

RESILIENCE AS A PROTECTIVE FACTOR AGAINST THE IMPACT OF WORK-FAMILY CONFLICT ON BUSINESS SUSTAINABILITY AMONG FEMALE ENTREPRENEURS

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ABSTRACT

Female entrepreneurs often experience complex role demands because they must manage business responsibilities and family obligations simultaneously. This condition may generate work-family conflict (WFC), which can influence psychological well-being and business sustainability. This article aims to analyze the role of resilience as a protective factor in reducing the negative effects of WFC among female entrepreneurs. The study uses a descriptive qualitative literature review approach by analyzing relevant scientific publications from 2016–2026. The findings indicate that resilience reduces the impact of WFC through adaptive capacity, emotional regulation, cognitive reframing, and adaptive coping strategies. Social support, entrepreneurial experience, and digital literacy strengthen resilience by helping female entrepreneurs maintain work-family balance and sustain their businesses. This study contributes to entrepreneurship and management literature by explaining resilience as a strategic psychological capability that enables female entrepreneurs to manage work-family conflict and maintain business sustainability.

Keywords: resilience, work-family conflict, business sustainability, female entrepreneurs

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1. INTRODUCTION

In recent years, women's participation in entrepreneurship has experienced significant growth and has become an important component of economic development. Women are no longer positioned only within domestic responsibilities but have increasingly become active economic actors who contribute to business creation, household income improvement, and community development. The increasing involvement of women, particularly in the Micro, Small, and Medium Enterprises (MSMEs) sector, demonstrates their important role in strengthening economic activities and promoting inclusive development. Beyond financial contribution, entrepreneurship also provides women with opportunities to develop capabilities, achieve economic independence, and improve family welfare. Recent studies emphasize that women entrepreneurs contribute significantly to sustainable development, although their business continuity is often influenced by limited resources, social expectations, and structural challenges within entrepreneurial ecosystems (Azize et al., 2025).

Despite their increasing contribution, female entrepreneurs continue to face complex challenges because they often manage multiple responsibilities simultaneously. Unlike formal employees, entrepreneurs generally have greater personal involvement in business activities, including strategic decision-making, operational management, customer relationships, and financial control. At the same time, many female entrepreneurs remain responsible for household management, childcare, and family care. The combination of entrepreneurial demands and domestic responsibilities creates a dual-role condition that may increase the possibility of experiencing work-family conflict (WFC).

Work-family conflict refers to a form of inter-role conflict that occurs when demands from work and family domains are incompatible, making it difficult for individuals to perform both roles effectively. Previous

studies indicate that work-family conflict may negatively influence psychological well-being, increase stress and burnout, and reduce individuals' ability to maintain effective performance. Among female entrepreneurs, this challenge becomes more complex because business responsibilities are often inseparable from personal involvement, while family expectations continue to require significant emotional and physical resources. Research on women entrepreneurs indicates that imbalance between family responsibilities and business demands can become an important barrier to business growth and sustainability (Kalyail & Sudirman, 2025).

However, the negative consequences of work-family conflict are not experienced equally by all female entrepreneurs. Some entrepreneurs are able to manage competing demands effectively through various strategies, such as delegating responsibilities, professionalizing business operations, outsourcing domestic tasks, and developing effective family management practices. Previous research demonstrates that role division and resource management strategies can help female entrepreneurs reduce work-family conflict and support business development (Bandeira et al., 2020). These differences suggest that internal psychological resources influence how individuals interpret, respond to, and manage challenging situations.

One important psychological resource is resilience. Resilience refers to an individual's ability to adapt positively, recover from difficulties, and maintain effective functioning when facing stressful conditions. In entrepreneurial contexts, resilience is not only an individual psychological characteristic but also an important capability that enables entrepreneurs to respond to uncertainty, manage pressure, and maintain business continuity. Recent studies indicate that resilience plays an important role in supporting women entrepreneurs by strengthening adaptive capacity, coping strategies, and persistence in challenging business environments (Hernández et al., 2024).

In the context of work-family conflict, resilience functions as a protective factor that reduces the negative effects of competing role demands. Individuals with higher resilience tend to develop better emotional regulation, adaptive coping strategies, and constructive problem-solving abilities. These capabilities allow female entrepreneurs to manage business pressures while maintaining family responsibilities. Previous research confirms that resilience can weaken the negative relationship between work-family conflict and psychological consequences, demonstrating its role as a buffering psychological resource (Liu & Hong, 2023; Agustin et al., 2025).

Nevertheless, several research gaps remain. First, previous studies on work-family conflict among women have predominantly focused on formal employees in organizational settings rather than female entrepreneurs who face different levels of uncertainty, autonomy, and business responsibility (Azzura et al., 2026). Second, existing studies have largely emphasized the negative consequences of work-family conflict, such as stress, burnout, and reduced well-being, while protective mechanisms that enable women entrepreneurs to overcome these challenges remain relatively limited (Pradyandari et al., 2025). Third, although previous research has examined external resources such as family support and social networks, studies that specifically examine resilience as a protective mechanism linking work-family conflict and business sustainability among female entrepreneurs remain limited (Agustin et al., 2025).

Therefore, this study aims to examine the role of resilience as a protective factor against the impact of work-family conflict on business sustainability among female entrepreneurs. Through a literature review approach, this study seeks to identify how resilience enables female entrepreneurs to manage dual-role demands, maintain psychological well-being, and sustain entrepreneurial activities. The findings are expected to contribute theoretically to human resource management and entrepreneurship literature by expanding understanding of psychological resources in female entrepreneurship. Practically, this study provides insights regarding the importance of strengthening resilience capabilities to support female entrepreneurs in managing work-family challenges and maintaining sustainable business development.

2. LITERATURE REVIEW

Work-Family Conflict (WFC)

Work-Family Conflict (WFC) represents a form of inter-role conflict that occurs when demands from work and family domains become incompatible, making participation in one role more difficult because of involvement in another role. Greenhaus and Beutell (1985) explain that work-family conflict emerges when individuals experience limitations in managing personal resources, including time, energy, and attention, which are required to fulfill competing responsibilities. Therefore, conflict occurs because individuals cannot simultaneously meet the expectations associated with both work and family roles.

Work-family conflict is considered a bidirectional phenomenon because interference may occur from work to family and from family to work. Frone et al. (1992) categorize work-family conflict into two dimensions: Work-to-Family Conflict and Family-to-Work Conflict. Work-to-Family Conflict occurs when work demands interfere with family responsibilities, whereas Family-to-Work Conflict occurs when family demands reduce individuals' ability to perform work-related activities. These two dimensions illustrate that conflict may originate from both occupational and family domains.

Cavagnis et al. (2023) explain that work interference with family tends to occur more frequently because work responsibilities generally have stronger structural boundaries and lower flexibility compared with family responsibilities. This condition becomes particularly relevant for female entrepreneurs because business activities often require continuous involvement, including managing customers, responding to market changes, making strategic decisions, and maintaining operational continuity.

For female entrepreneurs, Work-to-Family Conflict may occur when business demands reduce the time and energy available for family responsibilities. Entrepreneurial uncertainty, customer expectations, financial pressure, and business development activities may create significant psychological demands. Conversely, Family-to-Work Conflict occurs when domestic responsibilities, childcare obligations, or family-related issues interfere with business activities. Both forms of conflict may influence decision-making quality, productivity, and the ability to sustain business operations (Cesaroni et al., 2018).

Therefore, work-family conflict represents a critical challenge in female entrepreneurship because it affects not only individual psychological conditions but also the sustainability of business activities. Managing this conflict requires adequate psychological and social resources that enable entrepreneurs to balance competing demands effectively.

Resilience

Resilience refers to an individual's psychological capacity to adapt positively, recover from adversity, and maintain effective functioning when facing stressful situations. Resilience does not simply represent the ability to survive difficulties but reflects an active process involving adaptation, emotional regulation, and constructive responses toward challenging conditions (Adimi & Basar, 2026).

In entrepreneurship, resilience is increasingly viewed as an important psychological resource that supports individuals in dealing with uncertainty, disruption, and complex decision-making situations. For female entrepreneurs, resilience becomes particularly important because they frequently experience simultaneous demands from business and family domains. The ability to adapt to pressure allows them to maintain psychological well-being while continuing entrepreneurial activities.

Resilience is reflected through several interconnected capacities, including adaptability, emotional regulation, and problem-solving ability. Adaptability enables entrepreneurs to adjust to changing market conditions, uncertainty, and evolving business demands. Emotional regulation helps individuals manage stress, frustration, and anxiety so that emotional responses do not interfere with decision-making processes. Meanwhile, problem-solving ability enables entrepreneurs to identify challenges, evaluate alternatives, and implement effective solutions.

These dimensions demonstrate that resilience functions not only as an internal psychological characteristic but also as a capability that supports entrepreneurial effectiveness. In the context of female entrepreneurs, resilience helps individuals manage competing demands, maintain business performance, and strengthen their ability to sustain entrepreneurial activities.

Resilience as a Protective Factor Against Work-Family Conflict

Resilience functions as an important protective factor that enables individuals to manage stressful situations and reduce the negative consequences of work-family conflict. As a psychological resource, resilience allows individuals to maintain adaptive functioning despite experiencing competing demands between work and family domains. Rather than eliminating stressful conditions, resilience strengthens individuals' capacity to interpret, regulate, and respond effectively to challenging circumstances.

In the context of female entrepreneurs, resilience becomes particularly important because entrepreneurial activities require continuous adaptation to uncertainty, market changes, financial risks, and operational challenges. At the same time, female entrepreneurs often remain responsible for family-related roles. The interaction between entrepreneurial responsibilities and family expectations creates a complex environment in which resilience determines how effectively individuals manage these competing demands.

Resilient individuals tend to perceive stressful situations as manageable challenges rather than uncontrollable threats. This cognitive process influences how individuals evaluate work-family conflict. When entrepreneurs interpret role conflict as a challenge that can be managed, they are more likely to develop constructive responses and maintain psychological stability. Consequently, resilience reduces the negative perception associated with work-family conflict and prevents excessive psychological pressure.

Furthermore, resilience strengthens individuals' coping capacity by improving emotional regulation and problem-solving abilities. Female entrepreneurs with higher resilience are more capable of identifying sources of conflict, controlling emotional responses, seeking available resources, and developing adaptive solutions. These capabilities enable them to manage business and family demands more effectively.

Therefore, resilience should not only be understood as an individual psychological characteristic but also as a strategic resource that supports entrepreneurial sustainability. By reducing the negative effects of work-family conflict, resilience enables female entrepreneurs to maintain business continuity while fulfilling family responsibilities..

Women Entrepreneurs and Business Sustainability

Women entrepreneurs refer to women who establish, manage, and develop business activities independently. The increasing participation of women in entrepreneurship, particularly within the Micro, Small, and Medium Enterprises (MSMEs) sector, highlights their contribution to economic growth, household welfare, and employment creation. Women-owned businesses have become an important component of economic development because they contribute not only to income generation but also to social empowerment.

However, female entrepreneurs face distinctive challenges compared with male entrepreneurs. One of the major challenges is the expectation to simultaneously fulfill entrepreneurial and domestic responsibilities. In many cultural contexts, women continue to carry significant responsibilities related to household management, childcare, and family care. These conditions create greater role complexity because women must allocate limited personal resources between business development and family obligations.

Business sustainability among female entrepreneurs depends not only on financial resources and market opportunities but also on their ability to adapt to uncertainty and manage multiple demands. Entrepreneurial sustainability requires continuous decision-making, resilience in facing challenges, and the capacity to maintain business operations during difficult conditions.

In this context, resilience becomes an important factor supporting business sustainability. Resilient entrepreneurs are more capable of responding to business uncertainty, recovering from setbacks, and developing adaptive strategies when facing obstacles. Previous research indicates that resilience contributes to entrepreneurial persistence by strengthening confidence, adaptive capacity, and the ability to overcome challenging situations (Hernández et al., 2024).

Additionally, external resources such as social support, business networks, and digital capabilities also contribute to strengthening resilience among female entrepreneurs. Social support provides emotional and practical resources, while digital literacy enhances flexibility and operational efficiency. These resources collectively improve entrepreneurs' ability to maintain business continuity and respond to changing environments.

Thus, understanding resilience within female entrepreneurship provides an important perspective for explaining why some entrepreneurs are able to sustain their businesses despite experiencing work-family conflict. Resilience represents a bridge between psychological adaptation and entrepreneurial sustainability.

3. REVIEW METHOD

This study employed a qualitative literature review method using a thematic synthesis approach. This method was selected to identify, analyze, and integrate previous research findings related to resilience as a protective factor against the impact of work-family conflict on business sustainability among female entrepreneurs. The review process involved several stages, including identification of relevant studies, selection of articles based on predetermined criteria, analysis of research findings, and synthesis of emerging themes.

The data sources consisted of scientific articles published in SINTA-accredited national journals and reputable international journals. The reviewed articles were published between 2016 and 2026 to ensure the relevance and recency of the literature. The articles were selected based on their relevance to the research focus, particularly studies discussing resilience, work-family conflict, female entrepreneurship, and business sustainability.

The inclusion criteria applied in this review were: (1) articles focusing on women, particularly female entrepreneurs or women involved in entrepreneurial activities; (2) articles discussing resilience, work-family conflict, or the relationship between these concepts; (3) articles published in SINTA-accredited national journals or reputable international journals; (4) articles published within the 2016–2026 period; and (5) articles available in full-text format to enable comprehensive analysis.

The collected articles were analyzed using thematic synthesis by identifying recurring themes, conceptual relationships, and patterns of findings across previous studies. The analysis focused on understanding how resilience functions as a protective factor in reducing the negative consequences of work-family conflict and supporting the sustainability of female entrepreneurs' businesses. Furthermore, comparisons among previous studies were conducted to identify similarities, differences, and research gaps. The findings were then presented descriptively to provide a comprehensive understanding of the role of resilience in managing work-family conflict and maintaining business sustainability among female entrepreneurs.

4. RESULTS AND DISCUSSION

The Relationship Between Resilience and Work-Family Conflict among Female Entrepreneurs

The findings from the literature review indicate that resilience has a significant role in reducing the negative impact of work-family conflict among female entrepreneurs. Previous studies demonstrate that individuals with higher resilience levels are more capable of adapting to competing role demands, maintaining psychological stability, and developing effective responses when facing stressful situations (Liu & Hong, 2023).

For female entrepreneurs, resilience operates as an internal resource that helps them manage the complexity of balancing business and family responsibilities. Entrepreneurial activities often require high levels of personal involvement, including managing operations, responding to customers, developing strategies, and addressing financial uncertainty. These demands may create significant pressure when combined with family responsibilities. However, resilient entrepreneurs possess greater capacity to regulate these pressures and maintain functional balance between both domains.

The literature suggests that resilience reduces work-family conflict through several mechanisms. First, resilience improves individuals' ability to manage limited resources, particularly time, energy, and attention. Female entrepreneurs with strong resilience are more capable of establishing priorities, organizing activities, and allocating resources effectively between business and family responsibilities. Since resource limitations represent one of the primary sources of work-family conflict, effective resource management contributes to reducing role tension.

Second, resilience enhances emotional regulation. Female entrepreneurs frequently encounter uncertainty, customer demands, financial pressure, and family expectations simultaneously. Without adequate emotional regulation, these pressures may lead to stress and emotional exhaustion. Resilient individuals, however, are better able to manage negative emotions such as anxiety, frustration, and stress, allowing them to make rational decisions and maintain positive relationships within both business and family environments.

Third, resilience strengthens problem-solving capabilities. Female entrepreneurs with high resilience tend to approach challenges constructively by identifying problems, evaluating alternatives, and implementing appropriate solutions. This capability allows them to address business challenges while simultaneously managing family responsibilities.

The literature review therefore demonstrates that resilience plays a critical role in reducing work-family conflict. Rather than removing the existence of competing demands, resilience strengthens female entrepreneurs' capacity to manage these demands effectively. Consequently, resilience contributes to maintaining psychological well-being and supporting business sustainability.

Psychological Mechanisms of Resilience as Protective Factors

The literature review indicates that resilience reduces the negative consequences of work-family conflict through several psychological mechanisms. These mechanisms explain how female entrepreneurs transform challenging situations into manageable experiences and maintain effective functioning despite experiencing simultaneous demands from business and family domains. Previous research demonstrates that resilience weakens the negative relationship between work-family conflict and psychological consequences, confirming its role as a buffering psychological resource (Carina et al., 2026).

Three important mechanisms underlying the protective role of resilience include cognitive reframing, emotional stability, and adaptive coping strategies. These mechanisms operate collectively by influencing how individuals perceive challenges, regulate emotional responses, and develop solutions when facing complex situations.

Cognitive Reframing

Cognitive reframing refers to an individual's ability to modify the interpretation of stressful events by changing the meaning attached to those experiences. Instead of perceiving difficulties as uncontrollable threats, resilient individuals tend to interpret challenging situations as manageable problems that can provide opportunities for learning and improvement.

For female entrepreneurs, cognitive reframing becomes an important mechanism because business activities often involve uncertainty, financial pressure, customer demands, and unexpected obstacles. When entrepreneurial challenges are perceived negatively, they may increase psychological pressure and intensify work-family conflict. Conversely, when these challenges are interpreted as opportunities for growth, entrepreneurs are more likely to develop constructive responses.

Through cognitive reframing, female entrepreneurs can reduce the emotional burden associated with dual-role demands. The ability to view business and family challenges from a more adaptive perspective helps them maintain optimism, strengthen confidence, and develop more effective strategies in managing competing responsibilities. Therefore, cognitive reframing contributes to reducing the perceived intensity of work-family conflict.

Emotional Stability

Emotional stability represents the ability to maintain psychological balance and regulate emotional responses when facing pressure, uncertainty, or challenging circumstances. This capacity is essential for female entrepreneurs because they frequently encounter multiple demands simultaneously from business and family environments.

Female entrepreneurs who possess strong emotional stability are better able to manage feelings of anxiety, frustration, and stress arising from business uncertainty or family responsibilities. Effective emotional regulation allows them to avoid excessive emotional reactions that may negatively influence decision-making processes and interpersonal relationships.

In entrepreneurial contexts, emotional stability supports rational decision-making and improves the ability to maintain productive relationships with customers, employees, and family members. When entrepreneurs can manage emotional pressure effectively, they are more capable of maintaining business performance while continuing to fulfill family obligations.

Therefore, emotional stability represents an important pathway through which resilience protects female entrepreneurs from the negative effects of work-family conflict. By maintaining emotional control, entrepreneurs can respond to challenges more strategically rather than reacting based on stress or exhaustion.

Adaptive Coping Strategies

Adaptive coping strategies represent another important mechanism through which resilience reduces the negative impact of work-family conflict. Resilient individuals tend to respond to challenges through constructive problem-solving approaches rather than avoidance or passive reactions.

In female entrepreneurship, adaptive coping strategies may include effective time management, prioritizing important responsibilities, delegating tasks, seeking family support, and utilizing business networks. These strategies enable entrepreneurs to manage limited resources more effectively and reduce pressure caused by competing role expectations.

The ability to seek and utilize available resources is particularly important because female entrepreneurs often operate within conditions characterized by uncertainty and limited resources. Support from

spouses, family members, business communities, and professional networks can provide practical assistance and emotional reinforcement that strengthens their ability to manage dual roles.

Therefore, adaptive coping strategies represent the behavioral dimension of resilience. While cognitive reframing influences how entrepreneurs interpret challenges and emotional stability influences how they regulate responses, adaptive coping determines how they take action to overcome difficulties. The combination of these mechanisms enables female entrepreneurs to manage work-family conflict more effectively.

Based on the reviewed literature, resilience operates as a protective mechanism through three interconnected processes: interpreting challenges positively through cognitive reframing, maintaining psychological balance through emotional stability, and responding effectively through adaptive coping strategies. These mechanisms explain why resilient female entrepreneurs are more capable of maintaining both family responsibilities and sustainable business activities.

Supporting Factors of Resilience in Supporting Business Sustainability among Female Entrepreneurs

The literature indicates that resilience does not develop independently but is influenced by interactions between individual capabilities and environmental resources. Among female entrepreneurs, resilience is strengthened through various supporting factors that enhance their ability to manage pressure, adapt to uncertainty, and maintain business continuity. The findings identify three important factors that contribute to resilience development: social support, business experience, and digital literacy.

Social Support

Social support represents one of the most important external resources that strengthens resilience among female entrepreneurs. Support from family members, partners, friends, and entrepreneurial communities provides emotional, informational, and practical assistance that helps individuals manage complex demands.

For female entrepreneurs, family support plays a particularly important role because many continue to carry significant domestic responsibilities alongside business activities. Assistance from partners in childcare, support from family members in household responsibilities, and emotional encouragement from close relationships can reduce the burden associated with dual roles.

Beyond family support, entrepreneurial networks and business communities also contribute to resilience development. Through these networks, female entrepreneurs can exchange experiences, obtain business information, access resources, and receive psychological support from individuals who face similar challenges. Social networks therefore strengthen confidence and adaptive capacity when entrepreneurs encounter difficulties.

Research on women entrepreneurs highlights that values such as commitment, self-confidence, positive thinking, courage, and meaningful life experiences contribute to resilience development among female business leaders, which subsequently supports business sustainability (Yurianti, 2025).

Business Experience

Business experience represents another important factor that contributes to resilience development. Entrepreneurial experience provides opportunities for individuals to learn from successes, failures, and various challenges encountered during business operations.

Female entrepreneurs with greater business experience tend to develop stronger capabilities in anticipating risks, managing uncertainty, and making strategic decisions. Repeated exposure to business challenges enhances their ability to identify problems, evaluate alternatives, and implement appropriate solutions.

Experience also contributes to the development of self-efficacy, which strengthens entrepreneurs' confidence in managing difficult situations. Entrepreneurs who have experienced various business conditions are generally better prepared to respond to future challenges because they possess accumulated knowledge and practical understanding.

In relation to work-family conflict, business experience enables female entrepreneurs to develop more effective strategies for managing priorities, allocating resources, and establishing boundaries between business and family responsibilities. Therefore, experience becomes an important source of resilience that supports long-term business sustainability.

Digital Literacy

Digital literacy has become an increasingly important resource that strengthens resilience among female entrepreneurs. The development of digital technology provides opportunities for entrepreneurs to improve operational efficiency, expand market access, and increase business flexibility.

The utilization of digital platforms, social media marketing, business management applications, and artificial intelligence-based technologies enables female entrepreneurs to manage business activities more efficiently. Digital capabilities help reduce administrative burdens, improve communication with customers, and provide faster access to market information.

From a resilience perspective, digital literacy enhances entrepreneurs' adaptive capacity because technology provides alternative solutions when facing operational challenges. Entrepreneurs who are able to utilize digital resources are better prepared to respond to changing market conditions and maintain business continuity.

Therefore, digital literacy should not only be considered a technical skill but also a strategic resource that strengthens entrepreneurial resilience. By integrating technology into business processes, female entrepreneurs gain greater flexibility in managing business demands while maintaining balance with family responsibilities.

Based on the literature review findings, social support, business experience, and digital literacy represent important resources that strengthen resilience among female entrepreneurs. These factors improve adaptability, enhance coping capacity, and support the ability of women entrepreneurs to maintain business sustainability despite experiencing work-family conflict.

Limitations and Future Research

This study has several limitations because it is based on secondary data derived from previous scientific publications and does not directly examine the experiences of female entrepreneurs through empirical investigation. Therefore, the findings provide a conceptual understanding of how resilience functions as a protective factor but may not fully represent contextual differences across cultural, institutional, and business environments.

Future research is encouraged to employ empirical approaches, particularly qualitative and longitudinal studies, to explore how resilience develops over time and how female entrepreneurs build adaptive capacities when facing work-family conflict. Future studies may also consider the influence of cultural values, institutional support, entrepreneurial ecosystems, and digital transformation in shaping the relationship between resilience, work-family conflict, and business sustainability.

5. CONCLUSION

Based on the literature review findings, resilience plays an important role as a protective factor in reducing the negative impact of work-family conflict among female entrepreneurs. The findings indicate that

resilience enables female entrepreneurs to manage competing demands between business and family responsibilities through adaptability, emotional regulation, problem-solving ability, and adaptive coping strategies.

Resilience functions not only as an individual psychological capacity but also as a strategic resource that supports business sustainability. Through the ability to interpret challenges constructively, regulate emotional responses, and develop effective solutions, resilient female entrepreneurs are better able to maintain business continuity despite experiencing pressure from multiple roles.

Furthermore, resilience development is supported by several internal and external resources, including social support, business experience, and digital literacy. These factors strengthen entrepreneurs' adaptive capacity, improve their ability to manage uncertainty, and support their capability to maintain balance between entrepreneurial responsibilities and family demands.

This study highlights that strengthening resilience among female entrepreneurs is essential not only for improving psychological well-being but also for supporting sustainable entrepreneurial activities. Therefore, resilience should be considered an important capability in developing strategies to support female entrepreneurship, particularly in managing the challenges associated with work-family conflict.

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