

CONSTRUCTING A FRAMEWORK FOR THE SOCIOECONOMIC EMPOWERMENT OF WOMEN ENTREPRENEURS

Noorazlina Ahmad¹
Mohamad Hanif Baharudin²
Mohd Khairi Ismail³

¹Faculty of Business and Management, Universiti Teknologi MARA Terengganu, Malaysia, (E-mail: noora436@uitm.edu.my)

Arsyad Ayub Graduate Business School, Universiti Teknologi MARA Kelantan, Malaysia,

²Faculty of Business and Management, Universiti Teknologi MARA Kelantan, Malaysia, (Email: hanif029@uitm.edu.my)

³Faculty of Business and Management, Universiti Teknologi MARA Terengganu, Malaysia, (E-mail: khairiismail@uitm.edu.my)

Article history

Received date : 4-9-2025

Revised date : 5-9-2025

Accepted date : 5-10-2025

Published date : 30-10-2025

To cite this document:

Ahmad, N., Baharudin, M. H., & Ismail, M. K. (2025). Constructing a framework for the socioeconomic empowerment of women entrepreneurs. *Journal of Islamic, Social, Economics and Development (JISED)*, 10 (77), 1001 – 1013.

Abstract: *Women entrepreneurs face a variety of socioeconomic challenges, including limited access to capital, inadequate training, and lack of entrepreneurial knowledge. These barriers often hinder their ability to thrive and contribute meaningfully to their communities. This study aims to investigate the factors that influence business performance and subsequently build a comprehensive framework that supports the socioeconomic empowerment of women entrepreneurs, particularly those involved in the service sector. Using NVivo software, 26 indexed journal articles were analyzed to form a comprehensive framework. Marginalized groups such as single mothers, children, the elderly, and individuals with disabilities often face socioeconomic challenges. Reduced socioeconomic well-being poses challenges, particularly perpetuating poverty among affected individuals. Findings from this research are expected to guide policymakers, development agencies, and support institutions in designing targeted interventions that foster sustainable entrepreneurial growth and improve the overall quality of life for women entrepreneurs.*

Keywords: *Well-being, Business performance, Women entrepreneur, MSMEs*

Introduction

Diener and Suh (1997) and Diener et al., (1999) defined socioeconomic well-being as an evaluation of one's health, job, family, and income, or "one's true feelings" whether positive feelings (joy and pleasure) and negative feelings (pain, worry, and anger). The Organization for Economic Co-operation and Development (OECD) and the United Nations Development Program (UNDP) have identified six indicators of well-being, namely health, employment opportunities, socioeconomic development, environment, security and politics. According to Rahman et al., (2020) subjective well-being includes a person's explicit feelings about how they respond to life events and situations and their overall evaluation of life. Wiklund et al., (2019) also defined the well-being of an entrepreneur's life as satisfaction from starting, running and growing a business.

To measure economic and social well-being in Malaysia, we are using Malaysian Wellbeing Index (MyWI). The overall MyWI increased by 1.3 percent from 117.7 in the year 2020 to 119.2 in 2021, and there were four subcomponents that recorded a decreased (DOSM, 2021). In addition, the culture and family subcomponent has a lower index that is below 100. The quality of work and well-being in OECD countries is closely related to family economic stability, work-life balance and well-being as well as safety in one's workplace (Picatoste et al., 2021). Low socioeconomic well-being can limit a person's career opportunities and salary. Discrimination and a low level of education are likely to prevent someone from getting a good job. This will contribute to the problem of financial instability, difficulty in meeting basic needs, and a higher risk of poverty. Low-income people have problems finding safe, comfortable and affordable homes. They may choose to live in poor housing, crowded settlements, or areas with poor access. This situation can harm the physical and emotional health of residents.

Micro, small, and medium enterprises (MSMEs) are most entrepreneurs' first business ventures. MSMEs are essential to the economic expansion of emerging nations (Ardianti & Ingrid, 2018) as well as backbone of many economies, employing and paying a large share of the population (Shafi et al., 2020). Women's entrepreneurship is seen as a universal solution to many issues, especially in low-income and less developed areas, and it helps to transform society on a socioeconomic level (Muhammad et al., 2021a). Over 50 percent of the population is made up of women, who are actively pursuing economic opportunities that promote both household and individual well-being (Hina Haram et al., 2021).

The factors that encourage women to venture into Micro, Small, and Medium Enterprises (MSMEs) in Malaysia are complex and involve unique socioeconomic dynamics. Socioeconomic factors play an important role, where the need to increase family income or overcome economic challenges can be the main motivation for women to engage in small business ventures. Many Malaysian women turn to non-formal companies to support their families. In the midst of the pandemic that hurts the family and nation's economy, they manage their business from home (Isa et al., 2021). Martínez-Rodríguez et al., (2022) stated that optimizing government spending, providing incentives for financing, and improving entrepreneurship education have encouraged more women entrepreneurs in Europe to enter entrepreneurship out of necessity rather than opportunity. Women's desire to achieve empowerment and economic independence also motivates them to venture into MSMEs, seeing business as a way to gain control over their economic life and strengthen their position in society. Cristi et al., (2012) study disclosed that there is positive impacts of informal sector entrepreneurship on poverty reduction and economic development.

Neelofer Habib et al., (2019) stated that women who have a low level of education, if given the opportunity to be independent and promote traditional handicraft products produced at home, it will help empower women and be able to increase their income. In the other hand, the career flexibility provided by MSMEs is an important factor, giving women the opportunity to adjust working hours with family responsibilities, making micro and small businesses a more attractive option. Individuals who spend more time with family than work, experience a higher quality of life than individuals who use more time on work than family (Greenhaus et al., 2003).

Obstacles that women face have also been noted by Jha and Alam, (2022) including cultural considerations, poor motivation, high crime rates, a lack of opportunity for education, experience, and training, limited mobility within communities, and a lack of institutional support (Rashid & Ratten, 2020). According to Muhammad et al., (2017) women entrepreneurs encounter a number of barriers and challenges when it comes to their business endeavours, including difficulty obtaining financing, work-life conflicts, fear of failing, and sociocultural concerns that affect their performance. Women face many obstacles that limit their potential to constantly improve the quality of their work. These include inadequate connections with support services, adverse legislative and regulatory environments, and limited access to market knowledge, technology, and financial resources (Woldie & Adersua, 2004).

The establishment of a comprehensive framework needs to be done to overcome these challenges and ensure that women entrepreneurs can successfully face various aspects in the business world, advance their economy, and subsequently be able to improve their overall socioeconomic well-being. Therefore, the aim of this study are to identify the influencing factors and propose a comprehensive empowerment framework for women entrepreneurs to grow in business.

Literature Review

There are two points will be discussed in this section.

Business Performance

Unger et al., (2011) found that human capital and success are positively correlated. Previous research findings by Liu and Xi, (2022); Tahmina Khanam and Md. Nazmus Sakib, (2020); the most powerful and prevalent factors affecting SME performance are entrepreneurial orientation, which includes entrepreneurial behavioural traits as well as psychological and demographic traits. Jha and Alam, (2022) stated that motivation, networking, sociocultural elements, business environment, training and development, and funding all greatly improve the effectiveness of female entrepreneurs.

A study by Hui Lim and Ban Teoh, (2021) found that strategic planning and management have a very good relationship with SME business success, but the quality of an entrepreneur's personality and effective marketing do not affect the success of an SME business. A study by Kimosop et al., (2016) found that the age of women entrepreneurs has a moderate effect and affects performance negatively, while strategic ability, technological ability and IT competence have a positive and significant effect in influencing the financial performance of the enterprise. Although there are many elements that affect company performance, but according to Chandler and Jansen, (1992); and Man et al., (2002) success or growth, profitability, and relative performance should be used to measure the performance of a company.

Socioeconomic Well-being

In order to achieve social well-being, the majority of countries, including Malaysia, define quality of life as feeling happy, being able to maintain good health, being free to learn new things, having a good standard of living and mental characteristics (EPU, 2011). In conclusion, the level of a person's life efficiency determines their quality of life.

Success in business can increase the income and wealth of an entrepreneur. In turn, it can improve the socio-economic well-being of entrepreneurs and allow them to invest in real estate and other assets, as well as help improve their financial security. Women's entrepreneurship has the potential to be an effective instrument to eradicate poverty. Women who run businesses can improve the standard of living and socioeconomic position of themselves and their families and subsequently get out of poverty (GEM Global Report 2021/2022). Maria-Teresa Lepeley et al., (2020) stated that women's entrepreneurship can improve their own well-being, contribute to the welfare of their families and even their communities. If (low-educated) women are given the opportunity to be independent or do business, they can empower themselves and increase their income (Neelofer et al., 2019). Pathak and Muralidharan, (2021) also argue that a good self-image helps entrepreneurs solve challenges, manage uncertainty and improve their well-being.

Othman et al., (2022) stated that the quality of life and life efficiency of rural women entrepreneurs have a significant and positive relationship. Their entrepreneurial skills are the main reason for the improvement of their standard of living. Man et al., (2002) assert that having strong communication skills, managing human capital prudently, and engaging in creative and inventive thinking, can all contribute to increasing individual well-being (positive quality of life).

Methodology

NVivo 14 software was used to analyze the content of 26 indexed journal articles taken from the UiTM database (Scopus) that focused on topics related to business performance and socioeconomic well-being. Several different keywords were used to find the right research article. Keywords are set according to criteria and acronyms so that no article is left out or not selected. Articles are selected based on the title, abstract and factors that affect business performance and socioeconomic well-being from various angles. Then, the selected journal articles were uploaded into NVivo 14, and data analysis techniques were used (as shown at Figure 1). Using NVivo, data analysis entails classifying, categorizing, and deriving valuable conclusions from qualitative data. Researchers have created codes that represent related ideas, subjects or themes to analyze the data. To create a hierarchical structure and keep the coding system well managed and organized, codes are organized in folders.

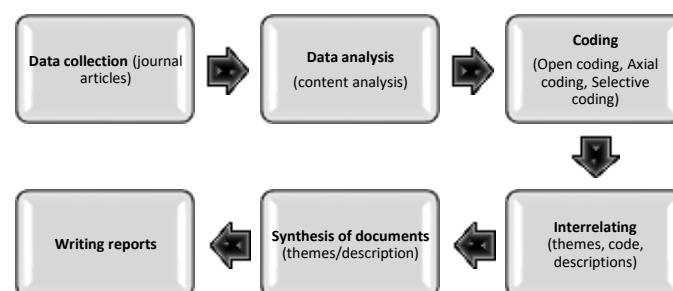


Figure 1: The Flow Charts Shows The Procedure For Qualitative Data Analysis.

Findings

Textual qualitative data are used in this qualitative content analysis. The goal of qualitative content analysis is to create a comprehensive and factual description that offers a "big picture" of the phenomenon under research. In addition, another goal of qualitative content analysis is to create a comprehensive, complex and nuanced interpretation of the contextual meaning of the data. Factual description, which emphasizes interpretation, is often a useful starting point for analysis, especially for business researchers who want to familiarize themselves with the data before proceeding with more complex studies (Eriksson & Kovalainen Anne, 2008).

Table 1 summarizes the terms frequently used in the journal articles selected for this research. As we can see, the words "women," "business," and "entrepreneur" are the most frequently used words in the article.

Table 1: Summary Of Word Frequency Analysis

Words	Lengths	Counts	Weighted Percentage (%)
women	5	3154	1.63
business	8	1795	0.93
entrepreneurs	13	1601	0.83
entrepreneurship	16	1448	0.75
entrepreneurial	15	1156	0.60
well-being	4	942	0.49
research	8	816	0.42
development	11	760	0.39
study	5	737	0.38
journal	7	663	0.34
business performance	11	647	0.34
economic	8	633	0.33
social	6	600	0.31
life	4	583	0.30

A qualitative data analysis method called axial coding is essential for structuring and linking codes to find connections between topics or groups. The use of axial coding makes it easier for researchers to investigate the relationship between several codes or categories. It requires analyzing the relationships between codes as well as the relationships between different topics that have emerged during the original coding process. Through the process of dissecting broad themes into more specific and complex parts, a more nuanced understanding of the data is produced. The developed axial coding is displayed in Table 2 below. There are 31 variables found and entered under the independent variables folder.

Table 2: Summary Of Axial Coding

Codes	Files	References
1. Author and year	26	54
2. Title	26	26
3. Location	22	22
4. Objectives	26	58
5. Independent Variables		
Bricolage	1	3
Business environment	1	4

Business network	1	5
Collaboration	4	7
Competitive advantage	4	10
Dependency	5	6
Education	15	27
Effective marketing	1	5
Entrepreneurial competency	2	7
Entrepreneurial orientation	1	4
Experience	5	7
Financial support	18	49
Flexibility	8	15
Human capital	16	61
ICT	8	13
Mentoring	3	6
Motivation	11	34
MSME	4	9
Norms	6	15
Organizational capital	6	11
Political	1	1
Poverty	5	10
Psychological capital	1	4
Religious	2	3
Resilience	1	2
Self efficacy	1	2
Skill	2	4
Social support	14	31
Strategic planning & management	1	3
Training	2	3
Transport	2	3
6. Dependent variables		
Business performance	15	59
Socio economic well-being	21	95
7. Moderating variable	4	5
8. Mediating variable	4	9
9. Method		
Mixed	5	17
Qualitative	11	44
Quantitative	16	78
10. Finding	25	92
11. Theory	3	6
12. Framework		
Conceptual framework	9	11
Theoretical framework	4	5

The construction of a hierarchical code system is aided by axial coding. Researchers have organized the coding system according to certain categories so that it is more organized as shown in Figure 2.

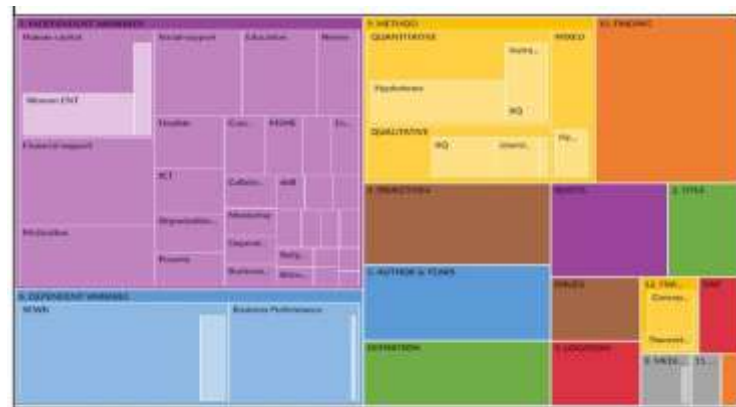


Figure 2: Hierarchy Chart Of Codes

Axial coding is a useful tool for researchers to improve and optimize coding systems. Researchers can find overlaps, gaps or redundancy in the coding system by looking at links and relationships, and can then make the necessary changes. In the independent variable section, researchers can group some variables to a specific theme as shown in Table 3 while there are also independent variables that stand alone (cannot be placed under 1 group). Basic concepts, ideas or subjects important to the research are represented by themes that emerge during the coding process.

Table 3: Theme Of Coding

Theme	Independent variables
Human factor	Human capital, entrepreneurial competencies, bricolage, entrepreneurial orientation, psychological capital and self-efficacy
Organizational factor	Organizational capital, business network, resilient, effective marketing, competitive advantage as well as strategic planning and management
Education	Skill, education, experience and training
Social support	Social support, collaboration and mentoring

From Figure 3 below, it can be seen that independent variables that affect business performance are widely studied or used by the selected journal articles. The most frequently studied are five factors, namely human capital, followed by financial support, motivation, social support and education. So that, the objective 1 of this study was answered by this hierarchy chart (Figure 3).



Figure 3 : Hierarchy Chart Of Independent Variables

To explain business performance, the Resource-Based View (RBV) Theory is more accurately used because this theory focuses on internal assets, such as special expertise, and sets VRIN criteria that emphasize Valuable, Rare, Inimitable, and Non-substitutable. RBV Theory also emphasizes the dynamic ability to adapt to change, while viewing competitive performance as the result of utilizing internal resources that provide continuous advantage. The RBV theory, also known as the resource-based perspective, argues that a company's competitive advantage and performance is dependent on its resources such as human factors, organizational factors, financial resources and how they are used (Assensoh-Kodua, 2019).

From the Hierarchy chart of independent variables as shown in Figure 3, the researcher choose to use five factors that affect business performance, taking into account the main and additional important factors as a contribution to the study. The five factors chosen to propose the framework are human factors, organizational factors, financial resources, social support as well as Information and Communication Technology (ICT) as shown in Figure 4. The integration of ICT elements and social support within the framework of the RBV Theory is essential to explain business success in the modern era. ICT plays a critical role in improving innovative capabilities and management processes. Accessibility to the latest technology and efficient use of data can be a source of competitive advantage. In addition, social support involves good relationships with customers, communities, and employees. In an increasingly global and complex economy, strong relationships can lead to a stable business environment and positive community support. Therefore, integrating ICT and social support in RBV helps formulate strategies that include technological dimensions as well as human aspects, ensuring business success and effectiveness in today's ever-changing context.



Figure 4 : Conceptual Framework

From the content analysis, the researcher concluded that the success of a business run by women entrepreneurs will have an impact on their socioeconomic well-being. Most scholars state that successful business performance contributes to better socio-economic well-being. Results of the study by Othman et al., (2022b) noted that quality of life and life efficiency of rural women entrepreneurs are significantly positively correlated. This is in line with Benz and Frey, (2008) and Dewi et al., (2022) who asserted that economic well-being is positively influenced by the efforts of women entrepreneurs. Research has shown that a combination of strong family support, institutional support, and personal qualities strongly influence the career choice, venture growth, and overall well-being of women entrepreneurs (Banu & Baral, 2022). The results of Jha and Alam, (2022) support by stating that in addition to supporting their families and creating jobs, women entrepreneurs also fight for the rights of other women and their own rights.

A study by Muhammad et al., (2021b) stated that the welfare of the family, the economy, and the community are greatly affected by women's informal entrepreneurship. The results show the importance of women's entrepreneurial income from their home-based small enterprises to the financial security of both individuals and families. Entrepreneurial income for married women has a negative effect on savings, investment and other expenses but a positive effect on contributions to charity and their children's education.

Conclusion

From the 26 articles that were reviewed, it was found that India and Malaysia are among the countries that often conduct more studies related to women entrepreneurs than other countries. Only 4 of the 26 articles involved research conducted in Malaysia, of which 2 studies were conducted in 2022, and 1 study each for the years 2021 and 2017. The detailed breakdown of studies is shown in Table 4. This shows that there are still research holes related to the effects business success on the well-being of entrepreneurs. Most scholars support that there is still a lack of research on this area.

Table 4 : Overview Of The Study's Geographic Distribution

Location	Number of Article
India	4
Malaysia	4
Indonesia	2
Bangladesh	2
Pakistan	2
Nigeria	1

Yemen	1
Netherland	1
Italy	1
Oman	1
Ethiopia	1
Asia	1
Afrika	1
USA & Wielkopolska region	1
Systematic Literature Review	3
Total	26 articles

A study by Sánchez-García et al., (2018) stated that there are few studies that examine the effects of entrepreneurship, especially on the well-being of entrepreneurs. According to Othman et al., (2022b) there is currently a lack of empirical data that accurately assesses the relationship between rural entrepreneurial efficiency and quality of life. Hina Haram et al., (2021) argued that there is a significant gap in the literature that shows the contribution of women entrepreneurs to household well-being because less research has been done on the subject. Although much research shows that self-employed individuals have better job satisfaction, less research examines the relationship between entrepreneurship and mental and physical health, and even less investigates whether this relationship is causal (Wiklund et al., 2019).

Designing a solid framework is critical to business success, especially for women entrepreneurs. A good framework helps identify unique resources, build relevant entrepreneurial strategies, and understand the challenges faced. It provides clear guidance, ensures efficient use of resources, and increases competitiveness. For women entrepreneurs, a tailored framework can foster an inclusive environment, support capacity building, and expand social support networks. With this, women entrepreneurs can overcome obstacles and achieve business success more effectively and reduce the risk of failure.

References

- Ardianti, R., & Ingrid, N. A. (2018). Entrepreneurial motivation and entrepreneurial leadership of entrepreneurs: evidence from the formal and informal economies. *International Journal of Entrepreneurship and Small Business*, 33(2), 159. <https://doi.org/10.1504/IJESB.2018.090136>
- Assensoh-Kodua, A. (2019). The resource-based view: a tool of key competency for competitive advantage. *Problems and Perspectives in Management*, 17(3), 143–152. [https://doi.org/10.21511/ppm.17\(3\).2019.12](https://doi.org/10.21511/ppm.17(3).2019.12)
- Banu, J., & Baral, R. (2022). Career choice, growth and well-being of women entrepreneurs' community: insights on driving factors in India. *Journal of Enterprising Communities: People and Places in the Global Economy*, 16(5), 781–807. <https://doi.org/10.1108/JEC-12-2020-0206>
- Benz, M., & Frey, B. S. (2008). Being Independent is a Great Thing: Subjective Evaluations of Self-Employment and Hierarchy. *Economica*, 75(298), 362–383. <https://doi.org/10.1111/j.1468-0335.2007.00594.x>
- Cardon, M. S., & Patel, P. C. (2015). Is Stress Worth it? Stress-Related Health and Wealth Trade-Offs for Entrepreneurs. *Applied Psychology*, 64(2), 379–420. <https://doi.org/10.1111/apps.12021>
- Chandler, G. N., & Jansen, E. (1992). The founder's self-assessed competence and venture performance. *Journal of Business Venturing*, 7(3), 223–236. [https://doi.org/10.1016/0883-9026\(92\)90028-P](https://doi.org/10.1016/0883-9026(92)90028-P)
- Cristi, O., Amoros, J. E., & Couyoumdjian, J. P. (2012). Does it make sense to go against shadow entrepreneurs? *7th European Conference on Innovation and Entrepreneurship*, 116–124.
- Dewi, R., Eliyana, A., & Anwar, A. (2022). The role of women entrepreneurship antecedents in supporting social and economic well-being. *Problems and Perspectives in Management*, 20(2), 438–447. [https://doi.org/10.21511/ppm.20\(2\).2022.36](https://doi.org/10.21511/ppm.20(2).2022.36)
- Diener, E., & Suh, E. (1997). Measuring quality of life: Economic, social, and subjective indicators. *Social Indicators Research*, 40(1), 189–216.
- Diener, E., Suh, E., Lucas, R. E., & Smith, H. L. (1999). Subjective well-being: Three decades of progress. *Psychological Bulletin*, 125(2), 276–302.
- ECONOMIC PLANNING UNIT PRIME MINISTER'S DEPARTMENT PUTRAJAYA. (2011). *Malaysian Quality of Life 2011*.
- Eriksson, P., & Kovalainen Anne. (2008). Qualitative Methods in Business Research, . SAGE.
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work–family balance and quality of life. *Journal of Vocational Behavior*, 63(3), 510–531.
- Gupta, M. (2021). Role of NGOs in women empowerment: case studies from Uttarakhand, India. *Journal of Enterprising Communities: People and Places in the Global Economy*, 15(1), 26–41. <https://doi.org/10.1108/JEC-04-2020-0066>
- Hina Haram, Khadija Shams, & Madiha Gohar. (2021). Women Entrepreneurship and Household Wellbeing: An Exploratory Study of Khyber Pakhtunkhwa. *FWU Journal of Social Sciences*, 76–95. <https://doi.org/10.51709/19951272/Summer-2/5>
- Hui Lim, C., & Ban Teoh, K. (2021). Factors influencing the SME business success in Malaysia. *Annals of Human Resource Management Research*, 1(1), 41–54. <https://doi.org/10.35912/ahrmr.v1i1.380>
- Isa, F. M., Muhammad, N. M. N., Ahmad, A., & Noor, S. (2021). Effect of ICT on Women Entrepreneur Business Performance: Case of Malaysia. *Journal of Economics and Business*, 4(1), 137–146. <https://doi.org/10.31014/aior.1992.04.01.326>

- Jha, P., & Alam, Md. M. (2022). Antecedents of women entrepreneurs' performance: an empirical perspective. *Management Decision*, 60(1), 86–122. <https://doi.org/10.1108/MD-07-2020-0849>
- Kimosop, J., Korir, M., & White, M. (2016). The moderating effect of demographic characteristics on the relationship between strategic capabilities and firm performance in women-owned entrepreneurial ventures in Nairobi, Kenya. *Canadian Journal of Administrative Sciences / Revue Canadienne Des Sciences de l'Administration*, 33(3), 242–256. <https://doi.org/10.1002/cjas.1399>
- Liu, Y., & Xi, M. (2022). Linking CEO Entrepreneurial Orientation to Firm Performance: The Perspective of Middle Managers' Cognition. *Entrepreneurship Theory and Practice*, 46(6), 1756–1781. <https://doi.org/10.1177/10422587211033571>
- Man, T. W. Y., Lau, T., & Chan, K. F. (2002). The competitiveness of small and medium enterprises. *Journal of Business Venturing*, 17(2), 123–142. [https://doi.org/10.1016/S0883-9026\(00\)00058-6](https://doi.org/10.1016/S0883-9026(00)00058-6)
- Maria-Teresa Lepeley, Katherina Kuschel, Nicholas J. Beutell, Nicky R.M. Pouw, & Emeil L. Eijdenberg. (2020). *The well-being of women in entrepreneurship : A global perspective*.
- Martínez-Rodríguez, I., Quintana-Rojo, C., Gento, P., & Callejas-Albiñana, F.-E. (2022). Public policy recommendations for promoting female entrepreneurship in Europe. *International Entrepreneurship and Management Journal*, 18(3), 1235–1262. <https://doi.org/10.1007/s11365-021-00751-9>
- Muhammad, N., McElwee, G., & Dana, L.-P. (2017). Barriers to the development and progress of entrepreneurship in rural Pakistan. *International Journal of Entrepreneurial Behavior & Research*, 23(2), 279–295. <https://doi.org/10.1108/IJEBr-08-2016-0246>
- Muhammad, S., Kong, X., Saqib, S. E., & Beutell, N. J. (2021a). Entrepreneurial Income and Wellbeing: Women's Informal Entrepreneurship in a Developing Context. *Sustainability*, 13(18), 10262. <https://doi.org/10.3390/su131810262>
- Muhammad, S., Kong, X., Saqib, S. E., & Beutell, N. J. (2021b). Entrepreneurial Income and Wellbeing: Women's Informal Entrepreneurship in a Developing Context. *Sustainability*, 13(18), 10262. <https://doi.org/10.3390/su131810262>
- Neelofer Habib, Ab Qayoom Shah, & Syed Towseefah Rafique. (2019). Promoting women empowerment through cottage industries: A case study of Nikkas village of District Pulwama. *The Research Journal of Social Sciences*, 10(4), 237–242.
- Othman, N., Radin A Rahman, R. S. A., & Kamaruddin, H. (2022a). Competences of Rural Women Entrepreneurs and Their Quality of Life. *Sustainability*, 14(16), 10143.
- Pathak, S., & Muralidharan, E. (2021). Consequences of cross-cultural differences in perceived well-being for entrepreneurship. *Journal of Business Research*, 122, 582–596.
- Picatoste, X., Aceleanu, M. I., & Șerban, A. C. (2021). Job Quality and Well-being in OECD Countries. *Technological and Economic Development of Economy*, 27(3), 681–703. <https://doi.org/10.3846/tede.2021.14731>
- Rahman, S. A., Taghizadeh, S. K., Alam, M. M. D., & Khan, G. M. (2020). The functionality of entrepreneurial passion and entrepreneurial bricolage on micro-entrepreneur's wellbeing. *Journal of Small Business Strategy*, 30(3), 47–64.
- Rashid, S., & Ratten, V. (2020). *A Systematic Literature Review on Women Entrepreneurship in Emerging Economies While Reflecting Specifically on SAARC Countries* (pp. 37–88). https://doi.org/10.1007/978-3-030-35415-2_4
- Sánchez-García, J. C., Vargas-Morúa, G., & Hernández-Sánchez, B. R. (2018). Entrepreneurs' Well-Being: A Bibliometric Review. *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.01696>

- Shafi, M., Liu, J., & Ren, W. (2020). Impact of COVID-19 pandemic on micro, small, and medium-sized Enterprises operating in Pakistan. *Research in Globalization*, 2, 100018. <https://doi.org/10.1016/j.resglo.2020.100018>
- Stephan, U. (2018). Entrepreneurs' Mental Health and Well-Being: A Review and Research Agenda. *Academy of Management Perspectives*, 32(3), 290–322. <https://doi.org/10.5465/amp.2017.0001>
- Tahmina Khanam, & Md. Nazmus Sakib. (2020). A Conceptual Research Model for Studying the Relationship between Entrepreneurial Competencies and the Performances of Small and Medium Size Enterprises in Bangladesh. *Jahangirnagar University Journal of Management Research*, 3, 75–89.
- Unger, J. M., Rauch, A., Frese, M., & Rosenbusch, N. (2011). Human capital and entrepreneurial success: A meta-analytical review. *Journal of Business Venturing*, 26(3), 341–358. <https://doi.org/10.1016/j.jbusvent.2009.09.004>
- Wiklund, J., Nikolaev, B., Shir, N., Foo, M. D., & Bradley, S. (2019). Entrepreneurship and well-being: Past, present, and future. . *Journal of Business Venturing*, 34(4), 579–588.
- Woldie, A., & Adersua, A. (2004). Female entrepreneurs in a transitional economy. *International Journal of Social Economics*, 31(1/2), 78–93. <https://doi.org/10.1108/03068290410515439>