



21st CENTURY WOMEN'S ENTREPRENEURSHIP & LEADERSHIP

ANNUAL CONFERENCE

APRIL 21-22, 2023 | CROWNE PLAZA MADRID AIRPORT, MADRID

Women's entrepreneurship and their role in African leadership continue to grow steadily for over a decade, as the number of women-owned businesses worldwide has increased dramatically. Women entrepreneurs create new jobs for themselves and others and, by being different, also provide society with different solutions to management, organisation and business problems and the exploitation of entrepreneurial opportunities. Despite the statistics released by the African Report (2021), the continent has the highest number of women entrepreneurs globally, with a percentage rate of 58% of self-owned enterprises. The percentage rate of women business leaders remains at 5%. Thus, a market failure exists, discriminating against women's possibility to become entrepreneurs and their possibility to become successful entrepreneurs. This market failure needs to be addressed by policymakers so that the economic potential of this group can be fully utilised. While, without a doubt, the economic impact of women is substantial, we still lack a reliable picture describing in detail that specific impact. The paper examines significant research questions and highlights the most recent scholarship on women's entrepreneurship within several key domains. The findings integrate broad areas of inquiry, including the emergence of women-owned firms in the global economy, entrepreneurial and firm characteristics, financing patterns, the greatest challenges to enterprise growth, and the influence of culture and family on the entrepreneurial organization. Recommendations are provided to contribute to an increased understanding of the dynamics of women-headed entrepreneurial enterprises worldwide.

Keywords: Women Entrepreneurship, Leadership, Policies and Inclusive Approach.

Biography

Dr Tinuade Adekunbi Ojo is the unit head for Pan African Women Studies at the Institute of Pan African Thought and Conversation. She also serves as an academic and researcher at the Department of Politics and International Relations and the 4IR and

DYNAMICS OF AFRICAN WOMEN ENTREPRENEURS AND LEADERSHIP: POLICIES AND INCLUSIVE APPROACH

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Digital Policy Research Unit at the University of Johannesburg. She holds a PhD in political science from the University of Pretoria. Her master's and honours were in Development Studies from UNISA. As a feminist political economist, her work explores the gendered dimension of trade, financial inclusion, sustainable development goals, digital transformation in policy, politics and digitalization, international political economy, gender inequality and poverty reduction strategies. Tinuade has published a wide range of works on gender and development policy, the IMF's external relations with Africa, BRICS, Southern Africa, and West Africa, focusing on the political economy of trade and aid. In addition, she has acted as a peer reviewer for renowned scientific journals.

Additionally, Tinuade is a senior research fellow for the African School of Governance and Policy Studies and a research associate at the African Centre for the Study of the United States (ACSUS-UP). She has held and still holds various administrative portfolios, including tutor, supervisor, usher, mentor, and administrator for postgraduate students. She is an Associate Editor for African Journal for Political Science (AJPS), and BRICS Journal and Managing Editor and Researcher for the Digital Policy Studies Unit (4DPRU) at Johannesburg. Tinuade is a member of international and local associates, CAAS, IPSA, AAPS, ASA, DSA, UNASA UP, SACE, SAAPS, and others. Tinuade is the African Association of Political Science (AAPS) program officer. She is responsible for Partnership and Resource Mobilization for CBWN-Africa. Additionally, she receives many awards, scholarships and grants, presented at local and international conferences. Her recent work debates "Ojo, TA (2022). Digital Financial Inclusion for Women in the Fourth Industrial Revolution: A Key Towards SDG 5. Africa Review. (2022), 1-26. doi: <https://doi.org/10.1163/09744061-20220204>" and "Gendered Finance and Economic Opportunities in SADC Communities: An overview of Challenges and Prospects" and Global Governance of Finance and African Relations with the World, in The Palgrave Handbook of Africa and the Changing Global Order, Palgrave MacMillan by T. Falola & S.O. Oloruntoba, 2022. Palgrave Macmillan, Cham.