Topic: "Exploring Challenges Faced by Female Entrepreneurs in Achieving Business Success"

Submitted to:

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Subject: Exploring Challenges Faced by Female Entrepreneurs in Achieving Business Success

Dear Sir,

I am currently submitting my paper, which was assigned to me as a part of it. School of Business and Economics program The paper is titled ***Exploring Challenges Faced by Female Entrepreneurs in Achieving Business Success"*** The purpose of this paper is to provide a comprehensive analysis of the experiences that Female Entrepreneurs face in achieving Business Success.

I would like to express my gratitude to my supervisor for your kind supervision. I tried my best and hope that the report has been completed as per your expectations.

Yours Sincerely,

Umaiya Rashid

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Acknowledgment

This report is the result of both direct and indirect individuals who gladly collaborated with me to produce the report; I would not have gotten this far without their help. Most significantly, I am grateful to Almighty Allah for providing me with the ability, fortitude, and courage to overcome various challenges in order to complete my BBA courses. I'd want to thank my parents for their unwavering support throughout my professional career.

I would like to express my sincere gratitude to my esteemed academic supervisor and instructor, **Ahmed Imran Kabir**, Lecturer at the School of Business and Economics, United International University. His invaluable supervision and guidance played a pivotal role in the successful completion of my project report. I am very thankful to him for giving me motivation and encouragement throughout my study. His constant moderation and attention to detail have facilitated us to complete this report. Despite this, all its modifications are envisioned.

Thank you.

Declaration

I am Umaiya Rashid, a student of Bachelor of Business Administration at the School of Business and Economics, United International University, bearing ID 111201031, hereby solemnly declare that my report titled "Exploring Challenges Faced by Female Entrepreneurs in Achieving Business Success" has been authentically prepared by me. Throughout the preparation of this report, I have not intentionally breached any copyright act.

Furthermore, I declare that I have not submitted this report anywhere else to obtain any degree, diploma, or certificate.

Contents

Abstract

This research study aims to investigate the barriers and obstacles women entrepreneurs encounter in attaining business success, with a particular emphasis on Dhaka City, Bangladesh. The aim is to acquire a more profound comprehension of the distinctive challenges faced by female entrepreneurs. This study framework identifies the dependent variable as the Barriers Faced by female entrepreneurs. In contrast, the independent variables are Gender Discrimination, access to financial & Resources, Work-from-home conflicts and Difficulty Finding Labor. The quantitative research focused on the target audience residing in Dhaka city, and the survey was participated by 150 respondents. The findings of the correlation analysis indicate that the challenge of locating labor is weakly associated with obstacles faced by female entrepreneurs, whereas it is strongly associated with issues of gender discrimination, as well as limited access to financial and other resources. Upon reviewing qualitative research, a strong association has been observed between Gender Discrimination, access to financial & Resources, and female entrepreneur challenges.

Chapter 1

1.1 Introduction:

Entrepreneurship is seen as a critical factor in the expansion of industries in both developed and developing nations. Despite its significance for the economy, the rise of female entrepreneurship is a relatively recent phenomenon internationally *(Afroze, S., Islam, T., & Uddin, M. 2014)*. The participation of female entrepreneurs is of the utmost importance in the economic growth of nations, as they make significant contributions to creating employment opportunities, fostering innovation, and promoting overall prosperity *(Shamlin, A. 2017)*. The participation of women in economic activities is on the rise in Bangladesh. Approximately 25% of women in Bangladesh are involved in self-employment, a proportion that has experienced an upward trend in recent times. *(Rahman & Al-Hasan 2019: 30)*. Nevertheless, despite their great potential, female entrepreneurs frequently face various obstacles and difficulties that stand in the way of their route to success in business. (*Banu, S., & Khanam, S. 2020)*. Both men and women entrepreneurs confront unique challenges in the economic and social spheres. However, The reality is that women still face additional challenges as a result of gender inequality and discrimination *(The Independent, 2019)*. The lack of social and economic progress among women relative to men has presented a formidable obstacle to the emergence of women's entrepreneurship in Bangladesh. *(Haque & Itohara, 2009)*. Female entrepreneurs frequently encounter challenges obtaining funding to initiate or expand their enterprises. This happens because of multiple factors, the most noticeable of which are: segregation in the banking and money areas and an Absence of confidence in female administration. (Mathew, S. 2010). The goal is to utilize measurable examination to identify critical patterns or connections in the underexplored area of orientation explicitly experienced by female business visionaries. This study will focus on the difficulties of getting to financial and material assets and the trouble in tracking down work, especially with regard to female business visionaries in Dhaka, Bangladesh.

1.2 Problem Statement:

Lately, there has been a rising affirmation of the fundamental job that female business people play in the advancement of financial advancement and social turn of events. As per the Worldwide Business Venture Screen (2019) discoveries, the ongoing number of female business people who took part in pioneering pursuits overall is around 231 million. females have made huge

commitments to Bangladesh's small and medium endeavour (SME) area, which is projected to contribute 25% of the nation's GDP (Gross domestic product) (SME Establishment, 2019). The study led by Offers has distinguished two unmistakable inspirations that drive female business visionaries in Bangladesh. The review uncovered that 28.4% of the female business visionaries in the example communicated a longing to accomplish financial independence, while 25.26% meant to expand their family pay (SME Establishment, 2019). Notwithstanding, in spite of their impressive accomplishments, female business individuals keep on going up against much trouble and impediments on their way to business achievement, especially in Dhaka City, Bangladesh. (Parvin, L., Jinrong, J., and Rahman, M. W. 2012)

. The issue of gender discrimination presents a significant obstruction to the pioneering quests for females, both on a worldwide scale and explicitly inside the limits of Bangladesh Kabeer, N. (2017). Predispositions and generalizations impact gender discrimination in business ventures. There are times when the appearance of biases in dynamic cycles, whether in business organisations or among investors, can be problematic for women in business. This can at last bring about a decrease in their apparent validity and potential for making progress. (Ahmed, F., and Mahmud, A. 2021). Female business owners in Dhaka City face a number of major problems, the biggest of which is that they're unable to gain access to money. female business people have a seriously difficult time getting the credits, funding, and different kinds of money they need to get their organizations going or developing. Because of this funding gap, they are unable to expand by investing in new properties, getting more of what they need, or doing more of the things they're already doing (Islam et al., 2018; Haque and Choudhury, 2019). The absence of accessible labourers is a critical hindrance for female business people in Dhaka. Numerous factors, like cultural assumptions, social standards, and biases, make employing and keeping qualified labourers. As a result of this issue, female business people cannot extend their business, which eventually slows them down.

1.3 Significance of this research:

The purpose of this study is to reveal insight into the issues and impediments that are faced by female businesspeople in the city of Dhaka, Bangladesh. This study adds to the ongoing information on orientation and business in agricultural countries by focusing on the unmistakable

encounters of female businesspeople in this specific setting, as verified by Brush (2014). Grasping the obstructions female business visionaries experience in Dhaka City can work with policymakers, and associations, and encourage groups of people to devise centred strategies to handle these obstacles and develop a favourable environment for females' business ventures (Ahl, 2006). The study above offers significant perspectives on Sustainable Development Goal 5 Gender Equality *Breuer, A., Janetschek, H., & Malerba, D. (2019)*. Additionally, the study offers significant perspectives on the cultural, social, and economic determinants that impact the entrepreneurial pursuits of women in Bangladesh, thereby promoting gender parity and comprehensive economic advancement *(Welter, 2011).*

1.4 Research Objective: The research investigates the challenges and obstacles female entrepreneurs encounter in attaining business success in Dhaka City, Bangladesh. The study will employ a case study approach to achieve this aim. The study aims to attain specific objectives by proposing and evaluating the structural relationship among the five variables/constructs.

1) to analyze the effect of Gender Discrimination on Female Entrepreneurs' Challenges
2) to analyze the effect of access to financial resources on Female Entrepreneurs' Challenges
3) to analyze the effect of Difficulty In Finding Labor on Female Entrepreneurs' Challenges
4) to analyze the effect of Work-from-home conflicts on Female Entrepreneur's Challenges.

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Chapter 2

2.1 Literature Review:

An entrepreneur is willing to take risks, has access to financial resources, and uses them to start a business. Entrepreneurs conceive novel business concepts, pursue emerging market prospects, secure funding through personal investment or loans, undertake calculated risks, and reap financial gains from their enterprise, thereby expanding their business. According to *Begum's (1993)* definition, an entrepreneur is an individual who initiates and establishes an economic activity or enterprise. Entrepreneurship is a phenomenon that pertains to the establishment of novel business ventures within a given community. According to *Khanka's (2002)* research, women entrepreneurs engage in business activities through innovation, imitation, or adoption. Bangladesh is still considered a developing nation, although it has a plentiful supply of human resources. In Bangladesh, the female population comprises a slightly lesser proportion than the male population. Most individuals in question exhibit characteristics of underprivileged, malnourishment, illiteracy, and poverty. As per the 2010 Labor Force Survey (LFS), the estimated labor force in Bangladesh was 54.1 million, with over 16 million women. Insufficient job prospects are available for females. Hence, self-employment has become crucial for women seeking employment opportunities in the economy. The emergence of women entrepreneurship, also known as "women in business," is a relatively recent development in Bangladesh. Although women increasingly engage in entrepreneurial pursuits across various demanding industries, their involvement in Bangladesh remains relatively limited. Despite facing limited opportunities, many women have succeeded in business. However, their representation remains disproportionately low. According to *Begum's (1993)* assertion, Bangladesh's female entrepreneurs were significantly low before 1985. According to *Ahmed's (2003)* research, the proportion of female entrepreneurs in the country is approximately 2%, which amounts to around 3000 individuals. This figure is notably low, considering that women comprise roughly half the population. The development of women's entrepreneurship in Bangladesh commenced after the country's liberation. According to *Hatcher et al. (2007),* female entrepreneurs encounter distinctive obstacles in their pursuit of success. Additionally, *Allen et al. (2008)* suggest that women residing in underdeveloped nations experience more significant impediments to engaging in formal economic activities than their counterparts in developed nations. Female entrepreneurs face distinct challenges when initiating and expanding their businesses, including inadequate expertise or education, restricted availability

of funds or credit, insufficient personal savings and social connections, and limited options for industry selection *(Akanji, 2006; Ibru, 2009; Lakwo, 2007; Martin, 1999; Ojo, 2009).* Women entrepreneurs face additional obstacles due to the pervasiveness of sexism and stereotyping in startup communities. *(Datta, Roy, and Banerjee 2019*) highlight the importance of gender biases in determining public perceptions of female business owners. As noted by various sources, one of the primary and persistent challenges women encounter is obtaining sufficient capital funding for their new entrepreneurial endeavors *(Buttner & Rosen, 1992; Canadian Federation, 1995; NFWBO, 1992).* The study conducted by *Riding and Swift (1990)* determined that the financial circumstances of female entrepreneurs were comparatively less advantageous than those of their male counterparts. Specifically, women were found to be subjected to higher interest rates, required to provide more excellent collateral, and were often obligated to obtain a co-signature from their spouses. According to *Strauss (2000)*, statistical data from 1994-95 in North America indicated that despite women initiating 40% of businesses, they only received a mere 3-4% of venture capital funds. The literature review concludes that female entrepreneurs in Dhaka City, Bangladesh encounter significant challenges and barriers, including socio-cultural factors, limited access to finance and resources, gender biases, and inadequate support networks. Comprehending these obstacles is paramount for policymakers, establishments, and assistance networks to formulate focused interventions that foster gender parity and establish a conducive milieu for women's entrepreneurship.

2.2 Hypothesis Development and Conceptual Framework:

Female Entrepreneur Challenges & Gender Discrimination: The success of female entrepreneurs is impeded by significant challenges stemming from gender discrimination. The predominance of orientation predispositions and generalizations inside cultural and innovative settings can hinder females' admittance to amazing opportunities, resources, and support (Welsh, D. H., Kaciak, E., and Minialai, C. 2017). Females' believability, systems administration, and association open doors are blocked by regrettable insights and biases with respect to their initiative capacities. Discriminatory loan practices and unequal access to financial resources make the difference between men and women in business significantly greater *(Mahmood, B., Sohail, M. M., Khalid, S., & Babak, I. 2012).* To surmount gender discrimination, it is imperative to tackle societal prejudices, foster gender inclusivity, and establish all- To conquer gender discrimination, it is basic

to handle cultural biases, encourage gender inclusivity, and lay out sweeping settings that empower and support female business people to understand their pioneering targets (Banu, S., & Khanam, S. 2020).

H1: Gender Discrimination Has a Positive Impact on Challenges Faced by Female Entrepreneurs

Female Entrepreneurs Challenges & Access to Financial and Resources:

Lack of financial resources poses a significant challenge for female entrepreneurs, impeding their business pursuits. Gender predispositions often hinder females' admittance to capital, bringing about confined financing possibilities for their pioneering interests. Gender-based aberrations in loaning rehearse, combined with females' lower resource proprietorship and limited security choices, block their ability to get credits and ventures (*Panda, S. 2018).* Moreover, the restricted accessibility of assets, including framework, innovation, and pioneering schooling, prevents their extension and capacity to contend in the commercial centre (*Rahman, M. & Al-Hassan, M. 2019).* To handle these obstructions, limiting the gender dissimilarity in monetary availability and propositioning female business people impartial admittance to fundamental assets for business prosperity is basic *(Danish, A. Y., & Smith, H. L. 2012)*

H2: Lack of Access to Financial and Resources positively impact challenges Faced by Female Entrepreneurs.

Female Entrepreneurs Challenges & Difficulty in Finding Labors:

The enlistment of work for organizations by female business visionaries represents a huge test that can impede their functional proficiency and extension. Cultural standards and social assumptions frequently limit females' admittance to a skilled and different work pool. (Rahmatullah, M., and Zaman, F. 2014). Gender discrimination can present difficulties in selecting and holding an able workforce, as assumptions in regard to females' administration and administrative capabilities persevere. Moreover, female business visionaries might experience limited organizations and affiliations, which could present difficulties in recognizing suitable work *(Jahan, L. B. 2017).* To handle these hindrances, it is basic to propel gender equality in the labour force, develop comprehensive work environments, and broaden help with associations and acquiring passage to ability pools. These actions empower female business visionaries to conquer work-related blocks and thrive in their environment *(Parvin, L., Jinrong, J., & Rahman, M. W. 2012).*

H3: Difficulty in Finding Labor positively impact challenges Faced by Female Entrepreneurs

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Female Entrepreneur's Challenges & Work from Home: Female business people in Dhaka City, Bangladesh who participate in locally situated business ventures are more inclined to experience work-family struggle in contrast with their partners who seek after business ventures outside the bounds of their homes. One reason for this is that remote work arrangements can make it harder to tell the difference between work and personal life, which can make it challenging to separate dedicated work hours from one's own time (Begum, N., & Siwar, C. 2017) These encounters might lead to feelings like strain, guilt, and stress, lastly applying unfriendly impacts on both expert and individual circles.Related to the disintegration of boundaries among expert and individual circles, numerous different components could possibly add to the event of work-family struggle among female business visionaries living in Dhaka City, Bangladesh. A few elements are engaged with this specific circumstance With regards to Bangladesh, there exists a common social standard that puts a huge accentuation on females expecting the lead job in childcare and homegrown errands. The previously mentioned situation could give difficulties to female business people in successfully dealing with their expert commitments close to their familial commitments..A big problem for women in business in Dhaka City, Bangladesh, is that they don't have enough socially supportive networks. There are times when these business chiefs experience difficulty getting to associations that can help them, for example, childcare focuses, adaptable plans for getting work done, and mentorship programs. Being near family and work commitments can make it harder for certain individuals to meet their expert obligations. Islam, M. A., & Khan, S. (2017).In Dhaka City, Bangladesh, female business pioneers frequently deal with monetary issues, like restricted admittance to cash and resources. This present circumstance could make it harder for individuals to make monetary arrangements for kid care, acknowledge adaptable plans for getting work done, and get the assistance they expect to tackle the issue of adjusting work and everyday life.Female business pioneers in Dhaka City, Bangladesh frequently battle with adjusting work and home life, which could prompt a few terrible results. Things that could occur in this present circumstance incorporating the battle between work and family can prompt less efficiency since individuals who are under a ton of stress may not think often as much about or be enlivened by their work. Higher turnover rates might be caused by issues adjusting work and day-to-day life, as representatives might feel like they can't address the issues of both their work and individual lives. In 2019, Rahman, M. M., and Chowdhury, T. A. At the point when individuals experience difficulty adjusting to work and everyday life, it can prompt negative well-being impacts like more pressure,

nervousness, and trouble. A few procedures might be executed to help female business visionaries in Dhaka City, Bangladesh deal with the strain between their work and home liabilities. These encompass a variety of elements: The demonstration of challenging cultural assumptions relating to the suspicion that females bear significant weight for childcare and homegrown obligations has critical significance. This action can cultivate a more favorable air for female business visionaries. Supporting female entrepreneurs is significant since they expect admittance to different encouraging groups of people, including however not restricted to childcare offices, adaptable work courses of action, and mentorship potential open doors. This can help people in accomplishing an agreeable harmony between their expert and familial commitments. Kabeer, N. (2020).To defeat financial restrictions, it is basic to guarantee that female entrepreneurs have the ability to obtain money and assets. These assets are fundamental for putting resources into childcare, executing adaptable work plans, and getting to different types of help that may actually help them in exploring the difficulties related with adjusting work and family obligations.

H4:Work-from-home positively impacts Challenges Faced by Female Entrepreneurs.

Here, the study is guided by the above four independent variables: Gender Discrimination, Lack of Access to Financial and Resources, Work-from-home conflict, and Difficulty in Finding Labor influencing the dependent variable, Challenges Faced by Female Entrepreneurs.
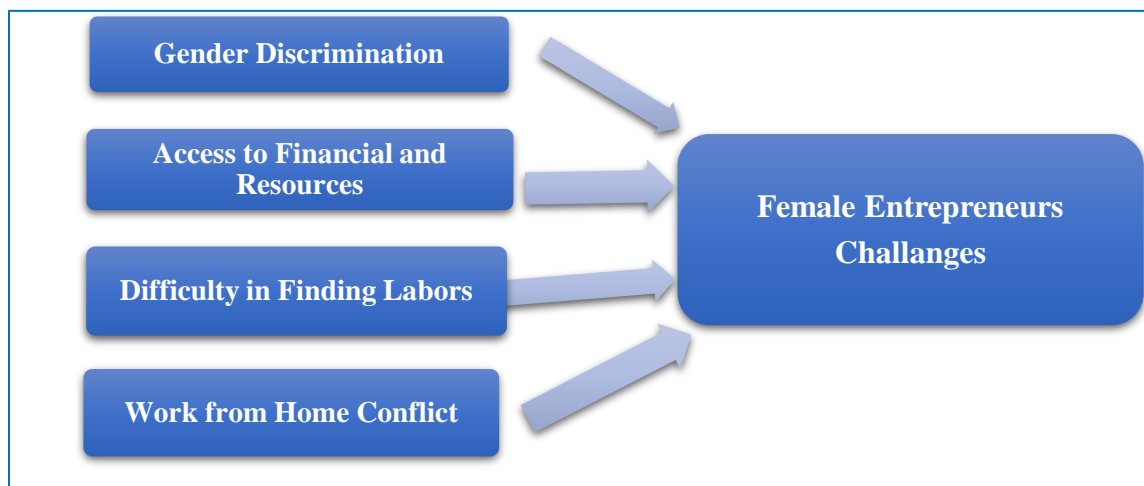
Figure: Conceptual Framework

Chapter 3

Methodology:

Population & Sample Size:

The research was focused on the female entrepreneur challenges in Dhaka. Dhaka was selected as the preferred location due to its status as a prominent urban center characterized by a diverse cultural milieu. According to the World Population Review (2022), the current population of Dhaka is 22,478,116 individuals. The information was acquired through the utilization of a questionnaire with closed-ended questions. Data were collected from 150 respondents currently living in Dhaka.

Questionnaire design:

The research in question employs a questionnaire comprising five latent variables and 30 indicator variables, as detailed in the Appendix. The indicator variables are based on the five-point Likert scale, wherein a score of five denotes strong agreement, and a score of one signifies strong disagreement. Each of the scales for Gender Discrimination, Lack of Access to Financial and Resources,Work from-home conflict, and Difficulty in Finding Labors contain 4 items. Each Independent variable has 5 questions and the Dependent variable has 10 questions. Also, we have 5 demographic questions as well.

Data Collection:

We gathered both primary and secondary data for our investigation. For the primary data, we employed a survey questionnaire with 35 items and selected 150 random respondents to complete it. The data was gathered through the utilization of a questionnaire survey methodology and a straightforward random sampling technique. Before data collection, a preliminary investigation was conducted to ascertain the validity and comprehensibility of the questionnaire. The questionnaire underwent revisions aimed at enhancing its conciseness from the respondent's perspective based on the feedback obtained from the pilot survey. Following the implementation of the pilot survey's suggestions, certain phrasings within the questionnaire were modified to enhance concision from the respondents' perspective. The targeted demographic of the study comprised individuals who reside in the city of Dhaka.

Data Analysis:

This study used the Statistical Package for Social Science (SPSS) computer program Version 22 to analyze data. Then, the data was evaluated. Also we used R software for data mining.

Limitations:

The study has some limitations that should be addressed in subsequent research. First, because the study only considers a small target sample from Dhaka city, future studies should evaluate a broader sample of consumers from all over Dhaka. Finally, a longitudinal methodology might be used in a prospective study to track the movement in challenges encountered by women entrepreneurs.

Chapter 4

Analysis and Results:

We analyzed the data to figure out the desired outcome using multiple linear regression. However, before performing the regression analysis, we had to perform some reliability testing to see if the variables used in this study were reliable or not. We generally measure Cronbach's alpha value in reliability tests. Cronbach's alpha is a coefficient of reliability. Only when the Cronbach's alpha value is greater than 0.7 are the variables considered to be reliable. We can observe from the pilot testing (**Table 1**) that every variable has a Cronbach Alpha Value greater than 0.7, indicating that every variable is reliable for further study.

Table 1. Reliability Test Result (Pilot Test)

Variables	Dimensions	Cronbach's Alpha
Independent	Gender Discrimination	.779
Independent	Lack of access to financial & Resources	.700
Independent	Difficulty In Finding Labor	.885
Independent	Work-From-Home Conflicts	.794
Dependent	Barriers Faced by female entrepreneurs achieving Success	.872

The measure of shape is mainly used for the purpose of evaluating if a dataset is normally distributed or not. A dataset is usually considered to be normally distributed under the following two conditions, the first one is Skewness=0 and the second one is Kurtosis=0. If the value is close to 0 then it's normally distributed. The range value of

Skewness and kurtosis is -2.50 to +2.50. According to the descriptive analysis, all the variables except the first and fourth item of **Gender Discrimination** have their Skewness and Kurtosis value within the range of -2.50 to +2.50 which are relevant. So we can say that it's normally distributed.

Table 2. Measure of shape
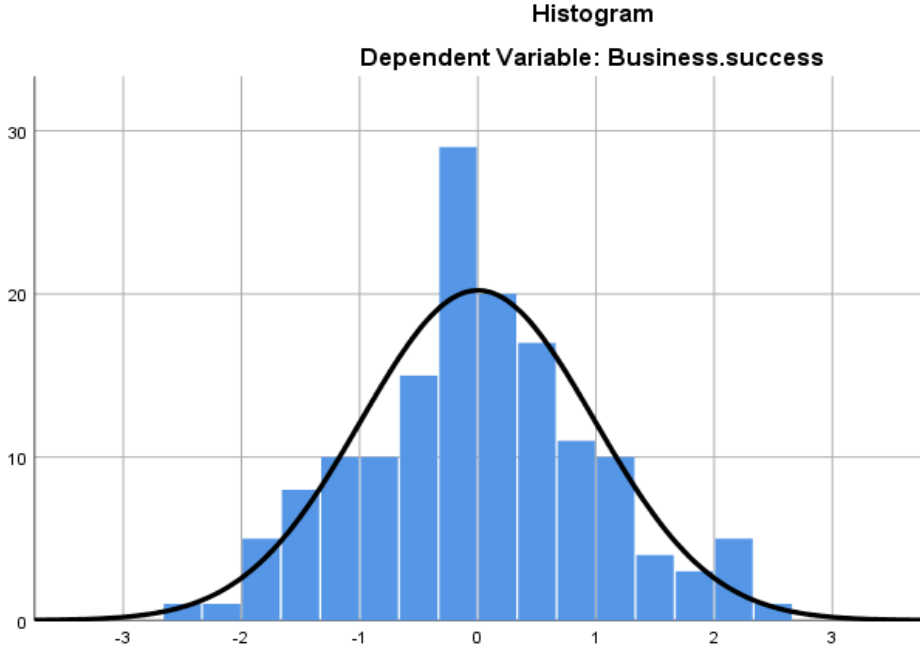
F test is used to statistically test the equality of the means in **Table 3**, which determines if the means differ statistically significantly from one another. In an ANOVA table, the P value or Sig. value is 0.000, which is the most significant level of significance. As our Alpha is 0.05 so we can say that the Null hypothesis will be rejected here because P-value is less than the assumed value of alpha. There is a relationship among the variables.

Table 3. ANOVA

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3399.691	4	849.923	38.024	.000[b]
	Residual	3241.082	145	22.352		
	Total	6640.773	149			

a. Dependent Variable: Business.success

b. Predictors: (Constant), Work.from.home, Gender_dis, Difficulty.finding.labor, Lack.of. resources

To investigate the correlation between each independent variable and the dependent variable, we had to formulate four possible hypotheses. The value of the Standardized Coefficient Beta can be used to determine whether the hypothesis is accepted or rejected. From the coefficients in **Table 4**, we can see that all variables have their Standardized Coefficients Beta value within the range of 0 to 1 which is relevant. It indicates that all the hypotheses are accepted.

Table 4. Coefficient

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	95.0% Confidence Interval for B Lower Bound	Upper Bound
1	(Constant)	6.279	3.110		2.019	.045	.132	12.425
	Gender_dis	.567	.137	.311	4.137	.000	.296	.838
	Lack.of.resources	.929	.170	.463	5.454	.000	.592	1.266
	Difficulty.finding.labor	.040	.119	.024	.337	.736	-.195	.275
	Work.from.home	.025	.106	.014	.238	.812	-.183	.234

a. Dependent Variable: Business.success

The correlation coefficient, or R-value, expresses the strength and direction of the linear relationship between two variables. The R-value in **Table 5** indicates a 76.6% relatively strong positive linear relationship among the variables. A positive linear relationship means if one variable increases then the other variable will also increase. The R-squared value indicates the

proportion of the variance in the dependent variable that is explained by the independent variable(s) in a regression model. From the analysis, the R

square value is .512 or 51.2%, which means 51.2% of the data explains the relationship between the dependent and independent variables. It indicates there is a moderate relationship among the variation in the data. The adjusted R-square model still accounts for around 49.8% of the variability even after taking into account the complexity that the independent variables contribute.

Table 5

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.716[a]	.512	.498	4.72782

a. Predictors: (Constant), Work.from.home, Gender_dis, Difficulty.finding.labor, Lack.of.resources

b. Dependent Variable: Business.success

The data are frequently covered about the diagonal straight line, indicating that they are normally distributed, as seen in the normal probability plot below. Due to the majority of the data falling within the best-fit line, the independent factors are positively connected to the dependent variable. Therefore, as any of the independent factors increase, the dependent variable will also increase.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Business.success
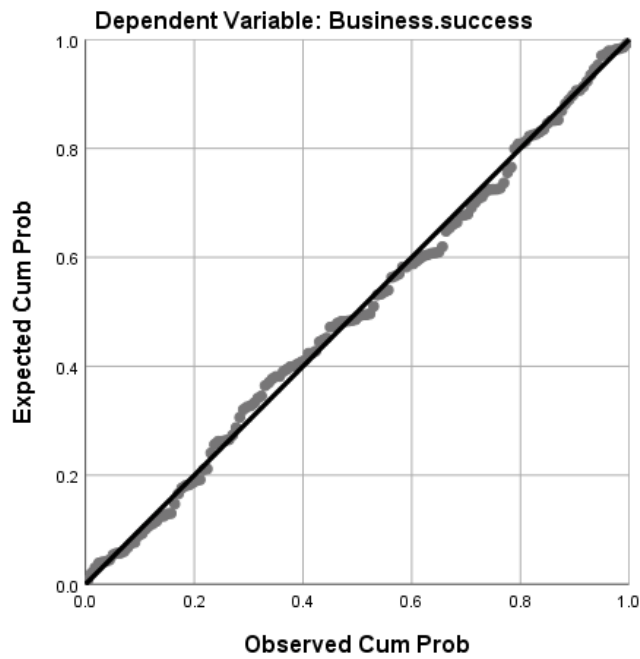
Demographic Information of the Respondents (N=150)

Variables	Frequency (n)	Percentage (%)	Cumulative percent
• Below – Secondary level	12	8.0	8.0
• Bachelor	99	66.0	74.0
• Masters	39	26.0	100.0
• Others	0	0.0	
• Student	115	76.7	76.7
• Self-employed/Business	35	23.3	100.0
• Others	0	0	
• Below 20,000	108	72.0	72.0

• 20,001-40,000	21	14.0	86.0
• 40,001-60,000	14	9.3	95.3
• 60,001-80,000	6	4.0	99.3
• 80,001-100,000	1	.7	100.0
• 100,001-Above	0	0	

Frequency Distribution: A mathematical distribution means that distribution will always be expressed in numbers whose goal is to calculate the number of answers linked with various values of one variable and present these counts in percentage terms. The main limitation of frequency distribution is that it can only be constructed for a single variable at a time. Here we have 4 variables that's why we can conduct 4 different frequency distributions. The percent value will be equal to the valid percentage because there is no missing value. Additionally, cumulative percentages are always calculated based on valid percentages.

From the descriptive analysis of Age, we can see that only 12.7% of the respondents were from the age range of 18 to 22 years, 53.3% were from 23 to 27 years,24% were from 28 to 32 and the rest of the 10% were from 33 to 37 years range. According to the statistics, 66% of respondents graduated with a bachelor's degree, while 26% have completed a master's degree, which is a smaller proportion of respondents. Furthermore, concerning the profession, 76.7% of the participants are enrolled as students, while 23.3% are classified as self-employed or business owners. The study found that a significant proportion of participants 72% reported an income below 20,000, with a minority .7% earning between 80,001 and 1,00,000. This indicates that the survey was done among young people.

Data mining: We collected 70 comments from Facebook regarding the issues that female entrepreneurs face. On the basis of 70 Facebook comments, we generate data mining using R software. Screenshots of the coding are shown below:

```
> library(tm)
Loading required package: NLP
> library(pdftools)
Using poppler version 22.04.0
> library(wordcloud)
Loading required package: RColorBrewer
>
> ab="D:/ab.pdf"
> text=pdf_text(ab)
> cat(text[2])


> text_corpus=tm_map(text_corpus,stripWhitespace)
Warning message:
In tm_map.SimpleCorpus(text_corpus, stripWhitespace) :
  transformation drops documents
> head(stopwords("en"))
[1] "i"      "me"     "my"     "myself" "we"      "our"
> text_corpus=tm_map(text_corpus,removeWords,stopwords("en"))
Warning message:
In tm_map.SimpleCorpus(text_corpus, removeWords, stopwords("en")) :
  transformation drops documents
> text_corpus$content
```

```
> dtm=DocumentTermMatrix(text_corpus)
> dtm=as.matrix(dtm)
> dtm=t(dtm)
> number_of_occurances=rowSums(dtm)
> number_of_occurances=sort(number_of_occurances,decreasing = TRUE)
> wordcloud(head(names(number_of_occurances),30),head(number_of_occurances,30),scale=c(2,1),max.words=101,colors= brewer.pal(8,"Dark2"))
```

From the generated word cloud, we can understand that the most used words on Facebook regarding Women Entrepreneurs are 'Female' and 'Entrepreneurs'. This indicates that people using Facebook talk the most about Female Entrepreneurs on this topic. The other frequently used words are creativity - expressing the creative nature of women, determination - expressing the highly determinant nature of our women entrepreneurs, mentorship - depicting the guidance provided by them, innovation - referring to new ideas generated by them, challenges - referring to the problems and obstacles faced by the women entrepreneurs. There were many other words like resilience, communities, growth, barriers, professional, supportive, success, landscape, and many more which indicate different characteristics of female entrepreneurship.

Chapter 5

Discussion:

The discussion about the challenges encountered by women entrepreneurs in attaining business success within Dhaka City, Bangladesh, highlights several of significant barriers. Studies have indicated that Gender Discrimination, Work-from-home,Lack of Access to Financial and Resources, and Difficulty in Finding Labor pose significant obstacles. Females frequently encounter societal norms that impede their decision-making ability and gain entry to networks. The financial inclusion of certain individuals is restricted due to discriminatory lending practices and limited collateral options. The prevalence of work-family conflict among female entrepreneurs in Dhaka City, Bangladesh might lead to several adverse consequences. The implications encompassed under this context consist of Reduced productivity can be a consequence of work-family conflict, since individuals experiencing stress and overwhelm may exhibit diminished attention and motivation in their work. The occurrence of higher turnover rates can be attributed to work-family conflict, as employees may perceive an inability to effectively balance the demands of their professional and personal lives. Furthermore, unfavorable perceptions and prejudices impact their trustworthiness and capacity to establish professional connections. Insufficient access to resources and mentoring opportunities pose a hindrance to the growth of their businesses.

Conclusion:

To sum up, female entrepreneurs operating in Dhaka City, Bangladesh, encounter various obstacles and impediments that To overcome monetary limitations, it is essential to ensure that female entrepreneurs can get cash and resources. These resources are key for placing assets into childcare, executing versatile work designs, and getting to various kinds of help that may really help them in investigating the challenges related with changing work and family commitments, subsidizing, and assets for all. We can help Dhaka City, Bangladesh's economy, extend and flourish by handling these issues and making an environment where female entrepreneurs succeed.

Recommendations:

To handle these female business visionaries' difficulties, explicit measures are important, like the progression of gender equality, the arrangement of impartial opportunities for monetary and material assets, and the foundation of favorable conditions for business. Through the disposal of

these hindrances, it is feasible to work with the strengthening of female entrepreneurs visionaries, advance orientation equality, and make a positive commitment to the headway of comprehensive financial improvement in Dhaka City, Bangladesh.

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Appendix

	S.Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	S.Agree (5)
I believe that there is a gender gap in entrepreneurship					
I think women are unsupported by the business community					
Females have faced harassment in their workplace.					
I think women experience dismissal in providing suggestions & ideas because of stereotypes.					
I think women face unequal treatment or opportunities compared to male entrepreneurs in similar circumstances.					
Women had trouble finding business partners or collaborators.					
Many investors are denied funding or a loan because of female entrepreneurs.					
Many investors treat male and female entrepreneurs in different ways					

Women face challenges in accessing business networks and resources.					
I think females face a lack of access to capital to start or grow their businesses.					
I think there are gender-specific barriers that female entrepreneurs face in recruiting and retaining skilled labour.					
Women are underrepresented in leadership roles					
I think women experienced gender discrimination from potential employees during the hiring process					
Women faced challenges in managing their teams					
I Think female face difficulty in finding employees who are willing to work with a woman entrepreneur.					
I Think work-from-home conflicts impact females' work-life balance					
I Think Female face difficulty in managing time effectively when working from home					

I face difficulties in balancing my personal and professional responsibilities while working from home.				
I think the lack of face-to-face interaction with colleagues and clients affects business networking and growth opportunities.				
I Think females experience interruptions from family members while working from home				
Cultural or societal norms play a role in gender discrimination in entrepreneurship.				
I think women face challenges in accessing financial resources, information technology and digital tools.				
I think women encountered challenges in attracting and retaining clients or customers				
Women have a harder time accessing business education and training				

Female entrepreneurs encounter societal biases and stereotypes that hinder their success					
I Think female entrepreneurs face difficulty in balancing work-life responsibilities.					
I Think Female entrepreneurs experience a lack of support from their families in pursuing entrepreneurial ventures.					
I Think Females are being judged more harshly than male entrepreneurs for their work-life balance?					
I Think Female receive less support or encouragement for starting business					
I think female have lack of Access to experienced advisors and consultants					

R source code:

```
install.packages('tm')

install.packages('pdftools')

install.packages('wordcloud')

library(tm)

library(pdftools)

library(wordcloud)

abc="D:/abc.pdf"

text=pdf_text(abc)

cat(text[2])

text_corpus= Corpus(VectorSource(text))

text_corpus=tm_map(text_corpus,tolower)

text_corpus=tm_map(text_corpus,removePunctuation)

text_corpus=tm_map(text_corpus,stripWhitespace)

head(stopwords("en"))

text_corpus=tm_map(text_corpus,removeWords,stopwords("en"))

text_corpus$content

dtm=DocumentTermMatrix(text_corpus)

dtm=as.matrix(dtm)

dtm=t(dtm)

number_of_occurances=rowSums(dtm)

number_of_occurances=sort(number_of_occurances,decreasing = TRUE)
```

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```
wordcloud(head(names(number_of_occurances),30),head(number_of_occurances,30),scale=c(2,
1),max.words=101,colors= brewer.pal(8,"Dark2"))
```