Nigeria	Strongly Agree	28	58.3
		Agree	20	41.7
		Undecided Disagree	-	-
		Strongly Disagree	-	-
		Total	338	100
2	Government policies and political instability is a factor that hinder smooth running of women entrepreneur in Nigeria	Strongly Agree	104	30.9
		Agree	204	60.3
		Undecided	28	8.3
		Disagree	2	0.6
		Strongly Disagree	-	-
		Total	338	100

(Source: Fieldwork, 2021)

Majority of the respondents (Table 8) agrees that financial constraint; government policies and political instability affects/ hinder the smooth running of women entrepreneurs in Nigeria.

4.1 RESULT AND DISCUSSION

Statistical test of Hypothesis

Hypothesis one:

H₀: There is no significant relationship between women entrepreneur role/ activities and employment generation

Table 9: Relationship between women entrepreneur role/ activities and employment generation

Women entrepreneurial Role Pearson correlation size (2 tailed)	1	Team work 692.005
	338	338
Employment generation: Pearson correlation size (2 tailed)	692.0	1
	338	338

Source; SPSS, 2021

The observation from the hypothesis one tested, using the method correlation revealed that there is significant value of (0.005). Hence the null hypothesis was accepted. This implies that women entrepreneurial roles have significant effects on employment generation.

Hypothesis two:

H₀: There is no correlation between women entrepreneurship size and employment size in Nigeria

Table 10: Correlation between women entrepreneurship size and employment size in Nigeria

	Women entrepreneurship size	Employment size
Women Entrepreneurship size: Pearson correlation size (2 tailed)	1 4.8	.892 .000 338
Entrepreneurship Size: Pearson correlation size (2 tailed). N	.892 000.0 338	

Hypothesis two was tested using Pearson correlation; this implies that there is a significant relationship of 89.2% women entrepreneurship size and employment size ($p=0.000$).

DECISION: Hence the null hypothesis was rejected while the alternate hypothesis was accepted. This therefore means that there is correlation between women entrepreneurship size and employment size.

Hypothesis three

H_0 : Financial constraint, lack of raw material and lack of support from government are not the major challenges hindering smooth operation of women entrepreneurship businesses in Nigeria.

Table 11: Challenges hindering smooth operation of women entrepreneurship businesses in Nigeria.

	Women entrepreneurs major challenges	Employment generation
Financial constraint, lack of raw material and lack of support from government (2 tailed)	1 4.8	.962 .000 338
Entrepreneurship Size: Pearson correlation size (2 tailed). N	.962 000.0 338	1

Hypothesis three was tested using Pearson correlation; this implies that there is a significant relationship of 96.2% between women major challenges and employment generation ($p=0.000$). Hence the null hypothesis was rejected while the alternate hypothesis was accepted. This therefore means that financial constraint, lack of raw material and lack of support from government are some of the major challenges hindering smooth operation of women entrepreneurship businesses in Nigeria.

DISCUSSION OF FINDINGS

The findings from the analysis in hypothesis one revealed that women entrepreneurship roles have significant relationship with employment generation. The result is in tune, with the study by Cantu, Bobek & Macek (2017). They examined Motivation factors for female Entrepreneurship in Mexico. Based on in-depth interviews (and secondary data) with female



entrepreneurs and experts, the authors were able to conclude that female entrepreneurs can generate employment if the revolution against female entrepreneurs is totally eradicated.

The test of hypothesis two revealed that there is a significant relationship between women entrepreneurs' size and employment size. This evident from the result 0.892 ($p=0.000$). The result is in accordance with the study of Women Entrepreneurship: Qs Systematic Review to Outline the Boundaries of Scientific Literature by Cardella, Hernandez-Sanchez and Sanchez-Garcia (2020). The study tries to contribute to the field of study by systematically analyzing different publications. 2,848 peer-reviewed articles were analyzed, published between 1950 and 2019, using the Scopus database. The analysis revealed that the larger the size of women entrepreneurs the larger is the size of people that are employed,

The analysis of hypothesis three also revealed a significant relationship between major challenges such as financial constraints and lack of support government and employment generation. This evident from the result 0.962 ($p=0.000$). The result concurs with the study of Ameen, and Willis (2016): The use of mobile phone to support women entrepreneurship in the African countries. The methodology used in this study is an in-depth analysis of the existing literatures and recent reports on women entrepreneurship and on the adoption and use of mobile phones in Arab countries. The findings reveal several challenges facing women entrepreneurship and that some of them can be overcome by using mobile phones.

5.0 CONCLUSION AND RECOMMENDATION

The findings of the study clearly acclaimed that woman entrepreneurial role such as exploration of the prospect of starting a new business, coordination, administration and control, technical competence, risk-bearing, innovation and creativity business networking, etc. Contribute immensely to employment generation and work opportunities. Women are highly motivated to assist in raising the family income as well as creating job opportunity

Although, there had been different challenges (such as financial constraints, Scarcity and lack of raw materials, political instability, harsh government policies personality, problems, family problems etc.) that further exacerbate the barriers between women and their successful entrepreneurial ventures, yet women entrepreneurs would surmount all these challenges if:

- i. capable women entrepreneurs should develop their inner will to have control over their fears and finances and or resources properly
- ii. women should endeavour to access knowledge that can assist them in building good product conduct and prompt business networking that can lead to massive wealth and better job creation for all.
- iii. Government of Nigeria would help by providing basic amenities such as good roads, constant electricity supply and friendly business atmosphere that would enhance general business ventures for all genders.

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