



Libyan International Medical University
Faculty of Business Administration



Female Entrepreneurship In Libya

Prepared and presented by : Yousra Esam Abdussamad

ID: 1995

Supervisor: Dr. Sabri Elkrghli

How to Cite This Research Paper:

Abdussamad Yousra & Elkrghli Sabri (2021), "Female Entrepreneurship In Libya ", *Faculty Research Volume*, Faculty of Business Administration, Libyan International Medical University, 1(3), pp. 1-36.

Table of Contents:

1. Introduction
2. Research Definitions
3. Research Problem
4. Research Objectives
5. Research Importance
6. Research Hypotheses
7. Literature Review
8. Theoretical Framework
9. Research Methodology
10. Data Analysis
11. Hypotheses Testing
12. Results
13. Limitations
14. Conclusions and Recommendations

Introduction

women entrepreneurs may be defined as the woman or a group of women who start and operate a business project.

In this Study, an investigation has been carried out to recognize:

1. How successful women entrepreneurship in Libya?
2. What are the challenges or influencing factors are faced by Libyan women as entrepreneurs?

Research Objectives

This study aims to:

- (1) Measure entrepreneurship orientation of Libyan women.
- (2) Test to what extent demographic information has an impact's on the responses of participants.

Research importance

- Recently numerous studies demonstrate the positive impact of female entrepreneurs on economic growth and development. therefore, the importance of female entrepreneurship is becoming widely recognized.

Research Hypotheses

- Ha0: Women in Libya have no entrepreneurship orientation in risk-taking behavior, and competitiveness.
- Ha1: Women in Libya have entrepreneurship orientation in innovations, proactiveness, and autonomy.
- Hb0: There are no significant differences between respondents' views that can be attributed to demographic factors.
- Hb1: There are significant differences between respondents' views that can be attributed to demographic factors.

Literature Review

- 15 research papers has been reviewed.
- Danish and Lawton (2012) have performed an assessment survey of the female entrepreneurs in Saudi Arabia. They found that female entrepreneurs in Saudi Arabia are now establishing and managing more small and medium-sized entities than at any time in the past. This trend is growing fast despite significant challenges, both societal and institutional.

Theoretical Framework

- more and more women today have the desire to become entrepreneurs, they are discouraged by several important barriers.
- These barriers include access to financing, lack of appropriate educational programs, training and general institutional support are representing the most vital factors which prevent women to develop a true business activity.

Research Methodology

- The current study involves two major types of data collection, Primary and secondary data.
- The software is known as Statistical Package for the Social Sciences (SPSS)
- The data has been collected through a structured questionnaire, gathered from 98 out of 150 Libyan women entrepreneurs.

Data Analysis

- Based on the rule of George and Mallery (2003), the Cronbach's alpha coefficient of the collected data is found between **0.701** and **0.798** for all variables (dimensions).
- The collected data is recognized as normally distributed/parametric in terms of Risk taking behavior dimension and and competitiveness dimension (**<0.05**)
- However in terms of innovation, proactiveness and autonomy dimensions recognized as nonparametric (**0.05<**)

Test of normality

- The binomial test is used when a test has two possible reasons (i.e.: success/failure) and when it has an idea of the likelihood of success. The binomial performed to see the results observed differ from what was hoped for.

Table 8: Test of Normality for all samples.						
Item	Statistic	Kolmogorov-Smirnov		Statistic	Shapiro-Wilk	
		df	Sig.		df	Sig.
Risk	0.111	89	0.008	0.975	89	0.089
Innovation	0.168	89	0.000	0.918	89	0.000
Proactiveness	0.110	89	0.010	0.966	89	0.020
Autonomy	0.118	89	0.004	0.967	89	0.022
competitiveness	0.082	89	0.199	0.979	89	0.159

Instrument reliability

Based on the rule of George and Mallery (2003), the Cronbach's alpha coefficient of the collected data has been found between 0.701 and 0.798 for all variables (dimensions), which suggests that the reliability of studied data analysis can be expressed as acceptable to good (Table 2).

Table 2: Cronbach's alpha coefficient for all studied dimensions.

Dimension	Cronbach's alpha coefficient	Number of items	Case processing percentage for all items
Risk-Taking behavior	0.719	5	100%
Innovation	0.798	5	100%
Proactiveness	0.711	5	100%
Autonomy	0.770	5	100%
Competitive/Aggressiveness	0.701	5	100%

Risk-Taking Behavior by age

48 of women among the surveyed participants, who aged between 18 to 30 years old was most likely to take risks in their businesses

Table 10: SPSS statistics for Risk-Taking Behavior by age

Age Class	N	Mean	Std. Deviation	Std. Error
18-<30	48	3.7458	0.74347	0.10731
30-<40	20	3.5000	0.79074	0.17681
40-<50	21	3.2286	0.60095	0.13114
Total	89	3.5685	0.74705	0.07919

Risk-Taking Behavior by social class

about 59 women from the middle class; and 19 women from the upper class are more likely to take risks behaviors. Meanwhile, 10 women only from the working class said they would take risks.

Table 11: SPSS statistics for Risk-Taking Behavior by social class

Social Class	N	Mean	Std. Deviation	Std. Error
Lower Middle Class	19	3.4842	0.68416	0.15696
Poor	1	4.0000	-	-
Upper Class Elite	19	3.8737	0.77233	0.17718
Upper Middle Class	40	3.4650	0.75704	0.11970
Working Class	10	3.5200	0.74952	0.23702
Total	89	3.5685	0.74705	0.07919

Risk-Taking Behavior by educational level

This may indicate that well-educated women are more capable to find the necessary support to overcome any difficulties which may face when having risks.

Table 12: SPSS statistics for Risk-Taking Behavior by educational level

Educational Level	N	Mean	Std. Deviation	Std. Error
BSc Degree or Equivalent	53	3.6038	0.73222	0.10058
High School Diploma or Less	18	3.5111	0.61824	0.14572
MSc Degree	12	3.4667	0.77850	0.22473
No Qualification	1	2.0000	-	-
PHD Degree	5	3.9600	1.07145	0.47917
Total	89	3.5685	0.74705	0.07919

Innovations

by

age

48 of the participants were between the ages of 18 and 30 years old, were found that they are more aware of the need for innovation and have more abilities in the area of identifying, generating, assessing and pursuing, and creating new ideas compared to older women

Table 13: SPSS statistics for Innovations by age

Age Class	N	Mean	Std. Deviation	Std. Error
18-<30	48	4.0139	0.41661	0.06013
30-<40	20	3.9667	0.34455	0.07704
40-<50	21	3.8095	0.60389	0.13178
Total	89	3.9551	0.45627	0.04836

Innovations by social class

59 women entrepreneurs from the middle class agreed that responding to future trends can help them in business (**Table 14**). They come with solutions to make their business grow more and gain additional profit.

Table 14: SPSS statistics for Innovations by social class

Social Class	N	Mean	Std. Deviation	Std. Error
Lower Middle Class	19	3.9737	0.44536	0.10217
Poor	1	3.8333	-	-
Upper Class Elite	19	4.0088	0.38278	0.08782
Upper Middle Class	40	3.8958	0.52119	0.08241
Working Class	10	4.0667	0.36175	0.11440
Total	89	3.9551	0.45627	0.04836

Innovations by educational level

53 of the respondents have BSc degrees or equivalent, 5 with Ph.D. degrees, 12 with MSc degrees, and 18 participants with a high school diploma

Table 15: SPSS statistics for Innovations by educational level

Educational Level	N	Mean	Std. Deviation	Std. Error
BSc Degree or Equivalent	53	3.9277	0.47085	0.06468
High School Diploma or Less	18	3.9444	0.48169	0.11354
MSc Degree	12	3.9028	0.37240	0.10750
No Qualification	1	4.5000	-	-
PHD Degree	5	4.3000	0.29814	0.13333
Total	89	3.9551	0.45627	0.04836

Proactiveness by age

The responses mostly agreed with that' especially women between 18 to 30 years old. Older women entrepreneurs, however, are showing less motivation towards proactiveness

Table 16: SPSS statistics for Proactiveness by age

Age Class	N	Mean	Std. Deviation	Std. Error
18-<30	48	3.9625	0.67118	0.09688
30-<40	20	3.7500	0.70748	0.15820
40-<50	21	3.5238	0.56737	0.12381
Total	89	3.8112	0.67444	0.07149

Proactiveness by social class

In terms of social class, most women entrepreneurs showing a positive impact toward proactiveness behavior

Table 17: SPSS statistics for Proactiveness by social class

Social Class	N	Mean	Std. Deviation	Std. Error
Lower Middle Class	19	3.6632	0.60019	0.13769
Poor	1	4.0000	-	-
Upper Class Elite	19	4.1053	0.62314	0.14296
Upper Middle Class	40	3.8000	0.76594	0.12111
Working Class	10	3.5600	0.32387	0.10242
Total	89	3.8112	0.67444	0.07149

Proactiveness by educational level

In terms of education, the results indicate that most women with BSc degree or equivalent have the most positive impact towards proactiveness performance compared with women who have less educational levels

Table 18: SPSS statistics for Proactiveness by educational level

Educational Level	N	Mean	Std. Deviation	Std. Error
BSc Degree or Equivalent	53	3.7283	0.69845	0.09594
High School Diploma or Less	18	3.7444	0.58130	0.13701
MSc Degree	12	4.2000	0.49727	0.14355
No Qualification	1	3.2000	-	-
PHD Degree	5	4.1200	0.87864	0.39294
Total	89	3.8112	0.67444	0.07149

Autonomy by age

Women who own manufacturing companies were disagreed especially older women aged between 40 to 50 years old, compared to younger women aged from 30 to 40, were more flexible with their staff. Women aged from 18 to 30, however, are running their small businesses without any regular staff members

Table 19: SPSS statistics for Autonomy by age				
Age Class	N	Mean	Std. Deviation	Std. Error
18-<30	48	3.8042	0.63847	0.09215
30-<40	20	3.5200	0.65018	0.14539
40-<50	21	3.2381	0.55360	0.12081
Total	89	3.6067	0.65882	0.06983

Autonomy by social class

In terms of social class and educational level, most women entrepreneurs are showing a positive impact towards autonomy. They were from the middle class and having a BSc degree

Social Class	N	Mean	Std. Deviation	Std. Error
Lower Middle Class	19	3.5263	0.75487	0.17318
Poor	1	4.0000	-	-
Upper Class Elite	19	3.9368	0.48098	0.11035
Upper Middle Class	40	3.4700	0.65563	0.10366
Working Class	10	3.6400	0.65862	0.20827
Total	89	3.6067	0.65882	0.06983

Autonomy by educational level

Table 21: SPSS statistics for Autonomy by educational level

Educational Level	N	Mean	Std. Deviation	Std. Error
BSc Degree or Equivalent	53	3.6189	0.66363	0.09116
High School Diploma or Less	18	3.5556	0.65639	0.15471
MSc Degree	12	3.7167	0.64644	0.18661
No Qualification	1	2.6000	-	-
PHD Degree	5	3.6000	0.73485	0.32863
Total	89	3.6067	0.65882	0.06983

Competitiveness by age

In terms of age, 48 of the participants aged from 18 to 30 years old said that technology represents one of the main means by which you can safely improve the competitiveness and efficiency of any company

Table 22: SPSS statistics for Competitiveness by age

Age Class	N	Mean	Std. Deviation	Std. Error
18-<30	48	3.6285	0.75968	0.10965
30-<40	20	3.8750	0.54040	0.12084
40-<50	21	3.4762	0.52516	0.11460
Total	89	3.6479	0.67300	0.07134

Competitiveness by social class

In terms of social class and education, 59 women from the middle class, as well as 53 of the respondents, have a BSc degree or equivalent, 5 with a Ph.D. degree, 12 with MSc degrees; and 18 participants with a high school diploma, said that they are focusing about their competitors

and using different strategies to compete them

Table 23: SPSS statistics for Competitiveness by social class

Social Class	N	Mean	Std. Deviation	Std. Error
Lower Middle Class	19	3.6930	0.37787	0.08669
Poor	1	4.0000	-	-
Upper Class Elite	19	4.0088	0.64184	0.14725
Upper Middle Class	40	3.5333	0.71731	0.11342
Working Class	10	3.3000	0.77698	0.24570
Total	89	3.6479	0.67300	0.07134

Competitiveness by educational level

Table 24: SPSS statistics for Competitiveness by educational level

Educational Level	N	Mean	Std. Deviation	Std. Error
BSc Degree or Equivalent	53	3.4843	0.68349	0.09388
High School Diploma or Less	18	3.8333	0.59956	0.14132
MSc Degree	12	3.9444	0.49407	0.14263
No Qualification	1	3.1667	-	-
PHD Degree	5	4.1000	0.77817	0.34801
Total	89	3.6479	0.67300	0.07134

Hypotheses Testing

Hypotheses	Impact	Result
Ha0	Women in Libya have no entrepreneurship orientation in risk-taking Behavior, and competitiveness.	Reject
Ha1	Women in Libya have entrepreneurship orientation in innovations, proactiveness, autonomy.	Accept
Hb0	There are no significant differences between respondents' views that can be attributed to demographic factors.	Reject
Hb1	There are significant differences between respondents' views that can be attributed to demographic factors.	Accept

Results for risk-taking behavior dimension:

- results by age class: indicate that older women are less likely to engage in risky behavior than younger women entrepreneurs do.
- results by social class: indicate that women from the upper and middle classes are more likely to take risks behaviors than women from the working class.
- results by educational level: indicate that women with higher educational level are most likely to take risks behavior compared with women who have a lower educational level.

Results for innovation dimension:

- results by age class: indicate that younger women are more aware of the need for innovation and have more abilities to identify and create new ideas compared to older women.
- results by social class: indicate that women from the middle class are reacting positively to the future trends and are more capable to makes their own business grow efficiently.
- results by educational level: indicate that women who have a higher educational qualification are more creative compared to those who have lower educational qualification .

Results for proactiveness dimension

results by age class: indicate that older women show less motivation towards proactiveness than younger women entrepreneurs do.

results by social class: indicate that most women, regardless of their age, are showing a similar impact toward proactiveness.

results by educational level: indicate that women who have a better educational qualification show a positive impact towards proactiveness compared with women who have lower educational levels.

Results for autonomy dimension:

- results by age class: indicate younger women are more flexible with their staff members comparable to older-aged women entrepreneurs.
- results by social class: indicate that most women from the middle class are showing a positive impact towards autonomy.
- results by educational level: indicate most women entrepreneurs with a higher education qualification are showing a positive impact towards autonomy.

Results for competitiveness dimension:

- results by age class: indicates that young women believe that technology represents a vital factor to improve the competitiveness and efficiency of any business, old-aged women, however, are less influenced by modern technology.
- results by social class: indicate that most women from the middle class are showing positive reactions towards competitiveness for their businesses.
- results by educational level: indicates most women entrepreneurs with higher education qualifications are aware of their competitors and using different strategies to beat them.

Limitations

- Limited previous studies in Libya
- Poor survey response from the participants

Conclusions

- To understand the orientation of women entrepreneurship in Libya, five factors (dimensions); have been measured through a structured online questionnaire from 89 out of 150 female entrepreneurs in Libya.
- The collected data have been analyzed using the SPSS software.
- The outcome, however, has tested against three measured demographic elements.

Recommendations

- Develop free educational and training programs that will raise the efficiency of women to engage in entrepreneurial activities, especially those related to the use of modern and informational technologies.
- Providing financial support by granting soft bank loans that enable business owners to develop and maintain their activities, by preparing a national program aimed at enhancing the participation of women in the Libyan economy.
- Attention to remove all obstacles to women's participation in entrepreneurial activities.