Independent College

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Harvard Referencing shall apply.

“And we know that in all things God works for the good of those who love Him, who have been called according to His purpose.”

— Romans 8:28

TABLE OF CONTENTS

1.1 Introduction and Background of the Study 1

1.2 Explanation of the Study's Need 1

1.3 Goals, Objectives, and Questions of the Research 2

1.4 Method of Information Gathering 4

1.5 Expected Results 4

1.6 Overview of Chapters 5

2. LITERATURE REVIEW 6

3. METHODOLOGY 11

3.1 Research Philosophy and Theoretical Framework 11

3.2 Research Method and Design 11

3.3 Sampling Method and Sample Profile 12

3.4 Method of Analysing the Data 13

3.5 Ethical Considerations 14

3.6 Validity, Reliability and Reflexivity 15

4. FINDINGS AND DISCUSSION 16

4.1 Financial Barriers 16

4.2 Legal and Administrative Barriers 17

4.3 Culture and Language 18

4.4 Networks and Support 19

4.5 Market Opportunities 20

5. CONCLUSION, LIMITATIONS AND RECOMMENDATIONS 22

5.1 Conclusion 22

5.2 Limitations 23

5.3 Recommendations 23

5.4 Suggestions for Further Research 24

5.5 Reflection from the Researcher 25

APPENDIX A – FULL INTERVIEW TRANSCRIPT: PARTICIPANT 1 (P1) 27

APPENDIX B - INTERVIEW SCHEDULE 29

6. REFERENCES 31

1. INTRODUCTION

1.1 Introduction and Background of the Study

There are many challenges, as well as opportunities, in initiating a business, especially when it involves new cultural and socio-economic environments. This study aims at immigrant women entrepreneurs in Ireland, an often neglected but important group in the entrepreneurial ecosystem. I am an immigrant woman who has started two small businesses, in Portugal and Ireland, I understand how deeply systemic and social barriers, such as limited financing opportunities, language, and legal issues, restrict opportunities. Within the context of International Business, this issue is pertinent because it deals with international mobility, culture, and bottom-up economic development.

The increasing multicultural population in Ireland paired with its emerging SMEs (small and medium-sized enterprises) support structure makes it an interesting case for studying how these women manage to navigate through entrepreneurship. These women are not only creating value for their families but also for their communities, as well as the Irish economy, especially in the areas of food, personal services, and education. Thus, this research seeks to capture the lived realities of these women entrepreneurs and tries to understand how obstructions are dealt with and how those changes become opportunities.

1.2 Explanation of the Study's Need

This study is based in personal experiences and academic interest. Being part of the demographic being studied allows for deeper understanding, exploration, and analysis of the issue at hand. With growing interest in migrant entrepreneurship, the literature has often

neglected to include immigrant women, who suffer from a double jeopardy: being migrants and women.

This focus on the overlooked minority group adds to the empirical academic discourse, but comes in addition to the practicality of the research, which posits that understanding real-life problems truly enables policymakers, support institutions, and the immigrant women themselves to develop tailored solutions.

1.3 Goals, Objectives, and Questions of the Research

Primary Research Question:

What are the challenges and opportunities for immigrant women entrepreneurs in Ireland?

Research Objectives:

- To assess the foremost barriers (socio-economic, political, linguistic, and cultural) faced by women immigrant entrepreneurs in Ireland.
- To examine the ways in which immigrant women respond to and tackle these challenges.
- To study the influence of community networks and ethnic or cultural identification on entrepreneurial outline.
- To identify niche market gaps accessible to women immigrants.
- To formulate strategies for enhanced support frameworks.

Themes and Sub-Research Questions:

Theme 1: Reasons for the Financial Inaccessibility by Immigrant Women Entrepreneurs

Sub-research Questions:

- What special problems arise to immigrant women in their quest for business financing?
- Which of the funding sources available to immigrant women are effective: banks, investors and other financial entities, and which stand as barriers to funding?

Theme 2: Dealing with Legal and Administrative Barriers

Sub-research Questions:

- What issues do foreign women entrepreneurs encounter regarding and when doing their business in Ireland?
- What effects do such visa and residence restrictions have on the way they do business?

Theme 3: Culture and Language

Sub-research Questions:

- What challenges do immigrant women face in accessing social networks, business negotiations, and business-to-business relations due to language barriers?
- How do these women cope with different cultures and languages in doing their business effectively?

Theme 4: Networks and Support

Sub-research questions:

- How do immigrant women entrepreneurs integrate and utilize social and professional networks during entrepreneurship in Ireland?

- How is the existing network of immigrant women entrepreneurs impacting on their ability to start and expand businesses?

Theme 5: Market Opportunities for Women Immigrant's Entrepreneurship

Sub-research Questions:

- What marketing opportunities appear for women immigrants in Ireland aiming to serve ethnic groups, providing certain products or services, etc.?
- In making the most of these opportunities, even with the challenges that they face, how do these women do it?

1.4 Method of Information Gathering

Through five semi-structured interviews, the qualitative approach is achieved with Irish-based women immigrant entrepreneurs, four of whom are Brazilian and one English. Because of the method's flexibility, it can encompass all aspects of a woman's experience and meaning which is often overlooked in quantitative forms. The participants have been running their businesses for at least two years in industries such as beauty, retail, and education. Data was analysed systematically through thematic coding, which resulted in the development of primary themes of analysis.

1.5 Expected Results

The research will describe how women immigrant entrepreneurs can overcome challenges into creative opportunities. It will also determine the key success factors which are resilience, social support, cultural adaptability, and innovation. Although the primary goal is to

guide policy and support interventions, the demographic and sample size will limit the generalisability of the findings.

1.6 Overview of Chapters

- Chapter 2 - Literature Review: Reviews existing academic work on immigrant entrepreneurship, focusing on the five key themes.
- Chapter 3 - Methodology: Explains the philosophical framework, research design, data collection methods, and ethical considerations.
- Chapter 4 - Findings and Discussion: Presents interview results, compares them with the literature, and offers thematic analysis.
- Chapter 5 - Conclusion and Recommendations: Summarises findings, reflects on limitations, and offers suggestions for future research and practical application.

2. LITERATURE REVIEW

This chapter presents a systematic examination of academic work on the problems and prospects of women immigrant entrepreneurs in Ireland. The literature was analysed under five thematic areas that emerged during initial stages of the project. These include financial inaccessibility, legal and administrative barriers, culture and language, networks and support, and market opportunities. The review wants to situate this study within a wider academic framework, identify gaps in literature, gaps that need to be filled with primary qualitative data, and extract key insights from prior research. The discussions captured in this chapter also effectively shaped the development of the research tool, as well as those pertaining to the coding of qualitative data for the findings chapter.

Theme 1: Reasons for the Financial Inaccessibility by Immigrant Women Entrepreneurs

The most important issue still manifested by immigrant women entrepreneurs is the one related to financial resources. Systematic discrimination, absence of credit history, and knowledge of financial mechanisms are some of the reasons that prevent them from accessing formal funding sources. In their studies, Kollinger-Santer and FischImayr (2013) revealed that immigrant women have difficulties obtaining credits from mainstream financial institutions and are forced to use non institutional strategies like 'borrowing and saving' informal methods or community funding. There are also gendered obstacles on overcoming these structural challenges as Marlow and Martinez Dy (2017) discuss the intertwining of gender and migration affects one's access to finance specifically meant for the entrepreneurial activities.

Sabarwal and Terrel (2020) maintain that the lack of credit not only creates a barrier in the business initialization phase but also in the growth phase which leads to women-led businesses remaining stagnant. Another layer of complexities is the lack trust in-between financial bodies and minority entrepreneurs. Ibrahim and Galt (2011) found that because of cultural barriers and biases towards discrimination in the formal context, lots of immigrant entrepreneurs rely on informal means of funding. Likewise, as women are also among the minority, Ram et al. (2017) are also careful to emphasize the fact that many minority entrepreneurs find it very difficult to establish trusting relationships with financial organizations which further complicates the funding of their businesses.

Theme 2: Dealing with Legal and Administrative Barriers

Legal and regulatory challenges come as the second major challenge for immigrant women aspiring to be entrepreneurs. Women tend to feel the extra pressures of needing to clear all requirements like visa and residency restrictions or complicated licensing processes before they can engage in any entrepreneurial undertaking. According to Fisher, Maritz, and Lobo (2014), such barriers usually confine migrant entrepreneurs in informal economic activities or prevent them from establishing and expanding their legal businesses. Moreover, Mehrotra et al. (2021) give more details on aspects of the law in Ireland warning immigrant women entrepreneurs that those procedures are very tedious and expensive which not all female entrepreneurs can afford.

Chavan and Agrawal (2021) examine residency barriers stating that such barriers always constrain women entrepreneurs space and push them into more informal sectors or petty

businesses which are less restrictive. The institutional structures which define the requirements for obtaining business permits in Ireland are particularly unfriendly to most immigrant entrepreneurs, as Williams and Krasniqi (2018) indicate. They hypothesize that because permit restrictions are more stringent, more women business owners will experience challenges in these areas because these women do not have the connections or legal expertise to plan these systems appropriately and easily.

Theme 3: Culture and Language

In Ireland, immigrant women entrepreneurs face difficulties in balancing home and work due to cultural and linguistic barriers. Language barriers may prevent women entrepreneurs from accessing very important networks, haggling, and even establishing business to business contacts. Block et al. (2015) highlight that one major barrier to integration with the markets of host countries is lack of adequate language skills. Much like Welter, Baker, and Wirsching (2019) who believe racial dispositional persistence, the ability to interface with new cultures, is also central in resolving these issues.

Aliaga-Isla and Rialp (2013) report that those who can assimilate more get more recognition when starting businesses while those who fail in assimilating sometimes get more loneliness. Glinkowska-Krauze and Godlewska-Werner (2021) go deeper into the aspect of culture and entrepreneurship and stress that especially immigrant women entrepreneurs are in the most difficult position, having to utilise their core culture and integrate into the core culture

of business in the new country. All these facts emphasize the connection between persistence and flexibility in relation to other cultures/languages.

Theme 4: Networks and Support

According to the authors, Kanupriya, Lee, Mattare, and Kemuduh, social and professional networks of immigrant women entrepreneurs can act as enablers or constraints to their activities. These networks provide opportunities and the necessary support for business expansion. Community networks have been emphasized by Kimbu and Ngoasong (2016), as beneficial resources that provide practical and moral assistance for women entrepreneurs, especially first-time women entrepreneurs in a new business setting. It is their inclusiveness and the overall quality of the network that mostly influences its efficiency.

As Sequeira, Carr, and Rasheed (2019) claim, high embeddedness in the social networks is important and that immigrant women with higher participation in diverse professional networks tend to have greater self-employment success, evident from the evidence presented. Manolova et al. (2012) make super strong indications on social capital – 'relationships that enable access to otherwise inaccessible information and resources' which contribute as one of the fundamental factors that lead to the success of a business for immigrant women. Supporting the argument, Al-Dajani and Marlow (2013) stress that these networks play an important role, not just as a chronosystem of practical support, but as resilience providing networks that assist the entrepreneurs fend off structural obstacles prevalent in the environment.

Theme 5: Market Opportunities for Women Immigrant's Entrepreneurship

Despite the challenges, immigrant women entrepreneurs are resourceful and use their culture to target niche markets, underserved by mainstream business. There are opportunities for growth and differentiation in these markets. Ramadani et al (2019) talk about how cultural products and services can provide strong market positions for these immigrant entrepreneurs and win customers' loyalties. Along the same vein, Villares-Varela, Ram and Jones (2018) also look into how ethnicity influences market strategies, allowing women entrepreneurs to serve both the mainstream and the ethnic markets.

Khosa and Kalitanyi (2015) point out that immigrant entrepreneurs recognize market opportunities and fill them by providing goods and services that are culturally appropriate to the customers. Asante and Affum-Osei (2021) also explain that the fundamental aspects of culture are responsible for the development of entrepreneurial strategies by women and the making of goods for diverse markets. These findings emphasize the entrepreneurial capacity of immigrant women to utilize their cultural insight in targeting niche markets.

Conclusion

The literature analysed from the five themes sets a solid groundwork for this study. It captures the major challenges and prospects influencing the entrepreneurial pathways of immigrant women in Ireland and affirms the thematic framework that was applied in the later analysis. In addition, it shows the inadequate focus of existing support provisions as well as out-dated inclusivity and provision models for financial, legal, and professional support systems. These conclusions support the design of the primary research and inform the framework for triangulating the literature with the insights from the qualitative interviews.

3. METHODOLOGY

3.1 Research Philosophy and Theoretical Framework

This research utilizes the constructivist/interpretivist approach, which helps to realize qualitative research focused on gaining the understanding of intricately woven human phenomena. This research's ontology believes that sociologically, reality is constructed—in terms of immigrant women entrepreneurs, there is no single objective reality; instead, there are multiple realities which are created by historical, societal, and personal contexts (Creswell, 2003).

From the epistemological stance, this research believes that knowledge is subjective and situated within the lived experiences of the people. Meaningful insights can emerge only through the interpretation of those individual experiences. In this case, rather capturing universal truths, the goal is to form a contextual comprehension of the entrepreneurial experiences of immigrant women living in Ireland.

Following this logic, the research adopts an inductive approach whereby the focus is on gathering data and allowing for themes and patterns to emerge as opposed to working with set hypotheses. This is characteristic of qualitative research approaches which emphasize depth, richness, and meaning instead of numerical generalizability.

3.2 Research Method and Design

The design is qualitative, and it seeks to understand the perceptions and responses of immigrant women about the challenges and opportunities within their entrepreneurial journeys in Ireland. Semi structured interviews also serve as the primary method of data collection

because they provide for focused discussions on major topics while allowing participants to speak over their individual ideas.

An interview form was prepared based on the five themes developed from the literature review, which include: Financial barriers; Legal and administrative barriers; Culture and language; Networks and support and Market opportunities.

Each theme was addressed with 2 to 3 open questions designed to understand participants' narratives and experiences about their own experiences.

This approach allowed for more depth within each aspect of the questions, consistent with the interpretive paradigm, which emphasizes how individuals create and put meaning to their experiences.

3.3 Sampling Method and Sample Profile

Participants were selected using the following criteria:

- Immigrant women
- Living in Ireland
- Running a small or medium-sized business
- In operation for a minimum of one year.

The total sample consisted of five participants, distributed as follows:

- Four Brazilian women
- One English woman

The one non-Brazilian participant was included to provide a contrast for the experiences of women undergoing language and cultural adaptation with someone who does not face these barriers (in this case, the English participant). The businesses represented were from retail, beauty, education, and services.

To protect participant anonymity, each interviewee was allocated a code which did not correspond to their real identity (for example, P1, P2, etc.), meaning no actual names or business names were made public.

Through personal and professional contacts, participants were recruited via WhatsApp and Instagram groups for Christian women business owners in Ireland.

3.4 Method of Analysing the Data

The qualitative data was analysed using thematic analysis. Following Braun and Clarke's (2006) six-step framework:

- Transcribing and reading all interviews to become familiar with the data.
- Identifying recurring words, ideas, and sentiments linked to the five themes for initial coding.
- Grouping codes under conceptual categories for theme construction.
- Reviewing themes to check for coherence and relevance.
- Creating and categorizing the themes derived from the research goals and relevant work needs.

- Drafting the report complete with relevant quotations, excerpted text, and a descriptive prose rationale.

This analytical method allowed themes to emerge naturally and staying linked to the literature review framework.

Every transcript was analysed individually, focusing especially on the relationships between the different interviews, including recurring patterns and divergent themes. An example of a completed thematic table is reproduced in the Appendix to illustrate how themes were constructed and assigned codes.

3.5 Ethical Considerations

Ethics was one of the main pillars for this research. This research has taken into consideration the ethical policies put forward by Independent College Dublin, and submission of Ethical Form A was completed and received approval. Some of the ethical policies above were:

- Informed consent: Both the verbal and non-verbal constituents of the interview were preceded by participants being given a Plain Language Statement and signing a consent form.
- Voluntary participation: Every individual who decided to partake in the study was free to withdraw at any time without any ramifications.
- Anonymity and confidentiality: All personal and professional identifying details were expunged from the transcripts. Moreover, the data was not only securely stored, but also only used for scholarly purposes.

- Member checking: To ensure that the information was correct and could be trusted, participants were sent transcripts designed for them to approve.
- Reflexivity: While a researcher, I fully acknowledge my biases, and as an immigrant woman entrepreneur, I wanted to ensure I put in place strong measures to be open, non-obstructive, non-respectful, and non-energizing. These biases have been put aside regarding the data collection and analysis processes.

3.6 Validity, Reliability and Reflexivity

In qualitative research, credibility and dependability help ensure that the data reflects participants' real experiences.

- Credibility: was strengthened by giving participants the chance to review their transcripts and by carefully analysing their stories in depth.
- Dependability: A clear audit trail was kept that documented every step in the collection, coding, and analysis of the data.
- Confirmability: The inclusion of direct participation quotes enhances the participants' objectivity regarding the findings.
- Transferability: Even with a limited sample, comprehensive context allows readers to assess the applicability of the study.

I documented my thoughts, decisions, and the developing narrative in a reflexive journal which was kept for the timeframe of the project. This process of reflection ensured that bias was mitigated, enabling an accurate representation of participants' perspectives over the preconceived ideas held by the researcher.

4. FINDINGS AND DISCUSSION

4.1 Financial Barriers

Interview Insights

Accessing formal lending facilities was a struggle reported by all participants. Many described being denied by banks because of having no credit history, or because they were non-EU immigrants. One participant revealed that she relied on her family's savings to set up her first shop. Another participant spoke about informal loans she received from within his community. A few others also highlighted the lack of information and support as to how such financial institutions operate in Ireland.

Literature Alignment

These findings resonate with the work of Kollinger-Santer and Fischlmayr (2013) and Ibrahim and Galt (2011) who noted the lack of entrepreneurial immigration lending policies as an institutional barrier. The interrelation of gender and migration (Marlow and Martinez Dy, 2017) exacerbates these hurdles. Sabarwal and Terrell (2020) attributed stagnated business growth to a lack of credit and increased accumulation of debt; a sentiment echoed by many participants whose enterprises reached a standstill because there was no investment.

Discussion and Recommendations

The evidence suggests that financial exclusion constitutes both a structural and perceptual obstacle. Although resourcefulness and adaptability enabled participants to advance, many were still hampered by the absence of credit.

Recommendation: To enable the first investment towards the business, immigrant women could be supported by community funded micro grant and microcredit schemes.

4.2 Legal and Administrative Barriers

Interview Insights

Respondents underscored the frustration and delays of the visa renewals, residency obligations, and convoluted licensing pathways. For example, one woman recounted having to wait almost eleven months for approval of the documentation, which she described as stalling her plans to grow her business. Other participants admitted that they ran their businesses in a quasi-formal manner while "figuring out" the legality due to insufficient assistance.

Literature Alignment

These findings also resonate with Fisher, Maritz, and Lobo (2014) and Williams and Krasniqi (2018), who indicate that immigrant entrepreneurs remain informal for longer periods because of legal constraints. Furthermore, Mehrotra et al. (2021) accentuate the financial and temporal resources needed to manoeuvre through the Irish legal system, especially for women who are already resource poor.

Discussion and Recommendations

The complexity of legal processes not only limits business development but also adds emotional pressure, making formalisation a less attractive path. Most respondents described feeling unsupported to address these problems.

Recommendation: Develop specialised legal counselling services and multilingual licensing manuals tailored to the unique needs of immigrant entrepreneurs. These could be delivered through multi-channel platforms, including FAQs and real-life success stories from similar business structures. Also, workshops or in-person support programmes could be offered to encourage and guide immigrant entrepreneurs toward formalising their businesses.

4.3 Culture and Language

Interview Insights

Language was a significant barrier for all four Brazilian participants. They struggled with engaging with customers, suppliers, and local institutions, particularly at the beginning. Participants explained, however, that acquiring English language skills and learning Irish culture greatly improved their confidence and client relations over time.

Literature Alignment

Block et al. (2015) and Aliaga-Isla & Rialp (2013) point to language barriers as among the most important factors leading to business isolation and restricted networking opportunities. These isolated barriers are not confined to only one business. Multiple Welter, Baker, & Wirsching (2019) propose that culturally flexible business leaders tend to perform better—a sentiment participants expressed in relation to their increased success after deeper integration into Irish society.

Discussion and Recommendation

Initial cultural distance is likely to function as a limitation, but with time, it becomes a learning and adjustment opportunity that can be leveraged into a strategic advantage.

Recommendation: Provide tailored language and culture-based orientation workshops or limited series curriculums for immigrant entrepreneurs during the first two years of operate.

4.4 Networks and Support

Interview Insights

Every participant utilized ethnic and personally organized social networks to obtain clients, receive emotional attention, and obtain practical assistance. Church groups, social media platforms, and even WhatsApp groups contributed significantly towards generating visibility for their businesses as well as for clients. Most of them, however, had limited professional network access which they felt could scale their businesses, help in better networking or attract funding.

Literature Alignment

In conjunction with Manolova et al. (2012) and Al-Dajani & Marlow (2013), this highlights the paradoxical character of networks. Sequeira, Carr, & Rasheed (2019) have put forth a different argument stating that as a whole diversification of networks will yield better results and this is what the participants accepted but could not achieve.

Discussion and Recommendation

Although ethnic networks act as a cushion, they can expand the business filters instead.

Recommendation: Create group mentoring schemes and organize local meet up sessions aimed at assisting professionals from different fields and industries to immigrant women business owners.

4.5 Market Opportunities

Insights from Interviews

Participants demonstrated a good level of niche market recognition, particularly within cultural circles. These included: Brazilian food products, beauty services specialized in curly hair, and language teaching for immigrant children. This cultural alignment was seen as "natural advantage" with a ready customer base. One participant noted that her being an immigrant helped her build trust with other newcomers.

Literature Alignment

Cultural factors have been discussed by Ramadani et al. (2019) and Khosa & Kalitanyi (2015) regarding market differentiation. Villares-Varela, Ram, & Jones (2018) also note ethnic considerations in strategizing and offering products.

Discussion and Recommendation

Ethnic minority women entrepreneurs seem to leverage the business opportunities because of cultural background, as opposed to viewing them as barriers. The minority however, had the training or support required to mainstream curtail these niche offerings into broader markets.

Recommendation: Support cultural entrepreneurship by helping immigrant entrepreneurs leverage their business to access niche markets, regardless of nationality. Initiatives should be inclusive and tailored to the specific business context and target audience.

Table 4.1 – Summary of Key Findings by Theme

THEME	Summary of Findings
Financial Barriers	Immigrant women face difficulties accessing formal financial resources, often relying on informal networks due to credit constraints and institutional distrust.
Legal and Regulatory Barriers	Legal requirements, such as visa rules and licensing procedures, cause delays, stress, and sometimes force informal operations due to complexity and lack of support.
Networks and Support	Social and ethnic networks provide early support but often limit long-term growth due to lack of access to broader professional ecosystems.
Culture and Language	Language barriers limit integration and client reach, but cultural heritage becomes a unique selling point in niche markets.
Resilience and Innovation	Despite barriers, immigrant women demonstrate resilience and creativity by transforming challenges into business opportunities.

The intersection of interviews and literature supports the thematic framework of this project and paints a comprehensive portrait of the experience of immigrant women entrepreneurs in Ireland.

5. CONCLUSION, LIMITATIONS AND RECOMMENDATIONS

5.1 Conclusion

This study focused on the major challenges and opportunities in the context of immigrant women entrepreneurship in Ireland. It is based on primary data derived from five qualitative interviews further complemented by extensive literature and it is clear that these women experience layered intersecting barriers, while at the same time demonstrate remarkable resilience and strategic adaptability.

The study revealed that immigrant women entrepreneurs are most constrained by the financial and legal systems. The barriers that faced them included limited access to credit, institutional distrust, complex administrative procedures, which often forced women to rely on informal networks, or operate semi-formally. Culturally based identity constructs, initially viewed as barriers, were discovered to be primary assets when navigating towards niche markets.

Entrepreneurs demonstrated how social capital, along with persistence and an eagerness to learn, empowers them to shift structural disadvantages into sustainable businesses. Among these barriers too much reliance on ethnic networks and absence of tailored public sponsorship for wider network expansion regionally hinder broader regional growth.

Immigrant women's entrepreneurship in Ireland is a highly researched yet poorly documented area. This study addresses some of these gaps while presenting practical recommendations for policies, frameworks, and future research.

5.2 Limitations

Every investigation has its limitations, and this one is no exception. First of all, the sample consisted of five individuals, all of whom were employed in the beauty, food, or education industries. While this context works for the intended scope, it ignores perspectives from more male-dominated industries like technology and construction.

While focusing on Brazilian and English women entrepreneurs is useful, it limits the cultural range of the findings. Further addition of participants from different national backgrounds could have broadened the scope of the research.

Third, the qualitative approach taken for this study concentrated on the depth rather than the breadth of the subject. Such approach provided means for developing comprehensive rationales regarding the topic. Regardless, the findings remain non-generalizable in a statistical sense. As discussed before, the focus was not predictive in nature, but rather an attempt to understand experiences—which was achieved.

Interviews, as conducted by the author, relied on the self-reported experiences of the participants. Such descriptions are susceptible to biases from various subjective factors such as memory, perception, or context. Attempts to verify information through peer validation and thematic research add layers of perception, thus within the framework of qualitative research, objectivity becomes an impossibility.

5.3 Recommendations

From the findings acquired, the following suggestions are recommended:

- Microcredit Schemes: Offer specialized funding programs for peripheral female immigrant entrepreneurs who may not have a formal credit history and therefore are considered unable to access bank financing.
- Legal Guidance and Licensing Support: Develop comprehensive small business legal administrative step guides that integrate legal counselling to user-friendly frameworks marrying linguistic access and ease of navigation.
- Cultural and Language Training: Specialized language, business etiquette, and culture adaptation training sessions should be provided to reinforce self-assurance for active participation in formal business settings.
- Networking Initiatives: Coordinate cross-cultural networking and mentorship programs that link immigrant women to broader regional business networks and local business associations.
- Culturally Motivated Entrepreneurship: Sponsor training programs in branding, digital marketing, and scalable business models to cultivate culturally motivated entrepreneurship among immigrants.

5.4 Suggestions for Further Research

Future research may be improved by:

- An inclusion of wider and more varied sample of respondents spanning different nationalities, business sectors, and industries.
- Cross-analysis of male and female immigrant entrepreneurs.

- Study of how some of the identified barriers are overcome through the use of digital platforms and e-commerce.
- Examination of second-generation immigrant entrepreneurs, who may employ markedly different strategies compared to first-generation founders.

5.5 Reflection from the Researcher

This research has been, both academically and reflexively, very personal to me. As an immigrant woman who is an entrepreneur in Ireland, I have personally encountered many of the legal hassles and network-building challenges, as well as the language and cultural difficulties described in this study. However, like the others participants, I also had to deal with purpose and unexpected opportunities through entrepreneurship.

In my experience, entrepreneurship is not limited to financial issues; rather it involves problem solving, providing solutions, and exercising creativity. It is a way of responding to needs – be it economic, emotional, social, or even communal. During this course, one of my best friends got diagnosed with a third stage breast cancer. The time I spent supporting her during treatments and her vulnerable moments led to a new idea: Another Hand, a social project aimed at providing support specifically tailored for the immigrants seeking for help.

This is how my journey of serving others through entrepreneurship began. I understood that serving others, extending empathy and taking social responsibility was more than a business it is a mission that goes beyond borders. Another Hand became more than just a project; it became a campaign that aims to ensure nobody walks alone in a foreign land.

Due to an increase in migration and the pursuit of overseas opportunities, entrepreneurship is now serving the two purposes of integration and individual empowerment. For many immigrant women, establishing a business goes beyond economic survival; it enables them to preserve their culture and influence their communities as well as the countries that host them.

This type of business activity can be transformative for the individual immigrant, and for society, when adjusted with adequate support in the form of accessible resources, appropriate legislation, and open cultural attitudes.

"Entrepreneurship is not only about creating financial opportunities; it is about solving problems, offering solutions, and expressing creativity." — Me, in my final thesis.

Raphaela Fidelis