BUFT Journal of Business & Economics (BJBE)
ISSN 2664-9942 (Print)
2025 Volume 6, Pg: 469-492
DOI: https://doi.org/10.58481/BJBE/2527

Gender Barriers to Entrepreneurial Success in Bangladesh

Sumaya Khaleque[1] & Reajmin Sultana[2*]

ARTICLE INFO

Article History
Received: March 20, 2025
Accepted: August 24, 2025

Keywords:
Women Entrepreneurs, Gender, Start-up challenges, Financial Barriers, Bangladesh

JEL Classification:
L26, J16, O53

ABSTRACT

Purpose: Since independence, the economy of Bangladesh has greatly depended on small and medium enterprises and start-ups over time. Even though there are various supports and favourable environments available for entrepreneurs of Bangladesh, women of Bangladesh face various barriers in availing these. For this, we aim to investigate whether impact of gender matters to entrepreneurial success. The concentration of our research is that how women entrepreneurs are facing the challenges in Bangladesh. We have focused in particular on gender based barriers relating to access to finance and managing family responsibilities.

Methodology: We have incorporated a mixed-method design within our study by merging quantitative data from 64 women entrepreneurs with qualitative data. We have collected our data through a structured questionnaire and analysed with statistical software like correlation and regression analysis. The qualitative data were analysed through thematic interpretation.

Findings: We have found from our research that, limited access to capital, restricted networking opportunities, and difficulties in managing work-life balance are the key barriers that works as an obstacle to the success of women-led start-ups. These challenges hinder the growth and scalability of the women-led ventures significantly.

Practical Implications: We argue that the evidence presented in our paper will be used to advocate for targeted financial inclusion programmes, mentorship programmes and flexible support services. If these things happen well, this could pave the way for a more inclusive and supportive start-up scene for women in Bangladesh.

Value/Originality: Our research will contribute to existing literature by using a mixed-method design. For this, we have combined statistical analysis and contextual insights. It will also offer a more comprehensive understanding of the obstacles that women entrepreneurs of Bangladesh face.

Limitations: The limitation of our study is the absence of in-depth qualitative data. We believe that, such data may have provided further contextual depth and richer understanding of the experiences of participants.

*Corresponding Author

1. Faculty of Business Studies, Department of Business Administration, Bangladesh University of Professionals, Dhaka-1216, Bangladesh, Email: sumuanne20@gmail.com
2. Faculty of Business Studies, Department of Business Administration, Bangladesh University of Professionals, Dhaka-1216, Bangladesh, Email:reajmin.sultana@bup.edu.bd

1. Introduction

Entrepreneurship plays a vibrant role in the economic enlargement of Bangladesh. A developing country like Bangladesh, has also started to get benefit from this. According to (United Nations Development Programme (UNDP), 2016), entrepreneurship helps the economy to grow by driving innovation, creating jobs, and supporting inclusive growth. For this, over the span of time, economy of Bangladesh has seen various start-up founders and entrepreneurs, who are currently contributing largely in the economy of Bangladesh. However, situation in Bangladesh is quite different than that in found in other developed countries. In Bangladesh, even though the entrepreneurship has a great potential in forming the economy, a significant gender gap persists in this sector. The biggest challenge in this sector is for women in Bangladesh as they continue to face multiple challenges when establishing and scaling their businesses. Since, women are the half of our population, ignoring their contribution or even ignoring the women entrepreneurs brings up a considerable gap in the economy of Bangladesh. We have seen while studying for this paper that, most of the successful entrepreneurs and start-up founders are men with a very few women counterparts. This means that, even though past and present governments have introduced various policies that aimed at empowering female entrepreneurs, various key barriers like limited access to finance, socio-cultural constraints, and weak networking opportunities still exists (Bangladesh Bank, 2015) (SME Foundation, 2009). Since, the gender has been playing a crucial role in accessing finance and networking facilities, in our study, we try to explore the role of gender in entrepreneurial success in Bangladesh. The focus of our study is on the specific challenges that women start-up founders face. We also try to examine how gender dynamics affect business outcomes and will offer recommendations for building a more inclusive entrepreneurial ecosystem.

Entrepreneurship has a significant contribution in global economic growth. According to (Mohammad Mohidul Islam, 2020), Bangladesh has also witnessed rapid expansion of its start-up ecosystem due to the support provided by the government, private sector, and digital platforms. However, women's participation in such growth remains disproportionately low. This highlights currently existing gender disparities. The obstacles that women entrepreneurs in Bangladesh face includes limited financial access, constraining social norms, and their exclusion from business networks. Besides, cultural expectations also discourage women from pursuing entrepreneurial ventures, and gender bias leads to difficulties in securing funds for their businesses. Furthermore, a lack of mentorship and access to network restricts their ability to thrive. Despite the introduction of SME loans and training programmes specifically for women, bureaucratic inefficiencies, lack of awareness and enduring biases constrain the actual impact of these efforts. In our study, we tried to investigate the influence of gender on entrepreneurship, to identify barriers, to evaluate support mechanisms, and to propose strategies to improve inclusivity for women-led start-ups in Bangladesh. We believe that, our study on the topic Gender Barriers to Entrepreneurial Success in Bangladesh is significant for various reasons. Such as, in case of contribution to women entrepreneurs we believe that our study will help women to understand and to navigate structural and cultural barriers such as gender discrimination, lack of access to networks, and societal constraints. From policy implication perspective, our study will assess the effectiveness of existing support programmes and will identify gaps to inform policymakers in designing more gender-sensitive financial and regulatory frameworks. In addition our study will offer insights into how women-led start-ups are perceived by banks and investors that supports the development of gender-inclusive financial services. And by adopting a mixed-method approach, we believe that our study will contribute to literature on gender and entrepreneurship in developing countries, and will offer a framework for future studies. Lastly, we believe that our study will try to empower women, to challenge stereotypes, and to foster inclusive economic growth through the promotion of women-led start-ups.

The aim of our study is to identify obstacles (for e.g. financial, socio-cultural, and gender) that women face in accessing financial resources for their businesses and role of gender norms, societal expectations, access to networks, mentorship, and industry connections affect the success of women-led start-ups. We also tried to put emphasis on the need for targeted policies and financial products for women entrepreneurs of Bangladesh. The modern business landscape in Bangladesh is evolving. Even though women in Bangladesh are leading businesses, however, they are facing significant barriers comparing to that faced by their male counterparts. The differences that a male-led start-up with a women-led start-up is that, women-led start-ups are facing limited access to capital, societal and cultural restrictions, lack of mentorship, and investment biases. Financial institutions often perceive women-led businesses as riskier, leading to reduced funding opportunities. Cultural norms restrict women's mobility and decision-making power, and balancing work and family responsibilities affects their business growth potential. Government policies and support programmes often focus on traditional small businesses, making it difficult to assess their impact and identify areas for improvement. Such obstacles make the path thornier and more difficult to move for the women entrepreneurs of Bangladesh, who may have significantly contributed to the economy of Bangladesh. Since women are the half of the population of the country, disregarding their effort for economic contribution creates a large economic gap for the overall development of the country. For this, our study intends to examine the influence of gender on entrepreneurial success in Bangladesh, assess existing support mechanisms, and provide recommendations for creating a more inclusive entrepreneurial ecosystem. To fulfil the research aim our objective is firstly to identify the major financial, socio-cultural, and gender-specific challenges faced by women entrepreneurs in founding start-ups in Bangladesh. Secondly, we will analyse the impact of gender norms and biases on business decision-making and growth opportunities for women entrepreneurs; and thirdly, exploring the role of business networks and industry connections in the success of women-led start-ups in Bangladesh

2. Literature Review

Numerous studies have examined small and medium enterprises (SMEs), women-led businesses, and entrepreneurship in Bangladesh and beyond. However, most of the existing research either focuses on traditional SMEs, rural microenterprises, or general women's entrepreneurship rather than the specific challenges of women start-up founders in Bangladesh. This section reviews the relevant literature thematically across key areas: access to finance, socio-cultural barriers, support mechanisms, and networking challenges.

One of the central barriers for women entrepreneurs in Bangladesh is limited access to capital Afrin, Islam, & Ahmed (2008) highlighted the role of microcredit in fostering rural women entrepreneurship and identified key financial factors influencing business development. However, their study focused only on rural areas and did not examine start-up ventures or gender-specific investment biases. Similarly, Nawaz (2009) analysed critical factors influencing women entrepreneurship but was limited to rural settings.

More recently, Brush, Edelman, Manolova, & Welter (2019) investigated global gender disparities in access to capital, but their findings are rooted primarily in developed economies. Their research on SMEs lacks contextual relevance for the Bangladeshi start-up ecosystem and does not address local socio-economic dynamics.

Over times, there were performed multiple studies and were found how societal expectations and gender norms works as an obstacle for women's entrepreneurial potential. Chowdhury, Desai, & Audretsch (2017) in their work have identified some socio-cultural barriers for Bangladeshi women entrepreneurs. However, their study was conducted within a broad range of business types such as traditional retail and cottage industries instead of specifically focusing on start-ups.

Morshed & Haque (2015) have performed their studied on the empowerment of women entrepreneurs. However, their study was limited due to their sample to housewives in Khulna. Similarly, Afroze, Alam, Akther, & Jui (2014) examined socio-economic challenges among women entrepreneurs in specific localities. Even though their study offered valuable insights, however, geographically narrow too. Islam & Ahmed (2016) identified personal and environmental challenges for women in SMEs but did not extend their analysis to the emerging start-up landscape.

There were various studies on government policies and institutional support mechanisms for women entrepreneurship. Jahed, Kulsum, & Akther (2017) in their study, assessed development programmes that are available for women entrepreneurs using secondary data. They had pointed issues like limited training and mentorship. Since they did not collect any primary data, their analysis became less robust.

In the work done by Parvin, Jinrong, & Rahman (2012), the role of financial intermediaries and government policy was examined. However, their focus was on enterprises in general, not start-ups. Similarly, Ahammad & Moudud-Ul-Huq (2013) combined primary and secondary data to assess opportunities and barriers. Also, their scope did not include gendered financial discrimination in business funding of early-stage.

Bangladesh Institute of Development Studies (BIDS) (2020) has contributed valueable insights at policy level. Their study highlighted issues like the ineffectiveness of SME loan programmes due to bureaucratic hurdles. However, their reports focussed on broad government schemes and omitted challenges related to private investors, venture capital accessibility, and the specific needs of high-growth start-ups.

Access to professional networks and mentorship has also been identified as a significant barrier. Many studies, such as, Brush, Edelman, Manolova, & Welter (2019) point out that male-dominated business environments restrict women's participation in networking events and industry connections—factors crucial for investment and business scaling. Yet, these works either offer global overviews or broad national trends without examining their specific impact on start-up founders.

According to the report published by Faith Bangladesh (2020), the government of Bangladesh has adopted some policies regarding women entrepreneurship development but due to administrative complications these policies may fail at the time of applications.

According to the paper from Mohammed Abu Jahed, Umme Kulsum and Sharmin Akhter (2011) there are various programmes that offer loans, counselling, and training. However, many women remain unaware of them or unable to access them.

Rahman, Dana, Moral, Anjum and Rahaman (2022) have worked on the challenges that rural woman entrepreneurs face in order to survive their family entrepreneurship. However, their work is specifically focused on family entrepreneurship and on the women of Khulna, Shatkhira and Sylhet region of Bangladesh. The researchers incorporated only qualitative study in their research based on narrative inquiry.

Ripa, Mustari, Azam, Mithila and Nayem (2023) have worked on the contribution of women entrepreneurs of Bangladesh in the digital marketplace sector. The focus of their study was to discover the benefits of the digital marketplace in women-led businesses of Bangladesh. Also, the method of their study was quantitative only.

Hossain, Akbar, Tehseen, Poulova, Haider, Sheraz and Yasmin (2021) tried to identify the factors that instigate to direct a woman to be an entrepreneur and to determine the success status of women entrepreneurs. They also tried to detect the persons motivating women to be an entrepreneur. They also tried to evaluate women entrepreneur’s vision and their business strategies. Finally, the researchers tried to formulate some policy matter recommendations.

In contrast to the existing literature, this study uniquely focuses on women-led start-ups across both urban and rural Bangladesh, using primary data collected through structured questionnaires. It combines quantitative and qualitative analysis to evaluate the impact of gender on access to capital, networking opportunities, and the ability to balance business and family responsibilities.

By addressing gaps related to start-up-specific challenges, investment biases, and the effectiveness of both government and private sector support mechanisms, this study contributes to a deeper and more actionable understanding of the barriers faced by women entrepreneurs in Bangladesh.

3. Theoretical Discussion

3.1 Theoretical Framework

This research will be supported and guided by some existing theories which are as follows:

a) **Gender and Social Role Theory** (Eagly & Wood, 1999)**:** This theory helps explain how cultural and social expectations in Bangladesh influence the challenges women face in starting and scaling businesses, such as work-life balance, investor bias, and lack of industry connections.

b) **Institutional Theory** (North, 1999);(Scott, 2001)**:** This theory helps analysing how government policies and financial institutions either support or hinder women entrepreneurs and whether existing policies are effective in addressing gender-specific barriers.

3.2 Conceptual Framework

Based on the theoretical framework mentioned above, conceptual framework that are developed for this research are as follows:

3.2.1 Independent Variable – Gender-Specific Challenges

a) Lack of business support.

b) Balancing family and business.

c) Challenges in networking

3.2.2 Mediating Variable – Institutional Support

a) Access to financial support and capital.

3.2.3 Dependent Variable – Entrepreneurial Success

a) Entrepreneurship success of women.

The frameworks chosen for our study will integrate social, financial, and institutional barriers affecting women-led start-ups, analyse gender-based challenges, and provide a comprehensive analysis of policies' role in mitigating these challenges in Bangladesh.

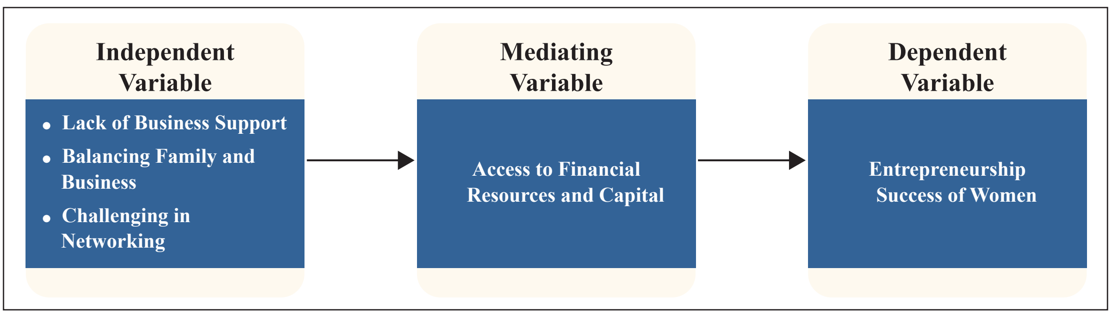

Figure 1. *Diagram of Conceptual Framework.*

3.3 Hypothesis of the Research

The hypotheses of our research are following:

H_1: There is a significant positive relationship between the challenges women face in networking and their access to financial resources.

H_2: There is a significant positive relationship between access to financial resources and the belief that lack of capital is a significant barrier

H_3: There is a significant negative relationship between the belief that lack of access to capital is a barrier and confidence in balancing family responsibilities with business.

H_4: There is a significant negative relationship between networking challenges and confidence in balancing business and family responsibilities.

4. Research Methodology

4.1 Study Area

As this topic is on a finance issue and as the data will be used from various primary sources in Bangladeshi context, so the study area of this research is mainly the women-led start-ups in Bangladesh, specifically analysing gender-related challenges in entrepreneurial success. The research will also cover multiple regions and sectors to provide a well-rounded perspective.

4.2 Target Population

The target population for our study will include:

a) Women entrepreneurs who have found or co-founded start-ups within last 5 to 10 years and at different stages of their businesses (early-stage, scaling, and established start-ups).

b) Start-up founders from various socio-economic backgrounds.

c) Women who have faced financial, cultural, or institutional barriers in entrepreneurship.

4.3 Sampling Strategy

Our study will adopt a **multi-stage sampling strategy** by combining both probability and non-probability sampling techniques. This approach aligns with the mixed-method methodology, allowing for both statistical generalisation and in-depth exploration of entrepreneurial experiences.

4.4 Sample Size Calculation

To ensure representative results in evaluating women-led start-ups in Bangladesh, specifically analysing gender-related challenges in entrepreneurial success, simple random sampling will be used. To calculate the sample size, we will be using Cochran's formula. According to the formula, our sample size will be following:

$$n = \frac{Z^2 \times p \times (1-p)}{e^2} \qquad (1)$$

Where,

n = required sample size

Z = Z-value corresponding to 95% confidence level (i.e., 1.96)

p = Estimated proportion of women entrepreneurs (0.5 for maximum variability)

e = Margin of error (10% or 0.10)

For a 95% confidence level and a margin of error of 10%, the required sample size is approximately 96 respondents. A 10% margin of error was chosen due to constraints in data accessibility, time, and resource availability. While higher margins reduce generalisability, the study prioritised depth over breadth by complementing this with qualitative insights. This trade-off allows for a broader understanding of complex, under-researched gender-specific challenges while maintaining acceptable statistical validity.

4.5 Ethical Considerations

Ethical clearance was obtained from the relevant institutional review board (IRB) at the affiliated academic institution. All participants provided informed consent before participating in the study. They were assured of confidentiality, voluntary participation, and the option to withdraw at any stage without any consequence. The data collected was used solely for academic purposes.

4.6 Data Collection Method

For collecting both qualitative and quantitative data, a structured questionnaire will be developed to collect data from various entrepreneurs. Surveys will be distributed both online (through Google Forms) and in-person to women entrepreneurs.

4.7 Data Analysis

4.7.1 Quantitative Analysis

The quantitative data from surveys will be analysed using IBM SPSS. Descriptive statistics such as mean, median, and standard deviation will summarise the data. Inferential statistics (e.g., chi-square tests, regression analysis) will be used to examine relationships between gender-specific challenges with entrepreneurial success in terms of business growth, sustainability, and financial access.

4.7.2 Qualitative Analysis

Thematic analysis will be applied to the answers of the open-ended questions collected through questionnaires using qualitative IBM SPSS. The data gathered for this research will provide in-depth insights into the experiences, challenges, and strategies of women start-up founders in Bangladesh. It will complement the quantitative data by capturing personal narratives, institutional perspectives, and cultural influences that cannot be wholly explained with numbers.

4.8 Research Design

We will use a mixed-method approach to gather both quantitative and qualitative data. Through this method we will explore the relationship between gender-specific challenges with entrepreneurial success in terms of business growth, sustainability, and financial access with in-depth insights into the experiences, challenges, and strategies of women start-up founders in Bangladesh.

4.8.1 Quantitative Approach

A structured survey will be used to gather quantitative data from a sample of women entrepreneurs who have found or co-founded start-ups. The survey will measure the relationships between gender-specific challenges with entrepreneurial success in terms of business growth, sustainability, and financial access.

4.8.2 Qualitative Approach

Open-ended questions will be provided to collect qualitative data offering insights into the specific resources, specific gender sensitive policies and programmes of women start-up founders in Bangladesh. This approach will help understand the deeper socio-cultural factors influencing women's obstacles in the SME sector.

4.9 Limitations of our Methodology

In our study, even though we have tried to offer meaningful insights into the gender-specific barriers faced by women entrepreneurs in Bangladesh, we still acknowledge several methodological limitations available in our study.

Even though we had started our work keeping focus on collecting responses from around 96 respondents according to the Cochran's formula, due to the limitations of time and accessibility, we were unable to reach the aforementioned number of responses. The reason behind is that, while collecting data, we had found that, many of our respondents did not want to provide any responses regarding their ventures even though providing assurance for the confidentiality. Also, various entrepreneurs tend to do their businesses so discreetly that, it will cost consider amount of time and patience.

We also belief that, the introduction of self-selection bias could arise due to our use of online questionnaires and voluntary participation. This is because, the women who are already more digitally literate, motivated, or familiar with entrepreneurship may have been more inclined to respond to our questionnaires. This will potentially skew the findings of our research toward relatively empowered respondents.

Finally, since, in our study, we have employed structured surveys without any follow-up interviews or focus group discussions, we believe that, there is still a limited capacity to deeply contextualise experiences of the individual respondents or to understand the subtle social, cultural, and institutional dynamics that affects women entrepreneurs.

5. Quantitative Analysis of the Research

5.1 Demographic Data

We have collected various data, analysed them and presented in the tables and figures in our report. The demographic information that we have collected from our participants through questionnaire are presented below:

Table 1. *Demographic Data.*

Demographic Characteristics		Number	Percentage
Age	Below 25 years	13	20.31%
	25 to 35 years	48	75.00%
	36 to 45 years	2	3.13%
	46 to 55 years	0	0.00%
	Above 55 years	1	1.56%
Educational Qualification	Primary Education	2	3.13%
	Secondary Education	0	0.00%
	Undergraduate Degree	38	59.38%
	Master's Degree	24	37.50%
Sector of the Business	Manufacturing	10	15.63%
	Technology / Software	6	9.38%
	Services	25	39.06%
	Retail / Wholesale	6	9.38%
	Others	17	26.56%
Duration of Business Operation	Less than 1 year	32	50.00%
	1 to 3 years	18	28.13%
	4 to 7 years	6	9.38%
	More than 7 years	8	12.50%

5.3 Pearson Correlation

From the data that we have collected, we have conducted a Pearson Correlation between the variables challenging for women to network and build business relationships and Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur. The analysis table is given below:

Table 13. *Pearson Correlation 01*

Correlations			
		Challenging for women to network and build business relationships	Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur
Challenging for women to network and build business relationships	Pearson Correlation	1	0 .265*
	Sig. (1-tailed)		0 .017
	N	64	64
Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur	Pearson Correlation	0 .265*	1
	Sig. (1-tailed)	0 .017	
	N	64	64

*Correlation is significant at the 0.05 level (1-tailed).

Source: Authors Calculation

The Pearson correlation coefficient between networking challenges and access to financial resources for women entrepreneurs is 0.265. This is statistically significant at the 0.05 level (1-tailed). This indicates a positive and weak correlation which suggest that, as difficulties in building business relationships increase, access to financial resources tends to decrease slightly for women entrepreneurs. In other words, women who face greater challenges in networking may also struggle more to secure funding such as loans, grants, or investment. While the relationship is not strong, it is meaningful enough to highlight how networking limitations may partially hinder financial accessibility for women start-up founders in Bangladesh.

We have also conducted a Pearson Correlation between the variables Lack of access to capital as barrier for women entrepreneurs and Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur. The analysis table is given below:

Table 14. *Pearson Correlation 02*

Correlations			
		Lack of access to capital as barrier for women entrepreneurs	Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur
Lack of access to capital as barrier for women entrepreneurs	Pearson Correlation	1	0.253*
	Sig. (1 -tailed)		0.022
	N	64	64
Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur	Pearson Correlation	0.253*	1
	Sig. (1 -tailed)	0.022	
	N	64	64

*Correlation is significant at the 0.05 level (1-tailed).

Source: Authors Calculation

The Pearson correlation coefficient between lack of access to capital and access to financial resources is 0.253, which is statistically significant at the 0.05 level (1-tailed). This indicates a positive and weak correlation, suggesting that women entrepreneurs who experience capital-related barriers are also more likely to report difficulties in securing financial resources such as loans, grants, or investments. Although the relationship is modest, the significance level implies that capital constraints meaningfully affect financial accessibility, reinforcing the systemic financial barriers faced by women in the start-up ecosystem of Bangladesh.

We have conducted a Pearson Correlation between the variables Lack of access to capital as barrier for women entrepreneurs and Confidence in balancing family responsibilities and running business. The analysis table is given below:

Table 15. *Pearson Correlation - 03.*

Correlations			
		Lack of access to capital as barrier for women entrepreneurs in Bangladesh	Confidence in balancing family responsibilities and running business
Lack of access to capital as barrier for women entrepreneurs	Pearson Correlation	1	-0.223*
	Sig. (1 -tail ed)		0.038
	N	64	64
Confidence in balancing family responsibilities and running business	Pearson Correlation	-0.223*	1
	Sig. (1 -tailed)	0.038	
	N	64	64
*Correlation is significant at the 0.05 level (1-tailed).			

Source: Authors Calculation

The Pearson correlation coefficient between lack of access to capital and confidence in balancing family responsibilities and running a business is –0.223, which is statistically significant at the 0.05 level (1-tailed). This indicates a negative and weak correlation, suggesting that as capital-related barriers increase, women entrepreneurs tend to feel less confident in managing both their family duties and business responsibilities. While the relationship is not strong, the significance implies that financial constraints may contribute to increased stress or reduced self-assurance among women entrepreneurs, potentially impacting their overall work-life balance and business sustainability.

Lastly, we have conducted a Pearson Correlation between the variables Challenging for women to network and build business relationships and Confidence in balancing family responsibilities and running business. The analysis table is given below:

Table 16. *Pearson Correlation - 04.*

Correlations			
		Challenging for women to network an d build business relationships	Confidence in balancing family responsibilities and running business
Challenging for women to network and build business relationships	Pearson Correlation	1	-.112
	Sig. (1 -tailed)		.190
	N	64	64
Confidence in balancing family responsibilities and running business	Pearson Correlation	-.112	1
	Sig. (1-tailed)	.190	
	N	64	64

Source: Authors Calculation

The Pearson correlation coefficient between networking challenges and confidence in balancing family responsibilities and running a business is –0.112, with a significance level of 0.190 (1-tailed). This indicates a very weak and statistically insignificant negative correlation. In practical terms, this suggests that difficulties in networking and building business relationships do not have a meaningful impact on women's confidence in managing their dual roles as entrepreneurs and family caregivers. This may imply that other factors, such as family support, cultural expectations, or individual coping mechanisms, play a more decisive role in shaping their work-life balance than networking barriers alone.

For easier understanding and having a glance on what our correlation results came up with, we have put the table of summary below with their respective significance:

Table 17. *Summary of Correlations.*

Sl. No.	Correlation among Independent and Dependent Variables	Pearson Correlation	P Value	Result
1.	Challenge in Networking & Access to Financial Resources	0.265	0.017	Significant
2.	Capital Barriers & Access to Financial Resources	0.253	0.022	Significant
3.	Capital Barriers & Confidence in Balancing Family Responsibilities	0.223	0.038	Significant
4.	Challenge in Networking & Confidence in Balancing Family Responsibilities	-0.112	0.190	Insignificant

Source: Authors Calculation

From the correlation between challenge in networking and access to financial resources, we have found the Pearson correlation coefficient value as 0.265 and the P value is 0.017.

The P value less than 0.05 means that there lies a significantly strong relationship between these two variables. The positive coefficient value means that, there lies a positive correlation between these two variables. If the difficulty of networking increases, the perception of access to financial resources also tends to be more difficult. Since the value of the coefficient is less than 0.50, the correlation tends to be weaker. From the correlation between capital barriers and access to financial resources, we have found the Pearson correlation coefficient value as 0.253 and the P value is 0.022.

The P value less than 0.05 means that there lies a significantly strong relationship between these two variables. The positive coefficient value means that, there lies a positive correlation between these two variables. Women who report greater difficulty in accessing financial resources are also more likely to believe that lack of capital is a major barrier. This value of the coefficient is also less than 0.50, this correlation is also tended to be weaker. From the correlation between capital barriers and confidence in balancing family responsibilities, we have found the Pearson correlation coefficient value as 0.223 and the P value is 0.038.

The P value less than 0.05 means that there lies a significantly strong relationship between these two variables. The positive coefficient value means that, there lies a positive correlation between these two variables. Women who believe capital barriers are a major challenge tend to have lower confidence in balancing family and business responsibilities. Since the value of the coefficient is less than 0.50, the correlation tends to be weaker. From the correlation between challenge in networking and confidence in balancing family responsibilities, we have found the Pearson correlation coefficient value as -0.112 and the P value is 0.190.

The P value higher than 0.05 means that the relationship between these two variables is not statistically significant. The negative coefficient value means that, there lies a negative correlation between these two variables. This value of the coefficient is also less than -0.50, this correlation is also tended to be weaker.

5.4. ANOVA Analysis

We have also conducted an ANOVA test between the two variables Confidence in balancing family responsibilities and running business and Lack of access to capital as barrier for women entrepreneurs. The result table from IBM SPSS is given below:

Table 18. *ANOVA Table*

ANOVA[a]						
Model		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
1	Regression	3.236	1	3.236	3.255	.076[b]
	Residual	61.624	62	.994		
	Total	64.859	63			

a. Dependent Variable: Confidence in balancing family responsibilities and running business

b. Predictors: (Constant), Lack of access to capital as barrier for women entrepreneurs

Source: Authors Calculation

For easier understanding of the result of our ANOVA analysis, we have provided a summary of our findings, significance, and rejection or not rejection of the corresponding null hypothesis in the table below:

Table 19. *Summary of ANOVA.*

Variable Name	Sum of Squares	Degree of Freedom	Significance	Null Hypothesis (rejected / not rejected)
Capital barriers (independent) & Confidence in Balancing Family Responsibilities (dependent)	3.236	1	0.076	Not Rejected

Source: Authors Calculation

From the ANOVA test between capital barriers (independent variable) and confidence in balancing family responsibilities (dependent variable), we have found the sum of squares value as 3.236 and the P value is 0.076.

The regression value 3.236 means, according to this model, the amount of the variability of the dependent variable can be explained by the independent variable. The P value over 0.05 means that this regression model is not statistically significant and the impact of independent variable is not strong enough upon the dependent variable.

5.5 Model Summary

We have conducted a model summary analysis to find out the variability and efficiency of our model. The output table from IBM SPSS has been given below:

Table 20. *Model Summary Table.*

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	0.223[a]	0.050	0.035	0.997

a. Predictors: (Constant), Lack of access to capital as barrier for women entrepreneurs.

Source: Authors Calculation

5.5.1 Interpretation of R Square

Co-efficient of Determination, $R^2=0.050\times100\%=5.00\%$

From the table we can see that, the value of coefficient of determination is 5.00%. This indicates that, only 5% of the variability of the dependent variable (Confidence in balancing family responsibilities and running business) has been explained by the independent variable (Lack of access to capital as barrier for women entrepreneurs).

5.5.2. Interpretation of Adjusted R Square

Adjusted R^2 = 0.035×100%=3.50%
Difference = 5.00%-3.50%=1.50%

From the calculation, we can see that, the difference between the value of R square and Adjusted R square is 1.5%. This indicates is not efficient enough to predict the variability of the two variables.

5.6 Coefficients

The results from the IBM SPSS's coefficients table is given below:

Table 21. *Coefficients Table.*

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.919	0.550		7.129	0.000
	Lack of access to capital as barrier for women entrepreneurs	-0.245	0.136	-0.223	-1.804	0.076
a. Dependent Variable: Confidence in balancing family responsibilities and running business						

Source: Authors Calculation

5.6.1 Constant

The value 3.919 of constant represents the dependent variable's predicted value when the value of all other independent variables is zero. This means that, even without the influence of the studied factors, the respondents have a consider amount of lack of confidence in balancing family responsibilities and running their businesses.

5.6.2 Unstandardised Coefficient (B)

The value -0.245 of unstandardised coefficient represents that as the perception of capital access as a barrier increases, the dependent variable (that is, Confidence in balancing family responsibilities and business) decreases.

5.6.3 Standardised Coefficient (Beta)

The value -0.223 of standardised coefficient represents that allows us to compare the relative impact of different independent variable (that is, Lack of access to capital as barrier for women entrepreneurs) upon the dependent variable (that is, Confidence in balancing family responsibilities and running business). The negative value of beta means that the variable has an inverse relationship with the dependent variable. Also, as the value of beta is not enough closer to -1, we can say that, the effect is moderate.

5.6.4 t-Statistics

The t-value of -1.804 determines that, whether the independent variable significantly predicts the dependent variable or not. As the t-value is negative, it means that there lies a negative relationship between the variables. However, this relationship is not strong enough due to the fact that, the value is not closer to -2.

5.6.5 Significance

The slightly higher value of p as 0.076 from 0.05 means that, the relationship is not statistically significant at the 95% confidence level but may still be considered at the 90% confidence level.

5.7 Analysis of the Effect of the Mediating Variable

We have also conducted an analysis on the coefficients to find out the effects of the mediating variable in our model. The result table from IBM SPSS is given below:

Table 22. *Analysis of the Effect of the Mediating Variable*

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0.133	0.765		-0.175	0.862
	Confidence in balancing family responsibilities and running business	0.385	0.121	0.382	3.187	0.002
	Lack of access to capital as barrier for women entrepreneurs	0.321	0.134	0.290	2.399	0.020
	Challenging for women to network and build business relationships	0.052	0.107	0.058	0.486	0.628
2	(Constant)	-0.046	0.805		-0.057	0.954
	Confidence in balancing family responsibilities and running business	0.392	0.123	0.389	3.185	0.002
	Lack of access to capital as barrier for women entrepreneurs	0.334	0.139	0.302	2.401	0.020
	Challenging for women to network and build business relationships	0.062	0.111	0.069	0.560	0.577
	Access to financial resources (e.g., loans, grants, investment) as a woman entrepreneur	-0.054	0.145	-0.047	-0.375	0.709

a. Dependent Variable: Entrepreneurial Success Type

Source: Authors Calculation

To understand things easily, we have also put a table for the summary of the findings provided above. The summary of the Analysis of the Effect of the Mediating Variable is given below:

Table 23. *Summary of the Findings of the Analysis of the Effect of the Mediating Variable.*

Sl. No.	Predictor Variables	Model 1 (Without Mediator)	Model 2 (With Mediator)	Change in Coefficients	Significance in Model 1	Significance in Model 2
1.	Confidence in Balancing Family Responsibilities	B = 0.385	B = 0.392	+0.007	0.002 (Significant)	0.002 (Significant)
2.	Lack of Access to Capital as Barrier	B = 0.321	B = 0.334	+0.013	0.020 (Significant)	0.020 (Significant)
3.	Challenges in Networking and Building Relationships	B = 0.052	B = 0.062	+0.010	0.628 (Not Significant)	0.577 (Not Significant)
4.	Access to financial resources (Mediating Variable)	-	B = -0.054	-	-	0.709 (Not Significant)

Source: Authors Calculation

From our analysis on the effect of the mediating variable upon the independent and dependent variables, we have found that there are two models that explain our findings regarding the effects.

From the model 1, we have seen that, for the variable Confidence in Balancing Family Responsibilities and Running a Business, the value of B = 0.385 represents that a positive relationship exists. When women's confidence in balancing responsibilities increases, entrepreneurial success also increases. Also, the value of p as 0.002 which is lower than 0.05 means its statistical significance. For the variable Lack of Access to Capital as a Barrier for Women Entrepreneurs, the value of B = 0.321 represents that a positive relationship exists. When access to capital is seen as a bigger barrier, it negatively impacts entrepreneurial success. Also, the value of p as 0.020 which is lower than 0.05 means its statistical significance. Lastly, for the variable Challenges for Women to Network and Build Business Relationships, the value of B = 0.052 represents that a very weak positive relationship exists. Challenges for women to network and build business relationships. Also, the value of p as 0.628 which is higher than 0.05 means its statistical insignificance.

From the model 2, after adding the mediating variable, we have seen that, for the variable Confidence in Balancing Family Responsibilities and Running a Business, the changed value of B = 0.392 and the unchanged value of p = 0.002. For the variable Lack of Access to Capital as a Barrier for Women Entrepreneurs, the changed value of B = 0.334 and the unchanged value of p = 0.020. Lastly for the variable Challenges for Women to Network and Build Business Relationships, the new value of B = 0.062 and the new value of p = 0.577. Also, for the mediating variable Access to Financial Resources, the value of B = -0.054. This means that, a negative relationship exists. Surprisingly, more financial access doesn't seem to directly improve entrepreneurial success. And the value of p = 0.709 which is higher than 0.05 means its statistical insignificance by not having a strong or clear effect.

6. Qualitative Analysis of the Research

6.1 Thematic Analysis on Specific Resources

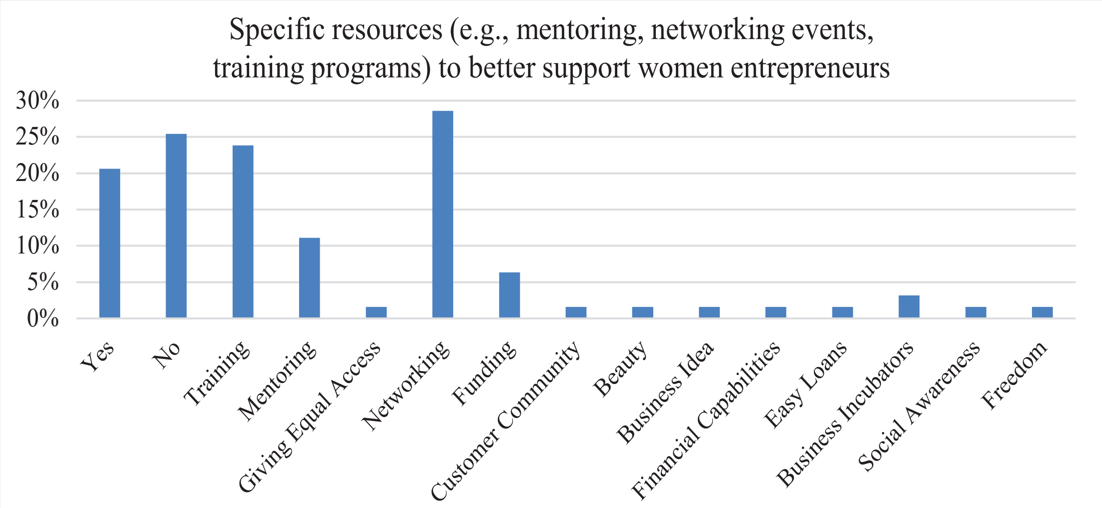

Figure 5. *Specific Responses to Better Support Women Entrepreneurs*.

6.1.1 Discussion on Specific Resources

We have collected responses regarding the specific resources that may better support women entrepreneurs such as mentoring, networking events, training programmes through providing them the questionnaire. According to the response, we have found that, about 29% of our respondents think networking as the specific resource that could better support the women entrepreneurs. After that, our respondent consider training to be a better supporting resource for their business.

6.2 Thematic Analysis on Gender-Sensitive Policies

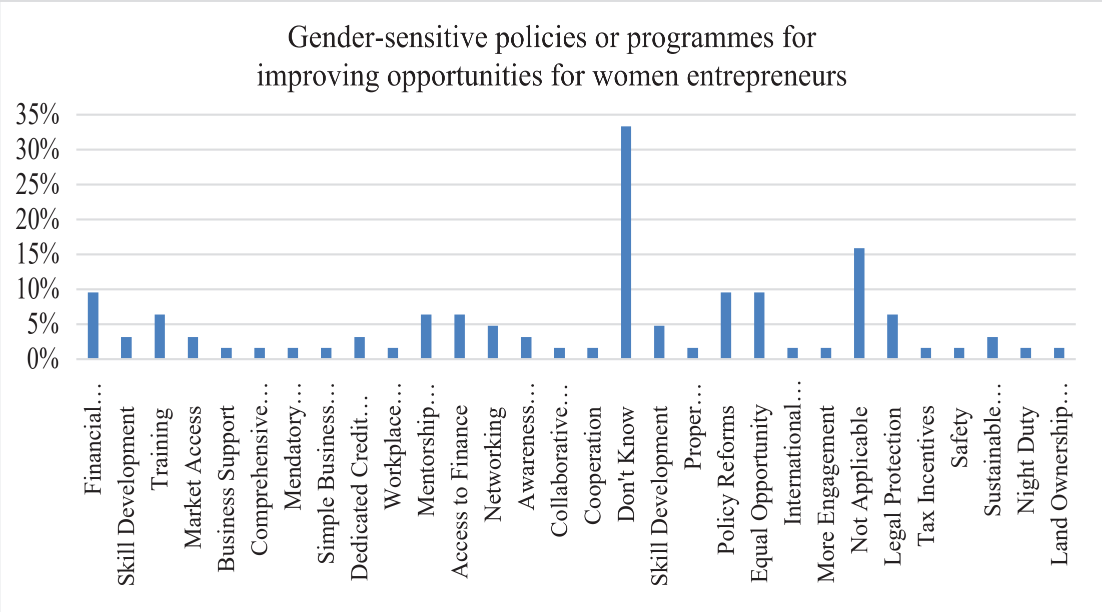

Figure 6. *Gender-Sensitive Policies or Programmes for Improving Opportunities for Women Entrepreneurs*.

6.2.1 Discussion on Gender-Sensitive Policies

We have also collected responses regarding the gender sensitive policies or programmes that may improve opportunities for women entrepreneurs through questionnaire. According to the response, we have found that, one third of our respondents do not even know what policy or programme would improve opportunities for the women entrepreneurs. It is also working as a barrier for their entrepreneurial success. After that, we have found that, about 16% of our respondents do not think of any gender-sensitive policy or programme that would help improving opportunities for women entrepreneurs. Others consider existing policy reform, providing equal opportunity to women and providing them legal protection.

6.3 Thematic Analysis on Advice to Other Women

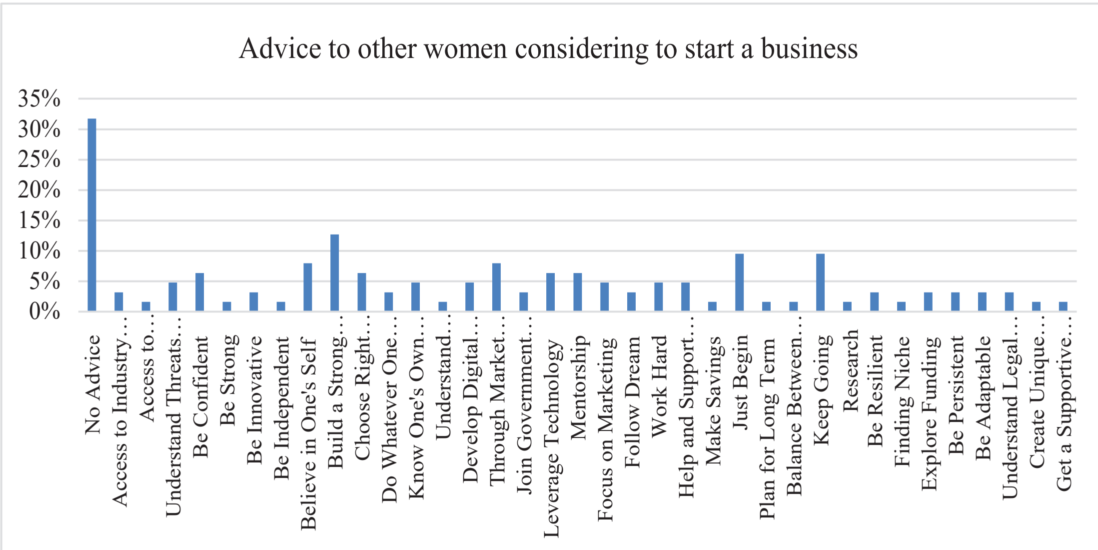

Figure 7. *Advice to Other Women Considering to Start a Business.*

6.3.1 Discussion on Gender-Sensitive Policies

Lastly, we have collected responses regarding any advice that the fellow businesswomen could suggest their following women who are considering to start a business. According to the response, we have found that, one third of our respondents do not want to put any advice to their follower for some unknown reason. It is also working as a barrier for their entrepreneurial success as the following women do not get proper pathfinding guideline from their fellow businesswomen. After that, we have found that, about 13% of our respondents' advice to build a strong network with other women doing businesses. Lastly, 10% of the respondents' advice their followers just to begin according to their ideas.

7. Discussion and Summary of Findings

7.1 Discussion

The statistical analysis provides key insights into the challenges that women entrepreneurs of Bangladesh face, particularly in networking, financial access, capital barriers, and work-life balance.

Financial access is crucial for entrepreneurial success, yet networking challenges significantly hinder women's ability to secure loans, grants, or investments. This highlights the need for stronger networking platforms, mentorship programmes, and financial literacy initiatives. Similarly, capital barriers play a critical role, forcing women to rely on personal savings or informal borrowing, restricting business growth. Addressing these through policy reforms, microfinance programmes, and inclusive banking could foster a more supportive ecosystem.

Work-life balance remains a complex issue. Capital constraints significantly affect confidence in managing family responsibilities, leading to stress and potential burnout. However, networking challenges were found to be insignificant in influencing work-life balance, suggesting that factors like family support and workplace flexibility play a greater role.

Regression analysis indicates that while capital barriers impact confidence in balancing responsibilities, they do not fully explain work-life balance variations. Broader social, economic, and psychological factors must be considered, necessitating further research on family support systems and societal expectations.

Overall, the findings highlight the need for improved financial accessibility, stronger networking opportunities, and policies promoting work-life balance. Without targeted interventions, structural barriers will continue to limit Bangladeshi women entrepreneurs' success.

7.2 Findings

7.2.1 Quantitative Findings of the Research

The majority of the female respondents were of 25 to 35 years old and were having undergraduate degree.

- The value of Pearson correlation coefficient between challenge in networking and access to financial resources is 0.265. This suggests that, there lies a significantly strong relationship between these two variables. Testing the hypothesis also suggests that, the P value is 0.017 (which is less than 0.05). As a result, we can reject the null hypothesis.
- The value of Pearson correlation coefficient between capital barriers and access to financial resources is 0.253. This suggests that, there lies a significantly strong relationship between these two variables. Testing the hypothesis also suggests that, the P value is 0.022 (which is less than 0.05). As a result, we can reject this null hypothesis also.
- The value of Pearson correlation coefficient between capital barriers and confidence in balancing family responsibilities is 0.223. This suggests that, there lies a significantly strong relationship between these two variables. Testing the hypothesis also suggests that, the P value is 0.038 (which is less than 0.05). As a result, we can reject the null hypothesis.
- The value of Pearson correlation between challenge in networking and confidence in balancing family responsibilities is -0.112. This suggests that, there lies a significantly negatively strong relationship between these two variables. Testing the hypothesis also suggests that, the P value is 0.190 (which is greater than 0.05). As a result, we cannot reject the null hypothesis.
- The value of constant in coefficients table between the two variables lack of access to capital as barrier for women entrepreneurs and confidence in balancing family responsibilities is 3.919. This suggests that, even without the influence lack of access to capital, the respondents have a consider amount of lack of confidence in balancing family responsibilities and running their businesses.
- The value of standardised coefficient between the two variables lack of access to capital as barrier for women entrepreneurs and confidence in balancing family responsibilities is -0.223. This suggests that, women entrepreneurs who perceive capital constraints as a major barrier tend to have lower confidence in balancing their businesses and family responsibilities.
- The value of value of significance between the two variables lack of access to capital as barrier for women entrepreneurs and confidence in balancing family responsibilities is 0.076. This suggests that, we cannot reject the null hypothesis at the 95% confidence level.

- From the analysis of the effect of the mediating variable Access to Financial Resources, we have seen that, this does not act as a strong mediator. Because, this variable does not significantly impact the dependent variable Entrepreneurial Success. There is a slight increase in the impact when the mediating variable is added with the variables Confidence in Balancing Family and Business and Lack of Access to Capital and it remains statistically significant for both of the variables. For the variable Challenges in Networking, the effect is barely changed and remains insignificant.

Table 24. *Summary of the Findings and policy Implications.*

Findings	Support / Challenge	Policy Implication
1. Networking challenges correlate significantly with access to financial resources (.265*, p = .017)	Challenges current measures	Indicates that current policies do not adequately support women in building professional networks, which are crucial for accessing finance. Suggests a need for more structured mentorship, incubator programmes, and women-led networking platforms.
2. Capital barriers significantly correlate with financial access issues (.253*, p = .022)	Supports concerns raised by existing research	Reinforces known financial inclusion gaps for women. Suggests that existing SME loan programmes are not sufficient or not gender-sensitive enough. Calls for more inclusive, women-specific funding schemes and reduced collateral requirements.
3. Capital barriers significantly and negatively correlate with work-life balance confidence (–.223*, p = .038)	Challenges existing support mechanisms	Implies that financial stress spills over into personal life, affecting women's entrepreneurial sustainability. This indicates a lack of holistic support, such as subsidized childcare, flexible funding models, or stress management training.
4. Networking challenges are not significantly related to work-life balance (–.112, p = .190)	Neutral / Nuanced	Suggests that work-life balance is less influenced by professional networks and more by family, cultural, or societal norms, which are not fully addressed by current policies. Opportunity to develop family-inclusive entrepreneurship programmes.

Source: Authors Calculation

7.2.2 Qualitative Findings of the Research

The qualitative responses that we have collected from our respondents provide critical insights into the specific resources. These resources are the most essential resources for their success according to their belief. When we asked our respondents about the types of support that would best address their challenges, their top response was networking opportunities. 29% of our participants responded such. One of our respondents stated:

> *"While I did business, most networking events felt to me like closed circles. I was feeling like an outsider, even when I bring something valuable to the table."*

Another of the participants responded:

> *"What I have observed while roaming in this field is, male entrepreneurs seem to have informal backchannels for partnerships and funding which as women, and we do not."*

This supports our argument that exclusion from informal networks and lack of access to peer collaboration spaces hinders women from building critical relationships necessary for scaling their ventures.

The second most cited resource was training programmes. Many of our respondents indicated that while some training exists, it is often generic or outdated. One participant shared:

> *“Last year, I attended a training session. But what made me upset was that, the training had nothing to do with digital start-ups. They were talking all about conventional non-digital ideas like tailoring shops and food businesses.”*

This points to disconnect between the nature of training offered and the actual needs of modern women-led start-ups, particularly those in tech or service-based sectors. This actually supports our earlier findings in the literature review that mentioned about government support often targets traditional SMEs instead of high-growth start-ups.

Additionally, mentorship was mentioned by over 20% of our respondents. Several women emphasised the need for relatable role models and access to female mentors who have navigated similar business landscapes. According to one of our respondents:

> *“It’s hard to find such mentors who understand both business and the cultural limitations that we face. Most successful women of our country are either unreachable or from very different sectors.”*

Interestingly enough, even though acknowledged widely as a core challenge, funding was mentioned by fewer of our respondents than networking and training. This suggests that access to capital is often seen as the outcome of poor networking and lack of exposure, rather than an isolated problem.

Our qualitative responses have revealed a concerning gap in awareness and trust when it comes to gender-sensitive policies or programmes in Bangladesh. Approximately one-third of the respondents indicated that they were unaware of any existing or necessary policy measures that could support women entrepreneurs. This lack of awareness itself acts as a systemic barrier, suggesting either poor dissemination of information or ineffective outreach by relevant institutions. According to one of our respondents:

> *"I have never heard of any programme specifically meant for women like me. If they exist, they’re definitely not reaching us."*

This finding highlight that, a communication and accessibility failure in current entrepreneurship policy frameworks. When support mechanisms are not visible or understandable to their intended beneficiaries, they become symbolic rather than practical tools.

Another 16% of our respondents expressed about outright scepticism. They stated that no gender-sensitive policy or programme would be useful to them. One woman wrote:

> *"To me, policies always sound good on paper. But in practice, I don’t see them changing anything for us."*

This reflects the respondents’ deep-rooted disillusionment and mistrust toward institutional efforts and it potentially suggests experiences of exclusion or failure to benefit from previously advertised programmes.

Among those who provided specific suggestions, several called for Legal protections for women against workplace discrimination and harassment in business environments, Policy reforms to reduce bureaucratic red tape and Equal opportunity clauses in public procurement and start-up funding initiatives.

Such insights from the responses suggest a clear need not just for policy creation but for policy visibility, credibility, and accountability.

While gathering advice that current women entrepreneurs would offer to aspiring female founders, we have found a surprising trend. Approximately one-third of our respondents abstained themselves from offeri ng any advice. While some may have lacked the confidence or experience to do so, this silence also speaks volumes about the lack of mentorship culture among women entrepreneurs in Bangladesh. From the voice of one of our respondents:

"I'm still figuring things out myself. I don't feel ready to guide someone else."

Another said:

"It's a hard journey. You're on your own most of the time."

This reluctance underscores a broader cultural or emotional barrier. A feeling of being unsupported themselves. This makes it difficult to take on the role of a mentor.

Among those who did provide advice, about 13% emphasised the importance of building networks with other women in business. One participant said:

"Having even two or three women around you who understand your journey can make a huge difference for you."

This again supports our earlier findings from both qualitative and quantitative parts of the research, that, networks and peer support are critical success factors for women-led start-ups.

Additionally, 10% encouraged their fellow entrepreneurs to 'just start'. This emphasises action over perfection:

"Just start with what you have. Don't wait for everything to be perfect."

Such responses reveal an entrepreneurial spirit and pragmatism among a minority which should be nurtured through targeted encouragement and support platforms.

8. Conclusion

Our study explored the impact of gender on entrepreneurial success, focusing on challenges faced by women start-up founders in Bangladesh. Key barriers identified include networking difficulties, limited financial access, and balancing family responsibilities. Correlation and regression analyses reveal that financial access is significantly influenced by networking challenges and capital constraints, reinforcing structural barriers. Additionally, capital barriers negatively affect women's confidence in balancing business and family life.

Interestingly, networking challenges do not significantly impact confidence in managing family responsibilities, suggesting resilience and alternative support systems play a role. These findings underscore the need for targeted policies, such as improved financial inclusion, stronger networking support, and better work-life balance initiatives.

This research contributes empirical insights to the gender and entrepreneurship discourse in Bangladesh. Addressing these challenges can help policymakers, financial institutions, and business networks foster a more inclusive entrepreneurial ecosystem. Future studies should incorporate longitudinal and qualitative approaches to further examine women entrepreneurs' evolving experiences across sectors and regions.

To make the support systems for the women start-up founders of Bangladesh, more effective and inclusive, differentiated strategies must be adopted:

- In tech and high-growth start-ups, providing access to venture capital, pitch competitions, and leadership training specifically tailored for women.
- In informal or traditional sectors like crafting or food processing, focusing on microloans, basic digital literacy, and cooperative business models.

- As, urban women entrepreneurs often face competitive situation and need advanced networking, legal support, and visibility in investor circles.
- Rural women entrepreneurs also face issues with their mobility, social stigma, and lack of supportive infrastructure. In these regions, mobile banking, local incubators, and community mentorship programmes can be more effective.

References

Afrin, S., Islam, N., & Ahmed, S. U. (2008). A Multivariate Model of Micro Credit and Rural Women Entrepreneurship Development in Bangladesh. *International Journal of Business and Management*. Retrieved 03 13, 2025, from https://papers.ssrn.com/sol3/Delivery.cfm/SSRN_ID3236310_code3098864.pdf?abstractid=3236310&mirid=1

Afroze, T., Alam, M. K., Akther, E., & Jui, N. S. (2014). Women Entrepreneurs in Bangladesh - Challenges and Determining Factors. *Journal of Business and Technology, 9*(2), 27-41. Retrieved 03 13, 2025, from https://banglajol.info/index.php/JBT/article/view/26194

Ahammad, I., & Moudud-Ul-Huq, S. (2013). Women Entrepreneurship Development in Bangladesh - Challenges and Prospects. *International Journal of Innovative Research and Development, 2*(7), 41-48. Retrieved 03 13, 2025, from https://www.internationaljournalcorner.com/index.php/ijird_ojs/article/view/133730/92931

Bangladesh Bank. (2015). *A Primary Survey on Banks in Promoting Women Entrepreneurship in Bangladesh.* Dhaka: Bangladesh Bank Research Department. Retrieved from https://www.bb.org.bd/pub/research/sp_research_work/1501.pdf

Brush, C., Edelman, L., Manolova, T., & Welter, F. (2019). A Gendered Look at Entrepreneurship: The Role of Institutional Context. *Small Business Economics*, 1-15.

Chowdhury, F., Desai, S., & Audretsch, D. (2017). Entrepreneurship: An Overview. *Springer Nature Link*, 23-37. Retrieved 03 01, 2025, from https://link.springer.com/chapter/10.1007/978-3-319-64916-0_3

Eagly, A. H., & Wood, W. (1999). The Origins of Sex Differences in Human Behavior: Evolved Dispositions Versus Social Roles. *American Psychologist*, 408-423.

Hossain, S. M., Akbar, A., Tehseen, S., Poulova, P., Haider, S. A., Sheraz, F., & Yasmin, F. (2021). Evaluation of entrepreneurs success: a special reference to women entrepreneurs in Bangladesh. *Academy of Entrepreneurship Journal*, *27*, 1-13.

Islam, D. N., & Ahmed, M. R. (2016). Factors Influencing the Development of Women Entrepreneurship in Bangladesh. *Social Science Research Network (SSRN)*. Retrieved 03 13, 2025, from https://papers.ssrn.com/sol3/Delivery.cfm/SSRN_ID2851786_code2597468.pdf?abstractid=2851786&mirid=1

Jahed, M. A., Kulsum, U., & Akther, S. (2011, 05). Women Entrepreneurship in Bangladesh: A Study on Support Services Available for Its Development and Growth. *Global Management Review, 5*(3). Retrieved 07 10, 2025, from https://www.researchgate.net/publication/236175637_WOMEN_ENTREPRENEURSHIP_IN_BANGLADESH_A_STUDY_ON_SUPPORT_SERVICES_AVAILABLE_FOR_ITS_DEVELOPMENT_AND_GROWTH

Mohammad Mohidul Islam. (2020). *SME Development, Inclusive Growth, and Poverty Alleviation in Bangladesh.* Dhaka: Bangladesh Institute of Development Studies (BIDS). doi:https://doi.org/10.57138/YETO6791

Morshed, F., & Haque, M. E. (2015). Impact of Women Entrepreneurship on Women Empowerment in Bangladesh. *Journal of Economics and Sustainable Development, 6*(1), 74-81. Retrieved 03 13, 2025, from https://iiste.org/Journals/index.php/JEDS/article/download/18965/19547

Nawaz, F. (2009, 05). Critical Factors of Women Entrepreneurship Development in Rural Bangladesh. *Bangladesh Development Research Center (BDRC), 5*. Retrieved 03 13, 2025, from https://papers.ssrn.com/sol3/Delivery.cfm/SSRN_ID1403411_code470399.pdf?abstractid=1403411&mirid=1

Nilufer. (2020, 04 20). *Women Entrepreneurs in Bangladesh -a new paradigm in Development.* Retrieved 07 10, 2025, from Faith Bangladesh: https://blog.faithbangladesh.org/women-entrepreneurs-in-bangladesh-a-new-paradigm-in-development/

North, D. C. (1999). *Institutions, Institutional Change, and Economic Performance.* Cambridge University Press.

Parvin, L., Jinrong, J., & Rahman, M. W. (2012). Women entrepreneurship development in Bangladesh: What are the challenges ahead? *African Journal of Business Management, 6*(11), 3862-3871. Retrieved 03 13, 2025, from https://academicjournals.org/journal/AJBM/article-full-text-pdf/3EE05B933998

Rahman, M. M., Dana, L. P., Moral, I. H., Anjum, N., & Rahaman, M. S. (2023). Challenges of rural women entrepreneurs in Bangladesh to survive their family entrepreneurship: a narrative inquiry through storytelling. *Journal of Family Business Management*, *13(3)*, 645-664.

Ripa, F. A., Mustari, N., Azam, N., Mithila, J. M., & Nayem, Z. (2023). Women Entrepreneurs-Contributions Through the Digital Marketplace: In the Economy of Bangladesh. *American Journal of Youth and Women Empowerment*, *2(1)*, 1-7.

Scott, W. R. (2001). Institutions and Organizations. SAGE Publications.

SME Foundation. (2009). *Women Entrepreneurs in SMEs: Bangladesh Perspective.* Dhaka: SME Foundation.

United Nations Development Programme (UNDP). (2016). *Trade Winds of Change: Women Entrepreneurs on the Rise in South Asia.* UNDP Asia-Pacific. Retrieved 02 03, 2025, from https://www.undp.org/sites/g/files/zskgke326/files/migration/asia_pacific_rbap/RBAP-IG-2016-TWoC-Bangladesh-Country-Study.pdf