

Financing Women Entrepreneurs and Employment Generation – a Case Study of Microfinance Banks

Taiwo, J.N.

*Senior Lecturer, Department of Banking & Finance
Covenant University, Ota, Ogun State
E-mail: joseph.taiwo@covenantuniversity.edu.ng*

Agwu, M. E.

*Associate Professor of Strategic Management and Marketing
School of Business, Covenant University, Ogun State
Nigeria and Adjunct Lecturer and External Dissertation Supervisor for Global MBA Students at
Manchester Business School, United Kingdom
E-mail: edwinagwu@yahoo.co.uk or edwin.agwu@covenantuniversity.edu.ng*

Adetiloye, K.A.

*Senior Lecturer, Department of Banking & Finance
Covenant University, Ota, Ogun State
E-mail: kehinde.adetiloye@covenantuniversity.edu.ng*

Afolabi, G.T.

*Department of Banking & Finance
Covenant University, Ota, Ogun State*

Abstract

Women are becoming increasingly important in the socio-economic development of both developed and developing economies. This is because they account for a significant percentage of the operators of Small and Medium Scale Enterprises (SMEs) in virtually all aspects of the globe. Despite these success stories emanating from these economies, the Nigerian case have not been encouraging. The Nigerian women have for decades engaged in survivalist activities due to little or no encouragement from the government and the organised private sectors. This study examined, among others, the impact of financing women entrepreneurs and employment generation among these groups within the Nigerian state. The study reports that financing women entrepreneurs has incremental effects on employment generations and their efforts also results in multiple employment generations through improvement in their business activities, thereby increasing the numbers of self-employed individuals in the country. The study recommends governmental intervention through the enactment of adequate policies tailored toward the encouragement and empowerment of women entrepreneurs.

Keywords: Finance, Entrepreneurship, Employment, Women, Nigeria
© Taiwo, Agwu, Adetiloye, & Afolabi, (2016)

1.0 Background of the Study

Entrepreneurship generally is vital to the economy of a nation with respect to economic development and poverty reduction. Entrepreneurship offers tremendous opportunities for all and sundry, especially women across the world by opening doors to self-sufficiency, self-esteem, education and growth for themselves, their families and employees (Jalbert, 2000). Women entrepreneurs are simply women that participate in total entrepreneurial activities, who take the risks involved in mobilising resources together in a unique way so as to take advantage of the opportunity identified in their immediate environment through production of goods and services, (Okafor and Mordi, 2010). In Africa, women constitute about 50 percent of the population and account for about 60 to 80 percent of the agricultural production (Makinde and Adetayo, 2009). In Nigeria, women actively play a meaningful role in the industrialization process of the country. The role of women in economic development especially in the micro and small enterprises was found to be primal in the economic development of their communities (Makinde and Adetayo, 2009). Most of them are involved in micro, small and medium scale enterprises (MSMEs) which contribute substantially to employment generation (Mayoux, 2001). The spectrum of women in entrepreneurship often ranges from home-based businesses (HBB) to micro, small, and medium enterprises (MSMEs) (ILO, 1998). Microfinance is no longer an experiment or a wish, it is a proven success. It has worked successfully in many parts of the world particularly in developed economies. It is safe and profitable; indeed it is the oldest and the most resilient financial system in the history of human society. The key issues in microfinance include the realization that entrepreneurs need a variety of financial services, including loans (savings, money transfer and insurance) which microfinance provides. It is a powerful tool to fight poverty and support job creation through building of assets and cushion against external shocks. Microfinance involves building of financial systems which serve the poor. The institution could be integrated into the financial system of each nation. With the aim of generating employment opportunities through SME, Covenant Micro-finance bank launched the empowerment scheme for micro and small entrepreneurs in Ota and its environment in 2012. The study will assess the impact of this scheme on employment generation and poverty reduction of women entrepreneurs in Nigeria. Despite the vital role of SMEs to economic development, the capacities of SMEs have not been fully optimised in Nigeria because while SMEs employed 7 out of 10 workers in the industrial nations, it accounted for 10 to 15 percent of the total industrial output with a slightly over 30 percent, in the case of Nigeria. The main reason suggested by literature for this unimpressive performance is the difficulty to access credits from commercial banks by women entrepreneurs in particular in Nigeria (Cookey, 2001; Ihyembe, 2000; Olajide, 1999; Levy, 1993). Hence, the need to evaluate the composition, quantum and modalities for accessing credits from Micro-finance bank by women entrepreneurs using Covenant Micro-finance Bank empowerment scheme as a case study. As well as, measure its impacts on employment generation in Nigeria. This study therefore sets out to investigate the impact of financing women entrepreneurs on employment generation in Nigeria.

2.0 Literature Review

2.1 Entrepreneurship

Entrepreneurship is seen as fundamentally important part of modern economic and social life. Entrepreneurship can be defined as the process of using private initiative to transform a business concept into a new venture or to grow or diversify an existing venture or enterprise, it results in the creation, enhancement, realization and renewal of value not just for the owners but for all participants and stakeholders, (UNESCAP, 2005). Entrepreneurship is more than the mere creation of business, although that is certainly an important facet. The characteristics of seeking opportunities, taking risks beyond security and having the tenacity to push an idea through to reality combine into a special perspective that permeates entrepreneurs. Thus, entrepreneurship is an integrated concept that permeates an individual's business in an innovative manner, (Reynolds, 2007). According to Timmons and Spinelli (2007) entrepreneurship is a way of thinking, reasoning and acting which is opportunity obsessed, holistic in

approach and leadership balanced. The authors stressed that entrepreneurship results in the creation, enhancement, realisation and renewal of value for owners and stakeholders of a business. Furthermore, Valencia, (2006) defined entrepreneurship as an individual's ability to turn ideas into action. It includes creativity, innovation and risk taking, as well as the ability to plan and manage projects in order to achieve objectives. Also, Johnson (2001) states that entrepreneurship attitude and behaviour entail openness to new information and people, motivation, making independent and self-directed decisions, the ability to see opportunities in a rapidly changing and uncertain environment, persistence, the motivation to achieve, technical know-how, personal integrity, taking ownership and being accountable, the capacity to manage and organize as well as specific categories of cultural characteristics. Ronstadt's (1994) argued that entrepreneurship is the dynamic process of creating incremental wealth. This wealth is created by individuals who assume the major risks in terms of equity, time, and/or career commitment of providing value for some products or services. The product or service itself may or may not be new or unique but value must somehow be infused by the entrepreneur by securing and allocating the necessary skills and resources. Ovat, (2013) stated that entrepreneurship can be viewed as a behavioural activity and orientation, and the entrepreneur is that person who perceives business opportunities, and therefore creates and develops business ventures to exploit the opportunities. Okafor&Mordi, (2010) also stated that entrepreneurship is about learning the skills needed to assume the risk of establishing a business, developing the winning strategies and executing them with all the vigour, persistence and passion needed to win any game. Aruwa (2006) viewed entrepreneurship as: "the willingness and ability of an individual to seek for investment opportunities, to establish and run an enterprise successfully". Entrepreneurship serves as a linchpin between invention, innovation and introduction of new products and services in the marketplace and also enables the entrepreneurs to act as engines of growth in the economy (Ma& Tan, 2006). Entrepreneurship is increasingly gaining respect from scholars as a field of research as well as practical application worldwide as a means to achieve wealth creation and personal fulfilment (Ma and Tan, 2006). History has proven that with each economic downturn, it is the entrepreneurial drive and persistence that brings us back (Kuratko, 2006; ILO, 2008). Entrepreneurship is the capacity in an individual to innovate, to bear risks, to foresee the prospects unforeseen and adverse condition, (Ayoade& Agwu, 2015).

2.2 Entrepreneurs and their Characteristics

Ifeanyi and Ehiabhi, (2011) stressed that entrepreneurs are those groups of people that have high desire and need for achievement and ready to be involved in competitive situations where the outcome results would be objectively measured. An entrepreneur therefore, has the following motives: An innate and strong desire to be independent, a craving for challenge and a need for self-fulfilment. According to Drucker (1985) the entrepreneur always searches for change, responds to it and exploits it as an opportunity. The entrepreneur has usually been considered as the person who starts a new business, has a high level of achievement and is naturally endowed with the qualities of enthusiasm, idealism, sense of purpose and independence of thought and action. Mcusic, (1997) stressed that the entrepreneur's decision making is guided by intuition not past models. The entrepreneur is a person who desires to find a private kingdom and he/she has a will power to conquer the joy of creating of ingenuity. Furthermore, Sanda and Tende (2006), stated that he/she is the chief executive or president of their organisation and they are of the opinion that the entrepreneur should be seen as organization leader and this is leadership role, impose certain functions on the entrepreneur such as:

- attaining present result based on previous decisions
- planning for the future based on present circumstances
- maintaining and developing the organized, capability, which makes achievement possible
- coordinating the specialized functions that will enable his/her firm to perform the technical task in marketing, and
- research and development (R &D), manufacturing, finance control and personnel, especially in the face of changing technology and dynamic industry trend.

To perform these functions, the authors opined that the entrepreneur must possess certain skills. These include conceptual skills and technical skills which transform the entrepreneur into a taskmaster, mediator and motivator. It requires that he /she has appropriate and adequate background to be able to acquire the ability in the dictation and the motivation of people at the same time engage successfully in his/her leadership role.

2.3 Qualities Required of an Entrepreneur

Nickels, McHugh and McHugh (2003) stated that, no matter the type of business the aspiring entrepreneur decides to start; he/she needs certain qualities to succeed. The qualities include the following:

- **willingness to take risks**; an entrepreneur must be willing to take risks, particularly moderate risks. This does not mean being reckless; rather it means they must be able to take some risks. Successful entrepreneurs take only calculated risks,
- **creativity and Innovativeness**: the entrepreneur must be able to see the possibilities in new ways of doing things. He/she must be creative and innovative. An entrepreneur cannot be set in the old ways of doing things or of perceived reality.
- **drive and determination**: an entrepreneur must have drive and determination. He/she must not be one who is not easily discouraged,
- **self-starter/Self-directed**: the entrepreneur must be someone who does not need to have others tell him/her what to do and when. An entrepreneur should be
- **self-motivated; Self-confident/Self nurturing**: the entrepreneur must believe in his/her idea even when no one else does, and be able to replenish his/her enthusiasm;
- **Highly Energetic**: the entrepreneur, being the owner of the business, must be emotionally, mentally and physically able to work long and hard. Hence, he/she must have health and physical stamina for this.

Ayoade& Agwu, (2015) stressed that governments and academics tend to focus on encouraging entrepreneurship due to its role in job creation, innovation, importance to large businesses and a dynamic economy. Female entrepreneurs have been identified by organization for economic cooperation and development as a major force for innovation, job creation and economic growth. The term women entrepreneurs refer to a wide range of women-owned/run Enterprises

2.4 Overview of Micro-Financing

The term ‘microfinance’ refers to the full range of financial services that low-income people use, including not only credit but also savings, insurance and money transfers. Microfinance institutions (MFIs), as well as development non-government organizations (NGOs) with a strong microfinance component, are increasingly recognized for their capacity to provide effective and sustainable programmes to reduce poverty and associated vulnerabilities such as food insecurity among the world’s poorest people (Leatherman, Metcalfe, Geissler and Dunford, 2010). Microfinance has existed, although mostly in the shadows and unseen by casual observers, since the rise of formal financial systems, and indeed probably predates them. It has only been within the last four decades, however, that serious global efforts have been made to formalize financial service provision to the poor. This process began in earnest around the early to mid-1980s and has since gathered an impressive momentum (Braun and Woller, 2004). Copestake et al. (2001) finds that borrowers who were able to obtain two loans experienced high growth in profits and household income compared to a control sample, but borrowers who never qualified for the second loan were actually worse off due to MFI collection mechanisms. Wydick (1999) finds that upward class structure mobility increases significantly with access to credit. Using the same Guatemala data set in a subsequent study (2002), Wydick also finds that rapid gains in job creation after initial credit access were followed by prolonged

periods of stagnant job creation. Dunn (2001) finds that program clients' enterprises performed better than non-client enterprises in terms of profits, fixed assets, and employment.

2.5 Women Enterprises in Nigeria

The economic activities of most women are based on the informal sector of the economy both at rural and urban areas. The reason may be because entry to informal sector is easy, and open to all categories of people. It include hairdressers, fashion designers, beauty and skin practitioners, tailoring, crafts making, etc. The informal sector, according to Kayode-Adedeji and Agwu, (2015) is characterized by reliance on indigenous resources, family ownership of enterprise, labour-intensive and adapted technology, unregulated and competitive markets and skills can be acquired outside the formal educational system. Most women are predominantly in the informal sector because it does not require any minimum level of education as in the formal sector; second, they can combine their activities with domestic responsibility and third is that it requires little capital to establish most businesses in the informal sector.

2.5.1 Challenges of Women Entrepreneurs in Nigeria

Women entrepreneurs in Nigeria face similar challenges and more constraints just as their counterparts in other developing countries. Few decades ago, the significant contribution of women in sustaining socio- economic well-being of their families had been taken for granted and even neglected by the society. This has resulted in underestimation of woman socio-economic contribution to the economy and underutilization of their tremendous potentials in socio economic activities in the Nigeria business environment. The contributions of most women who dominate the informal sector are not included in the National Income Account. There are many challenges confronting women and their ability to upgrade their production from time to time. These, according to SMEDAN and NBS (2010), include but not limited to:

- **Poor access to market, information, technology and finance:** most women do not have access to computers and Internet facilities. Others do not know how to operate computers. Most women interviewed do not have time to read newspapers and magazines and watch some educative television programmes. Their role as mothers and wives was a big constraint as it gives them little time for extra training and acquiring of skills, (Kayode-Adedeji and Agwu, 2015). Access to finance is also a major challenge of female entrepreneurs in Nigeria which limits their access to capital especially startup capital. Most of the time the complaint by most women is that guarantees required for external financing may be beyond the scope of their personal assets and used it track record. There is also the challenge of penetrating informal financial network. Stereotyping and disconnection affect most women ability to gain access to finance. It has been discovered that women suffer the effects of financial and economic downturns more than men. Emerson (2000) posits that generally and around the world women are poorer than men as women are disproportionately employed in unpaid, underpaid and non-formal sectors of the economy.

Role Conflicts: Women enterprise owners are likely to experience work – home role conflict regardless of the structure of their family or the number of hours spent at work. This work-home conflict has been associated with the level of business satisfaction and perceived business success. Personal or intrinsic satisfaction is achieved if business meets or exceeds owners expectations. Role conflict is mostly seen in those who have low self-esteem, low self-efficacy and external locus of control. These areas have been seen to affect the business satisfaction and health of the business. Autonomy in business and high level of family satisfaction can reduce the level of role conflict.

High Cost of doing business in Nigeria: Entrepreneurs are in business (take risk) because they want to make profit. Where the expected return from a venture is lower than the opportunity costs, it will act as a disincentive for the entrepreneur. Due to collapsed infrastructural facilities

and unbridled corruption, where entrepreneurs have to spend huge sums to provide some basic infrastructure and bribe government officials it makes the cost of doing business in the country to be too high with adverse implication for profitability.

Poor linkages with support services, unfavourable policy and regulatory environment: In many developing *countries* like Nigeria support services such as management and training services, consultancy services, etc., are inadequate and many women are not aware of such services. It is important to note that most women enterprises are small and are not usually the targets of such schemes. Women enterprises are faced with compliance cost, which relate to time and money needed to learn about and meet government regulations. Most women have had problems especially those in foods and cosmetics to register with regulatory bodies like NAFDAC (National Agency for Foods and Drugs Administrative Control) and other regulatory bodies. All these increase start-up cost for small enterprises.

Inadequate infrastructural provisions: poor electricity supply, poor communication and **transportation**, is another major challenge. Power supply in Nigeria is very epileptic. The use of an alternative power supply makes some of their products expensive. This has affected the profit they would have made from their business.

Globalization: The need to compete in an aggressive environment with rapid technological changes, trade and finance, flows and globalization of production is a big challenge.

Perception of People: People think men have better management attitude than women. Women are believed to be very materialistic and fashion conscious. In Nigeria, there is this “male thing” an ego in men that make them feel it is a must for men to handle “big jobs”. In their perspectives, women are supposed to be looking after the home. Some men were asked how they perceive working on project sites, all the men interviewed believe that women cannot do site jobs. Certain women believe that for a woman to have the same opportunity as men she has to be “connected” to the people on top. Other constraints which are a part of the greatest barriers experienced by women in enterprise are ignorance of information that technology may support services available to them, financial discrimination, lack of training and business knowledge, underestimating the financial and emotional cost of sustaining a business and poor payment to their staff.

The contributions of women to economic development cannot be overemphasized. The government NGOs, private establishment can help to meet these challenges by providing adequate support services; create more awareness about the availability of these services; create market both locally and internationally for women entrepreneurs. Entrepreneurship is not for everybody. It requires more hard work than the normal 8-4 job but more rewarding. It can be frustrating and stressful at times. Das, (2000) argues that women must believe in themselves as women and never be intimidated. Believe in their concepts, get feedbacks, get access to adequate information about what intend doing and the sky will not even be their limits.

2.6 Overview of Micro and Small Enterprise (MSEs) in Nigeria

In Nigeria, the Small and Medium Enterprises Development Agency of Nigeria (SMEDAN) was established to facilitate the promotion and development of the MSEs in an efficient and sustainable manner. With the overall objective of reducing poverty through wealth and job creation and facilitating national economic development, the Micro, Small and Medium Enterprises are perceived as the oil required to lubricate the engine of socio economic transformation. According to SMEDAN and NBS (2010), Micro and Small Enterprises play tremendous role in reengineering the socio economic landscape of the country. They noted that these enterprises largely represent a stage in industrial transition from traditional to modern technology, and are vital in developing the Nigerian economy in the following ways; employment creation, balanced resources utilization, income generation, utilization of local technology and raw materials and in helping to promote change in gradual and peaceful manner. Until recently, the micro and small enterprises were virtually neglected in the

Nigerian Economic Development Strategy. The economic reforms being carried out by the present administration has however placed greater emphasis on the development of micro and small enterprises by developing National policy on micro and small enterprises and striving to create an enabling and friendly environment for MSEs to flourish. The introduction of the National policy on MSMEs has addressed the issue of definition as to what constitutes micro and small enterprises. The definition adopts a classification based on dual criteria, employment and assets (excluding land and buildings) as shown below:

Table 1: Classification of MSMEs in Nigeria

S/N	Size Category	Employment	Assets (N Million)
1	Micro enterprises	Less than 10	Less than 5
2	Small enterprises	10 to 49	5 to less than 50
3	Medium enterprises	50 to 199	50 to less than 500

Source: SMEDAN & NBS (2010)

- a) Micro Enterprises are those enterprises whose total assets (excluding land and buildings) are less than five million naira with a workforce not exceeding ten employees.
- b) Small Enterprises are those enterprises whose total assets (excluding land and building) are above Five million naira but not exceeding Fifty million naira with a total workforce of between 50 and 199 employees.

Efforts by the government of Nigeria to stimulate the growth of the MSE sector include the following; The creation of SMEDAN (Small and Medium Enterprises Development Agency of Nigeria), Micro Policy, Regulatory and Supervisory Framework in 2005, Small and Medium Enterprises Equity Investment Scheme (SMEEIS), The N200 billion Small and Medium Scale Enterprises Guarantee Scheme (SMECGS), Train to Work (TRATOW) initiative and many more (SMEDAN & NBS 2010).

2.5.2 Women Financial Inclusion

Financial and development experts have stressed the need of external factor to aid women in their drive to break the circle of poverty, (Kiiru&Kenia, 2007); an external factor in the sense of giving women access to financial inclusion since women are the poorest among the poor in any society. According to Kato &Kratze (2013) women in developing countries are denied access to credit facilities from the conventional banks because they lack quality education. As a result of this, they do not have the specific skills to manage their work. In addition, most conventional banks in Africa deny women loans because of lack of collaterals. It also argued that because of the profit motives of some of the micro-finance institutions they deny women who do not have the collateral for loans. The agitation for financial inclusion for woman came into the international limelight in 1975 at the International Women’s Conference in Mexico. The subsequent edition in Nairobi in 1985 paved ways for income generation mechanism for women (International Fund for Agricultural Development, 2009). In the 1990s, micro-finance institutions intensified their patronizing of women clients because of the insinuation that women are prudent with their resources and they hardly default in loan repayment compared to the men. Furthermore, the United Nations (UN) in 2005 initiated the international year for micro-credit for the promotion of financial inclusion for woman (Awojobi, 2013). The beliefs by economists are that when loans are given to women they bring out their individual potential. The core aim of micro-financial institutions is to reduce poverty by bringing financial inclusion to women through empowering the women economically. However, some academic scholars have argued that loan facilities to woman make them be indebted to the financial institutions (Goetz & Sen Gupta, 1996). There are some instances, in some Asian countries; women who default in their loan repayment use their daughters to pacify the owners of the micro-finance institutions. Mayoux (1999) and Taha, (2012) agree with the notion that financial inclusion through credit facilities from

micro-finance institutions lead to women economic empowerment, increased their well-being and that of the household, and also give them social/political/legal voice.

3.0 SMEs and Employment Generation

Various scholars over the years have researched into the importance of Micro Small and Medium Enterprise in ameliorating the menace of unemployment in developing economies such as Nigeria. A study by Lawal, (2011) in Lagos State found evidences that international SMEs contributed more than domestic SMEs in all dimension of strategic importance. In other words, SMEs with international presence are stronger and perform better than those without international presence therefore, making the former to be more of strategic importance to development than the latter. In a similar study by Okpetu (2002) in which key success factor in SMEs were researched since success is a measure of effectiveness of the sector and the impact of the sector on the overall development of participating firms and by extension national economy at large. In the contemporary business environment, technology is a vital factor that must be reckoned with. Lack of technology will result from absence of research and inability to adopt modern techniques, thereby resulting into low productivity. Hence, there is no gainsaying in the fact technology is one of the challenges in the growth of Nigerian small and medium enterprises.

The significance of finance in small and medium enterprises development is well established and generally, accepted, successive governments over the years have implemented various financing arrangements at the micro level to assist small and medium entrepreneurs. Nigerian is blessed with vast natural, human and material resources, which implies that she has great potential for emergence of a vibrant industrial sector, particularly in small and medium enterprises. The role of small and medium enterprises in the technological and industrial development of any nation justifies the need for greater attention to this sector. The foundation of growth in developed countries of the world is usually attributed to the contribution of the small and medium enterprises.

Furthermore, successive administrations have adopted various policy measures aimed at stimulating, sustaining and supporting entrepreneurship, development in small and medium enterprises. The success of these measures will be dependent on the presence of some key factors such as technology, financial control, proper planning and productivity of labour force. All these factors attest to the fact that creation of enabling environment and effective management will assist in the growth and development of small and medium enterprises. Relating the study conducted by Lawal (2011) to the one conducted by Okpetu (2002) it therefore follows that for SMEs irrespective of the nature of their business ideology, key success factors such as proper planning, good financial control, technology, sustainable improved employee productivity are germane to success of the organizations whether such SMEs are with international presence or only domesticated in Nigeria.

In a similar study conducted by Ojodu (2005) on SMEs as a sustainable development strategy in Nigeria, it was discovered that majority of this respondents see their businesses (SMEs) as a way out of endless employment meaning SMEs is a singular and unmatched strategy of combating underdevelopment occasioned by the menace of unemployment with attendant predicament associated with it. Considering the above reviewed empirical studies, SMEs no doubt is an indispensable factor to ensure sustainable growth and development in an economy characterized by incessant kidnapping, political thuggery, robbery and other socio vices brought about by unemployment. However, SMEs will not record speedy development even to going international if major success factors such as technology application, proper planning, adequate finance, good infrastructures among others are not provided as at when needed as supported by Okpetu (2002).

3.1 Women Entrepreneur and Employment Generation

The establishment of small businesses by women entrepreneurs provides economic stability and a better distribution of economic activities (Nieuwenhuizen, 2003). Women entrepreneurs are suppliers

of employment and creators of work opportunities, innovators and initiators. According to Thurik and Wennekers, (2001) small businesses are both a means of entrepreneurship and a source of employment and income. The SMMEs owned by women entrepreneurs play a significant role in the South African economy by improving welfare, alleviating poverty, and also is a source of wealth and employment creation (Mandipaka, 2014). However, the assumption that credit facilities for women from micro-finance institutions lead to woman empowerment has been a controversial issue. However, empirical evidence from Mayoux (1999), Taha (2012) and Awojobi(2013) subscribed to the affirmative of micro-credits impacting women positively. Few studies have examined the women participatory technique in micro-finance programmes, but they did not elaborate on women's empowerment (Mayoux 2000). Other studies lay emphasis on loans and savings (Mayoux, 1999). Some scholars have investigated the impact of women's participation in micro-finance programmes (Mayoux 1998). Recent studies have been on the reason why women are leaving micro-finance programmes (Mayoux (1999). This may have been as a result of the profit motives and exploitation of women by some of the micro-finance institutions. The process of entrepreneurship activity reducing unemployment situation in the economy is termed "Schumpeter effect". Garofoli (1994) and Audretsch and Fritsch (1994) in their separate studies found that unemployment is negatively related to new-firm startups, that is, as new businesses are established employability is stimulated and unemployment reduces substantially. In the same vein, Lucas (1978) and Jovanovic (1982) note that high unemployment in the society is associated with a low degree of entrepreneurial activities, that is, where propensity to set up enterprises is low; the rate of unemployment would be very high. The implication of the above assertions is that those who are unemployed tend to remain so because they possess lower endowments of human capital and entrepreneurial talents required to start and sustain new firms to keep them going. A low rate of entrepreneurship culture and skills in any society may be a consequence of the low economic growth, which also reflects higher levels of unemployment (Audretsch, 1995, Oladele, Akeke & Oladunjoye, 2011). On employment generation by women entrepreneurs, Sadrul, Sayeed and Yinus (2009) find evidence that women entrepreneurs generate employment for more female than male in Bangladesh. In another study, Awojobi (2014) asserted that empowerment of women through micro-financing in Nigeria increase women income and generate employment, while most of such women are traders.

4.0 Conclusion and Recommendation

The above clearly establishes the glaring facts that women entrepreneurs contribute immensely to the growth and development of any economy and have alleviated poverties, created job opportunities and even added to the gross domestic products in Nigeria. Though women entrepreneurship is a vital part of economic development, it has remained an untapped area by successive governments within the Nigerian polity. While the performance of women entrepreneurs in their businesses has become an important area of recent political and academic debate, there is unfortunately no policy enacted by the government to give them the necessary backings. It is recommended that government should enact the enabling laws to save-guard the hardworking women and give adequate flesh to their skeletal efforts to continue to cater for the their families.

Reference

- [1] Arogundade, B.B. (2011). Entrepreneurship Education: Imperative for Sustainable Development in Nigeria. *Journal of Emerging Trends in Education Research and Policy Studies*, 2(1), 26-29.
- [2] Annekova, V. (2001) Global approach to fostering Development of Women Entrepreneurs *FSA Contemporary Issues*. IREX

- [3] Anyanwu, C. M. (2004). Microfinance Institutions in Nigeria: Policy, Practice and Potentials Paper presented at the G24 Workshop on “Constraints to Growth in Sub Saharan Africa,” Pretoria, South Africa, Nov. 29-30.
- [4] Aruwa, S.A.S. (2006). Entrepreneurial Development, Small and Medium Enterprises. Kaduna: Entrepreneurship Academy Publishing.
- [5] Awogbenle, A.C., & Iwuamadi, K.C. (2010). Youth Unemployment: Entrepreneurship Development Programme as an Intervention Mechanism. *African Journal of Business Management*, 4(6), 831-835.
- [6] Awojobi, O. N. (2014). “Empowering Women through Micro-Finance: Evidence from Nigeria.” *Australian Journal of Business and Management Research*, Vol. 4, No. 1, 17-26.
- [7] Ayoade, O. E. and Agwu, M. E., (2015), Employment generation through entrepreneurial development: The Nigerian experience. *British Journal of Economics, Management & Trade*, Vol. 11, Issue 3. pp.1-14. Available at: <http://www.sciencedomain.org/journal/20>
- [8] Backes-Gellner, U. & Werner, A. (2007). Entrepreneurial signaling via education: A Success factor in innovative start-ups. *Small Business Economics*, 29 (1/2), 173-190
- [9] Bantel, K., & Jackson, S. (1989). Top management and innovations in banking: Does the composition of the top team make a difference? *Strategic Management Journal*, 10, 107 -124.
- [10] Basu, R. A. (1998): “An Exploration of Entrepreneurial Activity among Asian Small Businesses in Britain”, *Small Business Economics* 10 (4):313-326.
- [11] Bechard, J.P. & Toulouse, J.M. (1998): Validation of a Didactic Model for the Analysis of Training Objectives on Entrepreneurship. *Journal of Business Ventures*, 13(4), 317-332.
- [12] Botha, M. (2006) Measuring the effectiveness of the women entrepreneurship programme, as a training intervention, on potential, start-up and established women entrepreneurs in South Africa. Pretoria: University of Pretoria (Unpublished PhD. Thesis).
- [13] Box, T.M., White, M. A., & Barr. S.H. (1993). A contingency model of new manufacturing firm performance. *Entrepreneurship Theory and Practice*, 18 (2), 31-46.
- [14] Box, T.M., Watts, L.R., & Hisrich, R.D. (1994). Manufacturing entrepreneurs: An empirical study of the correlates of employment growth in the Tulsa MSA and rural east Texas. *Journal of Business Venturing*, 9(3), 261-270.
- [15] Brush, C.G., & Vanderwerf, P.A. (1992). A comparison of methods and sources for obtaining estimates of new venture performance. *Journal of Business Venturing*, 7(2), 157-170
- [16] Brush, C. (1990). Women and Enterprise Creation: An Overview of Women – Owned Business. In *Enterprising Women: Local Initiatives for Job Creation*. Paris: *Organization for Economic Co-operation and Development* (OECD), 37-55.
- [17] Buttner, E.H. (2001). Examining Female Entrepreneurs’ Management Style: An application of a relational frame. *Journal of Business Ethics*, 29(3), 253-269
- [18] Carter, N., Brush, C., Greene, P., Gatewood, E., & Hart, M. (2003). Women entrepreneurs who breakthrough to equity financing: The influence of human, social and financial capital. *Venture Capital* (1), 1-28.
- [19] Carter, S. and Shaw, E. (2006) *Women’s business ownership: recent research and policy development*. London: Small Business Research Report
- [20] Casson, M. (2000) *Entrepreneurship and Business Culture*. Brookfield, VT: Edward Elgar pp.165
- [21] Coleman, S. (2007) the role of human and financial capital in the profitability and growth of women-owned small firms. *Journal of Small Business Management*, 45(3): 303-319
- [22] Cooley, R (2001). Development of SMEs in Nigeria: *Business Times*, June 11th to 17th, Lagos.

- [29] Das, D.J. (2000). Problems faced by Women Entrepreneurs, in K. Sasikumar, ed., *Women Entrepreneurship* (New Delhi, Vikas Publishing House).
- [30] Dolinski, A.L., Caputo, R.K., Pasumaty, K., & Quanzi, H. (1993). The effects of education on business ownership: A longitudinal study of women entrepreneurship. *Entrepreneurship Theory and Practice*, Fall, 43-53.
- [31] Drucker, P.F (1985): *Innovation and Entrepreneurship: practice and principles*. London: Pan Books WD, London.
- [32] Emeni, F.K. (2008). Micro Finance Institutions (MFIS) in Nigeria: Problems and Prospects. *Journal of Financial Management and Analysis*. 21(1): 69-76
- [33] Fischer, E.M, Reuber, A.R. & Dyke, L.S. (1993). A theoretical overview and extension of research on sex, gender, and entrepreneurship. *Journal of Business Venturing*, 8(2) 151-168.
- [34] Gartner, W. B. (1989). Some Suggestions for Research on Entrepreneurial Traits and Characteristics. *Entrepreneurship Theory and Practise*, 14(1), 27-37.
- [35] Gottleib, E. & Ross, J.A. (1997): “Made no Born: HBS Courses and Entrepreneurial Management”. *Harvard Business School Bulletin*, Vol.73,41-45.
- [36] Gibb, A.A. (1996): Entrepreneurship and Small Business Management: Can we Afford to Neglect them in 21st Century Business School? *British Journal of Management*
- [37] Vol. 7: 309-321.
- [38] Goetz, A.M. & Sen Gupta, R. (1996). “Who takes the credit? Gender, power and control over loan use in rural credit programs in Bangladesh”. *World Development*, 24 (1), 45 - 63
- [39] Gumpster, D. E. (1993). The Gender Factor: Comparison of Men and Women Entrepreneurs *Working Women*, Vol.8.
- [40] Hambrick, D., & Mason, P. (1984) Upper echelons: The organization as a reflection of its top managers. *Academy of Management Review*, 9 (2), 193-206.
- [41] Heffernan, M. (2003). Changing the Game. Prowess Conference, 1-15.
- [42] Henning, M. & Jardim, A. (1977). The Managerial Woman. Anchor Press, Garden City, NY, p.32
- [43] Hisrich, R.D., & Brush C.G. (1984). The women entrepreneur: Management Skills and Business problems. *Journal of Business management*, 22 (1), 30-37.
- [44] Hisrich, R.D. & Brush, C. G. (1987). Women Entrepreneurs: A Longitudinal study in N.C. Churchill, *Entrepreneurship Research*, Babson College, Wellesley, MA: Centre for Entrepreneurial Studies, 187-199.
- [45] Hisrich, R. D & Peters, M.P. (2003): Entrepreneurship Starting, Developing and Managing a New Enterprise, Illinois: Irvin
- [46] Hornaday, R. (1992). Thinking about Entrepreneurship: A fuzzy set Approach. *Journal of Small Business Management* 30 (4)
- [47] Ifeanyi, U.O and Ehiabhi, T. A. (2011). Problems, Challenges and Prospects of Female, Entrepreneurs in Gwagwalada, Abuja. *An International Multi-Disciplinary Journal*, Ethiopia, Vol. 5(3).
- [48] Ihyembe, R. (2000) Financing SMEs: International Perspectives, *Journal of the Chartered Institute of Bankers of Nigeria*, July- December. ISSN 0197 – 6679, pg. 20 – 37.
- [49] Inegbenebor, A.U. (2006): You can be an entrepreneur. In A.U. Inegbenebor (ed). *The Fundamentals of Entrepreneurship*. 1st Ed, pp. 1-14, Lagos: Malthouse Press Limited.
- [50] ILO (1998). “Gender Issues in Micro-Enterprise Development: A Briefing Note”,
- [51] *The International Small Enterprise Programme (ISEP)*, June.
- [52] ILO (2008) Skills and Entrepreneurship: Bridging the technology and gender divide.
- [53] ILO (1998). “Gender Issues in Micro-Enterprise Development: A Briefing Note”, *The International Small Enterprise Programme (ISEP)*, June.
- [54] ILO (2008) Skills and Entrepreneurship: Bridging the technology and gender divide.
- [55] ILO (2008) Skills and Entrepreneurship: Bridging the technology and gender divide.
- [56] ILO (2008) Skills and Entrepreneurship: Bridging the technology and gender divide.

- [57] Isreal, G. D. (1992) Sampling the Evidence of Extension Program Impact. Program Evaluation and Organizational Development, IFAS, University of Florida, PEOD -5 October.
- [58] Jalbert, S.E. (2000) Women Entrepreneurs in the global economy. (Web) <http://www.cipe.org/programs/women/pdf/jalbert.pdf>.(Date of access: 24 October 2009)
- [59] Levy, B. (1993). “*Obstacles to Developing Indigenous Small and Medium Enterprises*”, The
- [60] World Bank Vol. 7, No. 1, pg. 65 – 88.
- [61] Johnson, D. (2001). What is innovation and entrepreneurship? Lessons for larger organizations, Industrial and Commercial Training. 33(4), 135-140.
- [62] Kato, M.P. &Kratze, J. (2013).Empowering Women through Microfinance: Evidence from Tanzania.ACRN Journal of Entrepreneurship Perspectives, Vol. 2, Issue 1, p. 31-59, Feb. 2013 ISSN 2224-9729
- [63] Kayode-Adedeji, T. K. and **Agwu, M.E.** (2015), Application of ICT to agriculture as a panacea to unemployment in Nigeria - *International Journals of Multidisciplinary Research Academy (IJMRA)*: Volume 3, No. 4: pp. 26-48. Available at: <http://ijamrr.com/ojs-2.3.8/index.php/ijamrr/index>
- [64] Ket de Vries, M. (1985): The Dark Side of Entrepreneurship, Harvard Business Review, November – December.
- [65] Kiiru, M.J. &Kenia, M. (2007). The Impact of Microfinance on Rural Poor Households’ Incomeand Vulnerability to Poverty: Case Study of Makueni District, Kenya
- [66] Kilby, P. (1971). Entrepreneurship and Economic Development. New York: The Free Press
- [67] Kirzner, I.M. (1971). How Markets Work, Dis- equilibrium, Entrepreneurship and Discovery
- [68] London: The Institute of Economic Affairs.
- [69] Kirzner, I.M (1997), Perception, Opportunity, and Profit, Chicago: University of Chicago
- [70] press.
- [71] Kuratko, D. (2006): A Tribute to 50 years of Excellence in Entrepreneurship and Small Business. *Journal of Small Business Management*, 44(3), pp. 483-492.
- [72] Kuratko, D. F. &Hodgetts, R. M. (1995). Entrepreneurship: A contemporary Approach, Dryden Pres.
- [73] Lavió (1992).*Women in Business: A Collective Profile*, (Ottawa, Federal Business Development Bank).
- [74] Larson, A. & Starr, J. (1993): A Network Model of Organization Formation, *Entrepreneurship Theory and Practice*, 17 (2).
- [75] Lerner, M., Brush, C., & Hisrich, R. (1997). Israeli Women Entrepreneurs: An Examination of factors Affecting Performance. *Journal of Business Venturing*, 12(4), 315-339.
- [76] Lebakang, M.A. (2008). An Exploration of Women Entrepreneurship in Lesotho. Potchefstroom: North West University. (Unpublished MBA Mini-Dissertation).
- [77] Kor, Y.Y., Mahoney, J.T., & Michael, S.C. (2007).Resources, Capabilities and Entrepreneurial perceptions. *Journal of Management Studies*, 44 (7), 118-1212.
- [78] Khandker, S. (1998) “The Impact of Group- Based Credit Programs on poor, Foundation for Social Entrepreneurship, A case study”. *Readings and Economics Fall 2008-2009*.
- [79] Ma, H., & Tan, T. (2006): Key Components and Implications of Entrepreneurship: A 4-P Framework. *Journal of Business Venturing*. 21(5), pp. 705-725.
- [80] Maas, G. &Herrinton, M. (2006) Global Entrepreneurship Monitor (GEM). South African Report. Cape Town: University of Cape Town.
- [81] Mayoux (2001).” Jobs, Gender and Small Enterprises: Getting the Policy Environment Right ILO Working Paper on Series on Women’s Entrepreneurship Development and Gender in Enterprises- WEDGE, No.15.
- [82] Mayoux, L. (1997). The Magic Ingredient? Microfinance and Women’s Empowerment,
- [83] A Briefing Paper prepared for the Micro Credit Summit, Washington
- [84] Mayoux, L. (1998a). Women's Empowerment and Micro-finance programmes:

- [85] Approaches, Evidence and Ways Forward. The Open University Working Paper No 41.
- [86] Mayoux, L. (1998b). Participatory programme learning for women's empowerment in micro-
- [87] Finance programmes: negotiating complexity, conflict and change. *IDS Bulletin* 29:39-50.
- [88] Mayoux, L. (1999). Questioning Virtuous Spirals: micro-finance and women's
- [89] empowerment in Africa. *Journal of International Development* 11:957-984. Mayoux, L. (2000a). forthcoming. Selected Programme Case Studies: SHDF, Zambuko
- [90] Trust, SEF, CGT and SCF-UK Vietnam Programme, ILO
- [91] Mayoux (2001). "Jobs, Gender and Small Enterprises: Getting the Policy Environment Right ILO Working Paper on Series on Women's Entrepreneurship Development and Gender in Enterprises- WEDGE, No.15.
- [92] McClellande, D. C. (1961). *The Achieving Society*, New York: Collier McMillian Free press.
- [93] McClelland, M., Swail, J., Bell, J. & Ibbotson, P. (2005) Following the Pathway of Female Entrepreneurs. A six country investigation. *International Journal of Entrepreneurial Behaviour and Research*, 11 (2): 1-28.
- [94] Mcusic, G. (1997), Micropreneurs Climb Ladder to Success 'Step by Step'. *St Louis Post Dispatch* (January 6)
- [95] McKenney, E. (2000). *Business Psychology and Organizational Behaviour: a student's Handbook*. Hove, east Sussex, Psychology Press.
- [96] Miles, M. B. & Huberman, M.A. (1994) *Quantitative Data Analysis*. 2nd Ed, Sage Publication, California.
- [97] Mitchell, B. C. (2004). Motives of Entrepreneurs: A case study of South Africa. *Journal of Entrepreneurship*. 13 (1), 168-183.
- [98] Nieuwenhuizen, C. (2003) *The Nature And Development Of Entrepreneurship*. In G.
- [99] Nieman & J. Houg (Eds.), *Entrepreneurship: A South African Perspective*. Pretoria: Van Schaik.
- [100] Nickels W.G., Mchugh, J.M., & Mchugh S.M. (1999). *Understanding Business*. New York Irwin McGraw Hill.
- [101] Nordin, M. (2005). Woman in Business: Determinants for venturing in Malaysian SMEs. Retrieved December 6, 2006 from www.tbs.ubbclul.ro/studia/articol_4-2-2005
- [102] OECD, (2004). *Serving Entrepreneurs*. Retrieved 12 march 2006 from <http://www.oseo.fr/oseo/group/English-version>.
- [103] Okafor, C. & Mordi, C. (2010). Women Entrepreneurship Development in Nigeria: the effect
- [104] of Environmental factors. *Economic Sciences Series*, Vol. LxII No.4: 43-52.
- [105] Oladele P.O, Akeke, I., Oladunjoye, O. (2011). Entrepreneurship Development: A
- [106] Panacea for Unemployment Reduction in Nigeria. *Journal of Emerging Trends in Economics and Management Sciences (JETEMS)* 2 (4): 251-256
- [107] Olajide, F (1999). *Financing Strategies for SSIs*, ICAN News, Lagos. October/December.
- [108] ISSN 0197-6679, pg. 33-39
- [109] Oluseyi, O.O. Solomon, A. A., and Adekunle O. B. (2013). Services Of Small And Medium In Ogun State, Nigeria. *Singaporean Journal Of Business Economics, and Management Studies*, 1(11), 31-43
- [110] Ovat, O. (2013). Liquidity Constraint and Entrepreneur Financing in Nigeria: The Fate of fresh Graduate Entrepreneurs, *Global Journal of Management and Business Research Finance* 13(9)
- [111] *Research Finance* 13(9)
- [112] OECD, (2004). *Serving Entrepreneurs*. Retrieved 12 march 2006 from <http://www.oseo.fr/oseo/group/English-version>
- [113] Patel (1987). *Women Entrepreneurship Development*. Developing New Entrepreneurs (Ahmedabad, Gujarat, Entrepreneurship Development Institute of India)
- [114] Peng, M. W. (2001). How Entrepreneurs Create Wealth in Transition Economics. *Academy of Management Executive*, 15(4), pp. 24-38.

- [115] Porter, E.G. & Nagarajan, K. V. (2005). Successful Women Entrepreneurs as Pioneers: Results from a study conducted in Karaikudi, Tamil Nadu, India. *Journal of Small Business and Entrepreneurship*. 18(1), 39-52.
- [116] Reayley, M.A. & Lituchy, T. R. (2008). Successful Women Entrepreneurs: A Six Country Analysis of self-reported determinants of success-more than just dollars and cents. *International Journal of Entrepreneurship and Small Business*, 5(3-4), 272-296.
- [117] Rosa, P. (1993). Gender and Small Business Co-ownership: Implications for Enterprise Training, paper presented at INTENT, Stirling University.
- [118] Rosa, P., Carter, S., & Hamilton, D. (1996). Gender as a Determinant of Small Business Performance: Insights from a British study. *Small Business Economics*, 8(4)463-478.
- [119] Ronstadt, R. C. (1994). *Entrepreneurship*. Dover, MA: Lord Publishing.
- [120] Reynolds, P. D (2007) "*Entrepreneurship in the United States*", Springer, ISBN 978-0-387-45667-6
- [121] Sanda, M. & Tende, S. B.A (2006). *Entrepreneurial Studies and Development*. A Publication of Faculty of Administration, Nasarawa State University, Keffi, Nigeria.
- [122] Sarri, K. & Trihopoulou, A (2005). Female Entrepreneurs' Personal Characteristics and Motivation: A review of the Greek Situation. *Women in Management Review*, Vol. 20 (1) 24-36.
- [123] Sarasyathy, S. (2001). Causation and Effectuation: Towards a theoretical shift from Economic Inevitability to Entrepreneurial Contingency, *Academy of Management Review*, 26(2).
- [124] Schiller, B. R. & Crewson, P. (1997). Entrepreneurial Origins: A Longitudinal Inquiry *Economic Inquiry*, 35(3), 523-531.
- [125] Schaefer, C. V. (2003) The teacher, The scholar, The self: Fitting, Thinking and Writing into four- four load. *College Teaching*, Vol. 51(1), 22-26.
- [126] Scott, C. E. (1986). 'Why More Women Are Becoming Entrepreneurs,' *Journal of Small Business Management*. Vol. 24 (4), 30-36.
- [127] Seymour, N. (2001). *Women Entrepreneurs in the Developing World*, CELCEE Digest (Kansas City, Centre for Entrepreneurial Leadership, Clearinghouse on Entrepreneurship Education), No. 01-04, August, <<http://www.celcee.edu/>
- [128] Stevenson, L. (1986). Against All Odds: The Entrepreneurship of Women. *Journal of Small Business Management* 24(4), 30-36.
- [129] Teoh, W. M. & Chong, S. C. (2007) Theorising A Framework of factors Influencing Performance of Women Entrepreneurs in Malaysia. *Journal of Entrepreneurship and Sustainability*, Vol. 3, Issue 2.
- [130] Thibault, M., Wilcock, A. & Kanetkar, V. (2002). An exploratory study of factors influencing sales performance of small and medium-sized enterprises. *Proceedings of the Administrative Sciences Association of Canada*. Winnipeg, Manitoba.
- [131] Thurik, R, A & Wennekers, S. (2001) *A Note On Entrepreneurship, Small Business And Economic Growth*. Rotterdam: Erasmus Research Institute Of Management Report Series.
- [132] Thyer, B. A. (1993). Single Systems Research Design, in R.M. Grinnell (ed), *Social Research Work, Research and Evaluation* (4th Ed), Itasca Illinois, F.E Peacock Publishers.
- [133] Timmons, J. (1995) *New Venture Creation*, 2nd ed. Irwin: Homewood, 111.
- [134] UNESCAP (2005). *Developing Women Entrepreneurs in South Asia*. Issues, Initiatives and Experiences. Trade and Investment Division, Bangkok, Thailand.
- [135] Wasilczlik, J. & Zieba, K. (2008) Female Entrepreneurship in transitional Economies: the case of Poland. *Journal of Small Business and Entrepreneurship*, 21 (2), 153- 170.
- [136] Webster, F. E. (1992): The Changing Role of Marketing in the Organization: *Journal of Marketing*, 56 (October), pp. 1-17.
- [137] Wiersema, M.F., & Bantel, K.A. (1992). Top Management Team Demography and Corporate Strategic Change. *Academy of Management Journal*, 35 (1), 91-121.

- [143] World Bank report: Nigeria Economic Report (2014). <http://www.worldbank.org/en/country/nigeria> on 23/3/14
- [144] Valencia, M. M. (2006). Female Entrepreneurs: Past, Present and Future. Retrieved October 8, 2006, from ;<http://www.cladea.org/leadership/textos/Female%20entrepreneurs.doc>
- [145] Venkaaraman, S. (1997): The Distinctive Domain of Entrepreneurship Research: An Editor's Perspective. In J. Katz & R. Brockhaus (eds), *Advances in Entrepreneurship, Firm, Emergence, and Growth*(p. 119 – 138). Greenwich, CT: JAI Press.
- [147] Vishwanathan, R. (2001). Women in Business, <http://indiatogether.Org/women/business/renuka.htm>
- [148] Viswanathan, M. (2005). *Measurement Error and Research Design*. Sage Publications, California, 1, 61-69.
- [149] Zahra, S. A., Sapienza, H. J. & Davidson, P. (2006). Entrepreneurship and Dynamic capabilities: A review, model and research agenda. *Journal of Management Studies*, 43, 917-955.