



The Networks in Encouraging Women to Start and Sustain Businesses: Systematic Literature Review

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ABSTRACT

Entrepreneurship is a driving force for global economic growth, with women increasingly recognized for their substantial contributions to innovation, job creation, and overall prosperity. This research employs a Systematic Literature Review (SLR) methodology, ensuring a thorough and unbiased exploration of existing knowledge. Providing crucial insights into women's entrepreneurship dynamics, the study underscores that robust managerial skills enhance the likelihood of women forming familial business partnerships. However, pervasive gender discrimination poses a significant hurdle, potentially steering women towards independent ventures. Early-stage female entrepreneurs heavily rely on familial and governmental support, particularly from husbands, alongside access to business knowledge, shaping their ventures profoundly. The dynamic landscape faced by women entrepreneurs is influenced by various factors that can either facilitate or impede success. This study emphasizes the key role of managerial skills while acknowledging gender discrimination as a formidable obstacle, underscoring the need for addressing these challenges in fostering inclusive entrepreneurial ecosystems.

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1. INTRODUCTION

Entrepreneurship has become a significant driver of economic growth and development globally. The role of women in entrepreneurship has gained increasing attention in recent years, as they continue to make substantial contributions to innovation, job creation, and overall economic prosperity (1). However, despite their growing presence in the entrepreneurial landscape, women entrepreneurs still face numerous challenges and barriers that limit their success and growth potential (2,3).

The success of women entrepreneurs has become a compelling area of study for researchers and policymakers alike (4,5). Understanding the factors and characteristics that contribute to the success of women in entrepreneurship is crucial for fostering an enabling environment that supports their growth and advancement (6). While several studies have explored this area, a comprehensive review of the literature is necessary to synthesize and analyze the existing knowledge and gain deeper insights into the subject matter.

The objective of this research is to conduct a systematic literature review (SLR) of studies published over the past decade, focusing on the factors and characteristics associated with the success of female entrepreneurs. By examining a broad range of research articles, this study seeks to identify key themes, trends, and empirical evidence that shed light on the factors driving the success of women in entrepreneurship.

Women entrepreneurs face unique challenges in their pursuit of success, which can be attributed to a combination of external and internal factors (7). Externally, women often encounter gender-related biases, limited access to financial resources, lack of networking opportunities, and societal expectations that can impede their progress (8). Internally, factors such as self-confidence, risk-taking propensity, entrepreneurial skills, and personal motivations play a crucial role in determining their success (9–11).

Despite these challenges, women have demonstrated remarkable resilience and resourcefulness in entrepreneurship (12). Numerous successful women entrepreneurs have defied the odds and achieved significant accomplishments in diverse industries, ranging from technology and finance to fashion and social

enterprises (13). Understanding the factors and characteristics that contribute to their success is essential for unlocking the full potential of women in entrepreneurship.

Research on the factors and characteristics of successful female entrepreneurs has gained momentum in recent years. Scholars have examined various dimensions, including personal attributes, entrepreneurial competencies, access to resources, social networks, and environmental factors, to understand the underlying determinants of success. By reviewing and synthesizing these studies, this research aims to provide a comprehensive overview of the factors and characteristics that contribute to the success of women entrepreneurs.

2. METHODOLOGY

The systematic literature review (SLR) methodology is chosen for this research to ensure a rigorous and objective examination of the existing body of knowledge. The SLR approach involves a systematic search, selection, and analysis of relevant articles that meet specific inclusion criteria (14). This method minimizes bias and allows for a comprehensive assessment of the topic (15).

The search strategy for this study will involve utilizing various academic databases, including Google Scholar, Scopus, and PubMed, among others. Specific keywords such as "women entrepreneurs," "female entrepreneurship success," "factors influencing success," and "characteristics of successful entrepreneurs" will be used to retrieve relevant articles published within the last ten years. The inclusion criteria will be based on relevance to the research topic, empirical evidence, and publication date falling within the specified timeframe (16).

This study holds significant implications for multiple stakeholders. Policymakers and organizations can benefit from a comprehensive understanding of the factors and characteristics that contribute to the success of women entrepreneurs. This knowledge can inform the development of targeted support programs, policies, and initiatives aimed at fostering the growth and success of female entrepreneurs.

Furthermore, aspiring women entrepreneurs can gain valuable insights from this research, which may assist them in identifying key areas of focus and strategies for enhancing their chances of success. By highlighting the factors and characteristics associated with success, this study can provide a roadmap for aspiring female entrepreneurs to navigate the entrepreneurial journey effectively.

3. THE PROCESS OF THE SYSTEMATIC REVIEW

This study adopted a systematic approach to conducting a literature review to minimize bias and lend scientific value to its results. Systematic literature review (SLR) is a widely recognized scientific method used in social sciences, including management, economics, and finance (17,18). According to the guidelines included in the literature on SLR, the study was divided into the following stages (19,20): 1) Defining research questions; 2) Searching for the literature; 3) Selection of publications using exclusion and inclusion criteria; 4) Preparation of the final database; 5) Content analysis; 6) Discussing the results.

At the beginning, three main research questions were defined that set the direction and scope of the systematic literature review, especially in content analysis. The following questions were asked:

RQ1: What environmental factors, support systems or types of entrepreneurial ecosystems provide coping mechanisms for challenges faced by these women entrepreneurs?

RQ2: How do women entrepreneur network with others, develop their social networks and build social capital both before founding and after founding their ventures?

The methodological point of view, one of the essential elements of a systematic literature review is an appropriately conducted process of selecting a research sample. The individual steps of eliminating and including in the final set of publications should be based on clear criteria and performed in the correct order. Selected literature items indicate different sampling activities (21–23). However, as a rule, three standard main stages can be distinguished in them:

Identification – it consists in determining a potential group of publications relating to a predefined research problem (20,24);

Screening – application of various criteria for inclusion and exclusion of selected items to the final research sample, relating mainly to the substantive content, including also the qualitative assessment of the publication based on content analysis (20,22,25);

Final review sample – determining the definitive set of literature items on the subject being the basis for a detailed analysis from the point of view of the research questions posed. In this respect, there are several guidelines for the minimum dataset size. In the context of the analyzed issue, the minimum sample size should be 50 items (26,27).

A diagram of Preferred Reporting Items for Systematic Reviews and Meta- Analyses (PRISMA) was used to present the different stages of determining the final set of scientific publications covered by the analysis. This model is one of the most frequently used tools that regulates the sequence of actions performed during the sampling process (25,28,29). Scopus was selected as the key database for the systematic literature review. Before deciding on the choice of the final database, trial tests were also carried out for other databases of

scientific publications, especially the Web of Science and ProQuest. However, preliminary results of searching these databases using comparable criteria indicated a smaller number of publications and they included many duplicates. Therefore, it was decided to use Scopus, where the scope of the publication was the largest. The time range of the published scientific items was limited from 2013 to present.

The first stage of searching the database and selecting items was determining the keywords appropriate for the research subject. This collection includes characteristics, factors, women, woman, entrepreneurship. The first two keywords generally refer to regarding the development of an entrepreneurial mindset, it is imperative to consider both the internal and external influences that a person possesses. The following three keywords are a combination of the most common terms related to the subjects in the literature. The "Article title, abstract, keywords" area was selected as the reference database for the search. As a result of the database search, 1406 publications meeting these criteria were identified.

Then, the subject area had to be narrowed down due to its substantive nature. In this regard, two sites were selected: "business, management, and accounting". The scope of the publication was 915 items. Another criterion was to narrow the area of analysis to type of document: "article," and only selected "open access" journals. Of these, all articles still in print were discarded, and the focus was solely on the completed items. As a result of the database search, 152 scientific publications were finally included in the collection, and the full search criteria were as follows:

TITLE-ABS-KEY (characteristics OR factors AND women OR woman AND entrepreneurship) AND PUBYEAR > 2012 AND PUBYEAR < 2024 AND (LIMIT-TO (OA , "all")) AND (LIMIT-TO (SUBJAREA , "BUSI")) AND (LIMIT-TO (DOCTYPE, "ar")).

The next stage was verifying the titles and abstracts of all 152 bibliographic items to determine which of them relate to the research questions posed. The mainstream research was supposed to concern women entrepreneurs in the context of both external and internal influences. At this stage, a complete double analysis of titles and abstracts was performed to eliminate the risk of confusion. Seventy eight publications were rejected. For research purposes, the final collection was 74 literature items. The publications that have been excluded primarily pertain to aspects that lack correlation with the factors, attributes, and both intrinsic and extrinsic motivators that exert an impact on female entrepreneurs.

The summary of the entire process of selecting the research sample is the following PRISMA diagram presenting the various stages of the elimination of bibliographic items (Figure 1).

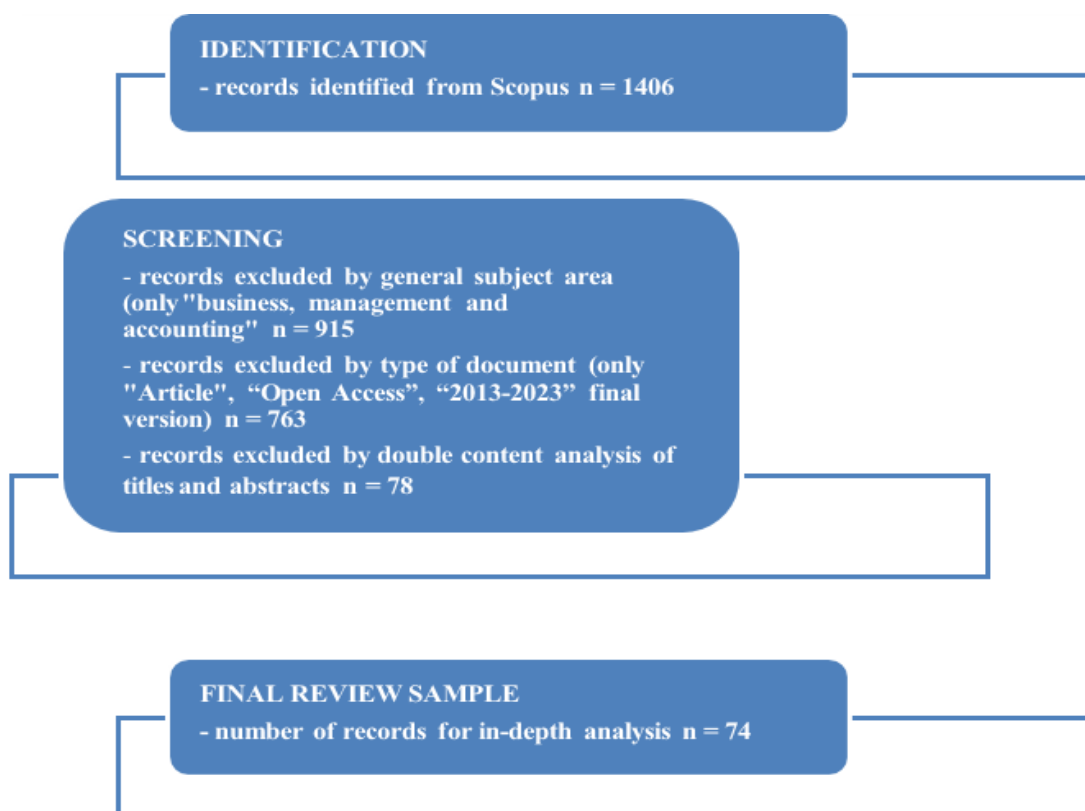


Figure 1. PRISMA diagram – selection of the research sample

The present systematic review is predicated on deviations from the PRISMA protocol and the criteria implicated in the bias of systematic reviews. The presence of evidence bias is also observed when the articles fail to identify all the accessible data pertaining to the subject matter, a task that proves arduous given the multitude of resources that exist on a given topic, resources that may not be easily exhausted. The articles are susceptible to bias, particularly if they are sourced from the same period and the same samples or samples with similar characteristics. The publication year and geographical region of the study contribute to the heightened risk of bias in the systematic literature review. Furthermore, publication bias may manifest itself when certain articles on the topic exist but are not published due to their perceived lack of significance (30). Conversely, articles deemed significant are published and made accessible. By considering a multitude of research articles in the identification section, the potential for bias is mitigated. The risk of bias in the systematic review may also stem from bias present in the articles during the primary collection phase, which then compounds upon the systematic review. Therefore, it is imperative to thoroughly and critically analyze the articles through appropriate appraisal in order to identify any possible bias in the primary data collection, and subsequently eliminate it (30,31). The identification and elimination of bias hold great importance in a systematic review due to the practical application of the research technique and findings, as well as the formulation of policies.

4. RESULTS

4.1. Individual study articles

The primary objective of the systematic review is to ascertain information derived from individual articles and scrutinize them in order to arrive at a pertinent conclusion. In order to present the findings of these individual articles, the systematic review incorporates various elements such as the author of the article, the outcomes derived from the analysis of the article, as well as the specific details pertaining to the study. These articles are methodically arranged in a sequential manner based on their publication year, commencing with the oldest publication and culminating with the most recent. The outcomes revealed in the review provide insights into the publications and their respective findings, with each article being accompanied by its research particulars, such as the sample employed in the research article (Table 1).

Table 1. The publications and their findings

<i>Article ID</i>	<i>Sources</i>	<i>Findings</i>
P1	(32)	This study offers valuable insights into the factors that empower women entrepreneurs within the Kingdom of Bahrain, offering a foundation for the creation of policies and programs aimed at bolstering women's entrepreneurship in the nation. Its findings have the potential to guide policymakers and stakeholders in the development and implementation of initiatives that foster gender equality, improve educational opportunities, and create a supportive sociocultural environment conducive to women's entrepreneurship. Emphasizing the pivotal role of empowered women entrepreneurs in Bahrain's economic activities, the study underscores their significance in driving both personal and national economic growth.
P2	(33)	The article found that policymakers and stakeholders in Bahir Dar city, Ethiopia, should prioritize enhancing social and economic development to support women entrepreneurs in micro and small enterprises (MSEs). Social, economic, legal, and administrative factors all positively impact women's entrepreneurial performance in MSEs. To create an enabling environment, policymakers should facilitate access to finance, training, education, and regulatory improvements. Stakeholders must also tackle social and cultural barriers like gender stereotypes and discrimination. This concerted effort will foster women's entrepreneurship, driving economic growth, productivity, innovation, employment, and economic dynamism.
P3	(34)	This paper offers valuable practical implications for policymakers, female entrepreneurs, and researchers examining women's entrepreneurship in Albania. It delivers actionable insights that can guide policymakers in

		shaping supportive policies and programs. Female entrepreneurs can draw inspiration from the findings to inform their strategies and decisions, potentially enhancing their ventures. Meanwhile, researchers interested in this field gain a foundation for further exploration and analysis. Together, these practical implications foster a holistic understanding of women's entrepreneurship in Albania, facilitating its growth and development while offering a roadmap for future initiatives and research endeavors.
P4	(35)	This paper explores why women choose to join their family business in rural areas, despite the trend of younger people leaving rural areas for urban areas. The study found that women who choose to join rural family firms seek non-material benefits, such as work-life balance and social support, and may be driven in part by a sense of psychological ownership that extends to the rural community. The practical implications of this paper include informing policies and programs aimed at promoting rural development and supporting women's entrepreneurship in rural areas, as well as informing the strategies of rural family firms in attracting and retaining women as successors.
P5	(36)	The paper provides practical implications for policymakers, development practitioners, and female entrepreneurs in resource-constrained environments by highlighting the importance of creating an enabling environment that supports female entrepreneurship and providing insights into the process of emancipation through entrepreneurship
P6	(37)	The paper provides practical implications for policymakers, practitioners, and researchers to better support and promote transitional entrepreneurship among ethnic minorities, immigrants, and women entrepreneurs.
P7	(38)	The paper provides practical recommendations for policymakers and stakeholders who want to encourage women's entrepreneurship. These recommendations include providing entrepreneurial education and training programs, encouraging women to recognize business opportunities and develop their need for achievement, creating a supportive environment, and addressing cultural and social norms that may discourage women from pursuing entrepreneurship.
P8	(39)	This paper found the effective strategies and policies to support women-owned enterprises in Bangladesh, improving women entrepreneurs' performance by developing their entrepreneurial orientation, networking, and opportunity identification skills, addressing socio-cultural factors such as gender-based discrimination, understanding the impact of the environment on women-owned businesses, and providing a framework for future research on women's entrepreneurship in developing countries.
P9	(40)	The paper reviews the extant literature on women entrepreneurs and entrepreneurial digital competencies scholarship from a gender perspective, but it is primarily based on the findings from the interviews conducted with 33 women tourism entrepreneurs in Mexico and Ecuador
P10	(41)	The paper proposes a theoretical framework for understanding Women's Informal Entrepreneurship (WIE) based on gender, institutional logics, and institutional voids, which can guide researchers, policymakers, and practitioners in advancing understanding and designing interventions to address the institutional voids and gendered formal and informal institutional logics that shape WIE prevalence.
P11	(42)	This study employed a segmentation approach, utilizing 10 original variables related to various aspects of women entrepreneurs, including their motivations for starting a business, individual characteristics, competitive advantages, strengths, success factors, and barriers to entrepreneurship. Through both hierarchical and non-hierarchical cluster analyses, the study revealed three distinct clusters within the female entrepreneur population. The first cluster comprised young, highly educated women driven by a desire for independence, with a strong focus on product/service quality, personalized customer service, family-oriented employment practices, and personal qualities and networks. The second cluster occupied an intermediate position between the first and third clusters, while the third cluster consisted of older, less-educated women who turned to entrepreneurship out of necessity, aiming to evade unemployment.

P12	(43)	This paper conducts a bibliometric analysis of academic research on leadership factors in female entrepreneurship within the Web of Science database from 2000 to 2020. It reveals a growing trend in publications on this subject since 2015, albeit with limited impact and output. The USA and Spain emerge as the most influential and productive countries in this field, with the USA leading in cooperation and authorship. Despite calls for new research directions from a social construction perspective, the most influential articles still exhibit a male-centric bias when examining gender. Network analysis underscores international collaboration, with the USA as a dominant player. This study highlights the inherent ambiguity resulting from the overlap of entrepreneurship and leadership disciplines, manifested in co-citations from various specialization areas, and urges researchers to explore fresh epistemological perspectives, moving beyond the prevailing male-centric lens in the study of female entrepreneurial leadership factors.
P13	(44)	The study's findings put forth a valuable recommendation for female entrepreneurs, highlighting key areas for improvement to enhance their entrepreneurial performance. Specifically, female entrepreneurs are advised to prioritize the development of their innovativeness, honing the ability to innovate and adapt in a rapidly changing business landscape. Additionally, a focus on improving opportunity recognition and development skills is essential, enabling women to identify and leverage promising business prospects. Moreover, nurturing psychological capital, encompassing qualities like resilience, optimism, and self-efficacy, is crucial for maintaining the mental fortitude needed to navigate entrepreneurial challenges. By strengthening these facets, female entrepreneurs can empower themselves to excel in their ventures and contribute significantly to the entrepreneurial ecosystem.
P14	(45)	This paper provides insights into the factors that influence women's entrepreneurial activity through psychological cognition. The study proposes three measures to support female entrepreneurship: optimizing female psychological cognition, improving female capability perception, and establishing excellent female entrepreneurial role models. Policymakers, entrepreneurs, and researchers can use the study's findings to design policies, strategies, and future studies that support and promote female entrepreneurship.
P15	(46)	The paper's findings have practical implications for policymakers and academia, as they provide insights into the factors that influence women entrepreneurs' involvement in tourism and its impact on sustainable tourism development. Specifically, policymakers can use the findings to create specific initiatives to support women who are engaged in tourism business activities. Additionally, academia can use the findings to contribute to the existing body of knowledge on women's entrepreneurship, empowerment, tourism, and business management.
P16	(47)	The paper provides evidence that small public grants for women entrepreneurs can be an effective and cost-effective policy tool to increase small firms' growth, especially during economic downturns, by alleviating time and information constraints of women entrepreneurs, resulting in higher bank loans and better performance measures like turnover and value-added, and policymakers can use the findings of this paper to design policies that support women entrepreneurs.
P17	(48)	The practical implications of this paper are that it can inform policies and programs aimed at supporting older women entrepreneurs, challenge the traditional notion of "career" as a linear, one-time choice, highlight the potential benefits of entrepreneurship as a lifestyle for older women, and inspire and encourage older women who are considering self-employment or entrepreneurship as a viable career option.
P18	(49)	The paper suggests that the introduction of certain financial content into the education system by governments and policymakers would produce remarkable results on entrepreneurship intention among women, and this could have practical implications for policymakers who are interested in promoting entrepreneurship among women.

P19	(50)	The paper's practical implications are that policymakers and practitioners can use the findings to design targeted interventions to support women's entrepreneurship in different cultural and societal contexts. The study highlights the importance of considering societal and cultural factors when promoting entrepreneurship among women. The findings suggest that women's entrepreneurship may be driven by necessity in countries with lower disposable personal income, which has implications for poverty reduction and economic development. The study also highlights the importance of technology adoption in women's entrepreneurship, particularly in collectivist countries.
P20	(51)	The practical implications of this paper are that policymakers and government agencies can use the findings to develop policies and programs that support women entrepreneurs in the textile industry in the East Coast of Peninsular Malaysia. They can provide more support and resources to women entrepreneurs to help them succeed in their entrepreneurial activities. The study also suggests that the high profits that female entrepreneurs can generate in the textile industry can encourage other women to participate in this business. The study identifies five factors that influence the involvement of women entrepreneurs in the textile industry, which can be used to design programs and initiatives that encourage more women to participate in the textile industry. The findings of this study can also be used by researchers and scholars to conduct further research on women entrepreneurship in the textile industry in other regions and countries.
P21	(52)	The paper has implications for better understanding the relationship between the tourism sector and the UN Sustainable Development Goals of gender equality (SDG 5) and decent work and economic growth (SDG 8)
P22	(53)	This paper offers practical implications with significant relevance for policymakers, practitioners, and researchers aiming to bolster the prospects of women entrepreneurs in rural areas and ensure their sustained success. The insights gleaned from this research can serve as a valuable guide, enabling policymakers to craft more effective strategies and policies tailored to the unique challenges and opportunities faced by rural women entrepreneurs. Likewise, practitioners in the field can utilize these findings to design targeted support programs that address specific needs and foster entrepreneurship among rural women. Furthermore, researchers can build upon this foundation, contributing to a deeper understanding of the dynamics at play and facilitating the development of innovative solutions for the empowerment of women entrepreneurs in rural contexts.
P23	(54)	The paper provides insights into the managerial traits and procedures of women-led companies, as well as the factors that lead women to start a business worldwide. This information can be useful for entrepreneurs, managers, policymakers, and organizations looking to support and promote women's entrepreneurship.
P24	(55)	This study conducted in Ethiopia underscores the formidable challenges confronted by divorced and widowed women entrepreneurs in their pursuit of economic success. Through multiple linear regression analysis, several key factors were identified as positive predictors of income for women entrepreneurs, including their educational attainment, family size, geographical region, parental education levels, the number of financial dependents, prior business experience, and access to essential raw materials. Conversely, factors such as the entrepreneurial sector chosen, marital status (particularly being divorced or widowed), absence of entrepreneurship training, lack of enterprise licensing, and the absence of supportive institutions were found to have a negative impact on the income levels of women entrepreneurs. These findings shed light on critical determinants of economic achievement among female entrepreneurs in Ethiopia.
P25	(56)	Paper found that Ecuador stands out on the global stage with the highest female entrepreneurship rate, reaching an impressive 34% as reported by the Global Entrepreneurship Monitor (GEM) in 2019. This remarkable statistic underscores the vibrancy and significance of women's participation in entrepreneurial activities within the country. The study's findings not only

		shed light on this exceptional entrepreneurial landscape but also offer valuable insights into the contextual factors that facilitate and drive women's entrepreneurship in Ecuador. By delving into these factors, the research enhances our comprehension of the dynamics and determinants of women's entrepreneurial ventures, contributing to a more comprehensive understanding of the entrepreneurial landscape in the nation.
P26	(57)	The paper using data derived from the Global Entrepreneurship Monitor survey, this study conducts a comprehensive evaluation of indicators delineating the landscape of informal personal financing for entrepreneurs across different countries. Employing economic-mathematical modeling grounded in normal distribution density functions, the research estimates the levels of nine key indicators pertinent to external investments in startup ventures. A noteworthy observation stemming from the study is the presence of a gender gap evident in various nations.
P27	(58)	This study's findings reveal a positive correlation between maternal unemployment and immigration status with the initiation of business ventures. In particular, it highlights that mothers who are unemployed or immigrants are more likely to engage in entrepreneurial endeavors. Interestingly, the research underscores that the prevailing perspective in this field aligns with these observations, considering a mother's unemployment status and immigrant background as primary indicators influencing her likelihood of embarking on an entrepreneurial journey. These insights contribute to a better understanding of the dynamics surrounding maternal entrepreneurship, shedding light on the pivotal roles played by employment status and immigration history in shaping entrepreneurial entry among mothers.
P28	(59)	The paper found that the context of poverty alleviation in Malaysia, the study identifies microfinance as the most potent predictor, demonstrating its pivotal role in uplifting individuals from impoverished conditions. Entrepreneurial and personality attributes also emerge as significant contributors to this positive outcome, underlining the importance of individual characteristics and business acumen in the fight against poverty. Surprisingly, cultural and environmental factors appear to exert minimal influence on poverty alleviation in this context, indicating that while social and personal aspects play a substantial role, broader cultural and environmental variables might have a lesser impact on the overall goal of reducing poverty in Malaysia.
P29	(60)	The paper found that Hungary's startup landscape reflects a stark gender imbalance, with a notably low representation of women among startup founders. This disparity is particularly pronounced in the IT service sector, where female participation remains significantly underrepresented. Research findings highlight that 70 percent of respondents in the study have ventured into entrepreneurship, with both men and women establishing their businesses typically between the ages of 24 and 35. Interestingly, the predominant mode of financing for these startups is through equity, signifying a reliance on personal investments and contributions from partners or investors to kickstart entrepreneurial endeavors in Hungary.
P30	(61)	The paper externally monitored funds play a pivotal role in bolstering the success of rural firms, with their impact even more pronounced in the context of women-led nascent firms. These funds, which are subject to external scrutiny and oversight, provide crucial financial support and stability to rural enterprises, enabling them to thrive and expand. Moreover, for women entrepreneurs at the helm of nascent businesses, external monitoring of funds becomes especially vital. It not only ensures access to essential capital but also fosters an environment of accountability and transparency, paving the way for sustained growth and empowerment within these women-led ventures.
P31	(62)	This study found the interplay between industry specificity, the gender pay gap, and female entrepreneurship is a nuanced and influential dynamic. Industry specificity exerts a considerable influence on the relationship between the gender pay gap and the prevalence of female entrepreneurship.

		In certain sectors, the gender pay gap acts as a discriminatory barrier, dissuading women from pursuing entrepreneurship as a means to circumvent wage disparities. This discouragement is especially pronounced in industries where gender-based pay disparities are most egregious. Consequently, addressing the gender pay gap becomes not just a matter of equity but a pivotal step in fostering a more conducive environment for female entrepreneurship in these specific industries, ultimately promoting diversity and economic empowerment.
P32	(63)	Women entrepreneurs in Botswana exhibit a remarkable array of entrepreneurial behaviors, skills, and characteristics. Their entrepreneurial ecosystems, carefully cultivated, encompass a multifaceted approach. These ecosystems incorporate invaluable elements such as robust social capital ties, which foster collaboration and support networks. Furthermore, they prioritize human capital development, nurturing the skills and knowledge of aspiring entrepreneurs. Diversifying beyond traditional funding avenues, these ecosystems facilitate alternative funding mechanisms, ensuring financial accessibility. Simultaneously, they emphasize access to local and international markets, broadening opportunities for growth and sustainability. Embracing the digital age, these ecosystems also integrate digital technology, harnessing its transformative potential. Collectively, these components empower women entrepreneurs in Botswana to flourish in a dynamic and competitive business landscape.
P33	(64)	The study's findings underscore the pivotal role of three key factors as direct influencers of growth among women entrepreneurs. First and foremost, the judicious usage and effective utilization of financial resources emerge as a cornerstone for entrepreneurial success. Equally significant is the market dimension, where customer intelligence and the powerful network effect of referrals from fellow women entrepreneurs serve as crucial growth catalysts. Lastly, the study highlights the importance of management skills, particularly nonformal education and hands-on experiences, in shaping the trajectory of women-led businesses. Collectively, these factors form a dynamic triad that not only fuels the growth of women entrepreneurs but also represents a holistic approach to fostering their prosperity and impact in the business world.
P34	(65)	This article carries significant implications, emphasizing that the promotion of women into sustainable entrepreneurship has a far-reaching and multifaceted impact on regional development. It becomes a driving force behind increased economic activity, creating a ripple effect that bolsters income distribution and reduces poverty levels. Moreover, it plays a pivotal role in fostering gender equality, breaking down barriers and empowering women to actively participate in the entrepreneurial landscape. In essence, the article underscores that supporting and nurturing women entrepreneurs not only stimulates economic growth but also represents a powerful catalyst for positive social change, ultimately leading to more inclusive and equitable societies.
P35	(66)	This article carries a significant implication, highlighting that entrepreneurial ecosystem factors wield substantial influence over social entrepreneurial activities, irrespective of gender. The vitality of these ecosystem components, such as access to resources, mentorship networks, and regulatory frameworks, is crucial in shaping the landscape for social entrepreneurship. This influence extends across genders, emphasizing that both men and women are equally impacted by the enabling or constraining aspects of the entrepreneurial environment. Therefore, fostering a supportive and conducive ecosystem is essential not only for encouraging the growth of social entrepreneurial endeavors but also for advancing gender equality in the realm of entrepreneurship, promoting a more inclusive and equitable entrepreneurial landscape.
P36	(67)	The paper's major findings point towards a significant policy recommendation: a focus on enhancing the social capital of women entrepreneurs. To achieve this, policymakers should prioritize the promotion of informal investment mechanisms that facilitate access to crucial financial

		resources for women-led businesses. Additionally, building strong and supportive social networks for female entrepreneurs is paramount. These networks can serve as invaluable platforms for mentorship, collaboration, and knowledge exchange, ultimately empowering women to overcome barriers and thrive in the entrepreneurial landscape. By investing in these two critical areas, policymakers can foster an environment that not only promotes gender equality but also stimulates economic growth and innovation, benefiting society as a whole.
P37	(68)	The study's findings shed light on several key determinants of women entrepreneurs' performance in Micro and Small Enterprises (MSEs). Educational level emerges as a crucial factor, highlighting the importance of equipping women with relevant knowledge and skills. Previous entrepreneurial experience is also pivotal, providing valuable insights and resilience. Access to business training and finance play essential roles, as they empower women with the tools and resources necessary for success. Furthermore, access to information and government support, along with considerations like tax policies and land ownership, collectively shape the performance landscape for women in MSEs. Recognizing and addressing these factors can be instrumental in fostering an environment conducive to the achievement and advancement of women entrepreneurs in this sector.
P38	(69)	This article's implication is profound, underscoring that female entrepreneurs contend with a higher incidence of conflicts compared to their male counterparts, primarily stemming from societal expectations and entrenched gender perceptions. These conflicts, deeply rooted in prejudiced stereotypes and biases, exert a substantial influence on women's entrepreneurial journey. They not only hinder women's ability to navigate investment decisions effectively but also create additional barriers to their entrepreneurial aspirations. Recognizing and addressing these conflicts is essential to level the playing field, allowing women entrepreneurs to make investment choices based on merit rather than societal biases, and ultimately fostering a more equitable and inclusive entrepreneurial landscape.
P39	(70)	This paper's implication is significant, highlighting the persistent challenges confronted by women entrepreneurs. These challenges encompass a complex web of obstacles, ranging from the demands of multitasking and the vortex of work-life conflict to the shortage of essential financial resources and support services. Additionally, women entrepreneurs often grapple with inadequate business, management, and marketing skills, hindering their business growth. Poor access to vital information, limited business networks, and technology, alongside restricted entry to digital markets, further compound these challenges. Recognizing and addressing these multifaceted hurdles is imperative to create an environment where women entrepreneurs can thrive, unleashing their full potential and contributing significantly to economic growth and empowerment.
P40	(71)	The implication of this article is that understanding the heterogeneous motivations of innovative entrepreneurs is important for promoting economic growth. The authors found that women and individuals located in more altruistic cultures are more motivated by social-impact messages than money, whereas men and those in less altruistic cultures are more motivated by money than social impact.
P41	(72)	Female-led businesses demonstrate distinctive qualities marked by authenticity, experientiality, and a penchant for innovation. These traits contribute to their unique value proposition in the entrepreneurial landscape, setting them apart as dynamic contributors to economic growth and creativity. Furthermore, businesswomen play a vital role in establishing and nurturing local stakeholder networks. These networks foster collaboration, support, and community engagement, underscoring the social and economic significance of women's entrepreneurial endeavors. By harnessing their authentic approach and innovative spirit, female entrepreneurs not only enrich their enterprises but also strengthen the fabric of their local communities, amplifying their positive impact on both business and society.
P42	(73)	This study found that the gender disparity in entrepreneurship is evident,

		with women being less likely to pursue entrepreneurial endeavors. Addressing this imbalance requires recognizing that financial literacy and digital skills impact entrepreneurship in distinct ways for both men and women. Women's reduced participation in entrepreneurship often stems from barriers related to financial literacy, where inadequate knowledge about financial management and investment hinders their entrepreneurial ambitions. Additionally, digital skills, crucial in today's business landscape, can be a determining factor in women's ability to navigate the digital realm effectively. Therefore, bridging these gender-specific gaps in financial literacy and digital proficiency is essential to promote equitable opportunities for entrepreneurial success among men and women alike.
P43	(74)	The study's findings reveal intriguing insights into the role of female founders in the entrepreneurial landscape. It suggests that female founders play a significant role in transmitting intangible assets, such as preferences for specific job attributes and the recognition of entrepreneurship as a viable career choice. These intangible factors appear to be instrumental in shaping the career trajectories of individuals influenced by female founders. Interestingly, the results also suggest that the primary function of female founders may not be the transmission of specific skills or industry-specific knowledge. Instead, it underscores the importance of the more nuanced and subjective aspects of entrepreneurship that female founders impart, fostering a diverse and dynamic entrepreneurial ecosystem.
P44	(75)	The authors advocate for a concerted effort to build upon the legacy of the Diana Project by promoting several key initiatives. First, they recommend an expansion of educational programs dedicated to women's entrepreneurship, aiming to equip aspiring female entrepreneurs with the knowledge and skills needed for success. Additionally, fostering the growth of women entrepreneurship faculty and careers is crucial to ensure sustained support and mentorship for future generations of women entrepreneurs. Moreover, the authors emphasize the importance of continued research on women entrepreneurs, gender dynamics, and policy implications, highlighting the need for evidence-based approaches to further empower and advance women in the entrepreneurial sphere. These collective efforts are poised to extend and enrich the enduring impact of the Diana Project.
P45	(76)	The paper contain imperative for Omani policymakers to prioritize and actively support women entrepreneurs as a means to enhance household income diversification and propel socio-economic development within the region. By fostering an enabling environment for women to initiate and grow their entrepreneurial ventures, policymakers can empower them to contribute significantly to economic prosperity. This not only strengthens the financial stability of individual households but also adds to the overall socio-economic fabric of the nation. The inclusion of women in entrepreneurship not only promotes gender equality but also harnesses the untapped potential of a diverse range of talents and skills, ultimately fueling sustainable growth and progress for Oman as a whole.
P46	(77)	The authors propose that incorporating this perspective into the realm of entrepreneurship has the potential to yield fresh insights into the factors that distinguish thriving entrepreneurs from others. By focusing on the intricate interplay between subjective well-being and new venture performance, researchers and practitioners can gain a deeper understanding of the mechanisms underlying entrepreneurial success. This holistic approach takes into account not only the traditional metrics of business performance but also the personal fulfillment and happiness of entrepreneurs.
P47	(78)	The research findings underscore crucial implications for policymakers, educators, and practitioners invested in the advancement of women entrepreneurs. It is imperative that efforts be directed towards mitigating imposter fears among women in entrepreneurship, as these fears can act as significant barriers to their success. By addressing imposter syndrome, stakeholders can foster a more conducive environment for women entrepreneurs, empowering them to thrive and make substantial contributions to the entrepreneurship ecosystem. This approach not only

		promotes gender equality but also harnesses the untapped potential of women in driving innovation and economic growth. Ultimately, a concerted focus on alleviating imposter fears holds the potential to reshape the entrepreneurial landscape and pave the way for greater diversity and inclusivity in entrepreneurship.
P48	(79)	The research findings carry important implications, highlighting the distinctive personality traits exhibited by women who aspire to become entrepreneurs, particularly a heightened communal tendency. This unique trait suggests that fostering a sense of community and collaboration among women entrepreneurs could serve as a powerful catalyst to encourage more women to embark on their entrepreneurial journeys. By harnessing and promoting these communal tendencies, policymakers and educators can create environments that inspire and support women in starting and growing their businesses. In doing so, not only can the field of entrepreneurship benefit from a more diverse and inclusive talent pool, but also, it can unleash the untapped potential of women entrepreneurs in driving innovation and economic expansion.
P49	(80)	The findings of this study hold significant relevance for entrepreneurship financiers and non-governmental organizations operating in developing economies with a focus on empowering rural women entrepreneurs. The insights gleaned from this research provide valuable guidance for tailoring financial and support services to better meet the unique needs and challenges faced by rural women entrepreneurs. By understanding the specific barriers and opportunities highlighted in the study, these stakeholders can refine their strategies and initiatives to offer more effective and targeted assistance. This, in turn, enhances the prospects for rural women entrepreneurs, fostering economic growth, reducing gender disparities, and contributing to the overall development of these economies.
P50	(81)	This paper's research findings underscores the need for innovative approaches when studying entrepreneurship among women. Conventional entrepreneurial frameworks may not fully capture the nuanced dynamics at play in female entrepreneurship. Therefore, adopting fresh perspectives and methodologies is essential to achieve a more comprehensive understanding of entrepreneurship, particularly in the context of women. By delving deeper into the intricacies of female entrepreneurship, researchers can uncover unique insights that contribute not only to a more accurate portrayal of women's entrepreneurial experiences but also to a broader and enriched comprehension of entrepreneurship as a whole. This holistic perspective is instrumental in advancing gender-inclusive entrepreneurship research and promoting equitable opportunities for women in the entrepreneurial landscape.
P51	(82)	Addressing institutional, organizational, and individual factors that influence women's entrepreneurship in STEM fields. Encouraging the formation of multiplex ties among team members to positively influence team performance. Focusing on the development of soft skills, such as identification of opportunities, commitment, decision-making, and organization, to influence entrepreneurial intention. Recognizing the genderedness of entrepreneurial normative frames and allowing women in STEM to strategically choose to "belong or not" to the given masculine normative frame. Conducting further research on the gender aspects of STEM entrepreneurship to help close the gender gap.
P52	(83)	The paper provides insights into the experiences of migrant women entrepreneurs and the challenges they face in establishing businesses in different contexts. The translocational positional approach used in the paper can be used by policymakers and practitioners to better understand the needs and experiences of migrant women entrepreneurs and to develop policies and programs that support their entrepreneurial activities. The paper highlights the importance of taking a transnational perspective when studying entrepreneurship, as it enables researchers to better understand the influence of social, spatial, and institutional factors on migrant women entrepreneurs.

		The findings of the paper can be used to inform the development of training and support programs for migrant women entrepreneurs, particularly those who are starting businesses in new and unfamiliar contexts. The paper also contributes to scholarship on 'context' by offering a transnational gendered dimension, which can be used to inform future research on the experiences of migrant women entrepreneurs.
P53	(84)	The study provides insights into the characteristics, motives, barriers, and challenges of female engagement in informal business activities in Jordan, which can be used to develop policies and programs to support and promote women's informal micro-entrepreneurship in the country. The findings suggest that informal female entrepreneurs tend to be both opportunity- and necessity-driven, and their businesses are funded either through personal savings or from their social network. This information can be used to design financial and social support programs for informal female entrepreneurs. The study highlights the challenges faced by informal female entrepreneurs, such as high inflation, high competition, time pressures, and lack of business skills. This information can be used to design training and mentoring programs to help informal female entrepreneurs overcome these challenges. The study emphasizes the importance of understanding the environmental context and the dynamics of its evolution when investigating entrepreneurship. This information can be used to design policies and programs that take into account the specific context of informal entrepreneurship in Jordan and other similar contexts.
P54	(85)	The findings of the study can be used to develop policies and programs that support women entrepreneurs in India. The government can use the insights provided by the study to design policies that address the challenges faced by women entrepreneurs in India. The study provides insights into the factors that influence the success of women entrepreneurs in India. This information can be used by women entrepreneurs to develop strategies to overcome the challenges they face and improve their chances of success. The study highlights the importance of education and training for women entrepreneurs. Women entrepreneurs who are well-educated and have prior exposure to work are more likely to approach entrepreneurship in a professional manner. This suggests that education and training programs can be developed to support women entrepreneurs in India.
P55	(86)	The findings of the study can be useful for policymakers and practitioners interested in promoting women entrepreneurship and microenterprise development. The study provides insights into the production, marketing, asset management, profitability, government support, and women empowerment issues faced by microenterprise units under Kudumbashree mission in Kerala. The study highlights the importance of women empowerment in building gender equality and social acceptance of labor in the community.
P56	(87)	The study found that policymakers and practitioners should recognize that gender alone is not a sufficient factor in explaining women's choices in the informal economy. They should take into account the rich contextual and temporal dimensions central to these decisions. The paper highlights the importance of context, intersectionality and positionality, and epistemic limitations that would strengthen conceptual sensitivity and empirical testing and, in turn, our understanding of women's experiences in IE and their formalization decisions. Policymakers and practitioners should engage with context-oriented theories to explore individuals' decisions and the resources that determine their relative position within complex institutional structures. The paper calls for more accurate accounts of formalization decisions by widening the lens through which formalization decisions are conceptualized.
P57	(88)	Research found that the need for counseling programs to assist women in starting their own businesses, particularly in terms of providing financial and management support. The importance of family support for women entrepreneurs, particularly from their husbands, in terms of providing emotional and financial support. The need for government assistance to help women entrepreneurs overcome the difficulties of acquiring capital in the

		early stages of their start-ups. The importance of training courses to help women entrepreneurs access related business knowledge and skills.
P58	(89)	<p>The paper provides an overview of the current literature on female startups and the situation of this phenomenon in Italy, which can be useful for policymakers, practitioners, and new entrepreneurs in the sector. The paper highlights the need for further research on the factors that contribute to the undercapitalization of WSUs in the startup phase and the social and cultural factors that contribute to the phenomenon of WSUs in Italy. The paper can help raise awareness about the challenges faced by female entrepreneurs in Italy and the need for policies and initiatives to support their growth and development.</p> <p>The paper can also help promote gender diversity and inclusion in the startup ecosystem in Italy and encourage more women to become entrepreneurs. The practical implications of this paper can be useful for researchers, policymakers, and practitioners who are interested in the topic of startups, gender, and entrepreneurship.</p>
P59	(90)	The study provides empirical data regarding the barriers and challenges encountered by migrant African women entrepreneurs in North Queensland, Australia. The study can serve as a foundation for further research in this area, helping researchers to gain a better understanding of the challenges faced by migrant women entrepreneurs. The study can inform policymakers about the challenges faced by migrant women entrepreneurs and help them to develop policies that support the establishment and operation of their businesses. The study can also inform aspiring migrant African women entrepreneurs about the potential barriers and challenges they may face in establishing and operating their businesses in North Queensland, Australia.
P60	(91)	The practical implications of this paper are that it provides insights into the entrepreneurial experiences of Migrant African Women Entrepreneurs (MAWEs) in Regional Queensland whose businesses depend on tourism. The study identifies the factors that enable and hinder their entrepreneurship, and excavates the role of formal and informal learning practices. The findings of this study can be used to inform policies and programs that support the establishment and sustainability of small businesses owned by MAWEs. The study also contributes to an expanding body of knowledge on entrepreneurship and feminist theory.
P61	(92)	The findings of this paper to develop policies and programs that support foreign women entrepreneurs in China, particularly those related to cultural differences. The paper highlights the importance of providing training and support services that are tailored to the unique needs of foreign women entrepreneurs in China. The findings of this paper can be used to inform the development of training programs and support services for foreign women entrepreneurs in China. The paper suggests that foreign women entrepreneurs in China can benefit from networking opportunities and mentorship programs that connect them with other entrepreneurs and business leaders.
P62	(93)	The paper provides insights into the success factors of women entrepreneurs, international opportunity recognition skills, and performance of start-up ventures. This can help policymakers and practitioners to design and implement policies and programs that support women entrepreneurs in developing their skills and knowledge. The study suggests that effective human capital, better network relationships, and work-life supports of women entrepreneurs can minimize the risk of failure and the liability of newness. This can help women entrepreneurs to overcome the challenges they face in the early years of their ventures.
P63	(94)	Paper found that training in family business dynamics would help the long-term success of Moroccan women entrepreneurs. Initiatives promoting entrepreneurship should take into account women's needs, as they are often overlooked. Women mentoring networks can be an effective way to support women entrepreneurs. Women entrepreneurs should be aware of the potential impact of gender discrimination on their business startup decisions. Women entrepreneurs with high perceived management skills should

		consider starting their businesses with family members, as this can increase their likelihood of success.
P64	(95)	The practical implications of this paper are that it provides insights into the factors that motivate women to start their own businesses in Mexico. The findings of the study can be used to raise awareness of these factors and to develop governmental programs that support female entrepreneurship, business incubators, and networking to help women start their own businesses. The paper also highlights the need to address the conservative traditional attitude, risk adverse tendency, and non-cooperation of family members that sometimes deter women entrepreneurs from starting businesses in Mexico. Therefore, the practical implications of this paper are that it can be used to promote and support female entrepreneurship in Mexico by addressing the challenges faced by women entrepreneurs and by creating an enabling environment for them to start and grow their businesses.
P65	(96)	The practical implications of this paper are that women entrepreneurs can improve their business performance by focusing on building trust, increasing their entrepreneurial motivation, and sharing knowledge with their business partners, employees, and other entrepreneurs. The study suggests that women entrepreneurs should attend training courses, establish relationships with business partners, and utilize new information technologies to enhance their capacities, abilities, and productivity. The study also highlights the importance of opportunity entrepreneurship for women entrepreneurs and suggests that they should see it as an important opportunity to manage their business. By implementing the recommendations from this study, women entrepreneurs can improve their business performance and contribute to the growth of SMEs in Indonesia.
P66	(97)	The findings of this study can be used to inform policy decisions aimed at promoting female entrepreneurship in the Arab world, particularly in Jordan. The study highlights the importance of creating a supportive educational environment that can help to nurture entrepreneurial intentions among female students. The paper suggests that universities in developing countries can play a key role in providing the necessary support and resources to help young women overcome socio-cultural and educational barriers to entrepreneurship. The research can also be used to inform the design of interventions aimed at promoting gender equality and women's empowerment in the region.
P67	(98)	The paper findings offer skills-based training to help women entrepreneurs develop the necessary skills and knowledge to succeed. Encourage family support for women entrepreneurs by raising awareness of the benefits of entrepreneurship and addressing cultural barriers that may prevent women from pursuing entrepreneurial activities. Address the cultural and social barriers that prevent women from accessing resources and support for entrepreneurship.
P68	(99)	The study provides insights into the level of entrepreneurial intensity among women entrepreneurs in the state of Jammu and Kashmir, which can be used by policymakers to design policies and programs to enhance the level of EI among women entrepreneurs. The study proposes a model for training women entrepreneurs to improve their level of EI, which includes measures to enhance innovativeness, risk-taking, and autonomy. This model can be used by policymakers, business development service providers, and other stakeholders to design training programs for women entrepreneurs in the state. The study provides a scale that can be used for further research in the field of entrepreneurial intensity among women entrepreneurs of the state of Jammu and Kashmir.
P69	(100)	Research show that women entrepreneurs should prioritize developing their marketing capabilities in order to improve the performance of their businesses. Family members can play an important role in supporting women entrepreneurs, both in terms of providing moral support and in helping to balance work and family responsibilities. The findings of this study can be used to inform the development of training and support programs for women entrepreneurs in China, with a focus on improving their

		marketing skills and achieving work-family balance.
P70	(101)	The need for interventions that take place over a longer time-frame to achieve sustainable poverty alleviation and gradual changes in gender relations at the household and community level. The importance of a clear articulation of objectives in which poverty alleviation always receives priority and in which risk for the women is minimized. The development of learning cycles in which women are the central actors of the research-action process. The importance of small incremental changes embedded in the local context, rather than a transformational approach to development. The recognition of the role of social capital in development, which can have both positive and negative effects on poverty alleviation efforts.
P71	(102)	Paper recognizing that the internet is not a meritocratic space for entrepreneurial activity and that offline positionality can constrain entrepreneurial potential in the online space. Developing policies and practices that address the barriers faced by women digital entrepreneurs, such as lack of access to funding, networks, and training. Encouraging diversity and inclusivity in the digital entrepreneurship ecosystem, including promoting the participation of women from diverse backgrounds. Providing support and resources to women digital entrepreneurs to help them overcome the challenges they face, such as mentoring, coaching, and access to networks and funding.
P72	(103)	The study recognizing the importance of family embeddedness in the entrepreneurship experience of Indian MWEs and developing policies and programs that support their family dynamics and encourage their participation in entrepreneurship. Addressing the constraining role of gender in the entrepreneurship experience of Indian MWEs by providing them with access to resources, networks, and training programs that can help them overcome gender-related barriers. Encouraging the integration of Indian MWEs into the host country's sociocultural context by providing them with opportunities to interact with the local community, learn about the local business environment, and access resources and support services. Developing policies and programs that are sensitive to the duality of Indian culture and its influence on the family dynamics of Indian MWEs. Providing support to the partners of Indian MWEs, who often play a critical role in their entrepreneurship experience, by offering them access to resources, networks, and training programs.
P73	(104)	The study provides insights into the characteristics that women entrepreneurs consider important in running their businesses, which could be useful for policymakers and business support organizations in designing programs and initiatives to support women entrepreneurs. The findings of this study could also be useful for women entrepreneurs themselves, as they can gain insights into the characteristics that are important for success in their businesses. The study highlights the need for further cross-country comparisons to gain a better understanding of the perceptions and experiences of women entrepreneurs in different contexts. The study contributes to the existing literature on women entrepreneurship and cross-country comparisons, which could be useful for researchers and scholars in this field.
P74	(105)	The findings of this study to design policies and programs that promote female entrepreneurship in Algeria by addressing cultural and social barriers that hinder women's participation in entrepreneurship. Educators can use the insights from this study to design effective entrepreneurship education programs that take into account the individual and environmental factors that influence students' attitudes towards entrepreneurship. The study contributes to the literature on female entrepreneurship, which is still considered an understudied field of research.

The summary of the types of methodologies for the 74 studies along with their respective quantities, can be found in Figure 2

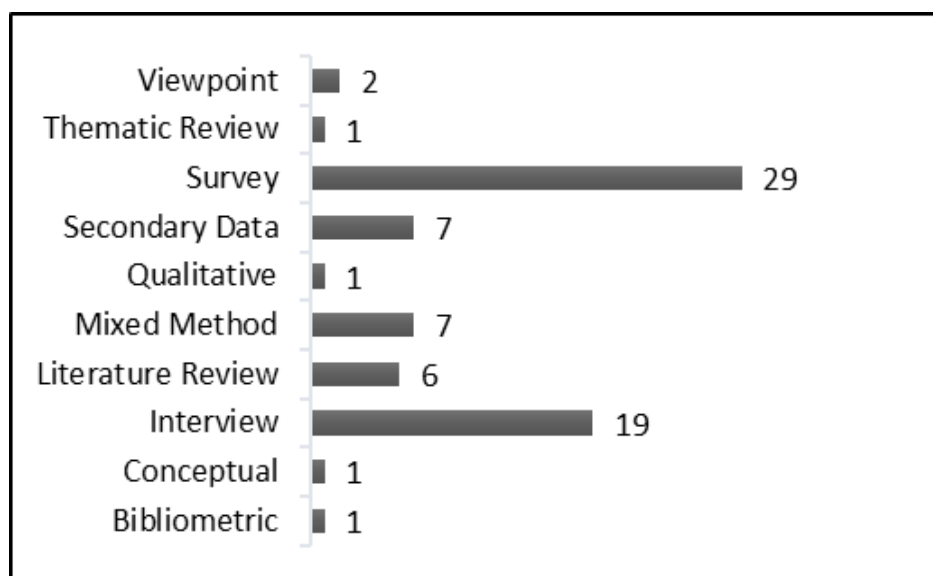


Figure 2. Methods are used in research

Table 2. Top 10 ranking of journals used in research

Journals	n	SJR Rank	Impact factor	H-Index	Quartile
Journal of Innovation and Entrepreneurship	4	0.96	4.024	26	Q2
Administrative Sciences	4	0.53	2.836	28	Q2
Small Business Economics	3	2.73	8.647	157	Q1
International Journal of Gender and Entrepreneurship	3	0.78	3.698	38	Q1
International Journal of Entrepreneurial Behaviour and Research	3	1.29	6.908	83	Q1
Entrepreneurial Business and Economics Review	3	0.54	3.265	21	Q1
Economics and Sociology	3	0.44	2.949	29	Q2
Journal of Sustainable Tourism	2	2.97	10.83	127	Q1
Journal of Innovation and Knowledge	2	2.65	12.2	39	Q1
International Entrepreneurship and Management Journal	2	1.52	7.504	71	Q1

4.2 Synthesis of result

The review has utilized 31 articles included after conducting the eligibility test that ensures that their information directly addresses the topic under discussion. Only articles falling under environmental factors, support systems, types of entrepreneurial ecosystems, collaborative initiatives, networking strategies, networking challenges, building and leveraging social capital, and the evolving landscape (table xxx)

Table 3. Samples of Reviewed Articles

No.	Classification of topics under discussion	Article ID						
1	Environmental Factors	47	41	25	18			
2	Support Systems	16	23	27	29	32	47	62
3	Types of Entrepreneurial Ecosystems	7	32	35	44			
4	Collaborative Initiatives	9	12	51				
5	Networking Strategies	43	41	36	25			
6	Networking Challenges	61	51	9				
7	Building and Leveraging Social Capital	16	17	26	62			
8	The Evolving Landscape	12	34					

Source : Thousani et al.

5. CONCLUSION

This research offers vital insights into women's entrepreneurship dynamics. It highlights that strong managerial skills increase the chances of women partnering with family in business, but gender discrimination can hinder this, leading to solo or nonrelative partnerships. In Taiwan, early-stage female entrepreneurs rely on family support, especially from husbands, alongside government help and business knowledge access, shaping their ventures significantly. The study underscores the need for a broader view on formalization decisions, emphasizing the impact of contextual and temporal factors beyond gender. Additionally, it shows that traits like creativity boost women entrepreneurs' well-being and venture performance, while communal attributes favor men, all influenced by person-work fit perceptions. Lastly, female entrepreneurs play a pivotal role in sustainable rural tourism, focusing on authenticity, innovation, and community engagement. These findings highlight the complexity of women's entrepreneurship, with some factors, like managerial skills and family support, enhancing success, while others need careful attention, especially in social enterprises. Prioritizing social value aligns with societal expectations, making continuous monitoring and optimization vital for entrepreneurs to fulfill their goals and benefit society.

5.1 What environmental factors, support systems or types of entrepreneurial ecosystems provide coping mechanisms for challenges faced by these women entrepreneurs?

The coping mechanisms for challenges faced by women entrepreneurs can be influenced by various environmental factors, support systems, and types of entrepreneurial ecosystems. These factors can provide the necessary resources, networks, and opportunities for women entrepreneurs to overcome obstacles and thrive in their ventures. For example, access to government support and specialized suppliers can help women entrepreneurs stay ahead of the competition and address their business needs (Benhabib et al., 2014). Additionally, work-life support and mentors can mitigate imposter fears and enhance self-efficacy, strengthening entrepreneurial identity and promoting positive links to business growth (Welsh, Kaciak and Minialai, 2017). Furthermore, the establishment of collaborative research organizations, such as the Diana Project, can create a community of scholars dedicated to researching and addressing the challenges faced by women entrepreneurs, leading to the development of relevant policies and support programs (Ladge, Eddleston and Sugiyama, 2019). These environmental factors, support systems, and entrepreneurial ecosystems play a crucial role in providing the necessary coping mechanisms for women entrepreneurs to navigate and overcome challenges in their entrepreneurial journeys.

5.2 Environmental Factors and Support Systems:

The success of women entrepreneurs is often influenced by the environment in which they operate. Several environmental factors play a pivotal role in providing coping mechanisms for these entrepreneurs. Government policies and initiatives, such as those promoting gender equality and offering financial incentives, create a conducive environment for women entrepreneurs. Affirmative action programs and grants tailored for women-owned businesses are vital resources. Market opportunities also play a significant role; thriving markets with diverse consumer preferences provide opportunities for niche businesses and act as a buffer against economic downturns. Economic stability, characterized by low inflation and minimal fluctuations, offers a secure platform for women entrepreneurs to launch and grow their businesses. Moreover, a robust legal framework, including fair labor practices, intellectual property protection, and anti-discrimination laws, empowers women entrepreneurs to navigate legal challenges with confidence.

Support systems are equally crucial for women entrepreneurs to build resilience and tackle challenges effectively. Mentorship programs and networking opportunities connect women entrepreneurs with

experienced professionals, providing valuable guidance and access to resources. Financial support, in the form of grants, loans, or venture capital, addresses the significant hurdle of funding. Business incubators and accelerators offer not only financial support but also mentorship, training, and access to facilities and resources, enhancing women entrepreneurs' skills and capabilities. Additionally, peer support groups create safe spaces for sharing experiences, challenges, and solutions, boosting confidence and offering practical advice.

5.3 Types of Entrepreneurial Ecosystems:

Different entrepreneurial ecosystems offer distinct advantages and coping mechanisms for women entrepreneurs. Urban ecosystems, with better access to markets, resources, and networking opportunities, provide fertile ground for growth. Conversely, rural ecosystems leverage local resources and address specific market needs, offering unique advantages. In the digital age, technology-driven ecosystems enable women entrepreneurs to harness digital platforms and tools, expanding their reach and operational efficiency. Niche ecosystems, specialized in particular industries or sectors, allow women entrepreneurs to capitalize on expertise and cater to specific market demands. Diversity-focused ecosystems prioritize inclusivity, fostering a culture of equality and offering tailored support. The choice between global and local ecosystems depends on women entrepreneurs' business goals, with each offering its own set of advantages and challenges.

5.4 Collaborative Initiatives:

Collaborative initiatives and organizations play a significant role in strengthening the coping mechanisms for women entrepreneurs. The Diana Project and similar research organizations contribute to building a knowledge base around women entrepreneurship. They conduct research, develop best practices, and advocate for policies that support women entrepreneurs. Public-private partnerships create comprehensive support systems that address systemic and individual challenges faced by women entrepreneurs. Industry associations offer resources, networking opportunities, and advocacy tailored to women entrepreneurs in their respective sectors. The coping strategies for challenges encountered by women entrepreneurs are intricate and multifaceted, influenced by environmental factors, support systems, and entrepreneurial ecosystems. The recognition and utilization of these components enable women entrepreneurs to navigate obstacles, attain their business objectives, and contribute to both economic advancement and gender parity. As stakeholders, policymakers, and society as a whole, our collective endeavor should concentrate on establishing a facilitating environment that empowers women entrepreneurs to prosper, innovate, and foster comprehensive economic growth.

5.5 How do women entrepreneur network with others, develop their social networks and build social capital both before founding and after founding their ventures?

Women entrepreneurs network with others and develop their social networks and social capital both before and after founding their ventures. They do this by actively engaging in networking activities and building relationships with business partners, employees, and other entrepreneurs (Welsh et al., 2017). Women entrepreneurs often rely on mixed-gender networks due to the lower number of women in their field (Wulandari, Djastuti and Nuryakin, 2017). However, they may face challenges in developing and utilizing network contacts due to gender bias in various entrepreneurial support systems (Goh and Mostafiz, 2018). Building social capital is crucial for women entrepreneurs as it enhances collaboration, interactions, and profitable business cooperation (Kuschel et al., 2020). By establishing strong social networks, women entrepreneurs can access resources, information, and support that can contribute to the success of their ventures (Vadnjal, Vadnjal and Dermol, 2020). Additionally, social networks provide opportunities for knowledge sharing, which has a positive effect on business performance. Overall, women entrepreneurs actively cultivate their social networks and leverage social capital to enhance their entrepreneurial endeavors.

5.6 Networking Strategies and Challenges:

Women entrepreneurs employ a variety of strategies to network and develop their social capital. These strategies often involve active engagement in networking activities and the cultivation of relationships with diverse stakeholders. Before founding their ventures, women entrepreneurs proactively seek opportunities to connect with potential partners, mentors, and industry peers. They attend conferences, join industry associations, and participate in business events to expand their network. These pre-venture networks can provide valuable insights, mentorship, and resources for business planning and development (Welsh et al., 2017). However, women entrepreneurs often find themselves navigating mixed-gender networks due to the lower representation of women in certain industries or fields. While these networks can offer valuable connections, they may also pose challenges. Gender bias and stereotypes persist in many entrepreneurial support systems, potentially limiting women's access to opportunities and resources. Overcoming these

challenges requires persistence and strategies to establish credibility and influence within mixed-gender networks (Goh and Mostafiz, 2018).

5.7 Building and Leveraging Social Capital:

Building social capital is a cornerstone of women entrepreneurs' success. Social capital encompasses the relationships, networks, and connections that provide access to resources, information, and support. These relationships are valuable assets that can facilitate collaboration, interactions, and profitable business cooperation (Kuschel et al., 2020). Women entrepreneurs actively cultivate their social networks to enhance their entrepreneurial endeavors. By fostering strong relationships with peers, mentors, investors, and other industry players, they create a supportive ecosystem that can significantly contribute to their ventures' growth and sustainability. One of the key advantages of developing social capital is the access to resources that it provides. Women entrepreneurs can tap into their network for financial support, technical expertise, and market insights. These resources are often critical during the early stages of business development. Furthermore, social networks offer opportunities for knowledge sharing, a vital element for staying competitive in rapidly evolving markets. The exchange of ideas, best practices, and industry trends within these networks has a positive effect on business performance, enabling women entrepreneurs to adapt and innovate more effectively (Vadnjal, Vadnjal, and Dermol, 2020).

5.8 The Evolving Landscape:

The landscape of women entrepreneurs' networking and social capital development is continually evolving. In recent years, there has been a growing recognition of the importance of diversity and inclusion in entrepreneurship. As a result, there is an increased focus on creating more inclusive support systems, reducing gender bias, and promoting equal opportunities. This shift is gradually opening doors for women to build stronger networks and access resources on par with their male counterparts. The future holds promise for women entrepreneurs as they continue to leverage networking and social capital development strategies. With advancements in technology, virtual networking has become more accessible, enabling women to connect with a global community of entrepreneurs and mentors. Moreover, initiatives aimed at fostering women's entrepreneurship, such as accelerator programs, mentorship networks, and funding opportunities tailored to women-owned businesses, are on the rise. Women entrepreneurs utilize diverse strategies to establish connections, establish social networks, and generate social assets both prior to and subsequent to establishing their enterprises. Despite actively participating in networking endeavors and nurturing relationships, they may encounter obstacles associated with gender bias and networks comprising individuals of both genders. Regardless, the creation of social assets is crucial for enhancing cooperation, obtaining resources, and attaining entrepreneurial triumph. As the landscape progresses, women entrepreneurs are positioned to reap the benefits of more comprehensive support systems and greater prospects, thereby further reinforcing their positions in the realm of entrepreneurship. Their capacity to harness the potential of networking and social assets will persist as a propelling force behind their entrepreneurial undertakings and make notable contributions to economic growth and innovation.

6 RECOMMENDATION

Women entrepreneurs face a dynamic landscape where various factors can either facilitate or hinder their success. Strong managerial skills are a key factor in increasing the chances of women forming partnerships with their families in business endeavors. However, gender discrimination remains a significant obstacle, potentially forcing women into solo or nonrelative partnerships. In this challenging environment, women rely on multifaceted support systems. Family support, particularly from husbands, is crucial, as it complements government assistance and access to essential business knowledge. Collaborative initiatives and organizations, like the Diana Project, play a pivotal role in building a knowledge base around women entrepreneurship and advocating for policies that empower women entrepreneurs. Public-private partnerships are another vital component of the support structure. They create comprehensive systems designed to address both systemic and individual challenges faced by women entrepreneurs. Industry associations provide invaluable resources, networking opportunities, and advocacy tailored to women entrepreneurs within their respective sectors. Moreover, entrepreneurial ecosystems offer diverse advantages and coping mechanisms for women entrepreneurs. Urban ecosystems offer better access to markets, resources, and networking opportunities. Rural ecosystems leverage local resources and cater to specific market needs. Technology-driven ecosystems enable women entrepreneurs to harness digital platforms and tools, while niche ecosystems allow them to capitalize on their expertise and cater to specific market demands. Finally, diversity-focused ecosystems prioritize inclusivity and offer tailored support to ensure the success of women entrepreneurs.

In conclusion, the success of women entrepreneurs hinges on a combination of factors, all of which interact to create a supportive ecosystem. Strong managerial skills, family support, collaborative initiatives, public-private partnerships, industry associations, and diverse entrepreneurial ecosystems collectively empower women to overcome challenges and thrive in their entrepreneurial endeavors. By acknowledging these critical elements and fostering an environment that promotes gender equality and inclusivity, we can ensure that women entrepreneurs have the tools and resources they need to succeed in the business world.

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