

Factors Affecting Women in Small and Medium Enterprises in Kampala, Uganda

Yvonne Obbo

Submitted to the
Institute of Graduate Studies and Research
in partial fulfillment of the requirements for the degree of

Master
of
Business Administration

Eastern Mediterranean University
July 2022
Gazimağusa, North Cyprus

Approval of the Institute of Graduate Studies and Research

Prof. Dr. Ali Hakan Ulusoy
Director

I certify that this thesis satisfies all the requirements as a thesis for the degree of Master of Business Administration.

Prof. Dr. Melek Sule Aker
Chair, Department of Business
Administration

We certify that we have read this thesis and that in our opinion it is fully adequate in scope and quality as a thesis for the degree of Master of Business Administration.

Prof. Dr. Melek Sule Aker
Supervisor

Examining Committee

1. Prof. Dr. Melek Sule Aker

2. Asst. Prof. Dr. Galip Erzat Erdil

3. Asst. Prof. Dr. Mehmet Islamoglu

ABSTRACT

Small and Medium Enterprises (SMEs), are essential contributors to the global development of countries, the creation of jobs, and innovation. They are characterized by few employees given their small scale of operation and labor intensive. The majority of SME (Small and Medium Enterprise) research has been carried out in industrialized nations. Small and Medium Enterprises operated by women in impoverished nations, however, have issues that are considerably different in kind and magnitude. In light of the variables impacting women-owned SMEs, this thesis is organized around two key research issues. Understanding the political, economic, social, technical, and legal aspects that influence. The goal of the study that informs the first research question is the overview of Small and Medium Enterprises in Kampala, while the second research question looks at the contributions and hurdles that encourage and disturb SMEs in Kampala from expanding. Women startup businesses because of the necessity to support their family income, for flexibility, and an outlet for their creativity that firms don't provide. Uganda has strong principles and is one of the countries that have attained gender equality in terms of women-owned SMEs the findings of this study will serve as a foundation for future research into these women-owned SMEs. The data from this survey was derived from both online and physical questionnaires with 196 responses using random samples. The responses were coded and analyzed using SPSS version 26 software This study approach is descriptive while the design is quantitative which involves numerical analysis of data.

The results of the research show that women-owned Small and Medium Enterprises are mostly sole proprietors, have received a basic education, and are single. The findings also show that the factors mainly affecting women-owned SMEs are those they have no control over that are political, technological, and legal factors therefore essential for policymakers to find a common ground on supporting women-owned SMEs to grow.

Keywords: small and medium enterprises, political factors, economic factors, social-cultural factors, technological factors, legal factors, women-owned SMEs.

ÖZ

Küçük ve Orta Ölçekli İşletmeler (KOBİ'ler), ülkelerin küresel kalkınmasına, istihdam yaratılmasına ve inovasyona temel katkı sağlayanlardır. Küçük ölçekli operasyonları ve yoğun emekleri göz önüne alındığında, az sayıda çalışan ile karakterize edilirler. KOBİ (Küçük ve Orta Ölçekli İşletme) araştırmalarının çoğu sanayileşmiş ülkelerde gerçekleştirilmiştir. Bununla birlikte, yoksul ülkelerdeki kadınlar tarafından yönetilen KOBİ'lerin, tür ve büyüklük açısından oldukça farklı sorunları vardır. Kadınların sahip olduğu KOBİ'leri etkileyen değişkenler ışığında, bu tez iki temel araştırma konusu etrafında düzenlenmiştir. Uganda'daki KOBİ'leri etkileyen siyasi, ekonomik, sosyal, teknik ve yasal yönleri anlamak, ilk araştırma sorusunu bilgilendiren çalışmanın amacı iken, ikinci araştırma sorusu Uganda'daki KOBİ'leri teşvik eden ve etkileyen katkıları ve engelleri ele almaktadır. genişliyor. Aile gelirlerini destekleme gerekliliği, esneklik ve firmaların sağlayamadığı yaratıcılıkları için bir çıkış yeri olması nedeniyle kadın girişimciler. Uganda güçlü ilkelere sahiptir ve kadınlara ait KOBİ'ler açısından toplumsal cinsiyet eşitliğine ulaşmış ülkelerden biridir. Bu anketten elde edilen veriler, rastgele örnekler kullanılarak 196 yanıtla hem çevrimiçi hem de fiziksel anketlerden elde edilmiştir. Yanıtlar SPSS sürüm 26 yazılımı kullanılarak kodlandı ve analiz edildi. Tasarım hem nicel hem de değerlendirci iken bu çalışma yaklaşımı betimseldir.

Anketin sonucu, kadınlara ait KOBİ'lerin çoğunlukla tek mal sahibi olduğunu, temel eğitim almış olduğunu ve bekar olduğunu göstermektedir. Bulgular ayrıca, kadınlara ait KOBİ'leri esas olarak etkileyen faktörlerin, üzerinde hiçbir kontrolleri olmayanlar

olduğunu göstermektedir, bu nedenle politika yapıcılarının kadınlara ait KOBİ'lerin büyümesini destekleme konusunda ortak bir zemin bulması çok önemlidir.

Anahtar Kelimeler: küçük ve orta ölçekli işletmeler, siyasi faktörler, ekonomik faktörler, sosyal-kültürel faktörler, teknolojik faktörler, yasal faktörler, kadınlara ait KOBİ'ler.

DEDICATION

To my late father Joab Jonathan Obbo

ACKNOWLEDGEMENTS

I would like to extend my greatest appreciation to my supervisor, Prof. Dr. Sule Aker Melek who continually increased my spirit of adventure regarding my research. Without her help, this research would have been impossible to put together.

I would also like to appreciate Asst. Prof . Dr. Mehmet Islamoglu for all his support and valuable critics from the start of the research and, Asst. Prof. Dr. Galip Erzat Erdil for the valuable critics rendered to make my thesis complete. Lastly, I offer my gratitude to my dear friend Valentine Nnaji for all the help and support offered.

To my family, thank you for all the emotional and financial support given during my Masters' expedition.

TABLE OF CONTENTS

ABSTRACT.....	iii
ÖZ	v
DEDICATION	vii
ACKNOWLEDGEMENTS	viii
LIST OF TABLES	xii
LIST OF FIGURES	xiv
LIST OF ABBREVIATIONS	xv
1 INTRODUCTION.....	1
1.2 Statement of the Problem	5
1.3 Research Questions	5
1.4 Research Objectives	5
1.5 Research Hypothesis	6
1.7 Research Methodology	6
1.8 Research Outline	7
2 LITERATURE REVIEW	8
2.1 Introduction	8
2.2 Small and Medium Enterprises	8
2.2.1 Characteristics of SMEs	12
2.3 Models in Small and Medium Enterprises	13
2.3.2 Sector Development Model in SMEs	16
2.3.3 Static Approach Model	17
2.4 Benefits of Small and Medium Enterprises.....	18
2.5 Women-Owned SMEs.....	21

2.5.1 Characteristics of Women-Owned SMEs.....	23
2.5.2 Programs Supporting Women in SMEs.....	24
2.6.1 Political Factors	25
2.6.2 Economic Factors	27
2.6.3 Social-Cultural Factors	29
2.6.4 The Technological and Innovative Factor	30
2.6.5 Legal Factors	32
2.7 Overview of SME Activities in Kampala.....	34
2.7.1 Women- Owned SMEs in Kampala	38
2.7.2 Programs Supporting Women-Owned SMEs in Kampala	38
2.8 Chapter Conclusion	43
3 RESEARCH METHODOLOGY	45
3.1 Introduction	45
3.2 Aim of the Study	45
3.3 Research Method.....	46
3.4 Research Design	47
3.6 Reliability of the Data	49
3.7 Ethical Considerations.....	50
3.8 Limitations of the Study	50
3.9 Chapter Conclusion	51
4 PRESENTATION AND DISCUSSION OF FINDINGS	52
4.1 Introduction	52
4.2 Demographic Information	52
4.3 Reliability of the Study	66
4.4 Factors Affecting Women in Small and Medium Enterprises	67

4.5 Correlations	75
4.6 Regression Analysis for Affecting Women-Owned SMEs.....	77
4.6.1 Age.....	77
4.6.2 Level of Education.....	79
4.6.3 Why did You Start your Business?.....	80
4.7 Chapter Conclusion	81
5 CONCLUSION AND RECOMMENDATION.....	82
5.1 Introduction	82
5.2 Summary of the Study	82
5.3 Recommendations of the Study.....	86
5.4 Implication of the Study	89
5.5 Recommendation for Further Studies	89
REFERENCES	90
APPENDIX.....	99

LIST OF TABLES

Table 1: Definition of SMEs	9
Table 2: Do you own a business?.....	52
Table 3: Age of respondents	53
Table 4: Level of education	54
Table 5: Marital status	55
Table 7: How many businesses do you own?	57
Table 8: How did you finance your business?	57
Table 9: Type of business	58
Table 10: Why did you start your business?	59
Table 11: How did you learn about running a business?	60
Table 12: Experience in formal employment.....	61
Table 13: Number of employees	62
Table 14: How many women do you employ in business?.....	63
Table 15: Do you have any other women entrepreneurs in the family	64
Table 16: In what business sector do you operate?.....	65
Table 17: Location of business premises	66
Table 18: Reliability Statistics	67
Table 19: Political factors	67
Table 20: Economic factors	69
Table 21: Social-cultural factors	71
Table 22: Technological factors.....	73
Table 23: Legal factors	74
Table 24: Correlation analysis	76

Table 25: Model summary	77
Table 26: Coefficients	78
Table 27: Model summary	79
Table 28: Coefficients	79
Table 29: Model summary	80
Table 30: Coefficients	81

LIST OF FIGURES

Figure 1: Graph showing men and women-owned smes	22
Figure 2: Responses on the age of respondents	53
Figure 4: Responses to marital status.....	55
Figure 5: Responses for number of family members	56
Figure 7: Responses of how business was financed	58
Figure 8: Responses of type of business	59
Figure 9: Responses to reasons for starting a business	60
Figure 10: Responses of how they learned to run a business.....	61
Figure 11: Responses of experience in formal employment for respondents	62
Figure 12: Responses to a number of employees in women-owned smes.....	63
Figure 13: Responses on how many women are employed by respondents.....	64
Figure 15: Responses to business sectors of respondents	65
Figure 16: Responses on the location of business premises for respondents	66
Figure 17: Proposed research model.	75

LIST OF ABBREVIATIONS

ANOVA	Analysis of Variance
BOU	Bank of Uganda
COBE	Census of Business Establishments
DFCU	Development Finance Corporation of Uganda
EAP	East Asia and Pacific
ECA	Europe and Central Asia
EU	European Union
FAO	Food and Agriculture Organization
GDP	Gross Domestic Product
GEM	Global Entrepreneurship Monitor
IFC	International Finance Corporation
ILO	International Labor Organization
IMF	International Monetary Fund
LAC	Latin America and the Caribbean
MENA	Middle East and North Africa
MFPEd	Ministry of Finance, Planning, and Economic Development
MIWE	Master Card Index on Women's Entrepreneurship
MSME	Ministry of Micro, Small, and Medium Enterprises
OECD	Organization for Economic Co-operation and Development
PSFU	Private Sector Foundation Uganda
SA	South Asia
SMEs	Small and Medium Enterprises
SSA	Sub-Saharan Africa

UBOS	Uganda Bureau of Statistics
UIA	Uganda Investment Authority
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations International Children's Emergency Fund
UNIDO	United Nations Industrial Development Organization
USA	United States of America
WEF	World Economic Forum
WE-FI	Women Entrepreneurs Finance Initiative
WLSME	Women's Leadership in Small and Medium Enterprises
WTO	World Trade Organization

Chapter 1

INTRODUCTION

The expansion of Small and Medium Enterprises (SMEs) in Uganda has become critical in discussions about growth and economic development. According to the literature, Small and Medium Enterprises (SMEs) are more likely to empower the youth, which contributes to economic progress in the country. The researcher was inspired by the nation's progress of women-owned SMEs and how it is strongly tied to the question of why so many enterprises in developing nations remain tiny and only provide modest salaries to their owner-managers. It is considered that SMEs increase rural entrepreneurs' earnings, contribute to poverty reduction, and, as a result, economic growth in the country (Islam et al, 2020).

1.1 Background

SMEs (small and medium-sized enterprises) are essential drivers of the future economy (Gatete,2013). During the last ten years, the number of studies on Small and Medium-Sized Enterprises (SMEs) has risen considerably (Kuehl, 2007). According to research, SMEs are not only important generators of jobs and revenue, but they are also at the forefront of promoting entrepreneurship, competitiveness, and innovation, all of which contribute to long-term success and growth in numerous developed and developing economies. Small and medium-sized enterprises are critical for attaining bigger development goals including poverty alleviation, economic growth, and the establishment of a more democratic society (Deakins & Freely, 1998). Cant & Wiid, 2013:707; Ihua, 2009:200-201; Mead & Liedholm,

1998:61; Nichter & Goldmark, 2009:1454; Singh & Belwal, 2008:121) recognize small businesses' potential for job creation, poverty reduction, economic growth, and diversity: their viability is influenced by the degree of quality components present in their surroundings. Such characteristics may differ from economy to economy, owing to the host country's economic situation as well as its political and social context (Arasti, 2011:7490-7491). Small and medium-sized enterprises (SMEs) account for the vast majority of businesses globally and play an important role in the economy. Small and medium-sized firms are crucial for the growth of major economies across the world; according to data from the United Nations, more than 70% of new employment in the United States of America is created by small businesses (Cantor, 2011).

Without the protection of limited liability, the success or failure of a small firm is solely dependent on the abilities of the owner(s). Small business owners may be personally accountable for business catastrophes such as indebtedness (Carter and Jones-Evans, 2006). According to Akande (2006), the success of a small business is primarily reliant on the owner's talents, abilities, and personal attributes. Small businesses, on the other hand, continue to make up a large portion of the developed world's construction. They have specific responsibilities in the economy that support and improve a country's growth (Mwobobia, 2012). Small businesses in Uganda are no exception, suffering the aforementioned obstacles, as research performed in various sections of the nation has revealed (Bakashaba, 2018).

SME business failure is unwelcomed in developing countries' economies, given the heavy reliance on SMEs. Since these businesses are so important, a lot of work has gone into promoting them. There have been affirmative and positive activities in

some nations, such as India, to promote SMEs (Monk, 2000). Many African governments, as well as international organizations, have established development objectives and plans for these businesses. The Kenyan government, for example, has backed Jua Kalis (small-scale craft) as a way to industrialize and develop the country (Kiggundu, 2002). While SMEs are widely recognized for their contribution to job creation and global economic development, they confront several challenges that restrict their long-term viability and growth.

SMEs in Uganda have a strong entrepreneurial culture, particularly among women, and is one of just seven nations in the world where the number of women motivated to pursue entrepreneurial activities is equal to men. Uganda's female labor force participation rate is likewise high in comparison to other Sub-Saharan African nations; however, it has been declining since 2012, particularly among young urban women. The COVID-19 epidemic has had a significant detrimental influence on labor markets, hurting women more than males and resulting in bigger work stoppages in urban regions and non-agricultural sectors. (Copley et al 2021).

SMEs in Uganda also have the greatest proportion of female entrepreneurs in the world, with 90.5 percent of women borrowing and saving money to start a business, compared to 52.4 percent in other low-to-lower-middle-income nations (MIWE,2019) "Uganda fared very well in terms of advancement outcomes: its women entrepreneurial activity rate was 100 percent, and its labor force participation rate was 93.9 percent, putting the nation at the top of the globe in these categories," according to the study (Forbes Africa,2018).

In developing countries, the benefits of SMEs are numerous. First, due to variations in the technologies utilized to create the same items, they require less capital per worker than huge corporations (PSFU, 2014). Second, according to Mandl (2009), SMEs utilize resources that would not otherwise be pulled into the development process, such as people with limited formal training who gain skills on the job, or entrepreneurs' tiny funds who may not use the banking system but may invest in their businesses. Finally, in addition to functioning as a breeding ground for new businesses, small businesses fill an important niche in the industrial system, subcontracting with larger companies and producing small batches of goods (Szabo,2008).

Several factors have contributed to women starting and running their businesses for a lifespan of over 3 years and these range from political, economic, social, and technological to legal factors. In older communities, they were restricted to completing home tasks; but, in modern societies, they have come out to participate in a wide range of activities. Women have experimented in a variety of fields, including academia, politics, and social work, as well as starting their businesses, as a result, it is necessary to investigate the causes of low performance among female entrepreneurs. Notwithstanding all challenges of growing micro-scale businesses, women entrepreneurs are rapidly claiming control of small-scale businesses, either on their own or in conjunction with male entrepreneurs (ILO, 2005). This is mostly due to the ease of entrance, restricted access to other firms, and a lack of job possibilities in the official sector of the economy. Furthermore, given the rise in female entrepreneurship, understanding the social, cultural, and economic aspects impacting their success is critical. This research will dissect which factors exceedingly affect women entrepreneurs in the pursuit of building business empires.

1.2 Statement of the Problem

Women-owned SMEs in Kampala have been more focused on agriculture until recently, due to the versatile businesses they have ventured into to create and operate businesses and stay competitive (Amine and Staub,2009). Nevertheless, several studies have acknowledged that SMEs are the backbones of economic development in the whole world. Small and Medium Enterprises are a key role in building national economies and they have created innovations that collectively have had a greater stake in promoting business growth (Taylor,2004). Even though there have been several studies on women in SMEs throughout the world, Uganda is renowned for its achievements with women-owned SMEs in Africa. Uganda lags with a little or insufficient study on the variables that contribute to or hinder the growth of SMEs. With a focus on women in Uganda, the variables that have benefited women in succeeding and growing their businesses, as well as those that have been hurdles, must be investigated.

1.3 Research Questions

This study seeks to address the following critical questions;

1. How do political, economic, social, technological, and legal factors affect women-owned SMEs?
2. What are the different institutions supporting women-owned SMEs in Kampala?
3. What are the policy reforms needed to promote the development of women-owned SMEs in Kampala?

1.4 Research Objectives

The main purpose of this study is to investigate factors that are affecting women in Small and Medium Enterprises in Kampala. The other objectives include;

1. Assess the factors that have helped women's businesses flourish and continue to grow?
2. To find out how women in business can be facilitated?

1.5 Research Hypothesis

The researcher attempted to test the following hypothesis:

H₁: Age has a significant effect on the political, economic, social, technological, and legal factors.

H₂: Level of education has a significant effect on the political, economic, social, technological, and legal factors.

H₃: Reasons, why women start a business have a significant effect on political, economic, social, technological, and legal factors.

1.6 Significance of the Study

The findings of this study will serve as a foundation for future research into these women-owned SMEs and how they continue to expand, filling a research vacuum in Kampala on the variables that contribute to their success. The issue will be discussed in light of the variables that have made it easier for women to succeed in business.

1.7 Research Methodology

The research design will lay out the strategy for achieving the research goals. The study will use a survey research approach using both qualitative and quantitative methodologies. A deductive method is used in survey research to gather primary or secondary data, analyze it statistically, and then determine the results. Quantitative data is gained by assigning values to accessible replies, but qualitative data is circumstantial. Surveys and online questionnaires will be used to collect data.

The questionnaire was completed by 200 women-owned small businesses. For sampling, we will employ a convenience sampling strategy, which entails randomly picking the needed number of people from the target population. The SPSS file editor will be used as a data analysis tool since it aids in determining the relationship between variables.

Lastly, before conducting the survey, respondents' consent is sought; this included assuring them of the degree of confidentiality that is involved, and how the research will benefit other women planning to venture into self-employment.

1.8 Research Outline

The thesis is organized as follows:

The first chapter provides background information, an introduction to the topic, a discussion of SMEs and women-owned SMEs, research questions, aims, and the study's importance. The second chapter, a literature study, examines the variables that impact women, their contributions, and hurdles, as well as organizations that promote women-owned SMEs in Uganda. Finally, we examine the research technique or the way through which data was collected. Examined data, presentation, and discussion of findings are all included in Chapter four of the thesis, followed by the conclusion and suggestion in Chapter five.

Chapter 2

LITERATURE REVIEW

2.1 Introduction

Research on economic performance has consistently emphasized the importance that SMEs play in boosting growth in market-driven nations (Akoorie, 1998). They make up 90% of businesses globally and provide between 50% and 60% of all jobs (UBOS, 2011). The bulk of research on SMEs has not reached a consensus on generally recognized definitions and standards for categorizing SMEs. The description of SMEs is determined depending on the number of employees, yearly revenue, ownership, and asset worth. The cultivation of a robust micro, small, and medium enterprise (SME) sector is one of the possibilities for growth (ILO, 2014). They are viewed as a driving factor for economic development (Khan and Jawaid, 2004). This chapter contains an overview of Small and Medium Enterprises (SMEs), factors affecting women-owned SMEs, business models, benefits and barriers concerning each factor, and reviews related literature concerning SMEs.

2.2 Small and Medium Enterprises

Small and medium-sized businesses (SMEs) are autonomous, non-subsidary companies with less than a certain number of workers (OECD, 2015). There is no universally accepted definition of SMEs that can be used by all economies (Gibson, 2018).

The size of a small business is generally measured by the number of employees or the amount of annual income. A large firm in developing nations (including Africa) has more than 100 employees, whereas a small business has one to five employees. A company with 499 workers is considered medium-sized in industrialized nations such as the United States of America (Levine, 2005). Adjectives suggesting size are used to designate small and medium businesses, economists choose to split them into classes based on quantitative quantifiable variables. The most common indicator used to distinguish between large and small businesses is the number of employees, micro is less than 5 employees, small is less than 50 employees and medium is less than 99 employees (Hatten, 2011). One of the early attempts to identify SMEs was the Bolton Report, which was released in 1971. (Carter & Jones-Evans, 2006).

The most common definitions are numerical, emphasizing a large number of people, assets, scale, and revenue. Nonetheless, a current consensus definition based on several studies defines SMEs as firms with fewer than 250 employees, but very small businesses may have fewer than 50, and micro-enterprises have between 5 and 10 employees.

Table 1: Definition of SMEs

	No. of Employment	Capital investments	Total turnover
Micro	Less than 5 employees	0-10 Million	0-10 Million
Small	Less than 50 employees	10-100 Million	10-100 Million
Medium	Less than 99 employees	100-360 Million	100-360 Million

Source.... Ministry of Trade, Industry, and Cooperatives (2020)

SMEs' role in the economy is to provide employment, generate income, produce substitution products for imports, contribute to better income distribution and

mitigate rural-urban moves (Ernest and Young, 2011). SMEs come in many different forms but some see them as a way out of poverty and a chance at a better life (UNCTAD, 2017). Efforts in improving and promoting SMEs include reducing the cost of compliance with existing business regulations, and changing reforms since the performance of SMEs is below expectation. (UIA, 2018). Each country gets its definition of SMEs but there is a shared goal to differentiate them from large corporations. They make up a vast majority of businesses in most countries, and to best understand them it's better to examine them on a specific country basis. SME's categorization may change accordingly, especially when the company turnover increases because of good technology (Deloitte, 2017). There is a need to support competitive SMEs in priority sectors, improve access to business-related information and offer advocacy on behalf of SMEs (UNCTAD, 2005).

SMEs were described by UNHS in 2016 as small businesses that are not dominating in the operations sector but are owned and operated independently. SMEs are often sole proprietorships, which means that they are legally held by a single individual who has unlimited liability (Balunywa, 1998). SMEs, according to Arteetey, 2000 & Adongo, 2019, are businesses that employ one to twenty people, operate locally, and rely on internal capital. According to Kloot (1999), micro-firms in Kampala employ less than 5 individuals, most of whom are members of the immediate family, whereas small-scale enterprises employ up to 50 people. Because businesses are continually developing, this distinction is fluid (World Bank, 2011).

The term SMEs is used worldwide by different countries and international bodies like the World Trade Organization (WTO), the European Union, and the United States of America (USA) where SMEs are said to contribute 44% of the Gross

Domestic Product (Kobe, 2018) and it is said they drive competition and innovation in the business sector. The common terminology for SMEs in Uganda is small businesses (UIA,2013).

While the growth of SMEs has been remarkable, they are highly relying on agricultural produce with low-value-adding products making it hard for them to compete in both local and international markets (Oxford,2016). SMEs affect different economies according to the level of development and the benefits are several (Haxhiu, 2015). Innovation, economic development, healthy competition, information transfer, employment, and resource allocation are just a few of the advantages. A link has been established between the growth of SMEs and economic growth; recent research supports SME growth contributes to economic development by converting information into new products, and empirical studies have been conducted at both the national and regional levels (Handerson, 2016). According to Handerson (2016). An increase in the number of new firms enhances innovation in terms of new ideas, and rivalry will which lead to product specialization, this occurs because small businesses have easier access to inputs than bigger businesses. SMEs have a significant role in job creation, according to several empirical research (Acs et al.,2009).

SMEs have been recognized for decades as an engine through which growth objectives can be achieved in developing countries (Mwangi, 2011), they provide employment and income for developing and developed countries. Due to the vast knowledge available, they can withstand market conditions given that most owners have some acquired knowledge beforehand due to their flexibility. They are more labor-intensive than most large-scale enterprises therefore low capital intensive

(Makoni,2014). They can succeed in both urban and rural areas; they offer a sort of an anchor to the employees in their current locations to reduce urban migration.

According to World Bank,2020 SMEs accounted for 90% of Ugandan businesses in 2011, produced 80% of yearly GDP, and offered 60% of job possibilities. This was done through commodity production and service supply. They can engage in export and import commerce as a result of globalization. SMEs are both customers and suppliers in the commerce process. When demand for their inputs rises, so does the demand for their goods and services. As a result, it's critical to boost demand for both capital and consumer goods to boost SMEs' income-generating potential and provide them an opportunity to participate in larger forums.

2.2.1 Characteristics of SMEs

- **Dependence on Few Employees:** Many SME businesses are tiny and employ a limited number of individuals. They are expected to execute completely all essential responsibilities for the whole firm, as well as invention, production, advertising, sales, and accounting; for example, the owner of the company may also be the manager who oversees all departments (Mothe, 2014). This can be a disadvantage if employees lack the appropriate skill sets to properly complete several tasks; nevertheless, moderately focusing on short-term results, this organizational structure promotes long-term stability.
- **Relationships:** Most SMEs concentrate on a small number of products and services; this narrow focus allows them to build strong ties with their business partners, which in turn ensures the SME's long-term viability. SMEs regularly make required modifications to their services or goods to meet the demands of

clients; however, the negative is that the SME is largely reliant on current relationships and may suffer economically if one is canceled (Barrett et al., 2001).

- **Simplicity:** SMEs are a basic corporate structure that allows the firm to be highly flexible and make essential changes fast without having to go through the approval process with board members or investors. This freedom, on the other hand, does not necessarily imply that the firm is adhering to local or national rules that a bigger organization's board or legal staff would evaluate before implementing such changes (Bhaumik et al., 2011).
- **Size:** The company's modest size may be a benefit when it comes to specialism and supplying specialized markets with commodities (Pirrong, 2014). Scale, on the other hand, may be a difficulty when it comes to the procurement of firm investment. Several SMEs depend on the individual possessions of their founders and administration to support their firms. Inadequate assets also impede selling and the capacity to reach new clients with their products due to budgetary restraints (Carpenter, 2017).

2.3 Models in Small and Medium Enterprises

SME models provide a natural environment for the formation and expansion of businesses for all types of businesses. We shall look at 3 SMEs models and they include; Churchill and Lewis' theory, The Sector Development Model, and The Static Approach Model. When there is an economic issue, the theories are frequently used to see whether they can fit in with the challenges that are currently being faced in the market and provide insight.

SME development follows a life cycle, which is often dependent on the size of the company and growth phases during the development stages. They discovered that small enterprises of all sizes met similar problems and hindrances at similar stages of growth.

2.3.1 The Churchill and Lewis Growth Model

Churchill and Lewis identified 5 stages of growth starting with the struggle for existence, followed by survival where firms that have shown workable business entities try to survive with the capital and enable staying in business as well as breaking even, then success, where managers have to decide to exploit the company achievements which may include keeping profits or expansion putting in mind alternative activities which could lead to taking off which is concerned with how to make the company grow rapidly and find alternative financing options and this could lead to resource maturity. Each stage has factors that are felt critical in determining a win or loss (Churchill and Lewis, 1983).

The existence stage mainly focuses on garnering customers which makes formal systems non-existent, the owner usually adopts a management style where they are the sole worker or he directly supervises those in the business. He ensures that products and services that have been contracted for are delivered. As the business grows, survival kicks in as the business engage in creating an organizational structure, the manager may begin employing and delegating some of the responsibilities to employees, and the owner may as well be synonymous with business survival, therefore, engaging in business survival focusing on cash forecasting. The success stage will be characterized by the decision to either expand the business or keep it at its current operational level, this will depend on the motivation and available opportunities possessed by the proprietor. Third parties are

usually brought in at this stage as normally the business would be at a stage where it can employ extra help from a functional manager.

A business that has reached the take-off stage has been growing exponentially and management becomes a priority, here the business is more decentralized, and basic systems like daily operations and marketing are involved. Here the manager is confronted with determining a growth strategy to fuel expansion and ensure sustainability, usually, managers may bring in outside funding or even go public to scale and increase demand through marketing and brand awareness as well as embed delegation to functional managers to ensure effectiveness and access to finances, knowledge and brand awareness. The last stage of growth is resource maturity, here the reality of slow growth sets in, usually, businesses reaching this stage have put in place systems and saved resources to focus on stabilizing. Managers will have to manage the financial profits available and maintain the benefits associated with the small businesses. For an SME to survive at this stage it will have to focus on developing rock-solid structures to ensure stability and also remain nimble in light of market changes.

Firms at this point are usually faced with many administration problems and the issue is how proprietors or administrators cope with these transitions (Timmons, 1994). As cited by Mchome, 2016, Hall, 1995 suggested that transitioning a firm goes through is internal and usually occurs as the firm grows in size.

Nevertheless, this model is relevant because it gives a clear understanding of the structural change in the metamorphosis of a business and also helps anticipate what will happen in the long run, and give solutions on how to maintain profitable status

and obtain resources for growth while distributing them between different stages of production.

2.3.2 Sector Development Model in SMEs

This model outlines the many stages of SMEs' growth while also highlighting the challenges they face. According to Kameyama, the growth of the SME sector is a serious challenge in both developed and developing nations in 2001. SMEs encounter several challenges, and according to a series of studies (Kameyana, 2001), 90% of them experience the same concerns. Limited market access, high tax rates, investment barriers, and access to productive resources were identified by Ishengoma and Kappel (2008), and the theoretical consideration of these factors can be viewed from various angles. Business constraints usually limit physical capital accumulation, while limited production capacity is another constraint. Factors of production in supply are linked to limited economies of scale and other issues. (Ackah & Vuvor, 2011). They also pointed out that managers' and entrepreneurs' knowledge and capabilities are very important factors for a firm's competitiveness.

Inadequate infrastructure; Uganda has an underdeveloped infrastructure, such as poor roads, electricity load shedding, poor internet access, and information barriers. Most studies have uneven limiting barriers to SME producers in Uganda, so the cost of obtaining high-quality goods required overseas is a problem for most SMEs. (Bakashaba, 2018).

Finance, microenterprise, environment, finance, management reform, and management infrastructure strength are the five instruments for SME development, according to Kameyana (2001). Finance includes capital logistics and taxation; management reform includes the development of new technologies and business

concepts, as well as the building of management infrastructure, which includes instruments such as industry integration, labor concerns, and fair trade. Without assistance from the proper sources, SMEs will struggle to overcome these roadblocks, particularly the financial concerns that must be addressed to offset high taxes, customer relations, and innovation. If the economy is to thrive, the relevant authorities should find methods to cut through red tape and guarantee that social services are available to all enterprises.

2.3.3 Static Approach Model

This model has 4 arguments that explain why SMEs don't usually pursue a growth strategy. They include proprietors putting more value on drawbacks, small market niche, informality in developing countries, and lastly personal reasons showing how they will not progress, case of a point is when SMEs offer standardized products and services in local markets. (Stamm, 2002).

A study done in South Africa concluded that younger firms usually fail more than the older ones and even with the emphasis on helping them globally they still fail by 50% (Storey, 2000). Severe weakness in areas of strategy is a cause for concern since there is a lack of skills and general administrative weaknesses (Shafeek, 2003). In developed nations SMEs hire 78% of the labor force and a high number of companies are in the SME development sector. Business failure in most countries usually exceeds success; a survey in South Africa indicates that 70% to 80% of startups usually fail after the first 5 years (Kameyana, 2000 & Rwigema, 2004). In other words, SMEs do not grow because proprietors lack the courage to expand and look more at what will be lost compared to what they will gain making them static and unable to compete globally.

The models that support the growth of SMEs are always changing therefore we can accept that there is no formula since the terms and conditions involved in these activities keep changing and they need to adapt if they want to keep up. Therefore, I think managers should be hands-on and always anticipate the changing trends in the market conditions and find ways of changing with the flow better still innovate new ideas and become trendsetters in the SME industry.

2.4 Benefits of Small and Medium Enterprises

In the present day, SMEs are considered important given the big impact they have on different economies, encouraging their development helps to achieve sustainable growth as a centralized system, and they play a vital role in the country's overall gross profit helps economic growth.

There are many benefits of SMEs to proprietors, consumers, and the community, the answer to market needs that larger corporations are not able to from innovating unique products to offering customized products and this makes them a vital part of the economic world fabric therefore the need to encourage them to become formal entities (Oyekanmi, 2006).

Therefore, the benefits include but are not limited to:

- **Flexibility:** Business awareness, faster reaction, and implementation timeframes are required for smaller businesses to attain strategic flexibility (Hatch and Zweig 2001; Yu 2001). Simple organizational structures make it easy for them to organize and easily adapt to change, this is a key factor in determining how competitive an organization functions since they have begun to invest in technology

so that they can expand the repertoire of manufactured goods and services making it agile.

- **Ability to exploit small market niches:** There are more and more commodities as the market competes. SMEs can no longer expect to make the majority of their revenues from a tiny percentage of best-selling items, according to Crossan et al. (2005) in their book "The Long Tail Theory." Small and medium firms, according to Moorman and Miner (1998), would exploit market opportunities to change their niche strategy after entering a targeted niche market. SMEs may discover, recognize, and meet a variety of market demands for a given market that huge businesses are unable to address due to logistics. This fosters specialization so that firms may occupy a certain niche with their products or services that many others can't.

- **Faster decision making:** SMEs usually have a proprietor or a small group of people to make decisions which makes business more agile in terms of decision making. Decisions that have an impact on the strategic running of a company are made faster because of limited operational oversight compared to large corporations where it can take weeks or months to come to one decision and as a result, SMEs can react faster to emerging trends (Ogarca, 2010).

- **Better relationships between customers and employees:** SMEs have a more personal touch with their customers, they can spot what a customer likes and use it to better their services thereby building strong relationships with customers and employees. It also encourages teamwork since the owner knows his employees on a

personal basis as well as understands their needs and all employees can stand in for others in case of absence due to cross-training.

- **Creation of employment:** SMEs help in creating jobs for the local people and in turn improve their standards of living. Local economies are also fueled since the employees can provide for their families by increasing the rate of consumption for day-to-day necessities and also bringing about innovation as minds come together. Recently established SMEs create an infrastructure that in turn also into employment opportunities.

- **Easy access to funds to start a business:** Numerous programs have been put in place for SMEs to access funding so that they can grow the economy, some countries are offering incentives for small businesses like reduction in taxes or tax holidays. Several loans specifically tailored for SMEs are also made available to local banks.

- **Utilization of local resources:** The local resources available in a community are exploited and put to good use to increase their production and also supply the larger corporations who are engaged in export trade. This can play a pivotal role in a country's economy because the businesses are being supported by the communities.

Therefore, flexibility helps in the smooth running of the business, the creation of employment at a relatively low cost helps improve the standard of living and also reduces income inequality, the ability to exploit small market niches. As they also help in promoting a good relationship between customers and employers or

employers which in turn makes sure that local resources are utilized to the third full potential this has been possible because of the worldwide campaigns going on about helping to boost small businesses since they contribute enormously to the economy.

2.5 Women-Owned SMEs

Women-owned SMEs, according to the International Finance Corporations (IFC), are formal or registered businesses in the non-agricultural private sector with 5 to 250 workers and at least one female proprietor. According to IFC, 2014, women-owned enterprises account for about 31-38 percent of all SMEs in over 140 countries, and they have made significant contributions to the economy.

For a better understanding of women-owned SMEs and men-owned SMEs, the comparison between the genders must be made known which will give a broader view of the distribution of SMEs globally. It further goes on to stress the criticalness of women-owned SMEs in economic growth. In addition, it highlights the extent to which goal 5 of the sustainable development goals has been achieved. The table and graph below show the estimated number of women and men-owned SMEs by region from 2003 to 2010 from an IFC report. Various regions for analysis by IFC, 2014 were abbreviated as follows: East Asia and the Pacific (EAP), Europe and Central Asia (ECA), Latin America and the Caribbean (LAC), Middle East North Africa (MENA), South Asia (SA), Sub Saharan Africa (SSA), (IFC, 2014).

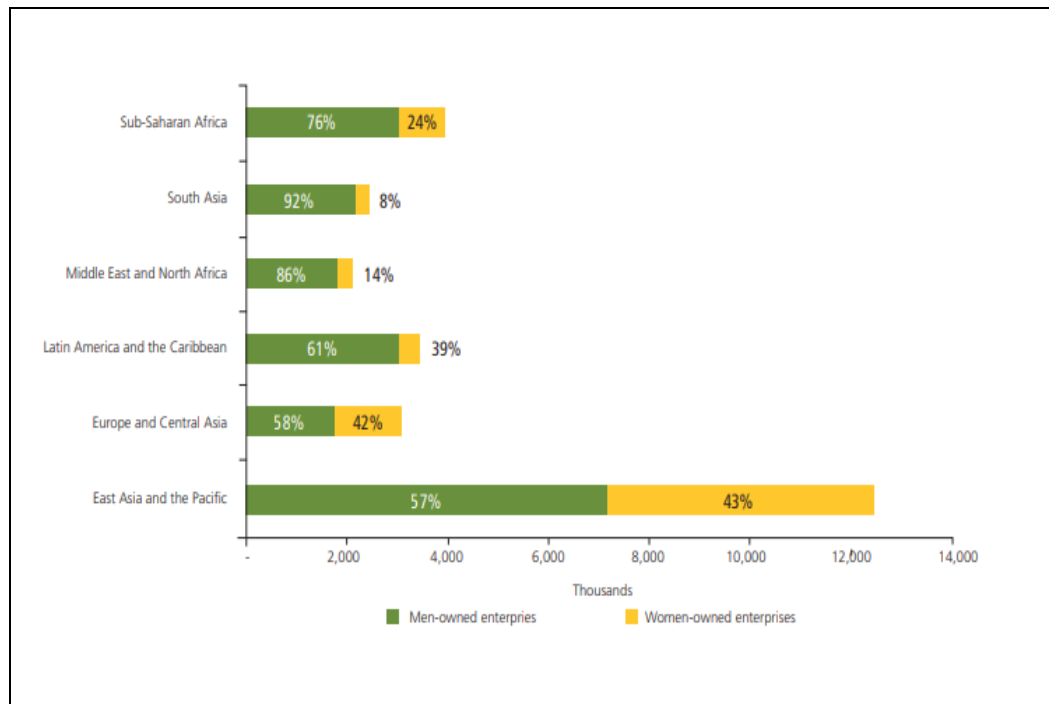


Figure 1: Graph showing men and women-owned SMEs
Source: IFC Enterprise Finance Gap Assessment Database (2011)

The data also shows the EAP region has the largest number and the share of women-owned SMEs is 43% which is closely followed by 42% and 39% for ECA and LAC respectively, South Asia has the least women-owned SMEs which account for 8% of women in all regions. The distribution of SMEs across three broad sectors that include: retail, trading, and production, the estimate shows the retail sector having the largest percentage. Manufacturing for EAP and EAC, for LAC, is the same and MENA shows a slightly larger number in manufacturing across all segments lastly, SSA has a higher number of women-owned SMEs in the manufacturing sector compared to SA (IFC, 2014).

Women often work in a restricted number of industries, particularly those dominated by other women, which include both retail and service industries. This is because of the low obstacles to entry in these sectors, data suggests that women SME owners prefer to move into areas where females are concentrated (Luber & Leicht, 2000). A

mix of factors, including environmental unpredictability, female-specific risk-taking versions, and resource restrictions, explain the sector choice. This trend explains why the employment, growth, and sales of women-owned SMEs are lower.

2.5.1 Characteristics of Women-Owned SMEs

Women-owned SMEs are sole proprietorships, which are most commonly led and controlled by the owner herself. In terms of management, nearly 85% of women-owned SMEs have women in top positions (GEM,2019). Formal women-owned SMEs are found to have a similar number of employees as their male counterparts, and their aggregate yearly revenues and total assets are found to be lower than their male counterparts. The total amount of money borrowed by formal women-owned SMEs is lesser than the total amount of money borrowed by formal men-owned SMEs (Castellano,2020).

There is no noticeable difference in the objectives for borrowing for women-owned SMEs compared to men-owned SMEs, and there is no discernible difference in the amount women-owned SMEs borrow concerning their yearly sales when compared to their financial capacities. Women-owned SMEs are an underrepresented yet lucrative client segment. Women and men-owned SMEs, on average, borrow for the same amount of time and pay the same interest rates. This parity in loan features is preserved during loan repayment and the capacity of women-owned SMEs to repay their debts. In 2014, IFC's global reach reveals that IFC client financial institutions treat women-owned SMEs who do have access to funding equally; yet, these financial institutions service much fewer women-owned SMEs than their male counterparts. The features of women-owned SMEs in the studied sample indicate that these are high-performing but underserved consumers, giving a market opportunity for financial institutions to target this underserved group. (IFC, 2004).

Carter et al., 2001, found women-owned businesses to have lower sales turnover, fewer employees, serving mostly local markets, and women-owned SMEs being less ambitious to grow their businesses.

2.5.2 Programs Supporting Women in SMEs

Globally, most of the programs that support SMEs are being financed by financial institutions mainly but not limited to World Bank and they include;

Women's Leadership in Small and Medium Enterprises: This is a trust fund that works with USAID to expand the number of women-owned SMEs in developing countries and assure their growth. The trust fund co-finances thorough assessments in 12 countries throughout the world, with each program specially customized to the context of each nation. These programs include business development skills training, non-cognitive skills training, and microfinance facilitation. The rationale for this is that women-owned SMEs play a critical role in global economic growth and poverty eradication. More opportunities for women-owned SMEs to communicate effectively with the market and their consumers would boost benefits for the women, their communities, and their families. Furthermore, the advantages will be felt across society, resulting in increased productivity and increased inclusivity in economic growth. WLSME is investing in ground-breaking projects that have undergone extensive review (World Bank, 2021).

ScaleX: This is an IFC-led program that was developed in collaboration with We-Fi to help close the gender finance gap. When it comes to growing their firms, women-owned SMEs in developing countries face a gender finance gap, with just 12% of women-owned enterprises able to achieve their starting fundraising requirements. Even though women are at the forefront of half of the startups that engage in accelerators or entities created to train and support the development of startups to

become investment-ready, women-owned SMEs are greatly impacted by unequal access to capital compared to their counterparts, according to a new study conducted by IFC and the World Bank Gender Innovation Lab in collaboration with Village Capital. As a result, ScaleX is supporting women through bonus payments to help them raise capital from their investors and in turn, the investments will help catalyze the pilot phase for women's status. Through the ScaleX Investor Coalition, individuals with similar interests in battling gender finance gaps can also work with the women to convert interests into monetary transactions (IFC, 2021).

Nevertheless, the programs and organizations stated above are not the only programs dedicated to supporting women-owned SMEs globally, but this study will use those that have been stated above.

2.6 Factors Affecting Women in SMEs

Investing in women provides a great stimulus to a country's economy, closing the gap between male and female investment rates has increased the GDP of several countries. Women are also said to control consumer spending and the number has risen in the USA to \$28 trillion in 2014. In the formal sector, women are said to own approximately 32%-39% of all private businesses (WE Connect, international, 2013). Therefore, we shall look at the political factors, economic factors, social factors, technological factors, and legal factors, their contributions, and barriers faced by women in SMEs as discussed below

2.6.1 Political Factors

Government policies and legislation are among these causes; this is the least predictable component (BBC, 2021). Entrepreneurship thrives in a stable political environment (Zhou, 2014). Government policies, political atmosphere, labor

legislation, trade restrictions, and international trade policy all have a big influence on SMEs owned by women, given that when they are stable, there is tremendous growth. The success of SMEs is constantly jeopardized by inequitable resource allocation and excessive regulation (Chamberlain & Smith, 2006). Some of the regulations in place are contradictory and difficult to comprehend. Some women refuse to comply since it is time-consuming, costly, and demanding (Mollentz, 2002). This is causing many who are interested in these enterprises to lose interest. Foreign trade policies are also not supporting SMEs to compete in the open market since they cannot keep up with the regulations imposed. Governments can increase or decrease taxes, as well as shifts in interest rates, which have effects on the demand and supply patterns in the country. The contributions include: Women-owned SMEs have helped to bridge the gender inequality gap where other females are inspired to partake in the political aspect of their society, they also aid in creating a social structure that provides women with the opportunity to scale the political environment which is predominantly dominated by men. With the scaling of women-owned SMEs, efficient access to government support which assists in carrying out business endeavors and economic growth is made possible (Zonouzi et al., 2021). Political factors have barriers that include but are not limited to low support from political will assigned to women-owned SMEs, the leadership provided by women is not recognized as compared to the male counterparts which in turn affects the protection of women-owned businesses located in borderline territories (EU, 2021). Political instability, with democratic governments changing and pursuing re-election every few years, comes with specific laws and regulations that usually change the business climate and in turn affect women-owned SMEs. Corruption is a barrier to economic development in women-owned SMEs, this makes them turn to grease payments to

grow their businesses which increases the startup expenses for the business (Braitto et al., 2021).

2.6.2 Economic Factors

This factor encompasses all the financial aspects of the enterprise. It could be the relationship between financial costs and benefits, economic indicators, credit access, interest rates, inflation, risk management, demand, and supply (Aguila, 2020). Both national and worldwide businesses are affected by the energetic financial environment's dominance in the market, both of them need to maximize profits and this is easily achieved by analysis of demand for both suppliers and consumers (Farooq, 2014). The general price levels, the purchasing power of prospects, and costs of production. The phases that make up the business cycle also play an integral role in the business which are recession, recovery, and prosperity because they dictate the demand and supply of goods and services. Inflation occurs when there is a high supply of money in the economy and is not equally supported by the availability of goods and services, therefore, the financial aspect is the backbone of the business because without it there is no business, growth, or profit-making for business owners and the economy. Economic factors have played a crucial role in creating employment opportunities offering permanent and temporary work, this has increased the spending in the economy, they are also major contributors to value creation that in turn contributes to innovation (Elborgh-Woytek, 2013). Due to their flexibility, they can withstand any conditions and ensure income stability as well as generate income for the government. They also improve the income of households to reduce poverty (Ayoo, 2021). Women can overcome traditional boundaries through innovation of new activities to the economy, especially in formal centrally planned economies, they have provided different income possibilities (OECD, 2018).

However, they also have barriers that include high costs of lending, the cost of administration, and servicing of loans are high due to loan processing and documentation required for all sizes of enterprises which is unnecessary. Financial institutes' perception about high risks, commercial banks have a perception that SMEs are high-risk borrowers and also have wrong perceptions about women borrowing and business behavior especially those that lack collateral that is always referred to as high risk in most developing countries through statistics don't agree (Ackah & Vovah, 2011). Tedious for financial institutions to minimize costs. High costs of doing business due to inadequate knowledge of financial institutions, and rigid financial products as well. Absence of mechanisms to improve how effective the government credit facilities function since there is no indicator to measure how far the outreaches have gone especially in developing countries (Lumpkin, 2008). Market failures in financing SMEs, lack of an efficient market to channel excess liquidity, and lack of legal frameworks to access long-term financing (Bouri et al., 2011). Complex financing procedures, the procedure for getting financed is more complex for some women business owners coupled with providing several documents, financial discrimination is based on gender, and these are based on statistics, economic, institutional, and pure gender discrimination, and some programs do not include sectors in which women venture (OECD, 2016). With weak pecuniary systems, many developing countries have several underdeveloped financial markets, and these act as structural barriers for women entrepreneurs. With rigidity in financial product design, banks emphasize previous loan track records and these are usually not strong in the case of women entrepreneurs due to lack of proper records (WEF, 2017).

2.6.3 Social-Cultural Factors

These are factors that affect the habits and spending patterns of customers. Max Weber 1978, argued that society plays a big role in building businesses. This is so because individuals draw their values from their surroundings and this becomes a basis on which values and dispositions are created (Van de Ven, 1993). Social-cultural constraints have created limited access to meaningful experiences that may lead to the success of women in business because of the never-ending family obligation. Managerial skills, and competency, have a significant influence on the day-to-day running of our business in SMEs. Women don't have access to mentors or advisors to help them in decision-making since as an entrepreneur the importance of having an advisor cannot be overstated (Moyo, 2018). Most SMEs owned by women fail to grow into larger corporations or establishments making it hard to find mentors, compared to men. It has been asserted that women have limited knowledge about the savings culture, onsite supervision, and business management. A study was conducted and lack of managerial competencies was found to be one of the crucial reasons SMEs fail (Martin and Stains, 2008). It is said that women find little value in financial statements. Educational and previous work knowledge, motivation, perception, training, and desire to succeed are the most prominent obstacles (Cromie & Birley, 1992). Contributions of women-owned SMEs to social-cultural factors: women-owned SMEs have increased the number of risk-takers as a result of an increase in confidence and a boost in a mindset that they can take on any business idea and realize their dreams (Boldureanu et al., 2019). Women-owned enterprises also have aided in the fight against gender discrimination which has always been a major barrier to the scaling of their businesses (UNICEF, 2021). They have filled the gap of female role models that have helped in breaking the stereotype of men being

business-oriented and aided in the evolution of some cultural norms or traditions that have served as barriers to women-owned businesses over time (Tabassum & Nayak, 2021) and the barriers affecting social-cultural factors: Pressure to provide for other family members: When women are breadwinners, they are often expected to take on the obligations of other family members, putting them under more financial strain and limiting their ability to develop their enterprises (Olah et al, 2017). Maintaining a healthy work/family balance, because women's traditional role in the family is to nurture. Building a business often requires concentration and time that is now split between the family and their business, which may cause one of them to suffer if she does not have the support of other family members (Burnett et al, 2010). Discrimination is a result of a patriarchal system leading to gender bias, in a society where patriarchy is dominant, women are not seen as breadwinners which in turn creates unfairness and gender bias towards women-owned SMEs promoting low levels of business confidence and esteem, women are usually risk-averse in their business ventures and these affect the growth and sustainability of the business yet the capacity building is critical in boosting women's confidence (WAGE, 2021).

Poor social networks due to their backgrounds, successful women-owned SMEs are usually owned by women who have rich social networks that aid them in scaling their business, this is the opposite with women with poor or no social networks, also women who network find the marketing aspect of their business easier which aids in the growth and suitability of their business, however, this cannot be said with women that lack networking skills (Greguletz et al.,2018).

2.6.4 The Technological and Innovative Factor

This is a factor that illustrates how businesses are affected by technology and new practices. Women in SMEs may not be perceived as tech-savvy or literate, making it

difficult for them to compete in today's business environment. As a consequence of fast technological improvements, most company sectors are becoming remote to make operations lucrative, thus women-owned firms must stay up and be adaptable to these changes. These aspects influence decisions made when entering a new market and provide innovation; yet, the competitiveness of firms needs an effective online presence (Wang and Hou, 2011). Previous research has shown that women in SMEs are hampered by a lack of technology and the use of old equipment, as technology is closely linked to improvements in the manufacturing process (Indarti & Langenberg, 2004). The contribution of women-owned SMEs to technology and innovative factor: women-owned SMEs have aided in the development of innovative technological tools and programs that have helped in propelling SMEs to a higher level. With the adoption of technology by women-owned SMEs, the acceptance of various technological devices and programs is being felt in society at large (Orser & Riding, 2018). As these women's businesses cater to the small niches of society, needed changes towards growth and development as a result of technology are pursued (UNCTAD, 2014). Increased flexibility in businesses, technology allows businesses to advertise and respond quickly to their needs in women-owned enterprises in the marketplace (Deloitte, 2020). The barriers include: According to KamaI & Jackson, 2014 inadequate internet access, the ever-increasing cost of the internet coupled with the high costs makes it impossible for women to access SMEs to use it to grow their business, and inadequate education towards technological devices and programs: due to ineffective professional development and difficulty in creating lesson plans and integrating them in the business (S. Hennessy et al.,2022). Affordability and lack of access to necessary technology devices and programs: due to the constant change of device brands and what they are capable of doing, it's hard

for women to access them because of the affordability making it hard for women to compete in the market (UNESCO, 2019). Inadequate communication means, this could be because of poor and unreliable network issues to use the gadgets and lack of knowledge of how to use them makes it hard to work with the available technology (Johnson et al., 2016).

2.6.5 Legal Factors

There is a need for SMEs to take time and look at the legal obligations of the business from how to employ data safety. The legal implications for sole ownership, partnerships limited, and unlimited businesses are different, and given that the nature of most SMEs is informal, women need the knowledge to draw out contracts, know the licensing, certification, and compliance that is needed for the business to thrive (Kayondo, 2020). As businesses produce and sell directly to the public, they must be conversant with consumer rights as well from fit for purpose, faulty goods for repair, and refunds, the legal laws usually differ from one country to another (British business bank, 2021). Copyrights, patents, and intellectual property are also important so that women can have exclusive rights to their businesses and ideas depending on the nature of their businesses. The contribution of women-owned SMEs to the legal factor includes: increased equality in law-making, women-owned SMEs have shone a light on the gender disparities that have been going on affecting women and this, in turn, helped to grow their businesses as well as improve their economies (European Union, 2022). Legal laws have also helped women in accessing finances to start up and run their businesses, and collateral laws have been modernized to ensure equality during access for women-owned SMEs (GPFI, 2011). Women-owned businesses have aided in the increased number of formally registered businesses so that they have access to finances, government grants, and access to

programs that will help their businesses flourish (World Bank, 2017). Protection of intellectual rights for women-owned SMEs so that they can own their ideas and build (Nezaj-Shehu, 2019). The barriers faced by women-owned SMEs due to legal factors: Institutional gender discrimination is both explicit and implicit laws, women are offered different terms based on different terms, individual perceptions, and different terms because of their gender and the unfavorable laws (Stamarski & Son Hing, 2015), with numerous restrictions on registering their businesses, women are usually asked to provide extra requirements since they are seen as a liability during borrowing which makes it hard for them to become formal (Braunmiller & Meunier, 2022). Nonexistence of knowledge about regulations concerning business especially the export and import laws that help them find opportunities and grow their business which caused a big gap for inclusiveness (WTO, 2017). Regulation and deregulation laws whose presence impacts women-owned SMEs in all aspects including selling their products (OECD, 2004).

Most of the materials available were explaining the barriers affecting women in SMEs and did not deal with the contributions they have offered to the economy therefore in my research I decided to look at the positive contribution of women-owned SMEs under each factor (IFC, 2014), therefore, a stable political climate boosts entrepreneurship. The policies enforced by the government ensure the success of businesses. Factors like government policies, political climate, labor law; trade restrictions, and foreign trade policy have a huge impact on SMEs owned by women given that when they are stable, there is significant growth (European Union, 2021). Furthermore, economic factors encompass all the financial aspects of the enterprise. It could be the relationship between financial costs and benefits, economic indicators, credit access, interest rates, inflation, risk management, demand, and supply

(International Money Fund, 2017). Social factors affect the habits and spending patterns of customers. This is so because individuals draw their values from their surroundings (Kotler & Armstrong, 2008). Also, technological factors explain how technology and new practices affect businesses. Women in SMEs might not be seen as tech-savvy literate and they may find it hard to compete in the current business dynamics but they need to keep up-to-date to compete globally and environmental factors concerned with systems that make up the ecosystem and they include issues related to water supply, life on land, clean energy, sanitation, and climate change. The factor is known as a system that enhances the well-being of both individuals and the planet in collaboration with business profits. Lastly, there is a need for SMEs to take time and look at the legal obligations of the business from how to employ data safety. The legal implications for sole ownership, partnerships limited, and unlimited businesses are different, and given that the nature of most SMEs is informal, women need the knowledge to draw out contracts and know the licensing, certification, and compliance that is needed for the business to thrive.

2.7 Overview of SME Activities in Kampala

Women are usually motivated by the need to become business proprietors due to unfavorable factors. A more sophisticated number of working-age women are engaged in early-stage entrepreneurial activity at 37,1% than men who are at 33.7% (Martinez et al, 2010). Uganda is a low-income economy with a youthful population and significant impoverishment, unemployed, and joblessness rates. Low growth and low skills define the labor force (ILO, 2020). The mass of residents dwell in rural regions, and the country's economy is heavily reliant on agriculture, which employs the bulk of the population (World Bank, 2018). Working women make up just 13.8 percent of the workforce, compared to 27.9% of working men (UBOS, 2013).

Uganda's economy must transition to a higher growth level, incorporate all areas in the development phase, engage in the social capital building, and create employment to attain greater development outcomes. The promotion of a robust micro, small, and medium businesses (MSME) sector is one of the growth pathways (ILO, 2014).

Uganda's gross domestic product (GDP) in the fiscal year (FY) 2017/2018 was \$30.37 billion, with an Income per capita of \$759. Uganda's GDP would rise by 6.3 percent in the current year 2018/2019 (IMF, 2020), the service industry, which accounts for 52.7 percent of global GDP, was the key engine of development, backed by the manufacturing sector, which accounts for 18.6 percent of Gross domestic product, per the Bank of Uganda (BOU). Agricultural production, which supports 70% of the people and accounts for 21% of GDP, increased by 3.8 percent (FAO, 2015). Nevertheless, the supply chain network is mostly focused on subsistence or smallholder production, and according to the United Nations Development Program (UNDP), roughly 36% of Uganda's 43 million inhabitants live in abject poverty, with \$1.90 per day being the triple - bottom line. Uganda's expenditure for FY 2019-2020 is \$11 billion, which is 11% more than the expenditure for FY 2018/2017.

SMEs in Uganda are diversified, spanning a variety of industrial sectors that account for 5% or more of the entire SMEs base. According to Onyeje et al 2020, the agriculture industry employs the greatest share of SMEs (14%), next by education and welfare (13%), and leisure and personal care (13%). (10 percent). SMEs in Uganda are fairly young firms, with the majority (69%) of them being between 1 and 10 years old. The entrepreneurial aspect of the Ugandan SME sector is evident; almost 9 out of 10 owners began their businesses with their own money, and close to three are single proprietorships (Wamono et al.,2012). SMEs are primarily controlled

and maintained by proprietors; just around one-third (31%) have a project manager (Bakashaba,2018). Entrepreneurs are quite well; more than half have a tertiary education or better. It is also a close-knit setting; SMEs' primary consumers are generally more likely to be individuals (81.1 percent) than businesses, and in the majority of situations (66 percent), SMEs function in just the same direct local region as their consumers (GEM,2019). One of the standard five members of staff is usually a relative. Furthermore, MSMEs concentrate on recommendations from friends and believe that friends and relatives are important sources of information about vendors (63 percent), and they are also more likely to have contributed setup finance than official lenders. Although speaking to consumers is the most common approach for MSMEs to learn about new business prospects (73.9 percent), only 15% of MSMEs join business groups, possibly due to their modest size (NSBSU, 2015).

Women-owned SMEs constitute 52.5 percent of the population and provide a significant source for assisting Uganda in meeting its development objectives, particularly in the areas of entrepreneurial and micro, small, and medium businesses (MSME) development (ILO, 2014). Over the last 10 years, the development of female-owned enterprises in Kampala has surpassed that of male-owned firms by 1.5 times (236% compared to 153%) (Mugabi,2014). Despite owning 44 percent of commercial facilities, women are primarily self-employed (86.2 percent of working women) (MFPED, 2011). However, women have ventured into the company out of requirement (30% of women and only 21% of men), and their company's overall survival over the last 42 months is lower than men's (GEM, 2012), and they have substantially lower probabilities of business owners with staff members than men (38% vs 55 percent in existing firms) (Kelly et al., 2012). While female entrepreneurs are less likely than males to have workers, they are far more likely to

recruit women (than males) (ILO, 2014). There is presently no specialized assistance ready to aid those with growth prospects in their transition to employer-businesses. One policy goal should be to discover, assist, and empower self-employed women with high growth potential to build up their businesses and provide more job possibilities for other women (and men). It should be linked to the proposed "National Micro, Small, and Medium Enterprise Policy," which was determined to be gender-neutral (MFPED, 2011) and so should be improved from a feminist point of view to increase the response to MSMEs run by women (ILO, 2014).

Agriculture, fishing, transportation and storage, and technology and communication have the lowest female share of all enterprises (Elbehr & Lee, 2011). The COBE does not explain why there is such a big gender gap across sectors, although it might be explained by the strong effect of Ugandan society's misogynistic culture, which has historically favored firms requiring analytical expertise. Another aspect to consider is that, even though women are actively associated with agricultural output (70-80%), agriculture accounts for just 0.4 percent of female-owned enterprises (with permanent premises) and 16.3 percent of all agricultural firms. (Mugabi,2014).

The rise to power of the National Resistance Movement (NRM) was crucial for business since it created a stable and favorable atmosphere. Despite these achievements, Ugandan feminist organizations claim that their fellow citizens do have a long way will be before their initiatives produce fruit (Kikoma, 2011). Despite the Ugandan state's good management in advancing women's rights, which feminist organizations acknowledge, financial constraints and a lack of capacity building continue to keep women from reaching gender balance (MFPED,2011).

Similarly, Snyder (2000) highlighted that, while Ugandan women now have the tools for inclusive growth, their market prosperity has not been strengthened by similar laws and activities. As a result of these characteristics, Uganda is a particularly intriguing location for study on the experiences of female entrepreneurs.

2.7.1 Women- Owned SMEs in Kampala

According to Matovu et al (2012) report, it can be seen that women between the age of 25-34(47.7%) and 35-44(27.0%) of the age demographic of Kampala registered the highest number of businesses which shows that the youth are striving to embrace self-employment. The report also shows that these entrepreneurs are not highly educated as 40% of the women-owned businesses have not gone past their O level and 2.7% are university graduates. Furthermore, the report shows that a greater percentage of the women are married (52.3%),40.5% head their households and 77.5% of them have 1-5 children.

2.7.2 Programs Supporting Women-Owned SMEs in Kampala

Several programs offer business-related support to women in Uganda. The programs are provided by both government, non-governmental organizations, and individuals. They include but are not limited to those discussed below;

- **Techno Serve**

In Uganda, Techno Serve began its "Women Mean Business" campaign to broaden the variety of financial options open to women. The program delivers greater entrepreneurs with the knowledge, abilities, and economic and financial connections they need to establish and build successful firms in sectors such as agriculture, commerce, services, logistics, and instruction.

Women in Uganda, like women throughout the world, frequently struggle to overcome deep-rooted social and economic gender imbalances that act as barriers to obtaining education and funding, making it difficult for women-owned companies to prosper. "Women Mean Business" assists women in overcoming these barriers. This enables individuals to generate cash and create enterprises that help the Ugandan economy flourish, while also benefiting the lives of people living and communities.

Following a one-year trial stage, an enlarged and greater model of the program was scheduled to be scaled out in Uganda as well as other nations where Techno Serve operates. During the initial stage, 20 female entrepreneurs from Kampala and surrounding areas were chosen and mentored. The women selected depending on age, expertise, and education got training in fundamental business management skills and business plan formulation. They were also assigned business coaches and mentors to act as role models.

Techno Serve acknowledges the tremendous potential that innovator small and medium companies (SMEs) have for the Ugandan economy—SMEs account for over 90% of the private industry in Uganda—as well as the essential importance that women play in these businesses and the wider economy. Women's participation in the workforce has been connected to improved maternal and child health, as well as increased child education. Engaging in female empowerment lays the groundwork for increased economic development advantages that may be distributed across localities.

- **Rising Woman by DFCU Bank**

This is a program aimed at celebrating women in SMEs in Uganda. It runs under the theme “taking your business ahead”, a collaborative program between Daily Monitor, Uganda Investment Authority, and DFCU’s Bank’s Women in Business program. Its main targets are women entrepreneurs who own SMEs and members of different women organizations like the Uganda Small Scale Industries Association (USSIA). Its main objectives include: helping women how to react to the COVID 19 pandemic, creating awareness of women-owned businesses in the media through profiling and advertising, organizing platforms for business and profile successful women in business, provide women with financing options and solutions to help them lead in the market, interface and directly train over 20,000 women both online and physically.

The participants engage in many activities like strategic thinking, financial management, communication and negotiation skills, business proposal writing, leadership, and business information technology techniques. The benefits to be reaped from this program include and are not limited to specific pricing on bank products for the women who are members of the club, access to different industrial parks in the whole country, exposure to different international business connections and investment opportunities, and free mentorship programs with investors, financial experts, and business advisors. Those interested in applying for this program should visit www.dfcubank.com

- **African Women Speak by Centenary Bank**

This is an online platform that aims to reach 50 million African women, encouraging them to establish, develop, and create enterprises by offering targeted information.

The use of in-built social networks engages women in SMEs with each other to stimulate participant learning, mentorship, and exchange of information and expertise within networks, to facilitate a dynamic shift of ideas among women. It makes it easier for people in urban and rural locations to access potential markets and financial services in different parts of the country.

- **Uganda Women Entrepreneurship Program (UWEP)**

This is a government of Uganda project aiming at boosting women's access to financial services and equipping them with the skills they need to build their companies, add value to them, and sell their goods or services. It's a rolling program that aims to empower women in SMEs to improve their economic independence. It's also developed to fix obstacles that women are likely to face when starting a business, such as a lack of technical knowledge and skills for business development, inability to obtain credit, and restricted sharing of data. (IFC,2020).

It is expected to promote women's involvement in company growth, allowing them to improve their income and general quality of life. The goals include raising the number of women involved in entrepreneurial advancement, making sure important positive collaboration and administration, facilitating economic lending to other financial firms that later lend to women, assisting women in finding markets for their products, and supplying access to proper innovation to assist in value added.

The program includes institutional assistance, capacity building, and skill development, as well as interest-free loans for women between the ages of 18 and 35. The target demographic includes jobless women, marginalized people, women with

disabilities, and other minorities. Beneficiaries are chosen based on criteria developed through a grass-roots participatory approach.

- **Her Start-Up Program**

This is an annual program run by Smart Girls Foundation Uganda, it mainly focuses on economically teaching and helping young women 80% of whom are in the following businesses STEM/ICT, agribusiness, arts/media, and financial services. The program was inaugurated in 2007 and it aims at mentoring in business skills, business proposal writing, and financial management so that they can start and grow their businesses. They are increasing the quality and quantity of women-owned SMEs among young women, inspiring new and creative mentorship for the chosen women, increasing collaborative relationships and sharing of information among women, and inspiring an increase in startup activity among young women.

- **Academy For Women Entrepreneur Programs**

This is a competition organized by the US embassy in Uganda to award a cooperation agreement. Defined non-government enterprises, major universities, and regulatory agencies are requested to send propositions to formulate and build focused training that could provide evolving female entrepreneurs with essential skills for having started and starting companies, as well as establish an infrastructure for greater cooperation among people participating and lecturers. Only Ugandans are allowed to participate.

The AWE project will target women SME entrepreneurs between the ages of 25 and 40 who have 1 to 5 years of business experience. Participants have to be computer savvy, have a stable internet connection, and possess superior language skills,

particularly in English. The goal is to; expand participants' understanding of the fundamentals of developing and scaling up a business, expose participants to U.S. models for business development and connect them with American entrepreneurship experts, and facilitate the development of an ongoing network of female entrepreneurs who can offer support and ongoing best practices while sustaining their relationship with the U.S. Embassy.

2.8 Chapter Conclusion

This chapter is made up of the literature review which makes up the theoretical framework of this thesis. The literature review is made up of 3 parts that were sourced from different materials that are critical to the keywords of the research. The first part focused on the overview of SMEs globally in which SMEs do not have a specific definition globally and different countries define them according to factors like the number of employees and annual turnover. They are also characterized by size, relationship with customers, simplicity, and size of the enterprise which offer different benefits that are not limited to innovation, economic growth, and an increase in the gross domestic product. The second focused on women in SMEs which are on the rise and are estimated to be 38% of all SMEs in 140 countries, it also showed the programs that have supported women in building their businesses globally of which they are mainly financed by financial institutions like the world bank, focus was also put on the factors affecting women in SMEs using PESTL which is political factors that consist of decisions and laws governments make with barriers like political instability then we looked at the economic factors that consist of the financial aspects of the enterprise like credit access and interest rates, then we looked at social factors like the habits and spending patterns of customers which have helped fight against cultural norms of women not participating in business but

in turn created barriers like discrimination against women in certain businesses, next we looked at technological factors that involve technology and new practices and this increased flexibility in business but with a barrier of lack of affordability, then we looked at the environmental factors that involve climate change and ecosystems and lastly we looked at the legal factors that involve the legal obligation of the business. The 3rd part focused on an overview of SMEs activities in Uganda where a higher proportion of working-age women are engaged in early-stage entrepreneurial activity at 37,1% than men who are at 33.7% and lastly, we looked at women in SMEs in Kampala and the programs supporting them and they include Techno Serve, Rising Women by DFCU, African Women Speaks by Centenary Bank, Uganda Women Entrepreneurship Program, Her Start-Up Program and Lastly Academy for Women in Entrepreneurship. The information generated from this chapter will be put to use during the survey, methodology data analysis as well as a conclusion.

Chapter 3

RESEARCH METHODOLOGY

3.1 Introduction

This chapter looks at how data was gathered, which research method was employed, the data collection technique used in the study, and what and how of the target population and sample size. We shall also look at the sampling techniques as well as how we analyzed the data. Finally, we shall look at the procedures and research limitations faced in gathering the evidence we need for the research.

3.2 Aim of the Study

SMEs play a significant role in the economic development of a country and women make up at least half of the percentage of SME owners in the world (Master Card,2020). The intervention of both governmental and non-governmental initiatives has granted support to women in SMEs thus encouraging sustainability. However, even with the interventions, there have been some challenges in the SME sector hence the introduction of schemes to specifically help women in sustaining businesses.

The major objective is to investigate factors that have affected women in SMEs in Kampala with an emphasis on what has helped them succeed being that Uganda has the highest population of women who own businesses in Africa. The research methodology will be in 5 sections that will guide our research: Research method, research design, target population, sampling, and methods of data analysis.

3.3 Research Method

Several research strategies can be applied within the research methods to meet the objectives of the study. According to Cheung (2014), a questionnaire is a document with a set of standardized questions specifying the exact wording and questions to gather information from respondents who will record their answers. A questionnaire is a structured sequence of questions designed to draw out facts and opinions to provide data (Tustin et al., 2005:385).

The questions are both closed-ended and open-ended, with open-ended questions allowing respondents to freely express their thoughts in their own clear words without being provided a predefined set of available alternatives, and the questions are adaptable and vary with varied responses. Among them are story completion, unstructured questions, and a thematic appreciation exam. Closed-ended questions elicit a predetermined set of replies, they are classified into three types: multiple-choice questions in which respondents select an option from a list of options, yes/no questions in which respondents must choose one of the options, and scaled questions in which a continuum is used to grade the responses and they include Likert scales, rank-order scales, or semantic differential scales to determine the viability of each variable.

For this study, we applied questionnaires with close-ended questions and a Likert scale which enabled respondents to stay anonymous and give truthful correct information.

3.4 Research Design

Research design is both qualitative and quantitative. Qualitative research includes interpretative techniques which involve interpreting non-numerical data (Bhandari,2020). According to Van Wyk et al 2005, quantitative research on the other hand involves the collection of data from several respondents in a given population to project the results to the whole population. Techniques like questionnaires, phone or surveys are used and the data is quantified by applying a chosen statistical analysis tool to get the needed results and thereafter make an informed decision.

This study specifically adopted the quantitative approach and partially qualitative since a questionnaire was used and it belongs to the quantitative research methods. These data collection procedures were used since they are more defined and stable whereas the methods used by the qualitative study are more flexible and undefined. For data analysis, we shall apply the use of a statistical tool called statistical package for social service (SPSS). The design is subject to different statistical conditions and assumptions using the quantitative approach compared to the iterative nature of the qualitative approach.

3.4.1 Target Population

The study covered SMEs in different sectors in Kampala putting into consideration the definition of SMEs definition as stated in Chapter 2. Kampala is the capital and largest city of Uganda with a population of 1,680,000. It is divided into five divisions that is Kampala, Kawempe, Makindye, Rubaga and Nakawa Divisions. It has a growing population estimated at 6,709,900 by the Uganda Bureau of Statistics in 2019 in an area of 8,451 km².

This region was chosen because of a high concentration of SMEs owned by women who are dealing in almost all sectors, and it was easier for the researcher to approach the SME women business owners in Kampala given the mandatory COVID19 lockdown that was in play which made traveling to other areas difficult.

3.4.1.1 Sampling Technique

There are quite a several sampling methods that can be used to arrive at different research objectives. For this study, the researcher used the convenience sampling method which involves obtaining responses within the sample frame from respondents who are willing and available to participate (Morse,1998). The questionnaire was distributed in person to women-owned SMEs around Kampala.

The advantage of this was that the researcher kept within the ethical standards of the research when it was made anonymous and at the volition of the participant, to also boost the response rate as this was time-sensitive research.

3.4.1.2 Sample Size

A sample size of 200 respondents was targeted, 200 questionnaires were distributed to the women-owned SMEs out of which 196 respondents returned. This represented a 98% response rate which we deem to be sufficient for this study.

3.5 Data Analysis

This entails reducing data to a reasonable quantity, searching for patterns, and employing statistical approaches (Cooper & Schindler,2003:87). It also comprises the evaluation of research findings to assess whether or not the results are congruent with the study objectives. The data for this study will be gathered, edited, coded, and then processed for reporting.

Editing includes looking over completed questionnaires to see if they meet the requirements for gathering viable data and filling in the blanks. Here, data inaccuracies are identified to verify that the data is as accurate as possible and that the research questions are relevant to the study's goals. Coding is the process of assigning numbers and symbols to the responses to the questions. In this study, responses were sorted systematically to ensure processing efficiency. Finally, to analyze the obtained data, statistical software for social services (SPSS) was utilized. SPSS is used to analyze, modify, and present data in the form of charts, tables, and graphs to make educated judgments. To help answer the questions on the factors affecting women in SMEs, we formulate a hypothesis.

3.6 Reliability of the Data

This focuses on sampling error, response error, and non-response error. The disparity between the sample and population means is referred to as sampling error (Groebner et al, 2008:265). Response error happens when the researcher makes insufficient estimations throughout the data collecting process, whereas non-response error occurs when the researcher fails to reach all chosen respondents or their incapacity to return their surveys.

For this study, sampling errors were reduced by using large sample sizes, personally delivering and interviewing respondents for clarification in the case of response errors, and following up with respondents to remind them to fill out and return the questionnaire to the researcher to resolve the non-response error. A Cronbach alpha analysis in SPSS was used to find out how consistent our variables are with each other.

3.6.1 Validity of Data

Validity relates to whether the study accurately measures what it was designed to assess and if the research findings are accurate (Joppe, 2000). The extent to which the instruments will capture what they were designed to measure is referred to as validity (Dooley, 2003). Validity guarantees that the information obtained is accurate. The validity of instruments is crucial for all types of researchers, and an acceptable degree is mostly determined by the researcher's logical thinking, expertise, and professionalism. The researcher conducted a pilot study using an online questionnaire to assess the instruments' validity by using a Pearson Correlation Analysis in SPSS, significant at a 5% level.

3.7 Ethical Considerations

Before conducting the questionnaire, respondents were asked for their permission. This includes informing them of the study's goal and objectives, the role they would play in the research, and how the research will assist them and other women beginning companies. Respondents were also told that the information they gave would be kept confidential.

3.8 Limitations of the Study

Due to time restrictions, a small sample size of 200 Women-owned SMEs was used, limiting our ability to generalize the concerns in the research topic. We also utilized data from one region in Uganda because of the COVID19 scenario, which made it impossible for the researcher to travel about, however it was challenging due to time constraints and unanticipated situations. Respondents filled out surveys with skepticism, believing the researcher was a tax authority employee, given that the majority of them do not satisfy their tax duties.

3.9 Chapter Conclusion

Research is mainly concerned with understanding the business environment and this involves gathering, analyzing, and interpreting data to make informed business decisions, also, as the need to solve specific business problems; therefore, it's against this background that this chapter discussed the research methodology to achieve the aim and objective of this study. It being a quantitative study, we talked about why the method was chosen, the data collection methods used, how it will be analyzed and how reliable the data will be highlighting the limitations of the research.

In the next chapter, we shall discuss the results of the research, and analyze the data with emphasis on the responses to the questions in the questionnaire.

Chapter 4

PRESENTATION AND DISCUSSION OF FINDINGS

4.1 Introduction

The findings of this study are given and analyzed in this chapter, based on the responses to the survey that was distributed during the research. Tables, pie charts, and bar charts were employed as tools for data analysis [IBM] SPSS data 26 editor is the major tool used in producing most of the information] since they are efficient tools for demonstrating relationships between variables. The statistical processing and analysis of data are represented concerning the research aim, and objectives as well as research questions to determine the factors affecting women in small and medium enterprises in Kampala, Uganda.

The survey that was distributed to women-owned SMEs in Kampala, is reported below; First, we shall look at the demographics rather than the factors that work for or against women in business.

4.2 Demographic Information

Table 2: Do you own a business?

Question	Frequency	Valid percentage (%)
Yes	196	100
No	0	
Total	196	100

In this study, 100% of the respondents owned businesses which gives us a good insight into how the variables have directly affected them.

Table 3: Age of respondents

Age	Frequency	Valid percentage (%)
18-24	9	4.6
25-44	63	32.1
45-54	87	44.4
55-64	33	16.8
65 and above	4	2.0
Total	196	100

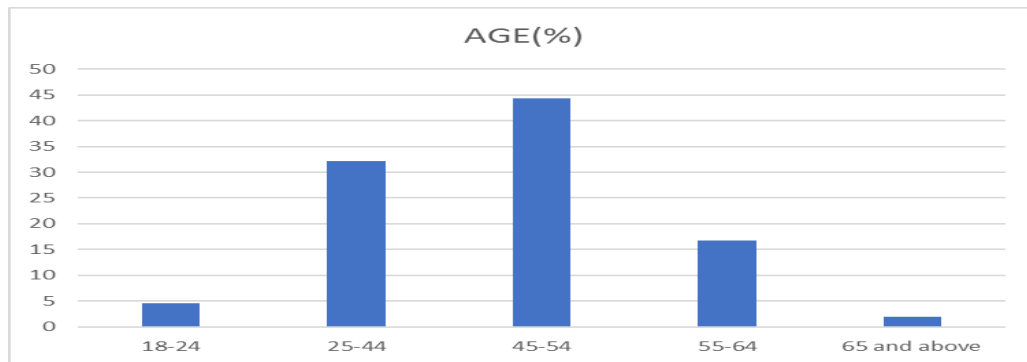


Figure 2: Responses on the age of respondents

44.4% of respondents are in the (45-54) age category and 32.1% of respondents are in the (25-44) age group. However, this is a clear indication that women in this age group (45-54) need financial freedom and have been running a business for some time. In addition, by this age, the respondents (45-54) have started families, determined the path for their careers, and most of all finished school and are seeking the best ways to have control and balance both family and finances for the family. 16.8% of respondents are between 55-64 which shows the need to find something to attach value to after they retired from formal employment and have an empty nester.

The lowest respondents are the age group (65 and above), which indicates the age group has mostly retired.

Table 4: Level of education

Qualification	Frequency	Valid percentage (%)
None	32	16.3
Basic Education	91	46.4
University	32	16.3
Graduate school	41	20.9
Total	196	100

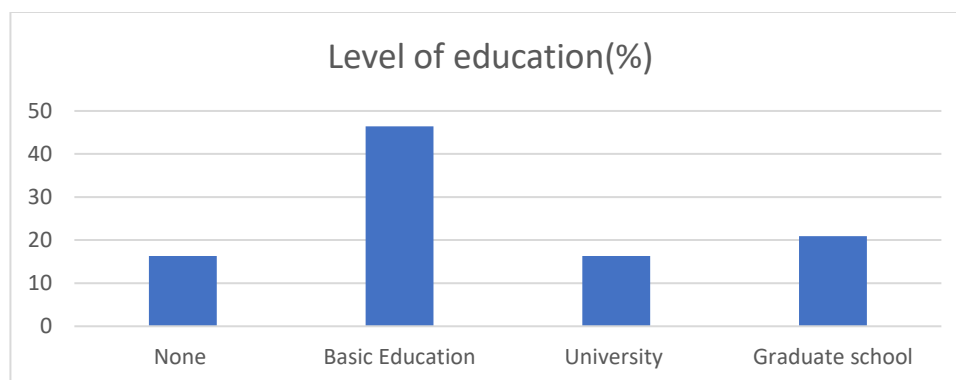


Figure 3: Responses to the level of education

46% of respondents have attended elementary or high school, whereas 20.9% attended graduate school, and 16.3% have no education and degrees. The results show that the majority (64.9%) of the women traders are educated. The bulk of respondents is armed with elementary certificates. Education being a potential key to success is important for the smooth running of the business and also increases inventiveness. The results show that 84% of respondents have at least education. The case of the respondents that answered this question as None, indicates that 16.3% of female entrepreneurs start to do business when they are unable to complete their education to the diploma or degree level. Women's lack of educational knowledge is

the reason why many small and medium-sized businesses have stalled in comparison to their male counterparts who do better.

Table 5: Marital status

Status	Frequency	Valid percentage (%)
Single	80	40.8
Married	66	33.7
Divorced	24	12.2
Widowed	26	13.3
Total	196	100

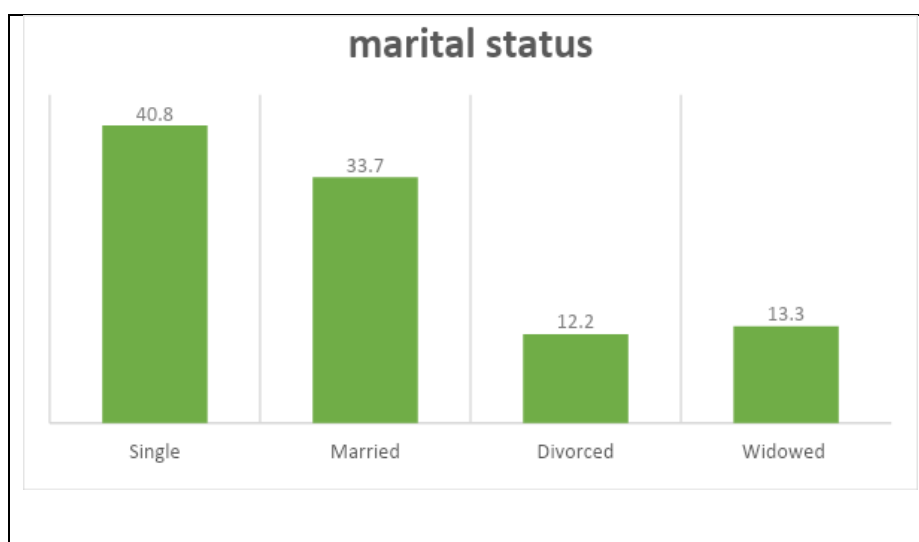


Figure 4: Responses to marital status

40.8% of respondents indicated being single while those married accounted for 33.7% of the total data. The widowed were 13.3 while the remaining 12.2% were divorced. This is indicating that most women approach their married life with a sense of financial freedom and women without financial security prefer to earn their income. Those widowed and divorced may feel a stronger push to go into business and achieve financial freedom and security.

Table 6: Number of family members

Number	Frequency	Valid percentage (%)
Less than 2	24	12.2
3	32	16.3
4	55	28.1
5	27	13.8
More than 5	58	29.6
Total	196	100

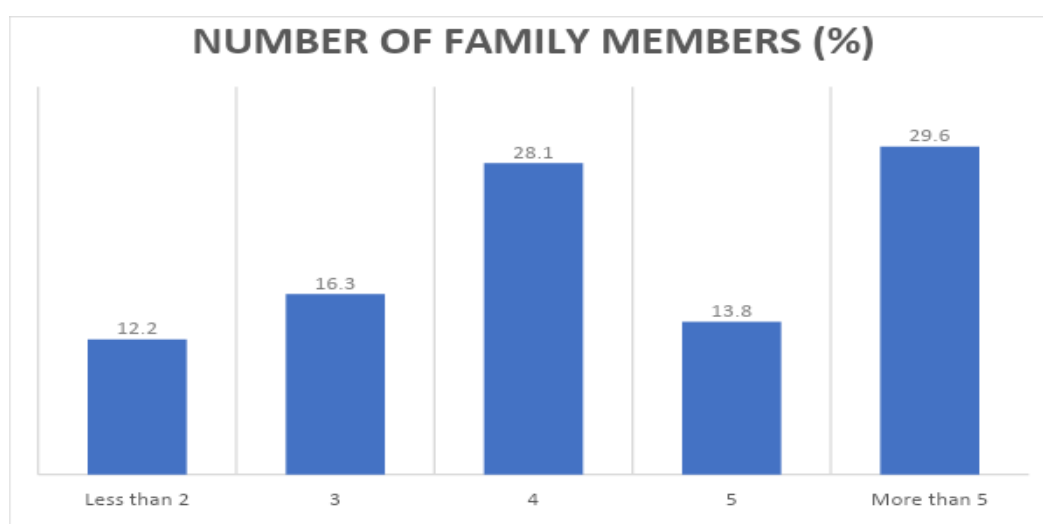


Figure 5: Responses for number of family members

29.6% of respondents have more than 5 family members, followed by 28.1% that have 4 family members. Many women in SMEs have been negatively affected by a large family size since most of the profits are spent on taking care of them at the expense of the business. 16.3% of the respondents have 3 family members, 13.8% of respondents have 5 family members and the remaining 12.2% are less than 2 in their family. A high percentage of women have family members to fend for which is one of the main reasons they venture into business as well as preventing them from building the storage of capital which most time hinders the business from growing.

Table 7: How many businesses do you own?

Number	Frequency	Valid percentage (%)
1	171	87.2
2	25	12.8
More than 2	0	0
Total	196	100

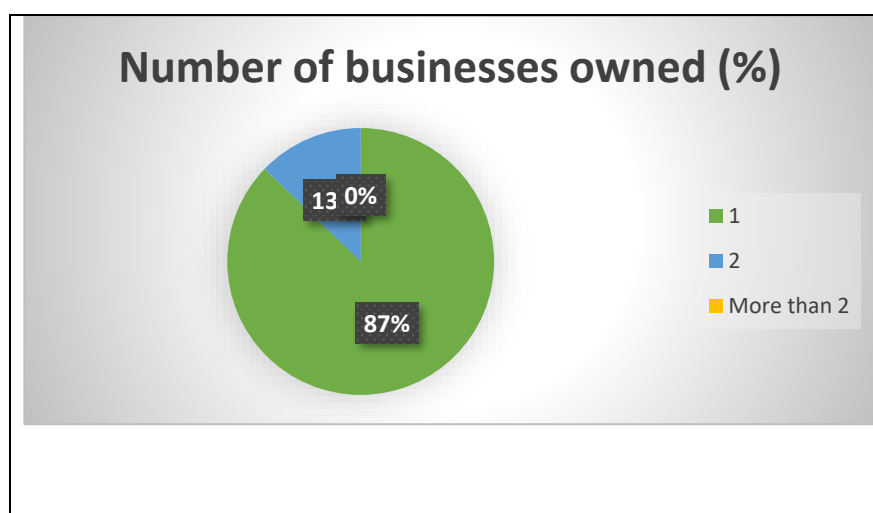


Figure 6: Responses for the number of businesses owned

87.2% of women own one business while 12.8% own 2 businesses. This is because they have to focus on one business till it takes off and also one business is easier to manage and control. One business requires a lot of time, finances, and commitment to get the best results possible since it takes years to also establish oneself in the market. And in Africa, women are most times left with the task of raising children, which is usually a huge task.

Table 8: How did you finance your business?

Source	Frequency	Valid percentage (%)
Own savings	90	45.9
Bank loan	32	16.3
Microfinance institutions	58	29.6
Family	16	8.2
Total	196	100

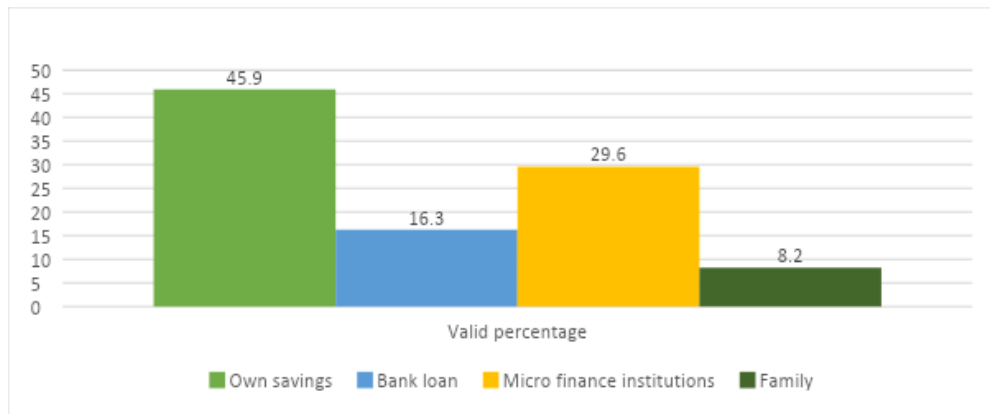


Figure 7: Responses of how business was financed

45.9% of women utilized their savings to finance their businesses, 29.6% got funding from micro-finance institutions, 16.3% from bank loans, and 8.2% from families to start their businesses. This shows that most women save up till they can venture into business to provide for their families, be self-employed and also create jobs. Most financial institutes find it hard to offer loans to women in SMEs because of a lack of collateral (Millicent & Reginald, 2014), which is huge because of the patriarchal nature of African society.

Table 9: Type of business

Business Type	Frequency	Valid percentage (%)
Sole proprietorship	172	87.8
Partnership	16	8.2
Limited company	8	4.1
Total	196	100

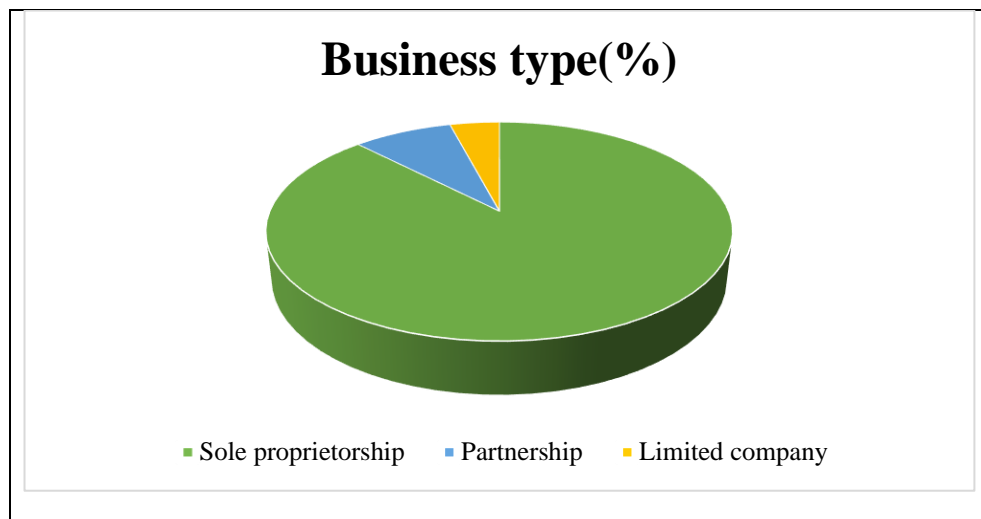


Figure 8: Responses of type of business

87.8% of women own sole proprietorship, while 8.2% of women are in partnerships, and 4.1% own Limited companies. This shows that most of the women in Kampala own small businesses just enough to take care of their needs, and not get involved in the legal factors or red tape associated with partnerships and registering businesses. They also relish the idea of having something of their own and meeting personal goals.

Table 10: Why did you start your business?

Reasons	Frequency	Valid percentage (%)
To be self-employed	80	40.8
To make extra cash to support existing income	27	13.8
To be financially stable	41	20.9
To fill a gap in the market for a good or service	8	4.1
Dissatisfied with formal employment	16	8.2
Inherited business from family	24	12.2
Total	196	100

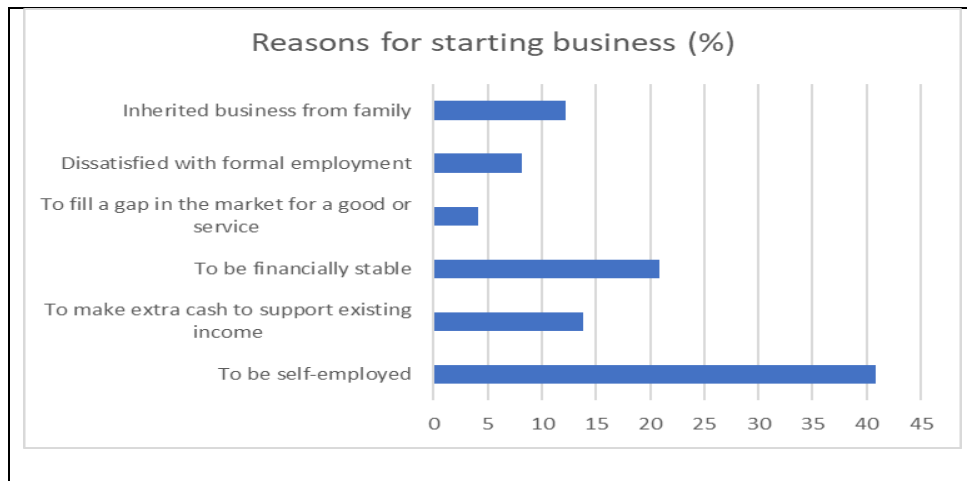


Figure 9: Responses to reasons for starting a business

40.8% of respondents started businesses to be self-employed, followed by 20.9% who felt the need to be financially stable, 13.8% started the business to make extra income, 12.2% inherited the business from their family, 8.2% were dissatisfied with formal employment. This is because with self-employment one gets to do what they are passionate about and also independence is assured compared to formal employment.

Table 11: How did you learn about running a business?

Reason	Frequency	Valid percentage (%)
Through family business	49	25
On-job training	73	37.2
Previous Experience	74	37.8
Total	196	100

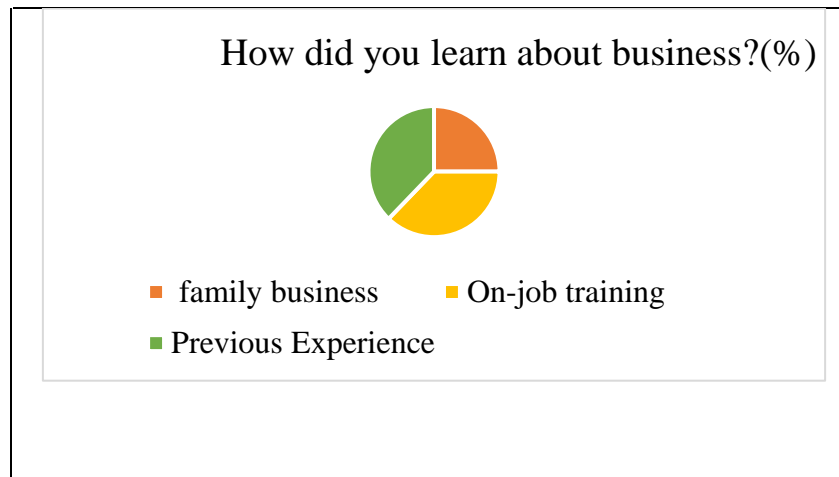


Figure 10: Responses of how they learned to run a business

37.8% of respondents learned how to run a business through experience, similarly, 37.2% learned how to run a business on the job, while 25% learned how to run their business through family business work. This shows that the highest percentage of women first ventured into formal employment because of security and the ability to save up as well as gain expertise in running the business and a lower percentage learned from family.

Table 12: Experience in formal employment

Time period	Frequency	Valid percentage (%)
None	80	40.8
Less than 1year	40	20.4
1-3years	49	25.0
4-6years	27	13.8
6-10years	0	0
Total	196	100

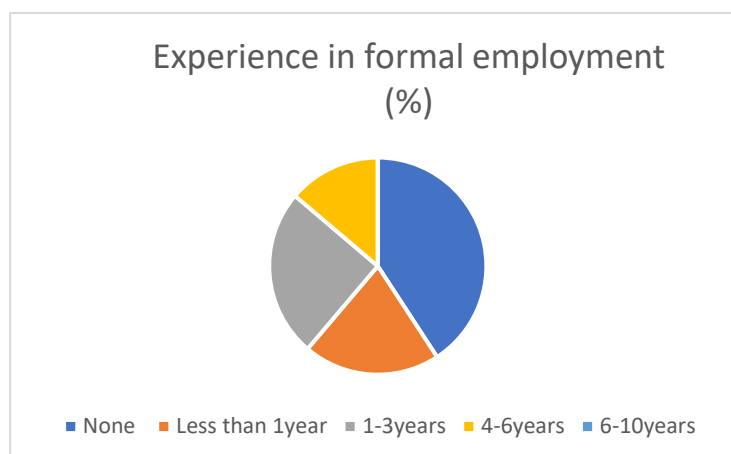


Figure 11: Responses of experience in formal employment for respondents

40.8% of respondents have no experience in formal employment, 25% have had experience between 1-3 years, 20.4% had an experience of less than 1 year, 13.8% had an experience of 4-6 years and none of the respondents was in the formal sector in between 6-10 years. Meaning most of the women who own SMEs have no experience in the formal sector. There is a close relationship between this question and the educational level. In the educational level responses, few of the women have higher levels of education, which has reduced their chances of getting formal education required jobs and training. So, most women enter businesses that do not require a high level of education to start them.

Table 13: Number of employees

Number	Frequency	Valid percentage (%)
0-10	188	95.9
11-20	8	4.1
21-30	0	0
31-50	0	0
Total	196	100

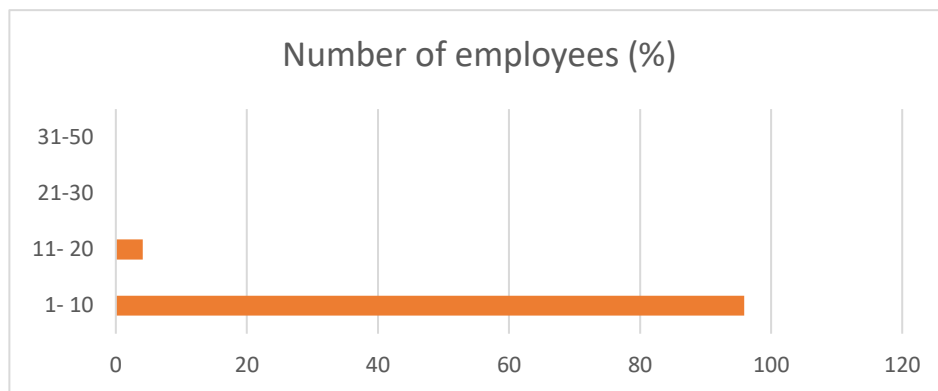


Figure 12: Responses to a number of employees in women-owned SMEs

95.9% of the respondents employ between 0-10 people followed by 4.1% of respondents that employ 11-20 people. This shows that women-owned SMEs in Kampala is still small and emerging. There are strong links between the educational level, access to funds, number of employees, number of businesses and type of business, and years of formal experience. However, when the woman in business has a higher level of education, it means they will be able to get formal job experience, which will pay them more to acquire things that can be used in place of a loan, as well as have access to grants from the government, which in turn aid them to scale their business to increase the number of employees and even increase the number of business as they have the knowledge and means to manage such scale of business.

Table 14: How many women do you employ in business?

Number	Frequency	Valid percentage (%)
0-10	196	100
11-20	0	0
21-30	0	0
31-50	0	0
Total	196	100

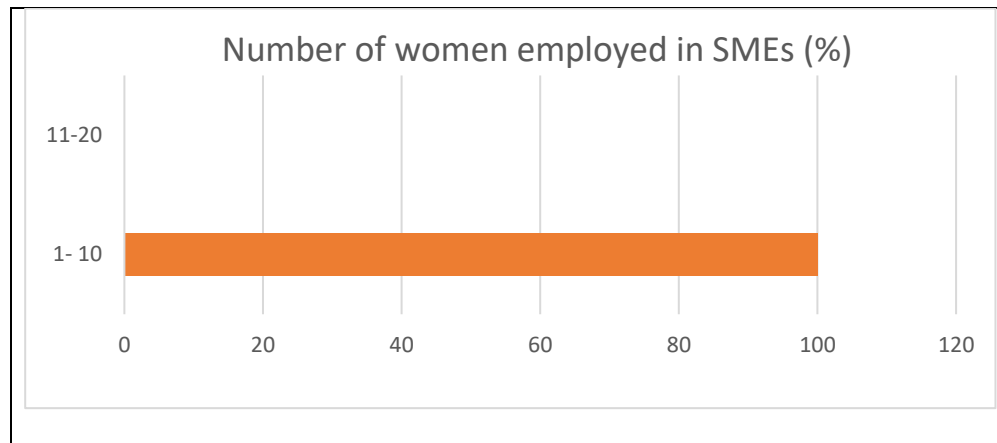


Figure 13: Responses on how many women are employed in the businesses of respondents

A hundred percent (100%) of respondents agreed to employ between 0-10 women in their business, with no responses from numbers higher than 10. This response is connected to the question above, it shows that the number of women they employed would be within this number.

Table 15: Do you have any other women entrepreneurs in the family

	Frequency	Valid percentage (%)
Sister	39	19.9
Mother	57	29.1
None	100	51
Total	196	100

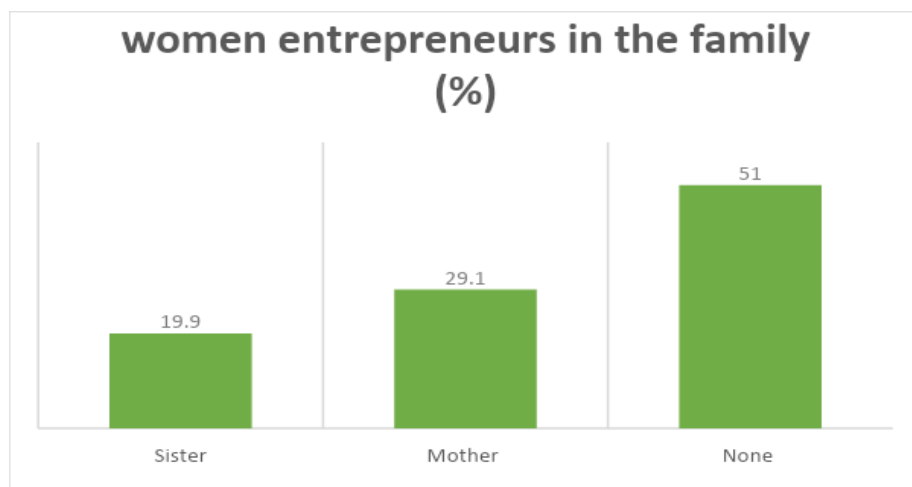


Figure 14: Responses to women entrepreneurs in the family of respondents

49% of female-owned SMEs have other women entrepreneurs in their families. This shows that such associations provide role models and have an impact on women entrepreneurs. 51% of respondents lack role models which explains the rate of growth and life cycle of female-owned SMEs.

Table 16: In what business sector do you operate?

Sector	Frequency	Valid percentage (%)
Trading	66	33.7
Agriculture	16	8.2
Handicraft	39	19.9
Production	75	39.3
Total	196	100

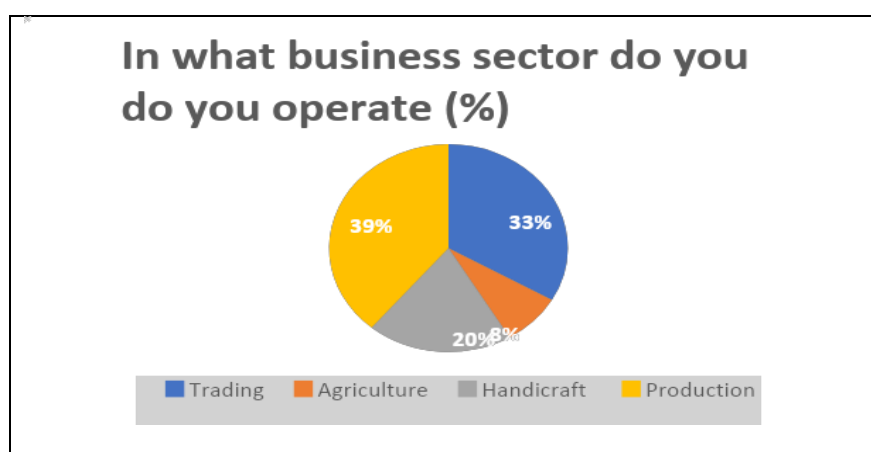


Figure 15: Responses to business sectors of respondents

In this study, the majority of respondents (39.3%) engaged in the production of goods and services followed by 33.7% who engage in trading, 19.9% engaged in handicrafts, and lastly 8.2% engaged in agriculture. Production and selling of small and homogeneous products at a reasonable price are characteristic of SMEs yet diversification is a constraint.

Table 17: Location of business premises

Location	Frequency	Valid percentage (%)
Home	114	58.2
Company premises	82	41.8
Total	196	100

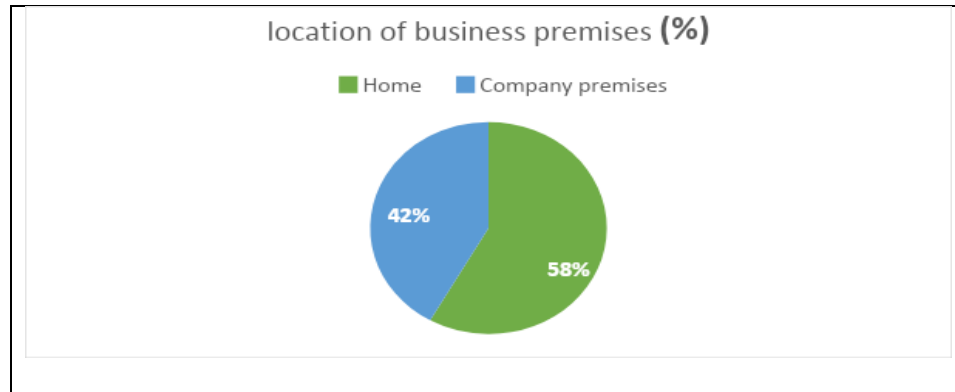


Figure 16: Responses on the location of business premises for respondents

58% of participants have their premises at home and 42% have company premises. This is due to high rates of rent and some SMEs are in the forever taking off stage. There is a link between this response and the nature of the business sector operated, in which the higher response is towards the production of goods and services, which shows that most of these productions take place at their homes, while other sectors take on business premises outside their homes. This is also related to their access to capital or funding, as with more funding, they will be able to move their location or expand it.

4.3 Reliability of the Study

In this study, the reliability test was performed using Cronbach alpha, and results greater than 0.7 of Cronbach alpha coefficients are deemed significant (Hair et al, 2003). The findings of Cronbach's Alpha in this study are 0.835, and the coefficients are significant, as shown below; In this study, a reliability test was done using Cronbach's alpha.

Table 18: Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	No of Items
.835	37

4.4 Factors Affecting Women in Small and Medium Enterprises

The questions were adapted from Edona,2015, Owino, 2017 and Baleseng, 2015.

They were rephrased to adhere to and answer the questions about factors affecting women in business.

Table 19: Political factors

Factor	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
The taxes imposed are fair	0	16.8	36.7	41.3	5.1
Import and export restrictions are easy to comprehend	0	4.1	20.9	58.2	16.8
Competition with multinationals is regulated	8.2	24	29.1	37.8	1
I am actively involved in trade unions and business agreements	0	12.2	16.8	69.9	1.0
I have been a victim of bureaucracy and corruption	19.9	44.9	12.2	17.9	5.1
I have benefitted from intellectual property laws	5.1	57.7	8.2	25	4.1
Registering my business was easy	35.7	24.5	25.5	13.8	0.5

Source: Own Survey 2021

58.2% of respondents disagreed on import and export restrictions being easy to comprehend, showing a relationship with the level of education the highest percentage having received basic education thus making it hard to understand the process, laws, and fine prints in the process.

Due to their relatively restricted resources, SMEs may struggle to grasp and manage the complexity of customs documentation or the bureaucracy involved with export operations due to their unfamiliarity with the essential procedures and required paperwork (Arteaga-Ortiz and Fernández-Ortiz, 2010).

69.9% of respondents disagreed with being actively involved in trade unions and business agreements as would be expected from a sole proprietorship; they usually don't meet up the capital requirements or the owners are not interested in participation agreed that the owners are the workers most of the time. Also, Guma (2015) reported that women entrepreneurs are under-informed about various trade policies and agreements and how they will affect them.

45% of respondents agreed to be victims of corruption and bureaucracy, this current research corresponds with Guma (2015) who reported that being a woman appears to accentuate corruption since most women are harassed by city council officials who come to check the business.

Lastly, 57.7% of respondents agreed to have benefited from intellectual property laws which offer protection to their business and also obtain higher returns on business. A network of help for SMEs in IP concerns has been formed by chambers of commerce, the government's SME support agency, the Patent Attorneys Association, and other public and private partners, including financial institutions, business training institutes, and multinationals (Gee, 2007).

Table 20: Economic factors

Factor	Strongly agree	Agree	neutral	Disagree	Strongly disagree
I have access to loans	5.1	50	28.6	16.3	-
I have experience in running a business	20.9	50.5	28.6	-	-
I have managerial skills	20.9	38.3	24.5	16.3	
I have access to business information and networks	12.2	50	20.4	13.3	4.1
I own my company premises		16.8	8.2	61.7	13.3
I have full access to the market	4.1	45.4	28.6	20.9	1
I inherited my business from my family.	4.1	8.7	4.6	53.1	29.6
I have access to business workshops	8.2	30.1	24.5	37.2	-
I have easy access to raw materials	4.1	50.5	29.1	16.3	-
My business will grow in the next 3 years	5.1	51.5	29.1	14.3	-

Source: Own Survey 2021

50% of respondents agreed to have access to loans. It shows that the respondents benefit from microfinance loans (29.6). The current study is consistent with the findings by Ekpe et al., (2010) whose prior research, shows that women-owned SMEs benefit from loans. The study is also consistent with the findings by Endalew (2020) who reported access to finance has a positive statistical significance for women-owned SMEs. 50.5% of participants agreed to have experience in running a business which shows the relationship with how they learned running their businesses where the majority learned from either on-job training or previous experience. This study is consistent with Mwanja (2015) who reported that previous business training has a positive and significant influence on women-owned SMEs. 50% of respondents agreed to have access to business information and networks showing a relationship with the number of employees, location of business premises being the business is informal so information is easily passed along to each other to grow significantly, enhance their business image and compete favorably with each

other. The findings of this study are consistent with Mandawa (2016) who reported an increase in information access by SMEs. 61.7% disagreed with owning their company premises, showing a relationship with the businesses being in their homes, majority of respondents are single and married which means they may be renting out, still staying at home, and due to the patriarchal system in Uganda the women believe the home belongs to their husbands, fathers or elder sibling of the house. 82.7% (53.1% & 29.6%) of respondents strongly disagreed with inheriting their business from family, showing a relationship between participants starting a business with their savings and their need to be self-employed. These studies are consistent with Edona (2015), who reported that women in SMEs do not own their business premises and did not inherit the business from their families so they have to start from zero. 50.5% of respondents agreed to have full access to raw materials also showing a relationship with the business sector, raw materials for production are usually readily available anywhere in Uganda. The research is consistent with Eton et al. 2021 who reported SME owners may create networks with essential individuals at the micro-level, which allows them to source excellent human resources and acquire low-cost raw materials and financing.

Lastly, 51.5% of respondents agreed to their businesses' ability to grow in the next 3 years showing a relationship with their marital status; the majority of women are on a quest to become financially stable before they start a family. Female-owned enterprises have grown significantly in number, income, and employment during the last 20 years (Rahmatullah & Zaman, 2014).

Table 21: Social-cultural factors

Factor	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I have reliable contacts and networking in my business	19.9	51.0	28.1	1	-
I have support from my family and friends		53.1	20.4	25.5	1
I take high risks	12.8	50	28.6	8.7	
I balance my time with family and business	38.3	37.2	24.5	-	-
I am affected by gender discrimination		12.2	49.5	25	13.3
I have a good relationship with my fellow women traders	4.1	34.7	61.2	-	-
The attitude of society towards my business is positive	4.1	54.6	41.3	0	0
I have been harassed on my business premises		32.7	20.4	34.2	12.8

Source: Own Survey 2021

51% of participants agreed to have reliable contacts and networking in business showing a relationship with the type of business and location of business premises; sole proprietorship usually grows with word of mouth among family, friends, and previous customers, ease of access to the business premises creates familiarity and trust. Nusrat et al 2021 demonstrated a statistically significant influence of networking on women-owned SMEs, which is consistent with the current study.

50% of participants also agreed on taking high risks in their business to show the relationship with financing options of their savings. People who are afraid of taking risks have a restricted ability to seize opportunities (Shane, 2003). According to Morgenroth, 2017, when men and women are asked how inclined they are to take more feminine risks, the gender gap in risk-taking vanishes or even reverses, with women reporting slightly greater levels of risk-taking.

75.5% (38.2% & 37.2%) of respondents strongly agreed on balancing their time between business and family showing a relationship with the number of employees whom they can delegate to. This research is consistent with Sadi & Al-Ghazali, 2012) who reported that women start SMEs out of necessity for flexible work to accommodate women's duties, particularly family, and caretaking that is required of them. 53.1% of participants also agreed to have support from family and friends showing a relationship with the type of business as well. This research is also consistent with findings by Nusrat et al. 2021 who reported that the majority of women are said to be supported by family, friends, and relatives.

61.2% of respondents are neutral to having a good relationship with fellow women traders which may be due to competition and guarding of business secrets. This is consistent with findings by Kim, 2015 who reported women entrepreneurs set such high standards for themselves in terms of work ethic and skill that they admire the same ambition in other women. They're developing mutual respect and care about one other's success. 32.7% of respondents agreed to be harassed on their business premises consistent with the findings by Mori, 2015 who reported that women in SMEs are also subjected to a great deal of harassment, particularly from authorities who are not gendered aware. Most customs authorities expect to be "paid" or bribed to pass enterprises, however at a price set by the officials.

Table 22: Technological factors

Factor	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I have access to current technology	8.2	54.1	24.5	4.1	9.2
I'm well conversant with the operation of the technology	4.1	45.4	33.2	8.2	9.2
I have incorporated technology into my business		21.4	32.7	36.7	9.2
I can afford the technology	4.1	9.2	24.5	53.1	9.2
Technology has made my business flourish and works easier	4.1	13.3	33.2	36.2	13.3

Source: Own Survey 2021

54.1% of respondents have access to current technology due to constant innovations and the need to access new information promptly. These findings are congruent with the findings of Sarker & Palit (2014), who identified access to technology as a crucial success factor for women entrepreneurs in Business. 45.4% of participants agreed to be well conversant with the operation of technology showing a relationship with the level of education, majority of the respondents have an education therefore easier to operate the systems. 36.7% disagreed with incorporating technology in their business showing a correlation with the type of businesses, the majority of whom were sole proprietors, and limited need to apply complicated data analysis. This current research is consistent with that of UNCTAD,2014 which reported that women are gaining training in technology operations to reach and correspond with prospective business associates and customers. 53.1% of respondents disagreed with being able to afford technology and 36.2% disagreed with the ability of technology to make their business easier. These variables are also consistent with reports by UNCTAD,2014 which found that SMEs, particularly women-owned enterprises, may struggle to afford, integrate new technologies or are unaware of their use. They also lack the expertise to invest and use these tools effectively.

Table 23: Legal factors

Factors	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I benefit from government grants	0	16.3	29.1	37.8	16.8
I have support from financial institutions	0	24.5	25	33.7	16.8
Banks charge reasonable interest rates	0.5	17.3	40.3	37.2	4.6
I have access to policymakers	0.5	36.2	26	37.2	
I can take a loan without collateral	4.1	12.2	33.2	33.2	17.3
The taxes charged on my business are reasonable	4.1	19.9	33.7	41.3	1.0
I have support from the government	0.5	16.3	22.4	38.8	21.9

Source: Own Survey 2021

37.8% of respondents disagreed with having access to government grants showing a relationship with the type of business; sole proprietorships usually have limited access to such information and the criteria for getting the grants is also tedious. These findings are in line with UNCTAD's 2015 study, which said that to improve government assistance, several governments in developing countries have offered women-owned small businesses the opportunity to apply for public procurement contracts. 33.7% of respondents disagreed with having support from financial institutions showing a relationship with how business was financed where the majority started with their savings. Ekype et al., 2010 reported that the majority of the developing nation's women need to receive backing from financial institutions to establish their Small and Medium Enterprises. 40.3% were neutral about bank charges being reasonable in charging interest rates showing a relationship with types of financing since almost half of the respondents got financed by loans and microfinance institutes. According to Edona (2015), bank interest rates are excessive and unjustified, making it difficult for women to receive financing in SMEs. 41.3%

of respondents disagreed that taxes charged on SMEs are reasonable. The threat of "fake investors" who are frequently exempt from taxes, as well as the lack of uniformity of their products, are issues for women entrepreneurs in business deeming it unfair to locals (Guma, 2015).

4.5 Correlations

The data presented on political factors, economic factors, social factors, and technological and legal factors were computed into individual variables per factor by obtaining the average for each factor. A Pearson correlation analysis was conducted at a 95% confidence level as well as a 2-tailed 1% confidence level to obtain a correlation, significance, and direction.

4.5.1 Correlation Matrix of Factors Affecting Women in SMEs

A correlation matrix was run to show the relationship five independent variables which are political, economic, social, technological and legal factors and economic growth as the dependent variable. Women's contribution to economic growth was measured by number of businesses owned by respondents, financing options, type of business owned and experience in running a business. We used age, level of education and reasons for starting business as our controlled variable.

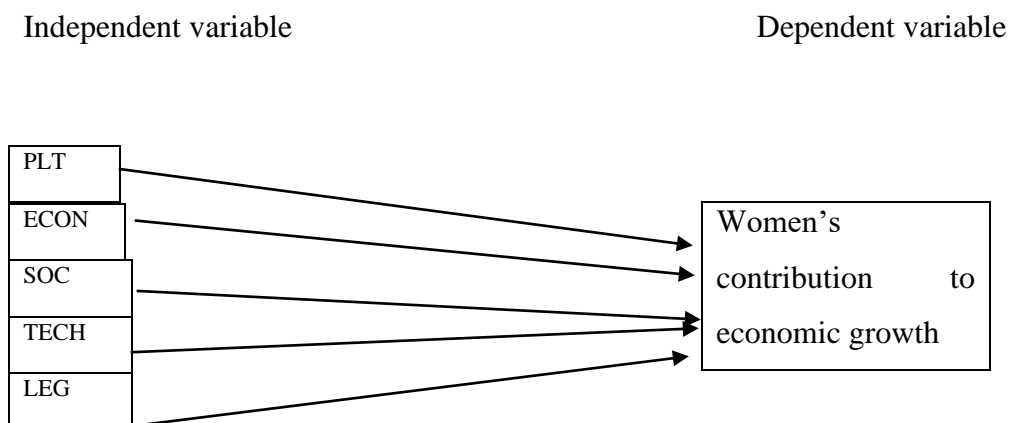


Figure 17: Proposed research model.

Table 24: Correlation analysis

Correlations		Level of education	age	Why start SME	PLT	ECN	SOC	TECH	LEG
level of education	Pearson Correlation	1							
Your age is between	Pearson Correlation	-.220**	1						
Why start business?	Pearson Correlation	-.119	.281**	1					
PLT	Pearson Correlation	-.293**	-.011	-.237*	1				
ECN	Pearson Correlation	-.358**	.287**	.063	.120	1			
SOC	Pearson Correlation	-.386**	.340**	.314*	.068	-.059	1		
TECH	Pearson Correlation	-.483**	.310**	.493**	.114	.558**	.291**	1	
LEG	Pearson Correlation	-.235**	.098	.198**	.348**	.594**	.044	.750**	1
**. Correlation is significant at the 0.01 level (2-tailed).									

The findings indicate age and economic factors have weak positive correlation of .287. This tells us that women's contribution to the labor force is directly affected by age but the relationship is not significant. Age of respondents and reasons for starting business have a weak positive correlation of .340 and .314 respectively. This means that young women utilize less of the social factors and same factors have no significance in motivating women to start businesses. Reasons for starting businesses have a moderate positive correlation of .493 and a weak positive correlation with age of .310 with technological factors meaning women start up SMEs because of availability and access to technology while age has no significance given young women are adopting technology to grow their businesses which increases their contribution to the economy. Level of education has a weak negative correlation of -.483 with technological factors. This tells us that education has limited significance on technology. This may be explained by the fact that as women grow they easily

adapt to technology use which has become a norm. Economic factors have a positive moderate correlation with technology and legal factors of .558 and .594 respectively. This means with economic factors when paired with technology and favorable legal situations have an impact on women's contribution to economic growth in Kampala, Uganda. Lastly, technological factors have a strong positive correlation of .750 with legal factors which implies that these factors directly affect women's contribution to economic growth.

4.6 Regression Analysis for Affecting Women-Owned SMEs

Regression analysis is a statistical technique used to assess the degree to which one dependent variable is related to several other fluctuating variables (Independent variables). It aids in the prediction of the value of a dependent variable based on one or more independent variables. Regression shows how independent variables change the dependent variables. In this section, we will explain the link between the independent variables using the model summary tables.

4.6.1 Age

Table 25: Model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.503 ^a	.253	.233	.74154
a. Predictors: (Constant), LGL, SCL, PLT, ECN, TCH				

$R^2=0.253$. Taken as a set, the predictors of political, economic, social, technological, and legal factors account for 25.3% of the variance in age meaning the factors explain the relationship weakly. The variables have a positive moderate relationship $R=0.50$. Adjusted R-square shows that 23.3% of the total variability in age can be

explained by the factors affecting women in Business so age is a significant factor but doesn't explain the correlation strongly.

Table 26: Coefficients

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.408	.847		-1.662	.098
	PLT	.003	.017	.012	.165	.869
	ECN	.072	.017	.343	4.206	.000
	SCL	.137	.033	.292	4.143	.000
	TCH	.059	.023	.283	2.552	.012
	LGL	-.068	.023	-.335	-2.974	.003
a. Dependent Variable: Your age is between						

The co-efficient Table 4.26 implies a significant relationship between age and economic factors ($\beta = .34$, $p = .000$), social factors ($\beta = .29$, $p = .00$), technological factors ($\beta = .28$, $p = .012$) and legal factors ($\beta = -.335$, $p = .003$) given 5% confidence level. The t-value is positive for economic (4.2), social (4.14), and technological factors indicating a strong and positive relationship with the age of women. This means all factors being constant, a unit increase in the age of respondents prompts an increase in the utilization of economic, social, and technological factors by 0.34, 0.29, and 0.28 respectively, and a unit decrease in the age of respondents will reduce the utilization of legal factors ($\beta = -.335$, $t = -2.97$). This also indicates that age is significant, but the younger the women are, the less they use legal factors due to low literacy levels and limited information about the law governing SMEs.

4.6.2 Level of Education

Table 27: Model summary

Model Summary				
Model	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.686 ^a	.471	.457	.73456
a. Predictors: (Constant), LGL, SCL, PLT, ECN, TCH				

R=0.686 shows a moderate positive relationship between the level of education and the factors affecting women-owned SMEs. $R^2 = 47.1\%$ of the total change in the level of education can be explained by the factors affecting women-owned SMEs. The factors included explaining the relationship in a moderate way in regards to the level of education of the women and 52.9% can be explained by other demographics. Adjusted R^2 of 45.7% shows a good level of explanatory power for the level of education with the factors affecting SMEs meaning the level of education explains the factors positively and moderately.

Table 28: Coefficients

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.925	.839		10.633	.000
	PLT	-.103	.017	-.358	-6.096	.000
	ECN	-.076	.017	-.310	-4.512	.000
	SOC	-.125	.033	-.228	-3.833	.000
	TECH	-.148	.023	-.606	-6.494	.000
	LEG	.129	.023	.538	5.683	.000
a. Dependent Variable: What is your level of education-?						

The co-efficient Table 4.29 shows the level of education for respondents is highly correlated with all factors at a 1% level of significance. The t-values are strongly and negatively correlated with political ($\beta = -.358$, $t = -6.096$), economic ($\beta = -.31$, $t = -4.512$), social ($\beta = -.228$, $t = -3.833$) and technological factors ($\beta = -.606$, $t = -6.5$) meaning as women get educated, the less they utilize these factors. They also show that for every unit decrease in the level of education it prompts a unit decrease in the utilization of political, economic, social, and technological factors by -0.358, -0.31, -0.228, and -0.6 respectively. Legal factors have a strong positive correlation ($\beta = 0.538$, $t = 5.68$) indicating that for every unit increase in women's education levels, legal factors utilization will increase by 0.538 per unit: women will lawfully conduct their SMEs, register their enterprises, demand access to policymakers, and profit from loans and grants.

4.6.3 Why did You Start your Business?

Table 29: Model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.636 ^a	.405	.389	1.37846
a. Predictors: (Constant), LGL, SCL, PLT, ECN, TCH				

R=63.6% shows a positive moderate significant relationship between the reasons why women started businesses and the factors that affect them. $R^2 = 40.5\%$ of the various reasons why women startup SMEs can be explained by the changes in the various factors affecting women-owned SMEs. This means the predictors explain the relationship moderately.

Table 30: Coefficients

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.442	1.575		1.550	.123
	PLT	-.135	.032	-.264	-4.234	.000
	ECN	-.097	.032	-.222	-3.041	.003
	SCL	.121	.061	.125	1.980	.049
	TCH	.295	.043	.681	6.877	.000
	LGL	-.040	.042	-.095	-.943	.347
a. Dependent Variable: Why did you start your business?						

The co-efficient Table 4.32 shows a significant relationship between political factors ($p = .000$), economic factors ($p = .000$), technological factors ($p = .000$), and reasons why they started their businesses meaning that these factors have a significant impact on why women venture into SMEs. The t-value correlations are negatively correlated for political ($\beta = -0.264$, $t = -4.2$) and economic factors ($\beta = -0.222$, $t = -3.04$) while positively correlated for technological factors ($\beta = 0.68$, $t = 0.681$). This suggests that, when compared to political and economic factors, women are more probable to establish SMEs due to technological factors which enable access to information, open up new world markets, and flexibility in financial payments.

4.7 Chapter Conclusion

The goal of this chapter was to provide the survey findings and discuss them concerning the study objectives. According to the findings, the majority of women who own SMEs are between the ages of 45 and 54, have a high school diploma, are unmarried, and have a household of more than five individuals. They also own one firm, established it with largely their funds, and manage it as a single proprietorship, according to the results. The majority of them began their enterprises intending to become self-employed, and learned how to operate their firms through on-the-job training and experience rather than formal education.

Chapter 5

CONCLUSION AND RECOMMENDATION

5.1 Introduction

The study's summary, conclusion, and suggestions are all included in this chapter. It also discusses the implications of the study's primary results, which are discussed in Chapter 4. Next to the conclusion is a list of recommendations. The chapter concludes with suggestions for different institutions of concern, as well as a study topic for the future.

5.2 Summary of the Study

Small and Medium Enterprises (SMEs) have been a great tool adopted by governments around the world in bringing most of their populace out of poverty. Women-owned SMEs in Uganda make up a large percentage of these organizations, their aim for existence is to create revenue, and employment and also contribute to economic growth. The study defined SMEs as autonomous, non-subsidary companies with less than a certain number of workers and found there is no standard definition of them in core organizations from country to country showing there are differences in concepts, with a few similarities in annual turnover and number of employees.

To meet the objective of the research, descriptive research was used to provide a general picture of the political, economic, social, technological, and legal factors

affecting women in Small and Medium Enterprises. A random sampling method was used to select 200 respondents who owned small and medium enterprises.

From the demographic research, the majority of the women in Kampala that participated in this research are between 45 to 55 years (44.4%), single, and have received an education. They predominantly operate sole proprietorships that were started with their savings. The women also learned how to run their business through on-job training (37.2%) and experience (37.8%). They employ 0-10 employees and mainly deal in the production sector. The research shows that, despite the high proportion of women establishing firms, the factors that have the greatest impact on them are those outside their control. Political, legal, and technological elements, since they are dependent on their leaders and stakeholders in the corporate sector, as well as the government, and economic and social factors because they are under their control, have the least impact on women in business.

5.3 Conclusion of the Study

The study discovered that political and legal issues influence women-owned SMEs but not strongly. This might be due to Uganda's stable political atmosphere, which favors stability when it comes to the beginning and expanding a firm. The results of the study proved the law necessitates economics to understand its behavioral effects, and economics requires the law to comprehend market foundations. Also, those economic variables have a considerable impact on the procurement and use of technology, as well as the incorporation of legal issues into their enterprises.

The study demonstrated that the proprietors' views, attitudes, and ways of life had little influence on technology integration and acquisition since they shape each other.

Society promotes rapid technological adoption while shifting technologies. This is consistent with Gizemagyuz, (2019) who reported it may be impossible to argue that the advancement of communicative technology arguments has value in a culture where values have been lost. Many ideals can be sacrificed in able to cater to society's evolving technologies.

Based on the results of the study, when it comes to employing technology in SMEs, a favorable regulatory climate creates a foundation for the acceptance and use of data. These findings imply that technology is a key driver of economic growth of countries through networking, joint ventures, licensing of technology, and foreign direct investment and also consistent with Hann, 2022 who reported technology is also regarded as crucial to the improvement of essential infrastructures such as medical, education, transportation, and telecommunications.

The relationship between technological and legal factors implies that law and technology interplay when legal norms help or hinder technological advancement. They also engage whenever society determines that technology causes undesired outcomes and uses legal regulations to limit or change those outcomes, and when technology enhances communication. Also, those who use technology benefit from legal incentives.

The results of the study proved older women are less educated, and fewer older women start businesses. These findings suggest that when women get older, educate themselves, and opt to establish enterprises, they will become less reliant on political considerations consistent with the study by Inglehart and Norris (2000), who reported that participation of women in governance is not directly tied to

their economic and social progress or the development of particular governments. This might be due to culture, which determines the amount of political support for women, shapes the behavior and attitudes of gatekeepers, and frequently influences the selection of persons for political posts. These findings suggest that as women get older, they employ more economic factors. This might be since they have families to feed and must secure the business's development and continuation.

The study also concluded education level has no bearing on the sort of business in which women entrepreneurs engage. It can be affected by a variety of elements such as personnel experience, personnel preferences, market circumstances, and so on. Many studies, however, have found that highly educated entrepreneurs are more likely to start businesses that survive (Bates, 1990). According to Osiris (1990), high levels of academic achievement led to a successful business. Also, women may start a business out of necessity and have no regard for the economic input.

The study found that as women get older, they utilize their beliefs and attitudes in running their enterprises; as women get educated, they will build strategic relationships that will benefit both their family and business the study is consistent with Jimenez et al., 2015 who reported that entrepreneurs gain cognitive capabilities that enable them to better analyze and exploit business possibilities, as well as increased self-confidence and reduced perceived risk, as a result of their education. Women adopt technology more as they grow older given, that they have the ability and knowledge to operate it, and the level of education implies that women use technology less when educated. Contradicting previous research that shows highly educated women are more likely to accept and adopt new technology than those with less education (Riddell and Song, 2012) and the less educated women adopt

technology more because they believe it equips them with new ideas on how to run their businesses contradicting with Orser et al., 2019 who reported that women reportedly place less importance on adopting new technologies than men do, and they are less aware of the advantages of digital technologies. Findings also indicate that when it comes to launching a business, women are more inclined to think about technical issues. This might be because technology makes it simpler to communicate, market, order, and receive orders, resulting in increased operational efficiency and research. The study is consistent with Alton, 2019 who reported access to information, mobile devices, and computers has been critical for women entrepreneurs to scale up their information. Women are finding it simpler to succeed as company owners because of digital learning programs and support systems.

These studies imply as women get educated, they use more of the legal factors this may be because an education ensures they are up-to-date on laws governing their businesses, and the reason for starting a business implies that women do not establish enterprises based on the laws that control them. The level of education has a negative level of significance with technological factors; implying that women use technology less when educated. Contradicting previous research that shows highly educated women are more likely to accept and adopt new technology than those with less education.

5.3 Recommendations of the Study

For political factors, they can be mitigated by the government offering more programs for upskilling like technical schools that will target women who own SMEs to help impart knowledge and technical skills, even though results show a high percentage of them being educated, the world systems keep changing so there is need

to always be up to date on how and where information can be got and applied especially for the 16.3% of the respondents who had no education. The information taught should teach them about the possibilities of importing and the laws applied in all instances. Government should also restrict importation and encourage the populace to buy from their neighbourhood SMEs to boost income and also the standard of living. Government should also limit bureaucratic tendencies to SMEs standards given that the majority of them are sole proprietors.

For economic factors, the study recommends the government offer financing in form of loans and subsidies to women-owned SMEs, monitor them, and provide training on managerial, financial, and marketing skills to foster economic growth in Kampala. Government should also allow exposure of the women-owned SMEs to public exhibitions of goods and services, both local and international to increase knowledge, production, income, and increase government income. Also, business studies should be introduced at the school level to impart basic business knowledge like marketing, accounting, and finding new niches. The Uganda Bureau of Statistics should collect accurate data on women-owned SMEs to ensure good policy decisions for internal comparison and the economy as well.

Also, the government should incorporate female entrepreneur training as part of its Vision 2030 so that women may fully participate in the country's economic progress. Female entrepreneurs should be encouraged to take out loans from financial institutions. This may be accomplished by ensuring that women and men are treated equally when applying for loans. The government should make it a priority to support women-owned businesses by providing low-interest loans to them individually as well as in groups.

In the case of social factors, the study recommends that business information should be accessible to people in the market through networking, exhibitions to teach each other business processes, how to export, the laws regarding procurement, and financing to build a steady relationship to ensure growth. Although the women agreed to have access to reliable contacts, the information is usually limited and available to a limited number of women. Information sharing infrastructure and directories should be put in place to increase growth and promote the growth of women-owned SMEs, also follow-up should be done to ensure steady growth. There should be an increase in enrolment of girls in schools to improve their quality of education given that skilled and literate women are likely to flourish more and access credit as well.

For technological factors, policymakers should work together to provide subsidized training to women-owned SMEs, the study showed women had access but had an issue with using the technology and incorporating it into their business. These enterprises should possess conceptual, technical, and interpersonal skills to plan, control, and organize activities to ensure business continuity because progress also helps the financial institutions know the business risks are at bay. Technology should also be subsidized for women-owned SMEs, by doing this SMEs will benefit from the ease in procurement and supply chain, pricing, and marketing of their commodities.

For legal factors, governments should enact gender-neutral legislation and policies to encourage women-owned SMEs, as well as provide different forms of assistance to female entrepreneurs, such as tax breaks and incentives for SME start-ups. More effort should be made to enhance the quality of existent assistance for women-owned

SMEs and to establish procedures to alleviate the impediments. Government law and regulations should be more focused on women-owned SMEs given that they have a higher percentage of the number of SMEs in Uganda, high taxes and bureaucratic tendencies should also be reduced to standards relevant for small and medium enterprises given that most women-owned SMEs are registered by law even though the process is tedious.

5.4 Implication of the Study

The study has provided data to women-owned SMEs to understand the road to success for the enterprises and also how to incorporate different policymakers in the running of the businesses when during start-up. The different policymakers specifically the government have been made aware of the factors affecting women in SMEs and also will help in monitoring growth, looking for loopholes, and finding solutions. Financial institutions have been made aware of the impact of finances on women-owned SMEs which may spark changes in the credit systems. Lastly, the study has generated interest for more research and other researchers can use it to reference soon.

5.5 Recommendation for Further Studies

The study recommends further research on the legal and technological factors affecting women-owned SMEs given the ambiguity of the data collected.

REFERENCES

- Ackah, J., & Vuvor, S. (2011). The Challenges faced by Small & Medium Enterprises (SMEs) in Obtaining Credit in Ghana.
- Activating the internal talent marketplace. (2020). Deloitte Insights. <https://www2.deloitte.com/us/en/insights/focus/technology-and-the-future-of-work/internal-talent-marketplace.html>
- Ahmad, S. Z., & Arif, A. M. M. (2015). Strengthening access to finance for women-owned SMEs in developing countries. *Equality, Diversity, and Inclusion: An International Journal*.
- Anah', & Iita. (n.d.). The role of women in SMEs in developing countries. *www.academia.edu*. Retrieved July 7, 2022, from https://www.academia.edu/5436535/The_role_of_women_in_SMEs_in_developing_countries
- Bacchetta, M., Gregg, C., Rubínová, S., & Klok, B. T. (2017). *Investing in skills for inclusive trade*.
- Baleseng, M. C. (2015). *Factors affecting the sustainability of SMEs in the manufacturing sector of Gaborone, Botswana* (Doctoral dissertation).
- Boldureanu, G., Ionescu, A. M., Bercu, A. M., Bedrule-Grigoruță, M. V., & Boldureanu, D. (2020). Entrepreneurship Education through Successful

Entrepreneurial Models in Higher Education Institutions. *Sustainability*, 12(3), 1267. <https://doi.org/10.3390/su12031267>

Burnett, S., Gatrell, C., Cooper, C., & Sparrow, P. (2010). Well-balanced families? *Gender in Management: An International Journal*, 25(7), 534–549. <https://doi.org/10.1108/17542411011081356>

Burris, V. (2006). Women and Men in Political and Business Elites: A Comparative Study in the Industrialized World. *Contemporary Sociology*, 35(4), 364.

Carlsen, L., Bruggemann, R., & Fattore, M. (2022). Factors determining the degree of gender equality within the European Union. *Quality & Quantity*, 1-17.

Carrington, C. (2006). Women entrepreneurs. *Journal of Small Business & Entrepreneurship*, 19(2), 83-94.

Comedy, Y. L., & Dougherty, E. L. (2018). Breaking Barriers: Female Inventors Blazing a Path Forward. *Technology & Innovation*, 19(4), 751–758. <https://doi.org/10.21300/19.4.2018.751>

Crittenden, V. L., Crittenden, W. F., & Ajjan, H. (2019). Empowering women micro-entrepreneurs in emerging economies: The role of information communications technology. *Journal of Business Research*, 98, 191–203. <https://doi.org/10.1016/j.jbusres.2019.01.045>

Dallalfar, A., & Movahedi, S. (1996). Women in multinational corporations: old myths, new constructions, and some deconstruction. *Organization*, 3(4), 546-559.

Drucker, P. F. (1989). What business can learn from nonprofits. *Harvard business review*, 67(4), 88-93.

Elborgh-Woytek, K., Newiak, M., Kochhar, K., Fabrizio, S., Kpodar, K., Wingender, P., Clements, B., & Schwartz, G. (2013). Women, Work, and the Economy: Macroeconomic Gains from Gender Equity. *Staff Discussion Notes*, 13(10), 1. <https://doi.org/10.5089/9781475566567.006>

Empowering Women Entrepreneurs through Information and Communications Technologies. (2014). https://unctad.org/System/Files/Official-Documents/Dtlstict2013d2_en.Pdf. https://unctad.org/system/files/official-document/dtlstict2013d2_en.pdf

Empowering Women Entrepreneurs Through Intellectual Property Protection / *SDP Kosovë*. (2019). <https://www.Sdpkosove.Com/Articles/2019/04/Empowering-Women-Entrepreneurs-through-Intellectual-Property-Protection>. <https://www.sdpkosove.com/articles/2019/04/empowering-women-entrepreneurs-through-intellectual-property-protection>

George, K. (2018). *Factors influencing the performance of women entrepreneurs: A case of Iringa Municipality* (Doctoral dissertation, A dissertation submitted to the Faculty of Business and Management Sciences in Fulfillment of the

Requirement for the Award the Bachelor of Accounting and Finance with Information Technology. Ruaha Catholic University).

Governance Structure. (2021). Women Entrepreneurs Finance Initiative. <https://we-fi.org/governance-structure/>

Haxhiu, E. (2015). The factors affecting the success and performance of women entrepreneurs in Kosovo. *Ljubljana, Slovenia: University of Ljubljana*.

Hennessy, S., D'Angelo, S., McIntyre, N., Koomar, S., Kreimeia, A., Cao, L., ... & Zubairi, A. (2022). Technology Use for Teacher Professional Development in Low-and Middle-Income Countries: A Systematic Review. *Computers and Education Open*, 100080.

How A Young Ugandan Woman Breaks Gender Barriers in a Job Dominated by Men: *"I Have to Put in Double the Effort."* (2022, January 26). TechnoServe. <https://www.technoserve.org/blog/young-ugandan-woman-breaks-barriers-job-dominated-by-men/>

How to measure female entrepreneurship? (n.d.). Blogs.worldbank.org. Retrieved July 7, 2022, from <https://blogs.worldbank.org/developmenttalk/how-measure-female-entrepreneurship>

Hursh, S. R. (1980). Economic concepts for the analysis of behavior. *Journal of the experimental analysis of behavior*, 34(2), 219-238.

International Finance Corporation. (2017). *Investing in Women: New Evidence for the Business Case*.

Islam, M. M. (2020). SME Development, Inclusive Growth, and Poverty Alleviation in Bangladesh. *The Bangladesh Development Studies*, 43(1/2), 109–126.
<https://www.jstor.org/stable/27085876>

Ismail, M. (1996). Gender Needs Analysis of WOlDen Entrepreneurs. *Communications*, 6(10.4), 11-1.

Jiménez, A., Palmero-Cámara, C., González-Santos, M. J., González-Bernal, J., & Jiménez-Eguizábal, J. A. (2015). The impact of educational levels on formal and informal entrepreneurship. *BRQ Business Research Quarterly*, 18(3), 204-212.

Johnson, A. M., Jacovina, M. E., Russell, D. G., & Soto, C. M. (2016). Challenges and solutions when using technologies in the classroom. In *Adaptive educational technologies for literacy instruction* (pp. 13-30). Routledge.

Justino, M. V. (2015). *Factors influencing the failure of small enterprises in a selected municipality in Luanda, Angola* (Doctoral dissertation, Cape Peninsula University of Technology).

Kamal, M., & Jackson, J. (2014). ICTs in Micro-enterprises: Does it make a difference?

- Kimuli, S. N. L., Sendawula, K., & Nagujja, S. (2022). Sustainable entrepreneurship practices in women-owned micro enterprises using evidence from Owino market, Kampala, Uganda. *African Journal of Economic and Management Studies*, (ahead-of-print).
- Kweyu, J. N. (2017). *Determinants of access to credit by women-owned SMEs in Migori Town, Kenya* (Doctoral dissertation, United States International University-Africa).
- Martínez, A. C., Levie, J., Kelley, D. J., SÆmundsson, R. J., & SchØtt, T. (2010). Global entrepreneurship monitors special report: A global perspective on entrepreneurship education and training.
- Mchome, E. B. (2016). Factors affecting performance of SMEs in Mtwara Mikindani municipality.
- Meresa, M. (2018). Factors affecting the performance of the small-scale enterprise (restaurant and hotels) Inraya Azebo Wereda: The case of Mohoni, Maychew, and Korem. *International Journal of Managerial Studies and Research (IJMSR)*, 6(1), 68-92.
- Meyer, N. (2009). *An investigation into the determinants of women entrepreneurship* (Doctoral dissertation, North-West University).

- Nabintu, N. (2013). *Factors affecting the performance of small and micro enterprises (SMEs) traders at city park hawkers' market in Nairobi County, Kenya* (Doctoral dissertation).
- Ogarcă, R. (2010). Features of the decision-making in SMES. *Annals of the University of Craiova, Economic Sciences Series*, 3.
- Ojinta, R. I. (2018). *Barriers to women's leadership of small and medium enterprises in Nigeria* (Doctoral dissertation, Walden University).
- Ojinta, R. I. (2018). *Barriers to women's leadership of small and medium enterprises in Nigeria* (Doctoral dissertation, Walden University).
- Ong'wen, A. O. (2017). *Factors Affecting the Success of SMEs (A Case of Tailoring SMEs, Uhuru Market Nairobi)* (Doctoral dissertation, United States International University-Africa).
- Orser, B. J., & Riding, A. (2018). The influence of gender on the adoption of technology among SMEs. *International Journal of Entrepreneurship and Small Business*, 33(4), 514. <https://doi.org/10.1504/ijesb.2018.10011218>
- Pawluczuk, A., Lee, J., & Gamundani, A. M. (2021). Bridging the gender digital divide: an analysis of existing guidance for gender digital inclusion programs' evaluations. *Digital Policy, Regulation, and Governance*, 23(3), 287–299. <https://doi.org/10.1108/dprg-11-2020-0158>

Quelch, J. A., Rangan, V. K., Herrero, G., & Barton, B. (Eds.). (2007). *Business solutions for the global poor: Creating social and economic value*. John Wiley & Sons.

Radcliffe, B. (2012). How education and training affect the economy.

Rashid, U. K. B. (2017). The effects of entrepreneurial management, entrepreneurial orientation, and ethics on the women-owned smes business performance in Malaysia.

Sigdel, M. (2016). Role of Education in Women Entrepreneurship Development in Nepal. *Tribhuvan University Journal*, 29(1), 111-122.

Stamarski, C. S., & Son Hing, L. S. (2015). Gender inequalities in the workplace: the effects of organizational structures, processes, practices, and decision makers' sexism. *Frontiers in psychology*, 6, 1400.

UNDP & UNICEF (2021). Addressing gender barriers to entrepreneurship among girls and young women in South-East Asia. Bangkok: *UNDP Bangkok Regional Hub and UNICEF East Asia and the Pacific Regional Office*.

Wamono, R. N., Kikabi, P., & Mugisha, J. (2012). Constraints and opportunities for SME investment in Uganda's oil and gas sector.

Women Entrepreneurs Finance Initiative. (2017). World Bank.
<https://www.worldbank.org/ja/programs/women-entrepreneurs>

Xavier, S. R., Ahmad, S. Z., Nor, L. M., & Yusof, M. (2012). Women entrepreneurs: Making a change from employment to small and medium business ownership. *Procedia Economics and Finance*, 4, 321-334.

APPENDIX

QUESTIONNAIRE

This academic project is concerned with the factors affecting women in small and medium enterprises in kampala, uganda. Taking the time to complete the questionnaire is vitally important and your contribution is highly appreciated. Your responses will remain anonymous and be treated in the strictest of confidence. There are no right or wrong answers; what matters is your honest opinion. Thank you very much for your help.

1. Do you own a business?

a) Yes

b) No

2. What is your level of education?

a) None

b) Basic Education

c) University

d) Graduate school

3. Your age is between

a) 18-24

d) 45-54

b) 25-34

e) 55-64

c) 35-44

f) 65-70

4. Marital status

A) Single

b) Married

c) divorced

d) widowed

4. How big is your family?

a) 2people

b) 3people

c) 4people

d) 5people

e) more than 5people

5. How many business do you own?

- a)1 b)2 c) more than 2

6.Type of business owned?

- a)Sole proprietorship b)Partnerships c)Joint ventures

7. Why did you start your business?

- a) To be self employed
b) To make extra cash to support existing income
c) To become financially stable
d) To fill a gap in the market for a good or service
e) Dissatisfied with formal employment
e) Had no other choice/ inherited business from family.

8.How did you learn about running a business?

- a) Through family business
b) On the job training
c) Past experience
d) Others, please specify

9.Do you have experience in formal employment, if yes, for how long

- a) No experience b) less than 1 year c) 1-3 yrs d) 4-6yrs e) 6-10yrs

10.How many people do you employ in the business

- a) 0-10 b) 11-20 c) 21-30

11. How many women do you employ in your business

- a) 0-10 b) 11-20 c) 21-30

12. Do you have any other women entrepreneurs in your family

a) Sister

b) Mother

13. In what business sector do you operate

a) Trading

b) Agriculture

c) Handicraft

d) Production

e) Others

14. Where are your business premises located

a) Home

b) Company premises

FACTORS AFFECTING WOMEN IN BUSINESS

Political factors

These questions will answer how the political climate, government policies are affecting the women in business

Factor	Strongly agree	Agree	neutral	disagree	Strongly disagree	Unable to answer
The taxes imposed are fair						
Import and export restrictions are easy to comprehend and carry out						
The tax benefits for women are fair						
Competition with multinationals is regulated						
The political climate is favourable for my business						
I am actively involved in trade unions and business agreements						
I have been a victim of bureaucracy and corruption						
I have benefitted from intellectual property laws						
Registering the business was easy						

Economic factors

These questions will help us answer how the economy, business processes, starting business and sustaining it affects women .

Factor	Strongly agree	Agree	neutral	disagree	Strongly disagree	Unable to answer
I have access to loans						
I have experience in running a business						
I have managerial skills						
I have access to business information and networks						
I own my company premises						
I have I have full access to the market						
I inherited the business from my family						
I have access to business workshops						
I have easy access to raw materials						
My business will grow in the next 3years						

Social cultural factors

These questions will help us answer how demographics and factors associated with it affect women and their business.

Factor	Strongly agree	Agree	neutral	disagree	Strongly disagree	Unable to answer
I have cultural influences in operating my business						
I have reliable contacts and network						
I have support from my family and friends						
I take high risks						
I balance my time with my family						
I am affected by gender discrimination						
I have a good relationship with my fellow women traders						
Attitude by society towards my business is positive						
I have prejudice and gender balance						

Technological factors

These questions will answer how innovation and technology have affected women in business, how are they keeping up, are they knowledgeable about them.

Factor	Strongly agree	Agree	neutral	disagree	Strongly disagree	Unable to answer
I have easy access to current technology						
I'm well conversant with how to operate the technology						
I have incorporated technology in my business						
I can afford all the technology I need						
Technology has made my business flourish, making work easier						

Legal factors

These questions will answer how the laws and regulations affect women in small businesses

Factor	Strongly agree	Agree	neutral	disagree	Strongly disagree	Unable to answer
I benefit from government grants						
I have support from financial institutions						
Banks charge reasonable interest rates						
I have access to policy makers						
I can take a loan without collateral						
The taxes charged on my business are reasonable						
I have support from the government						