



Research Article

© 2024 Feria Hernández et al.

This is an open access article licensed under the Creative Commons Attribution-NonCommercial 4.0 International License (<https://creativecommons.org/licenses/by-nc/4.0/>)

Received: 17 January 2024 / Accepted: 8 April 2024 / Published: 5 May 2024

Resilience as a Key Factor in the Success of Women-Led Entrepreneurship: A Systematic Literature Review

Melissa Dalila Feria Hernández¹

Ericka Julissa Suysuy Chambergó¹

Victor Manuel Valdiviezo Sir²

Marcos Marcelo Flores Castillo³

Yelka Martina López Cuadra⁴

Juana del Pilar Contreras Portocarrero²

Cecilia Paula Luisa Gómez Zúñiga¹

Emma Verónica Ramos Farroñán¹

¹Universidad Cesar Vallejo, Perú

²Universidad Nacional Toribio
Rodríguez de Mendoza, Perú

³Universidad Nacional de Frontera, Perú

⁴Universidad Nacional Intercultural
Fabiola Salazar Leguía de Bagua, Perú

DOI: <https://doi.org/10.36941/jesr-2024-0065>

Abstract

Resilience in female entrepreneurship emerges as a critical component that significantly influences the achievement and capacity to overcome challenges inherent in the creation and management of businesses. To address this topic, the present article focused on conducting a systematic review of the scientific literature to examine how resilience stands as a determining factor enabling female entrepreneurs to navigate obstacles and achieve success in their ventures. In line with this objective, a bibliographic methodology was implemented that included synthesizing information from various databases, including Scopus, Web of Science, and SciELO. The results reveal a scarcity of publications on this particular topic, thus highlighting the importance of addressing these gaps in the literature. This approach is essential for gaining a more holistic understanding of the relationship between resilience and female entrepreneurship in various contexts. In this sense, the 152 articles analyzed during the research constitute a valuable starting point for future investigations, evidencing the need to delve deeper into the analysis of resilience in the context of female entrepreneurship. Identifying and understanding these gaps in the scientific literature not only enriches the existing knowledge but also guides new research directions that contribute to the advancement and consolidation of this field of study. Consequently, resilience in female entrepreneurship not only acts as a driver for overcoming challenges but also plays a crucial role in building a more equitable and diverse business environment. The scientific evidence found during the systematic literature review is considered an essential component of promoting gender equality and diversity in the business sphere. In the abovementioned review, the relevance of factors such as resilience, self-efficacy, and support networks in the realm of female entrepreneurship is highlighted. These studies provide valuable perspectives that not only enrich existing knowledge but can also guide the development of policies and practices aimed at creating a more inclusive and equitable environment for female entrepreneurs. The interconnection between these elements underscores the importance of considering not only individual resilience but also the impact of external factors and support in fostering a more favorable business ecosystem for women.

Keywords: Resilience, female entrepreneurship, diversity, gender, policies

1. Introduction

Female entrepreneurship has significantly increased in recent years, highlighting its growing importance in the business world. Despite this progress, female entrepreneurs face additional hurdles compared to their male counterparts, including challenges in accessing financing and balancing work with family responsibilities. Nonetheless, these entrepreneurs exhibit remarkable resilience in overcoming adversity and successfully advancing their projects. This situation underscores the necessity of specifically recognizing and addressing the barriers that female entrepreneurs encounter while also emphasizing their innate ability to surmount adversities on their path to achieving business goals.

Resilience, which is crucial for business success, is particularly important for female entrepreneurship. This trait involves confronting adversity, adapting to change, and persevering through difficulties. Resilient female entrepreneurs not only overcome challenges but also transform these situations into opportunities for personal and professional growth. The research by Cosentino & Paoloni (2021) highlights how female leadership in male-dominated companies enhances organizational resilience during crises, focusing on key skills and supported by robust corporate governance. This interdisciplinary perspective examines how women leaders promote resilience in times of disruption.

In the context of the COVID-19 pandemic, the study by Anggadwita et al. (2023) underscores that women leaders implemented strategic initiatives to bolster resilience in their family businesses during the crisis. They propose a comprehensive framework that includes key factors such as adaptability, renewal strategies, successor competencies, family support, and incremental succession planning. The authors emphasize the long-term vision of women, allowing them to overcome internal conflicts, and note that in this context, ability and competence are now the main factors for recognizing female leadership in family businesses.

Research on the role of resilience in the success of female-led enterprises is vital from various perspectives. Theoretically, it delves into the concept of resilience, specifically in the context of female entrepreneurship. Socially, it is recognized as a key capability for the economic and social empowerment of women. Moreover, its practical utility lies in guiding the design of training programs and policies supporting female entrepreneurship. Methodologically, this systematic literature review provides a rigorous analysis of the available evidence. While resilience has been studied in various contexts, there is a lack of research exploring its impact on the success of female-led ventures specifically. This study, through a systematic review of the literature, stands out for its high potential for originality in exploring the processes through which resilience relates to achieving business goals in female entrepreneurship. By shedding light on this scarcely addressed phenomenon, this research offers innovative theoretical and practical insights into the crucial role of resilience in the successful performance of women in the entrepreneurial sphere.

Despite the obstacles and barriers faced by female entrepreneurs, some achieve success in their ventures. This raises the following question: How does resilience, understood as the capacity to overcome adversity, enable them to surmount difficulties and achieve success in their enterprises? Although the topic of resilience has been explored in various fields, there is insufficient research on how this quality specifically affects the performance of female-led ventures. Through a systematic review of the scientific literature, this research aims to determine the role of resilience as a key factor in female business achievement.

Therefore, the purpose of this study is to analyze, through a systematic review of the scientific literature, how resilience serves as a crucial factor enabling female entrepreneurs to overcome barriers and achieve success in their ventures.

2. Methodology

This study included a systematic literature review on resilience and entrepreneurship among women. A search was conducted across the Scopus, Web of Science, and SciELO databases using keywords such as "resilience", "entrepreneurship", "entrepreneurship and resilience in women", and "resilience and female entrepreneurship", among others, in English and Spanish. The inclusion criteria were as follows: 1) original research articles published in peer-reviewed academic journals, 2) articles published in the last 4 years (2019-2023), 3) studies focused on resilience and/or entrepreneurship in women, and 4) articles in English and Spanish. Nonempirical studies, as well as book chapters, theses, and conference proceedings, were excluded.

After the initial search, 152 potentially relevant articles from all analyzed databases were obtained. Following the application of the inclusion and exclusion criteria, the final sample comprised 50 articles that were reviewed in depth. To organize the information, a matrix was created synthesizing the following data: author(s), year, source, and abstract from the WoS of Science and Scopus databases.

The analysis of the selected studies was qualitative, identifying concepts, factors, and key processes reported in the literature in relation to resilience and entrepreneurship in women. The results are presented in a descriptive manner following a thematic structure.

3. Results and Discussion

Women entrepreneurs are an example of resilience and self-improvement. Despite the difficulties and gender barriers that still exist in society and the business world, an increasing number of women are deciding to start their own businesses and projects.

This section presents the results obtained after an exhaustive evaluation of the scientific articles, which were preselected; likewise, they are presented with greater emphasis in the following tables in a clear, concise, precise and logical sequence.

3.1 Scientific production per year

The analysis of scientific production by year is an essential tool for understanding the dynamics and evolution of research, providing valuable information for decision making and strategic planning in the academic field. The present research shows the analysis of scientific production by year from the Web of Science database, as detailed in Table 1. In the year 2022, the number of publications was 12, which was the highest, followed by 2021 with 8.

Table 1. Scientific production in the year 2022

Publication Years	Record Count	% of 26
2022	12	46.154
2021	8	30.769
2019	2	7.692
2020	2	7.692
2023	2	7.692

3.2 Scientific data generated by the authors from the Web of Science database

The evaluation of scientific production by an author is an essential practice for analyzing the individual contributions of researchers in a specific field. This type of analysis not only quantifies the amount of research conducted by an author but also provides valuable information on the quality and impact of his or her contributions. In the framework of the present investigation, as detailed in

Table 2, all the authors have published at least one paper, representing 3.846% of the total.

Table 2. Publications by authors

Authors	Record Count	% of 26
Acevedo-duque A	1	3.846
Al-dajani H	1	3.846
Alhallak K	1	3.846
Alhothali GT	1	3.846
Alulea JP	1	3.846
Antes AL	1	3.846
Attia S	1	3.846
Ayatakshi-endow S	1	3.846
Bakhaty A	1	3.846
Birhanu AG	1	3.846
Birsan A	1	3.846
Besalú R	1	3.846
Caliendo M	1	3.846
Cardella GM	1	3.846
Caruso G	1	3.846
Casprini E	1	3.846
Castiaux A	1	3.846
Cole S	1	3.846
Cosentino A	1	3.846
D'adamo I	1	3.846
Filimonau V	1	3.846
Foss L	1	3.846
Furaha GM	1	3.846
Garbutt JM	1	3.846
Garcia-lorenzo L	1	3.846

3.3 Scientific production by country

The analysis of scientific production by country is essential for understanding the contribution of each nation to the progress of knowledge in various areas. This type of analysis provides valuable information on the quantity, quality and topics of the research conducted in a given country. The results revealed that England had the greatest number of publications, followed by Italy and Spain, both of which had the same number. Colombia, Saudi Arabia and Sweden have two papers each, while the rest of the countries have one article each. Thus, it can be deduced that the representation of South American countries in research on this topic is limited.

Table 3. Publications by country

Countries/Regions	Record Count	% of 26
ENGLAND	5	19.231
ITALY	3	11.538
SPAIN	3	11.538
COLOMBIA	2	7.692
SAUDI ARABIA	2	7.692
SWEDEN	2	7.692
USA	2	7.692
BELGIUM	1	3.846
BRAZIL	1	3.846
CANADA	1	3.846

Countries/Regions	Record Count	% of 26
CHILE	1	3.846
DEM REP CONGO	1	3.846
EGYPT	1	3.846
FRANCE	1	3.846
GERMANY	1	3.846
IRAN	1	3.846
IRELAND	1	3.846
KAZAKHSTAN	1	3.846
MALAYSIA	1	3.846
NETHERLANDS	1	3.846
OMAN	1	3.846
PERU	1	3.846
POLAND	1	3.846
ROMANIA	1	3.846
SCOTLAND	1	3.846

3.4 Citation reporting from the Web of Science database

The report associated with Table 3 provides the ability to visualize citation and publication trends related to a specific topic, covering authors, journals and institutions. This analysis provides key details for each article, including total citations accumulated to date, average annual citations, and a breakdown of the number of citations by year.

Authors (Tlaiss, Hayfaa A.; McAdam, Maura) and (Karim, Shamsul; Kwong, Caleb; Shrivastava, Mili; Tamvada, Jagannadha Pawan) top the list, with a total of 27 and 17 citations, respectively, spanning the years 2019-2023.

Table 4. Articles with the highest number of citations in the Web of Science database.

Title	Authors	Source title	Total citations	2019	2020	2021	2022	2023
Unexpected lives: the intersection of Islam and Arab women's entrepreneurship	Tlaiss, Hayfaa A.; McAdam, Maura	JOURNAL OF BUSINESS ETHICS	27	0	1	5	11	10
My mother-in-law does not like it: resources, social norms, and women's entrepreneurial intentions in an emerging economy	Karim, Shamsul; Kwong, Caleb; Shrivastava, Mili; Tamvada, Jagannadha Pawan	SMALL BUSINESS ECONOMICS	17	0	0	0	6	11
The role of psychological capital and gender in college students' entrepreneurial intentions	Margaça, Clara; Hernández-Sánchez, Brizeida; Sánchez-García, José Carlos; Cardella, Giuseppina Maria	FRONTIERS IN PSYCHOLOGY	16	0	0	5	7	4
Gender differences in entrepreneurial performance during the COVID-19 crisis: do public policy responses matter?	Birhanu, Addis G.; Getachew, Yamlaksira S.; Lashitew, Addisu A.	THEORY AND PRACTICE OF ENTREPRENEURSHIP	11	0	0	0	0	11
Struggling for balance: women entrepreneurs in Brazil, their multiple gender roles and Covid-19	Ayatakshi-Endow, Sukanya; Steele, Jiselle	INTERNATIONAL JOURNAL OF GENDER AND ENTREPRENEURSHIP	11	0	0	1	3	7
Resilience, leadership and female entrepreneurship in the context of SMEs: evidence from Latin America.	Acevedo-Duque, Ángel; González-Díaz, Romel; Cachicatari Vargas, Elena; Paz-Marcano, Anherys; Müller-Pérez, Sheyla; Salazar-Sepúlveda, Guido; Caruso, Julia; D'Adamo, Idiano	SUSTAINABILITY	10	0	0	4	3	3
Women entrepreneurs in tourism in times of life event crisis.	Filimonau, Viachaslau; Matyakubov, Umidjon; Matniyozov, Murodjon; Comocionado, Aiman; Mika, Mirosław	JOURNAL OF SUSTAINABLE TOURISM	8	0	0	0	2	6
Women's skills and aptitudes as drivers of organizational resilience: an Italian case study	Cosentino, Antonietta; Paoloni, Paola	MANAGEMENT SCIENCES	8	0	0	0	4	4
From growth objectives to proactive organizational resilience: first evidence in Italian wineries led and not led by women	Casprini, Elena; Pucci, Tommaso; Zanni, Lorenzo	MANAGEMENT SCIENCE REVIEW	7	0	0	0	2	4
Business resilience and Iranian organizations: application of the fuzzy DANP technique	Hamed, Hemad; Mehdiabadi, Amir	ASIA PACIFIC JOURNAL OF INNOVATION AND ENTREPRENEURSHIP	7	0	0	1	4	2
IDENTIFYING CRITICAL COMPONENTS OF RESILIENCE DURING AND AFTER ECONOMIC CRISES: THE CASE OF FOOD OPERATORS IN KUALA LUMPUR	Rani, Nazatul Shima Abdul; Krishnan, K. Sarojani; Suradi, Zurinah; Juhdi, Nurita	JOURNAL OF THE ASIAN ACADEMY OF MANAGEMENT	7	0	1	0	4	2
Emotions and resilience in Saudi women's digital entrepreneurship during the COVID-19 pandemic.	Alhothali, Ghada Talat; Al-Dajani, Haya	SUSTAINABILITY	6	0	0	0	3	3
Depresión pandémica: COVID-19 y la salud mental de los autónomos	Caliendo, Marco; Graeber, Daniel; Kritikos, Alexander S.; Seebauer, Johannes	THEORY AND PRACTICE OF ENTREPRENEURSHIP	6	0	0	0	2	4

Title	Authors	Source title	Total citations	2019	2020	2021	2022	2023
Una lectura feminista poscolonial y panafricana de las <i> mujeres empresarias de Zimbabwe</i>	Imas, J. Miguel; García-Lorenzo, Lucía	GENDER WORK AND ORGANIZATION	2	0	0	0	0	2
Justicia de género en el turismo global: explorando la transformación del turismo a través de la lente de la economía alternativa feminista	Kalisch, Ángela B.; Cole, estroma	JOURNAL OF SUSTAINABLE TOURISM	2	0	0	0	0	2
'Al final te adaptas a todo': Respuestas a las narrativas de resiliencia y emprendimiento en la España postrecesión	Oliva, Mercè; Pérez-Latorre, Oliver; Besalú, Reinaldo	EUROPEAN JOURNAL OF CULTURAL STUDIES	2	0	0	0	0	2
Reemprender las áreas urbanas no planificadas del Gran Cairo: una perspectiva de innovación social	Nicolopoulou, Katerina; Salama, Ashraf M.; Attia, Sahar; Samy, Cristina; Horgan, Donagh; Khalil, Heba Allah Essam E.; Bakhaty, Asser	INTERNATIONAL OPEN HOUSE	2	0	0	0	0	2
Un novedoso programa de formación en innovación y emprendimiento (I&E) para estudiantes de investigación biomédica	Grailler, José G.; Alhallak, Kinan; Antes, Alison L.; Kinch, Michael S.; Bosques, Letha; Toker, Emre; Garbutt, Jane M.	ACADEMIC MEDICINE	1	0	0	0	0	1
¿Cómo influyen las mujeres empresarias en la orientación estratégica de las empresas familiares? Una tipología de la toma de decisiones sueca en la comunidad de Smaland	Nulleshi, Shqipe Gashi	JOURNAL OF ENTREPRENEURIAL COMMUNITIES-PEOPLE AND PLACES IN THE GLOBAL ECONOMY	1	0	0	0	0	1
Experiencias empresariales entre mujeres inmigrantes matrimoniales vietnamitas en Taiwán	Wu, Ya Ling	SUSTAINABILITY	1	0	0	0	0	1
Modelo de emprendimiento femenino, una solución sostenible para la resiliencia a las crisis	Birsan, Alina; Ghinea, Raluca; Vintila, Lorian; Estado, Cristina	EUROPEAN JOURNAL OF SUSTAINABLE DEVELOPMENT	1	0	0	0	1	0
Unlocking the potential of microfinance solutions for urban women's entrepreneurship development in East Africa: a bibliometric analysis perspective	Kato, Ahmed Idi	SUSTAINABILITY	0	0	0	0	0	0
Adopting e-commerce as a resilience strategy for women's entrepreneurship in the Democratic Republic of the Congo	Kaningini, Euphrasie Wamunzila; Malinga, Christine Mwati; Furaha, Germaine Mirindi; Alulea, Jonathan Pembwe; Castiaux, Annick	AFRICAN JOURNAL OF ECONOMIC AND MANAGEMENT STUDIES	0	0	0	0	0	0
Women's entrepreneurship in the face of the Covid-19 crisis.	Foss, Lene	INTERNATIONAL JOURNAL OF GENDER AND ENTREPRENEURSHIP	0	0	0	0	0	0
Shape entrepreneurs. Women, bodybuilding and fitness market.	Gonçalves, Michelle Carreira	NOTEBOOKS OF THE CLAEH-LATIN AMERICAN CENTER FOR HUMAN ECONOMY	0	0	0	0	0	0
POST-TRAUMATIC STRESS AND ENTREPRENEURSHIP AND RESILIENCE SKILLS IN WOMEN VICTIMS OF THE ARMED CONFLICT	Luz Pérez-Correa, Kethy; Eduardo Rodríguez-Vega, Oscar; Elena Linero-Gómez, Bela	CLIO AMERICA	0	0	0	0	0	0
Total			153					

3.5 Articles obtained from the Scopus database

The results obtained from the collection of scientific articles were considered for the qualitative systematic review. These results are shown in Table 5, which summarizes the main data of the selected articles.

The table briefly and concisely details the following data extracted from each scientific article: author(s), journal title, year of publication, type of source, number of citations, abstract and keywords used by the authors. This table allows us to synthesize in an orderly manner the key information of the studies considered for the systematic review, thus facilitating the subsequent analysis of the findings.

Table 5. Summary of articles

Authors	Title	Year	Source title	Cited by	Abstract	Author's key words
Gatto A.	Can renewable energy microfinance promote financial inclusion and empower the vulnerable?	2023	International Journal of Environment and Sustainable Development	0	This study examines the key role of these policies in creating virtuous circles that empower vulnerable communities, foster entrepreneurship, and promote sustainability and social inclusion. By exploring the connection between microfinance, renewable energy and vulnerability, development recommendations are proposed, highlighting the significant potential of energy microfinance to generate environmental, social and economic benefits.	energy policy; entrepreneurship promotion; microfinance; poverty alleviation; renewable energy; sustainable development; vulnerable; women's empowerment; energy policy; microfinance; poverty alleviation; renewable energy; sustainable development; women's empowerment.
Mahoma S.; Ximei K.; Saqib SE; Beutell Nueva Jersey	The impact of the COVID-19 pandemic on women entrepreneurs in Pakistan.	2023	Review of international development planning	2	The study addresses the impact of the COVID-19 pandemic on women entrepreneurs in the informal sector in Pakistan, focusing on variations in sales and satisfaction. The crisis has had significant economic effects, exposing women to the risk of income loss. Those with higher sales tended to be older, less educated, with larger households, married, homeowners and family support. Family support affected sales by household size, and business type was also affected. The study highlights the resilience and agility of these women in the face of cultural, economic and social challenges during the pandemic.	COVID-19; family support; multiplier effect; socioeconomic; female entrepreneurship

Authors	Title	Year	Source title	Cited by	Abstract	Author's key words
Kogut CS; Meiri K.	Female entrepreneurship in emerging markets: challenges of turning a business in turbulent contexts and times	2022	International Journal of Gender and Entrepreneurship	17	This study examines female entrepreneurship in times of crisis, focusing on the COVID-19 pandemic in emerging markets such as Brazil and Tunisia. Through a case study with five SMEs in Latin America and the MENA region, it highlights the resilience and creative strategies of women entrepreneurs, underlining the importance of self-efficacy and support. The originality of the study lies in the qualitative comparison between developing countries and regions during the turbulence of the pandemic in 2020.	COVID-19; Crisis; Emerging markets; Entrepreneurship; Female entrepreneurship; Turbulence; Country comparisons
Althohali GT; Al-Dajani H.	Emotions and resilience in Saudi women's digital entrepreneurship during the COVID-19 pandemic	2022	Sustainability (Switzerland)	8	This study analyzes the impact of the United Nations Sustainable Development Goal 5 and the growth of women entrepreneurs in the MENA region, specifically in digital microenterprises in Saudi Arabia during the COVID-19 pandemic. Using a longitudinal qualitative approach, we investigate how emotions influence the resilience of women entrepreneurs. Of the eight digital microenterprises studied, six survived the pandemic, highlighting the importance of digital entrepreneurship and the connection between passion, positive emotions, and resilience in times of adversity.	emotion; microenterprise; resilience; Saudi Arabia; women entrepreneurship; women entrepreneurship
González AL; Macías Alonso I.	Resilience, adaptation, and strategic engagement: Saudi women entrepreneurs cope with Covid-19	2023	International Journal of Gender and Entrepreneurship	0	The study highlights the importance of recognizing the dual role of women at home and at work to drive the creative adaptation of employers toward a more diverse workforce in the future.	COVID-19; entrepreneurial survival; gender roles; Saudi Arabia; women's entrepreneurship; women's entrepreneurship; gender roles; Saudi Arabia
Ononye UH	Social support and new venture initiation with resilience as a mediating factor.	2022	Entrepreneurship Development and Microfinance	0	The study investigated the link between social support and new business start-ups, considering resilience as a mediator, with a gender focus. Resilience had a significant impact on new business start-up for both men and women, and acted as a mediator between all sources of social support and business establishment.	new business start-ups; resilience; social support; social support
Anggadwita G.; Permatasari A.; Alamanda DT; Beneficio WB	Exploring women's initiatives for family business resilience during the COVID-19 pandemic.	2023	Journal of Family Business Management	8	This study focuses on women's successor initiatives in Indonesian family businesses during the COVID-19 pandemic, exploring resilience as a key factor for sustainability. Using a qualitative case study approach with interviews with five female successors, factors that enhance resilience in family businesses, such as decision-making and strategic factors, were identified. The female successors demonstrated a long-term orientation toward sustainability and challenged stereotypical perceptions of female leadership in family businesses.	Adaptive capacity; Ownership capacity; Resilience of family businesses; RBV; Strategy renewal; Female entrepreneurship; Women entrepreneurship
Bhardwaj B.; Balkrishan; Sharma D.	FOSTERING CREATIVE ENTREPRENEURSHIP THROUGH SELF-HELP GROUPS: POST-COVID RESILIENCE.	2023	Contemporary issues in entrepreneurship research	0	This study focuses on the role of creative entrepreneurship in supporting relief groups during the pandemic and postpandemic in Himachal Pradesh, India. It identifies changes in creative entrepreneurship initiatives that supported rural livelihoods and highlights the challenges and resilience strategies of relief groups during confinement.	COVID-19; Creative entrepreneurship; resilience; rural; self-help group; woman
Nassif VMJ; Garçon MM	The integrative approach in the study of resilience in female entrepreneurship.	2022	European Journal of Training and Development	0	This article addresses resilience in women entrepreneurs, highlighting adversities and supporting the use of the integrative approach. The narrative review of 52 studies suggests that the integrative approach is crucial to understanding female resilience in the entrepreneurial context. The need for empirical research is noted, especially in relation to gender stereotypes. Practical implications highlight the importance of affectivity and cognition in the resilient behavior of women entrepreneurs, bringing relevance to theoretical and empirical studies on the topic.	Affective; Cognition; Female entrepreneurship; Gender; Integrative approach; Resilience; Resilience
Kamaha Njwira M.; Atif M.; Arshad M.; Mirza N.	The impact of female dominance on entrepreneurial resilience: a technology adoption perspective.	2023	Journal of Entrepreneurship Research	1	This study investigates the relationship between female entrepreneurship and business resilience, focusing on the moderation of technological adoption and female presence in top management. Based on the "mothers' assignment" theory, a multiple moderation model is proposed. The results indicate a negative relationship between female leadership and business resilience, with technology adoption being a moderating factor.	Entrepreneurial resilience; COVID-19; Female-dominated; Gender; Technology adoption; Bolivia; Entrepreneurial resilience; women; Women's entrepreneurship; Gender; Resilience.
Padilla-Meléndez A.; Ciriuela-Lorezo AM; Del-Aguila-Obra AR; Plaza-Angulo JJ	Understanding the entrepreneurial resilience of indigenous women entrepreneurs as a dynamic process. The case of the Quechua in Bolivia	2022	Entrepreneurship and Regional Development	3	The research contributes to the field of entrepreneurship by explaining the development of entrepreneurial activities as forms of survival and self-improvement. In addition, it proposes the "dynamic spiral of entrepreneurial resilience" as a process to increase individual resilience and build community resilience, focusing on empowering indigenous women entrepreneurs through education and training.	Bolivia; Bolivia; Entrepreneurial resilience; Indigenous women entrepreneurs; Individual traits; Quechua.
Bagheri A.; Javadiano G.; Zakeri P.; Arasti Z.	Enduring the unbearable: Exploring the development of women entrepreneurs' resilience in times of crisis	2023	Journal of Business Ethics	0	The research examines the resilience of Iranian women entrepreneurs in the context of the COVID-19 pandemic. Challenges related to money, market, management, motherhood, and macro- and meso-level factors were identified, as well as emotional issues, altruism, fear of failure, and uncertainty. Coping strategies included bootstrapping and emotional regulation. Findings suggest that resilience building is influenced by contextual and gender factors, providing a comprehensive understanding of women's entrepreneurial resilience process.	Crisis; Iran; Resilience; Entrepreneurial resilience; Entrepreneurial women; Crisis; Iran; Resilience; Women entrepreneurs
Acevedo-Duque A.; González-Díaz R.; Cachicatari Vargas E.; Paz-Marcano A.; Müller-Pérez S.; Salazar-Sepúlveda G.; Caruso G.; D'Adamo I.	Resilience, leadership and female entrepreneurship in the context of SMEs: evidence from Latin America.	2021	Sustainability (Switzerland)	20	The results highlight that female leadership exerts a positive influence on both small and medium-sized enterprises, revealing a beneficial connection between sustainability and resilience in the Wayuu handicraft market. The collaboration of women with technical, conceptual and human skills is identified as a key factor for business success.	Latin America; resilience; small and medium-sized enterprises; sustainability; women's leadership; Latin America; resilience; small and medium-sized enterprises; sustainability; women's leadership
Saba T.; Danthine E.; Registro JFR; Cachat-Rosset G.	Stimulating optimism and strengthening the capacities of women entrepreneurs: lessons learned from COVID-19	2022	Journal of Small Business and Entrepreneurship	0	The results highlight the importance of developing entrepreneurial skills, innovation and digital competencies to foster optimism and improve the chances of surviving crisis situations. In addition, the persistence of challenges related to access to finance and high levels of debt are noted as significant obstacles during the crisis, despite targeted government assistance.	COVID-19; digital change; entrepreneurial optimism; entrepreneurial skills; financing needs; SME survival.

Authors	Title	Yaer	Source title	Cited by	Abstract	Author's key words
Kaningini EW; Malinga GM; Furaha GM; Alulea JP; Castiaux A.	Adopting e-commerce as a resilience strategy for women's entrepreneurship in the Democratic Republic of the Congo	2023	African Journal of Economic and Management Studies	0	The paper contributes to the understanding of entrepreneurship by showing how individual resilience traits impact business creation and how the empowerment of these women is key to overcoming environmental challenges. The research proposes the "dynamic spiral of entrepreneurial resilience" as a process to increase individual resilience and build community resilience.	E-commerce; please; South Kivu; Theory of planned behavior; Women entrepreneurs.
Mohammadkari mi Y.; Karimi H.; Iranzadeh S.	Resilience of Women's Ventures and COVID-19 crisis: a lesson for success in times of crisis.	2022	Journal of Women's Entrepreneurship and Education	1	The research examines the resilience of women's entrepreneurial enterprises in crisis, employing a web search and interviews with 90 women entrepreneurs. Innovative actions are explored, identifying five types, such as preventive measures and financial risk management. The study aims to understand the challenges of the COVID-19 crisis for women-led business ventures and provides key suggestions for business policy makers.	COVID-19 crisis; entrepreneurial projects; resilience; female entrepreneurship.
Huq A.; Venugopal V.	Do-it-yourself entrepreneurship? - Self-sufficiency for refugee women in Australia	2021	International Migration	13	The results reveal the complexity of self-reconstruction and socialization, highlighting that refugee women often face more challenges than opportunities. It is argued that providing meaningful and sustainable options is crucial to support the success of economic activity undertaken by refugee women.	Business; entrepreneurs; entrepreneurship; entrepreneurship; resilience; rural women.
Rezaei-Moghaddam K.; Badzaban F.; Fatemi M.	Entrepreneurial resilience of small and medium enterprises among rural women in Iran	2023	Journal of Agricultural Education and Extension	1	The findings highlight that entrepreneurial resilience in rural women is determined by components such as external resources, internal resources, innovation, opportunities, adaptation, risk management and family support. In addition, it is suggested that marketing strategies and skills, business communication and supportive policies are crucial for improving entrepreneurial resilience. Theoretical and practical implications for strengthening rural women's business resilience are presented, highlighting the importance of educational and extension programs adapted to technological and market changes.	

3.6 Consolidation of female entrepreneurship

Female entrepreneurship has experienced remarkable growth globally over the last few decades, establishing itself as a significant driver of economic and social development. According to data from the Global Entrepreneurship Monitor, approximately one in three women are involved in either nascent or established ventures. While in Africa and Latin America, female entrepreneurship predominates as an opportunity-driven endeavor, in Europe and North America, it is more commonly necessity-driven. Sectors such as food, education, commerce, and beauty represent a significant portion of businesses initiated by women. Despite the observed progress, key challenges persist, such as access to financing, managerial training, and work-family balance. Recent research, such as the study by Morales-Urrutia (2023), delves into the sociocultural, institutional, and public policy factors that shape this global trend. These studies provide valuable insights for enhancing female entrepreneurship across different contexts, offering a robust framework to address challenges and foster a conducive environment for the development of women-led businesses.

Since the 1990s, Taiwan has experienced an increase in arranged marriages between Vietnamese immigrant women and socioeconomically disadvantaged Taiwanese men. Many of these foreign spouses actively seek to alleviate the financial burdens of their new Taiwanese households by embarking on entrepreneurship through the creation of small businesses that balance family expectations and professional aspirations. Despite facing various challenges, self-employment empowers these women, expanding the feminist perspective on this migratory phenomenon, as analyzed by Wu (2022). The author argues that entrepreneurship promotes the agency and autonomy of Vietnamese spouses, allowing them to negotiate new gender roles in a transnational context.

In postrecession Spain, the concept of resilience, defined as the ability to overcome and adapt to adversity, has gained significance. Oliva et al. (2022) explored how Spanish citizens internalize media discourses that extol values such as flexibility and personal overcoming. Through eight focus groups with participants from the middle and working classes, their reactions to narratives that praise resilience were analyzed. The results reveal that change and adaptability to the environment are praised and positively valued, while those who seek stability and resist adaptation are labeled "bad citizens". Differences among socioeconomic groups are observed: the middle classes openly support the neoliberal rhetoric of resilience, while workers express a more ambivalent stance.

In the context of global uncertainty, innovation, flexibility, and rational social action are key to transforming vulnerable economies into resilient ones, allowing for effective reconstruction and adaptation in the face of crises (Jeannot Rossi, 2023). In Latin America, Kogut & Mejri (2022) explore

female entrepreneurship during the COVID-19 pandemic in emerging markets through a case analysis of SMEs in Brazil and Tunisia. The results highlight how female entrepreneurs in these countries managed challenges, emphasizing self-efficacy, resilience, and support networks, despite patriarchal norms.

On the other hand, the research by Mendoza Aranzamendi et al. (2021) examines the lack of clarity in entrepreneurial competencies and market access faced by female entrepreneurs during the pandemic in Peru. This highlights challenges in reconciling domestic and entrepreneurial roles in the context of the Bicentennial, underlining the need to strengthen gender equality to overcome persistent inequalities in female entrepreneurship.

Both studies emphasize how female entrepreneurs manage challenges, underscoring the importance of factors such as self-efficacy, resilience, and support networks. These investigations offer valuable practical and theoretical insights. Moreover, by challenging patriarchal norms and demonstrating that female entrepreneurs identify more as successful entrepreneurs than as women entrepreneurs, they contribute a unique perspective to the literature. This promotes a more comprehensive and nuanced understanding of female entrepreneurship in turbulent and diverse environments.

Despite the high failure rate of startups, many entrepreneurs attempt to demonstrate resilience (Alonso & de Castro, 2020). The investigations by Manishimwe et al. (2023) examine the motivators driving female entrepreneurs in male-dominated sectors in Nigeria using institutional and self-determination theories. They identified factors such as economic progress, family support, and gender equity as key drivers. The results highlight the resilience and economic commitment of these women.

3.7 *Female entrepreneurship in the face of environmental changes*

Facing economic, social, or technological challenges, female entrepreneurs demonstrate a remarkable ability to adjust their business strategies, seize new opportunities, and maintain the sustainability of their enterprises. According to Acevedo-Duque et al. (2021), these environmental changes can include shifts in market demand, consumption trends, or crises such as the COVID-19 pandemic, during which entrepreneurs exhibit exceptional resilience by implementing innovative and technological solutions, showcasing their adaptability and business tenacity. This study emphasizes that female leadership positively contributes to sustainability and resilience in this sector, highlighting the relevance of women's technical, conceptual, and human competencies to the success of small and medium-sized companies.

Davidescu (2022) analyzed resilience in the labor market in response to environmental changes using the case of Romania and its informal economy. The author examined how entrepreneurial spirit can foster labor resilience through interventions in changing situations, establishing links between perspectives on resilience, entrepreneurship, and the labor market.

Barrera-Verdugo (2023) reported that among Chilean university students, greater psychological resilience is associated with a greater valuation of sustainability in entrepreneurial initiatives, with a moderating effect on the centennial generation. This finding emphasizes the influence of personal adaptation on the perception of entrepreneurial sustainability, contributing to the understanding of organizational innovation.

3.8 *Resilience in female entrepreneurship*

The COVID-19 pandemic has significantly impacted female entrepreneurship, challenging women entrepreneurs to adapt and transform their businesses. In this scenario, resilience has become crucial, showcasing entrepreneurs' ability to innovate, diversify, and leverage technology. Throughout the crisis, women have demonstrated resilient skills, underscoring the importance of support networks and policies that promote the sustainability of female entrepreneurship in times of

uncertainty.

According to Cosentino and Paoloni (2021), resilience enables women to face challenges in female entrepreneurship. In this vein, Gonzalez and Macias-Alonso (2023) highlight the importance of mentors in optimizing the success of new female entrepreneurs. Similarly, Birsan et al. (2022) indicate that during crises, the majority of resilient businesses are led by women, examining successful models in adverse times aimed at sustainable development.

In contrast, Bagheri et al. (2023) noted economic and emotional challenges in turbulent contexts, where strategies for resource optimization and emotional regulation strengthen entrepreneurs' resilience. However, Njiwa et al. (2023) suggested that technological adoption moderates the relationship between female leadership dominance and organizational tenacity.

Furthermore, Hundera et al. (2019) emphasize the use of negotiation and commitment to the entrepreneurial role among women to manage role conflicts. The research by Jorge Nassif & Garcon (2022) assesses resilience in female entrepreneurship, suggesting that an integrative approach of cognitive and affective factors is useful for studying resilience in the face of adversity. The joint influence of these aspects on the resilience capacity of female entrepreneurs is highlighted. Hence, artisans demonstrate notable business resilience, especially in challenging contexts such as the COVID-19 pandemic, as shown by Basu (2023), who emphasized the responsibility and perseverance of artisans during the COVID-19 crisis to achieve resilience and community cohesion.

On the other hand, Korber and McNaughton (2018) expose limitations in the conceptualization and utilization of previous knowledge on resilience and entrepreneurship. In response, Nautiyal and Pathak (2023) called for collaborative work among experts for a deeper understanding of this convergence.

In the field of resilience and female entrepreneurship, significant knowledge gaps hinder proper understanding and support. These gaps include a lack of detailed research on the specific experiences of female entrepreneurs across various sectors and regions, a lack of comprehensive data on the concrete barriers women face, and a lack of focus on the impact of gender discrimination on female entrepreneurial resilience capacity. Overcoming these gaps requires renewed commitment to research and data collection that comprehensively addresses the complexities of female entrepreneurship and its relationship with resilience.

This study provides a global perspective and guidance for future researchers at the intersection of resilience and entrepreneurship. The lack of clarity in definitions and the absence of integration of diverse disciplinary perspectives in the current literature suggest a knowledge gap that requires more comprehensive and enriching research to better understand the interrelations between resilience and entrepreneurship. This demonstrates the existence of research gaps and proposes potential areas for future investigations that could enhance the understanding of the relationship between entrepreneurship and resilience, with an emphasis on female entrepreneurship.

3.9 *The importance of resilience in women's entrepreneurship to achieve gender equality*

Resilience not only enables women to overcome obstacles in their ventures but also fosters the creation of a more equitable and inclusive business environment. Thus, female entrepreneurship has become a key catalyst for gender equality, challenging stereotypes, creating economic opportunities, and promoting diversity at all levels (Pita & Costa, 2021).

Despite Sweden's reputation as a society with high gender equality, notable differences persist in career choices and women's professional progress, especially in male-dominated technological areas. In response to this situation, Tokbaeva and Achtenhagen (2023) developed a model on the process of professional resilience in gendered occupations, highlighting various coping strategies for women to strengthen and improve their resilience over time in work environments biased by male stereotypes.

Furthermore, in their study, Pita and Costa (2021) examined the relationships among gender, resilience, and entrepreneurial initiative. While previous research has suggested that tenacity and

entrepreneurial spirit are more apparent in contexts of greater vulnerability, their approach specifically analyzed gender resilience in business creation scenarios. By integrating theoretical and factual results, they emphasize the significance of resilience and analyze its relevance to entrepreneurial activity from a gender equity perspective.

3.10 Practical implications

According to Acevedo-Duque et al. (2021), resilience allows women to overcome barriers, so it is crucial to incorporate its development in training and support programs for women entrepreneurs. Along these lines, González & Macías-Alonso (2023) recommend implementing mentoring initiatives with a gender focus, where successful businesswomen guide new entrepreneurs. Similarly, Kogut & Mejri (2022) highlight the need to generate solid networks of contacts and exchanges between women entrepreneurs to enhance their skills.

3.11 Political implications

According to Anggadwita et al. (2023), governments should create special policies and funds to support the resilience and sustainability of women's entrepreneurship. In addition, Bagheri et al. (2023) point out the importance of addressing the limitations of access to finance and work-family balance issues faced by women entrepreneurs. Accordingly, regulations against gender discrimination in lending and business development institutions are needed.

3.12 Gaps and future research

Among the identified gaps, Li et al. (2022) found a scarcity of longitudinal research analyzing prolonged crises. Finally, Pita & Costa (2021) propose incorporating intersectional perspectives in future studies to consider the diversity of experiences among female entrepreneurs.

Ultimately, the literature indicates a need for deeper cognitive insights into the interrelation between resilience and female entrepreneurship through qualitative studies in unexplored contexts that provide a detailed understanding of the challenges and resilience strategies of female entrepreneurs in the face of adversity; intersectional examination of the impact of normative, technological, and political-institutional factors; longitudinal research on prolonged crises that explain adaptive and transformation processes in female entrepreneurship; rigorous evaluations of the effectiveness of governmental support interventions and collaborative networks to enhance the resilience of women-led businesses; and interdisciplinary approaches between economics, psychology, sociology, and gender studies to generate holistic frameworks. Such future work would provide key theoretical and factual inputs within this expanding field of knowledge, with significant applied implications.

4. Conclusions

There has been significant growth in female entrepreneurship worldwide, underscoring its vital role in economic and social development. Despite progress, significant challenges persist, such as unequal access to resources and work-family balance. The studies included in this systematic literature review highlight the importance of factors such as resilience, self-efficacy, and support networks in female entrepreneurship, offering valuable perspectives to drive policies and practices that foster a more inclusive and equitable environment for female entrepreneurs.

Female entrepreneurship is characterized by resilience in the face of economic, social, and technological challenges. Female entrepreneurs demonstrate remarkable adaptability by adjusting strategies and adopting innovative approaches. These findings underscore the unique ability of female entrepreneurship to drive innovative and sustainable solutions in various settings.

Resilience in female entrepreneurship not only serves as a driver to overcome challenges but also plays a crucial role in creating a more equitable and diverse business environment. The scientific evidence found is considered an essential component of promoting gender equality and diversity in the business realm.

In the context of the COVID-19 pandemic, female entrepreneurship has faced considerable challenges, becoming a field where resilience and adaptation are noteworthy. Female entrepreneurs have shown exceptional skills in innovating, diversifying, and leveraging technology, highlighting the importance of resilience in times of uncertainty. These collective results underscore the unique and diverse resilience of female entrepreneurship during periods of transformation, emphasizing the urgency of supporting policies and networks that boost sustainability and equitable growth in this area.

Knowledge gaps in resilience and female entrepreneurship include the lack of studies in less explored contexts, the need to address less-studied business sectors, the influence of socioeconomic factors on resilience, the scarcity of longitudinal research in prolonged crises, and the lack of detailed analysis on the impact of government policies and support networks. Additionally, the absence of intersectional perspectives highlights the need to consider diversity in experiences. Addressing these gaps is crucial for a more comprehensive understanding of female entrepreneurship across different contexts and serves as a starting point for future research.

References

- Acevedo-Duque, Á., Gonzalez-Diaz, R., Cachicatari Vargas, E., Paz-Marcano, A., Muller-Pérez, S., Salazar-Sepúlveda, G., Caruso, G., & D'Adamo, I. (2021). Resilience, leadership and female entrepreneurship within the context of smes: Evidence from latin america. *Sustainability (Switzerland)*, 13(15). Scopus. <https://doi.org/10.3390/su13158129>
- Al-Omouh, K., Ribeiro-Navarrete, B., & McDowell, W. C. (2023). The impact of digital corporate social responsibility on social entrepreneurship and organizational resilience. *Management Decision*. Scopus. <https://doi.org/10.1108/MD-11-2022-1613>
- Alonso, M. A. P., & de Castro, B. A. M. (2020). Resilience and Entrepreneurship, Aligning Theoretical and Methodological Approaches. *Eurasian Studies in Business and Economics*, 14(2), 315-328. Scopus. https://doi.org/10.1007/978-3-030-52294-0_21
- Anggadwita, G., Permatasari, A., Alamanda, D. T., & Profityo, W. B. (2023). Exploring women's initiatives for family business resilience during the COVID-19 pandemic. *JOURNAL OF FAMILY BUSINESS MANAGEMENT*, 13(3), 714-736. <https://doi.org/10.1108/JFBM-02-2022-0014>
- Bagheri, A., Javadian, G., Zakeri, P., & Arasti, Z. (2023). Bearing the Unbearable: Exploring Women Entrepreneurs Resilience Building in Times of Crises. *JOURNAL OF BUSINESS ETHICS*. <https://doi.org/10.1007/s10551-023-05577-9>
- Barrera-Verdugo, G. (2023). Measuring the effect of university students' psychological resilience on their valuation of sustainability in entrepreneurship. *COGENT SOCIAL SCIENCES*, 9(1), 2221100. <https://doi.org/10.1080/23311886.2023.2221100>
- Basu, S. (2023). Women's entrepreneurial resistance to the COVID-19 pandemic inside handloom family enterprises: A case study of West Bengal, India. *INTERNATIONAL JOURNAL OF GENDER AND ENTREPRENEURSHIP*. <https://doi.org/10.1108/IJGE-01-2023-0024>
- Birsan, A., Ghinea, R., Vintila, L., & State, C. (2022). Female Entrepreneurship Model, a Sustainable Solution for Crisis Resilience. *EUROPEAN JOURNAL OF SUSTAINABLE DEVELOPMENT*, 11(2), 39-50. <https://doi.org/10.14207/ejsd.2022.v11n2p39>
- Cosentino, A., & Paoloni, P. (2021). Women's Skills and Aptitudes as Drivers of Organizational Resilience: An Italian Case Study. *ADMINISTRATIVE SCIENCES*, 11(4), 129. <https://doi.org/10.3390/admsci11040129>
- Davidescu, A. A. M. (2022). Reinforcing the Labor Market Resilience: Exploring the Relationship Between Minimum Wage, Official Economy, and Informal Economy Using Granger Causality and Scenario Simulations. *Contributions to Management Science*, 165-181. Scopus. https://doi.org/10.1007/978-3-030-87112-3_10

- Gonzalez, A. L., & Macias-Alonso, I. (2023). Resilience, adaptation and strategic engagement: Saudi female entrepreneurs confront Covid-19. *INTERNATIONAL JOURNAL OF GENDER AND ENTREPRENEURSHIP*, 15(2), 170-190. <https://doi.org/10.1108/IJGE-06-2022-0103>
- Hundera, M., Duysters, G., Naude, W., & Dijkhuizen, J. (2019). How do female entrepreneurs in developing countries cope with role conflict? *INTERNATIONAL JOURNAL OF GENDER AND ENTREPRENEURSHIP*, 11(2), 120-145. <https://doi.org/10.1108/IJGE-12-2018-0138>
- Jeannot Rossi, F. C. (2023). Resiliencia y vulnerabilidad económicas durante el coronavirus. *Análisis económico*, 38(98), 173-184. <https://doi.org/10.24275/uam/azc/dcsh/ae/2023v38n98/jeannot>
- Jorge Nassif, V. M., & Garcon, M. M. (2022). The integrative approach in the study of resilience in female entrepreneurship. *EUROPEAN JOURNAL OF TRAINING AND DEVELOPMENT*. <https://doi.org/10.1108/EJTD-04-2022-0040>
- Kogut, C. S., & Meiri, K. (2022). Female entrepreneurship in emerging markets: Challenges of running a business in turbulent contexts and times. *INTERNATIONAL JOURNAL OF GENDER AND ENTREPRENEURSHIP*, 14(1), 95-116. <https://doi.org/10.1108/IJGE-03-2021-0052>
- Korber, S., & McNaughton, R. B. (2018). Resilience and entrepreneurship: A systematic literature review. *International Journal of Entrepreneurial Behavior and Research*, 24(7), 1129-1154. Scopus. <https://doi.org/10.1108/IJEBR-10-2016-0356>
- Li, Q., Fu, Y., & Chang, Y. (2022). Qualitative Analysis Method for Training of College Students, Entrepreneurial Resilience from the Perspective of Entrepreneurial Ecological Environment. *International Journal of Emerging Technologies in Learning*, 17(14), 172-186. Scopus. <https://doi.org/10.3991/ijet.v17i14.32809>
- Manishimwe, T., Akahome, J. E., Uwagaba, J., & Danjuma, I. (2023). Against all odds: Women motivation to become entrepreneurs. *JOURNAL OF GLOBAL ENTREPRENEURSHIP RESEARCH*, 13(1), 21. <https://doi.org/10.1007/s40497-023-00365-1>
- Mendoza Aranzamendi, J. A., Pinto Villar, Y. M., Gálvez Marquina, M. C., Mendoza Aranzamendi, J. A., Pinto Villar, Y. M., & Gálvez Marquina, M. C. (2021). Peruana del bicentenario: Promotora del emprendimiento en tiempos de crisis. *Comuni@cción*, 12(4), 332-342. <https://doi.org/10.33595/2226-1478.12.4.586>
- Morales-Urrutia, X. (2023). Divergence in female entrepreneurial activity: An international comparison. *Estudios Economicos*, 53(1), 121-145. Scopus. <https://doi.org/10.1590/1980-53575314xmu>
- Nautiyal, S., & Pathak, P. (2023). Resilience through the lens of entrepreneurship: A bibliometric analysis and network mapping of the emerging research field. *International Journal of Organizational Analysis*. Scopus. <https://doi.org/10.1108/IJOA-12-2022-3540>
- Njiwa, M. K., Atif, M., Arshad, M., & Mirza, N. (2023). The impact of female dominance on business resilience: A technology adoption perspective. *JOURNAL OF BUSINESS RESEARCH*, 161, 113846. <https://doi.org/10.1016/j.jbusres.2023.113846>
- Oliva, M., Pérez-Latorre, Ó., & Besalú, R. (2022). 'In the end you adapt to anything': Responses to narratives of resilience and entrepreneurship in postrecession Spain. *European Journal of Cultural Studies*, 25(4), 1209-1227. Scopus. <https://doi.org/10.1177/13675494211034168>
- Pita, M., & Costa, J. (2021). Entrepreneurial Resilience and Gender: Are They Connected? Contributions Toward Entrepreneurship Policy-Package. 367, 621-631. Scopus. https://doi.org/10.1007/978-3-030-78570-3_48
- Tokbaeva, D., & Achtenhagen, L. (2023). Career resilience of female professionals in the male-dominated IT industry in Sweden: Toward a process perspective. *GENDER WORK AND ORGANIZATION*, 30(1), 223-262. <https://doi.org/10.1111/gwao.12671>
- Wu, Y.-L. (2022). Entrepreneurship Experiences among Vietnamese Marriage Immigrant Women in Taiwan. *SUSTAINABILITY*, 14(3), 1489. <https://doi.org/10.3390/su14031489>