

ORIGINAL RESEARCH ARTICLE

Health-safety inspection and organisational performance of female-owned enterprises in China

DOI: 10.29063/ajrh2024/v28i9.9

Tiancheng Bai^{1*}, Gang Yuan² and Yanjun Chen³

College of Humanities, Huai yin Institute of Technology, Huai An 223003, China¹; Marxism College, Tianjin University of Sport, Tian Jin 301617, China²; School of Economics and Management North China University of Science and Technology, Tang Shan063210, China³

*For Correspondence: Email: hdzfbtc@sina.com

Abstract

This study examines the impact of health and safety inspections on the organizational performance of female-owned enterprises in China, utilizing data from the "Health Safety and Inspection - China - 2023" dataset. The research addresses three key objectives: assessing the prevalence and outcomes of health and safety inspections among female-owned firms, analysing the average performance and sales growth, and evaluating the performance differences between inspected and non-inspected firms. The study applied descriptive analysis comprising graphs. Findings reveal that a significant majority (94.5%) of female-owned firms undergo inspections, with over half receiving formal reports. The analysis shows variable short-term performance with an average annual sales figure of 31,600,000 Chinese yuan (¥), but a positive long-term growth trend of 3% over three years. Firms subjected to health and safety inspections demonstrate better performance compared to non-inspected counterparts, with increasingly pronounced benefits over time. The study concludes that health and safety inspections positively impact long-term organizational performance. We recommend policies for increasing the frequency and quality of inspections, providing targeted support for female entrepreneurs, and conducting longitudinal and sector-specific studies to further understand the sustained effects of inspections. (*Afr J Reprod Health* 2024; 28 [9]: 98-107).

Keywords: Health and safety inspections, female-owned enterprises, organizational performance, sales growth, safety compliance

Résumé

Cette étude examine l'impact des inspections de santé et de sécurité sur les performances organisationnelles des entreprises appartenant à des femmes en Chine, en utilisant les données de l'ensemble de données « Santé, sécurité et inspection - Chine - 2023 ». La recherche répond à trois objectifs clés : évaluer la prévalence et les résultats des inspections de santé et de sécurité dans les entreprises appartenant à des femmes, analyser la performance moyenne et la croissance des ventes, et évaluer les différences de performance entre les entreprises inspectées et non inspectées. L'étude a appliqué une analyse descriptive comprenant des graphiques. Les résultats révèlent qu'une majorité significative (94,5 %) des entreprises appartenant à des femmes sont soumises à des inspections, et plus de la moitié reçoivent des rapports officiels. L'analyse montre des performances variables à court terme avec un chiffre d'affaires annuel moyen de 31 600 000 yuans chinois (¥), mais une tendance de croissance positive à long terme de 3 % sur trois ans. Les entreprises soumises à des inspections de santé et de sécurité affichent de meilleures performances que leurs homologues non inspectées, avec des bénéfices de plus en plus prononcés au fil du temps. L'étude conclut que les inspections de santé et de sécurité ont un impact positif sur la performance organisationnelle à long terme. Nous recommandons des politiques visant à augmenter la fréquence et la qualité des inspections, à fournir un soutien ciblé aux femmes entrepreneurs et à mener des études longitudinales et sectorielles pour mieux comprendre les effets durables des inspections. (*Afr J Reprod Health* 2024; 28 [9]: 98-107).

Mots-clés: Inspections de santé et de sécurité, entreprises appartenant à des femmes, performance organisationnelle, croissance des ventes, conformité en matière de sécurité

Introduction

In recent decades, there has been a growing recognition of the significant contributions of female entrepreneurs¹⁻⁵ to economic development and the empowerment of women globally⁶⁻⁸. Female-owned enterprises constitute a substantial portion of

businesses across various sectors, ranging from small-scale start-ups to established companies. Despite their increasing presence in the business landscape, female entrepreneurs often encounter unique challenges that affect their operational efficiency and sustainable service delivery. Health and safety issues within workplaces are critical

concerns that impact organizational performance across all sectors⁹⁻¹³. The implementation of effective health and safety measures not only ensures compliance with regulatory standards but also enhances employee well-being, productivity, and overall business outcomes¹⁴. However, research focusing specifically on the intersection of health and safety inspections and organizational performance in female-owned enterprises remains limited. Health and safety regulations are designed to ensure the well-being of employees and to create a safe working environment^{15,16,17}. For any business, adherence to these regulations is not merely a legal obligation but also a strategic imperative. Effective health and safety management can lead to reduced workplace accidents, lower absenteeism rates, and enhance employee morale^{18,19}. Moreover, organizations that prioritize health and safety often experience improved productivity and higher levels of employee engagement^{20,21}. Female entrepreneurs frequently encounter various barriers that can influence their business operations. These include limited access to financial resources, gender biases, and a lack of mentorship opportunities^{22,23}. Furthermore, female-owned enterprises often operate in sectors that may not traditionally prioritize health and safety, such as retail or hospitality. Consequently, the integration of health and safety practices may not be as robust compared to male-owned businesses. Despite these challenges, many female entrepreneurs are proving resilient. They are increasingly recognizing the importance of health and safety not only for compliance but also as a means to enhance their organizational performance. Research indicates that businesses led by women tend to foster inclusive workplace cultures, which can positively influence employee well-being and productivity.¹

While numerous studies have explored the effects of health and safety inspections on organizational performance in general, there is a notable gap in understanding how these inspections specifically affect female-owned enterprises. Existing literature predominantly examines larger, male-dominated organizations, often overlooking the distinct operational contexts and challenges faced by female entrepreneurs. Therefore, investigating the relationship between health and safety inspections and organizational performance in female-owned enterprises is crucial for developing targeted policies and interventions that promote

gender equality and business sustainability. Against this background, the specific objectives of the study are given below-

Objective one: To investigate the status of female firm and health -safety and inspection

This objective seeks to explore the relationship between female-owned firms and the practices of health and safety inspections. The focus is on understanding the current situation or "status" of these firms in relation to how often they are inspected for health and safety compliance. This investigation could reveal patterns or trends, such as whether female-owned firms are subject to more or fewer inspections compared to male-owned firms, or whether the inspections differ in rigor or outcomes based on the gender of the firm's owner.

Objective two: To examine the average performance of firms and year-on-year growth in sales

This objective aims to analyse how firms are performing on average and how their performance changes over time. Specifically, it looks at "year-on-year growth," which means tracking key performance indicators (KPIs) like revenue, profit margins, or productivity levels from one year to the next. By examining these metrics, the study determines if firms are improving, stagnating, or declining in performance over the years. The goal is to identify trends in overall business performance and assess whether firms are growing at a sustainable rate.

Objective three: To estimate the difference in performance among firms who were visited by health and safety inspection and those who were not

This objective focuses on comparing the performance of firms that have undergone health and safety inspections with those that have not. The purpose is to estimate whether being inspected has any measurable effect on a firm's performance, such as improvements in productivity, compliance with regulations, or financial outcomes. By estimating this difference, the study aims to determine if health and safety inspections contribute to better performance, or if there is no significant impact,

helping to inform policy decisions regarding the effectiveness of these inspections.

Methods

This research seeks to fill gaps in the literature by analysing data from the "Health Safety and Inspection - China - 2023" dataset conducted by the World Bank²⁴. The study focuses on understanding how health-safety inspections affect the performance of female-owned enterprises in China, comparing their experiences with those of male-owned firms, and exploring whether these inspections contribute to or hinder the success of these businesses. The World Bank²² health safety and inspection dataset is a comprehensive compilation of data focusing on health, safety, and regulatory inspections across various sectors globally. But, in this study, we focused on China. It encompasses information sourced primarily from government agencies responsible for enforcing standards, alongside contributions from the private sector and international organizations. The dataset covers different sectors, emphasizing compliance with health, safety, and environmental regulations.

Furthermore, The "Health Safety and Inspection - China - 2023" dataset provides a comprehensive overview of health and safety inspections conducted across various firms in China during 2023. Key elements of the dataset include: Data on firm size, industry type, ownership structure (with a focus on gender of the owner), geographical location, and years of operation. Information on the frequency, type, and outcomes of health and safety inspections, including compliance status, violations found, and penalties imposed. Financial data (such as revenue, profit margins), growth indicators (employee count, market share), and operational efficiency metrics. This dataset is particularly valuable for this research as it enables a detailed analysis of the relationship between health-safety inspections and firm performance, with a specific focus on female-owned enterprises. We focused on the female-owned enterprise. Thus, the respondents are the top managers of the organisation. Focusing on top managers of female-owned enterprises as study respondents is justified due to their decision-making authority and insights into organizational operations and policies. Their perspectives illuminate how health, safety, and inspection standards are implemented and integrated into

Health-safety inspection and organisational performance

business practices, offering valuable insights into compliance challenges, strategic priorities, and resource allocation. This approach not only informs effective regulatory compliance strategies within female-owned enterprises but also contributes to policy recommendations and advocacy efforts aimed at supporting women entrepreneurs in navigating regulatory landscapes and fostering sustainable business growth.

Ethical consideration

This is not required as the study made use of no human or animal subjects

Data analysis

Descriptive analysis which entails the use of bar graphs and line graphs was employed in this study. This method is suitable because it explains the distribution and patterns of the variables under consideration. It also gives pictorial and historical perspectives of how the variables behave over the time.

Results

Objective One: To investigate the status of female firm and health and safety inspection

These results provide an overview of the extent of health and safety oversights and the gender distribution among firm owners and top managers. The data indicates a strong presence of health and safety inspections within the firms studied. Specifically, 94.5% of the firms were visited by health and safety inspectors, suggesting that most firms are subject to regulatory oversight. This high percentage underscores a significant level of compliance with health and safety regulations across the board. However, 2.5% of firms reported that they had not been visited by health and safety inspectors, highlighting a small but notable gap in regulatory enforcement or reporting. The absence of inspection in these firms could indicate potential risks or lapses in ensuring workplace safety and could be an area for further investigation or action.

Regarding the issuance of inspection reports, 53.9% of the respondents confirmed that their health and safety reports were issued by inspectors. This means that more than half of the firms received formal documentation following

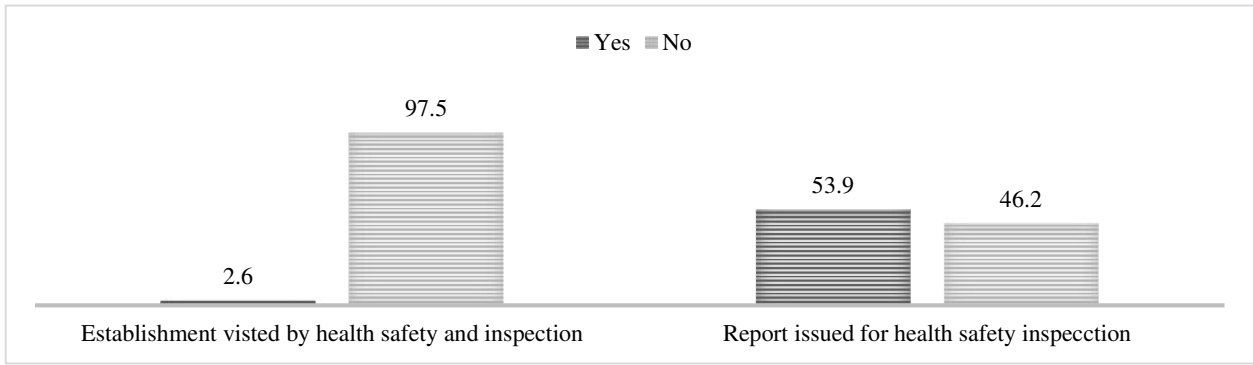


Figure 1: Health safety and inspection visitation and report

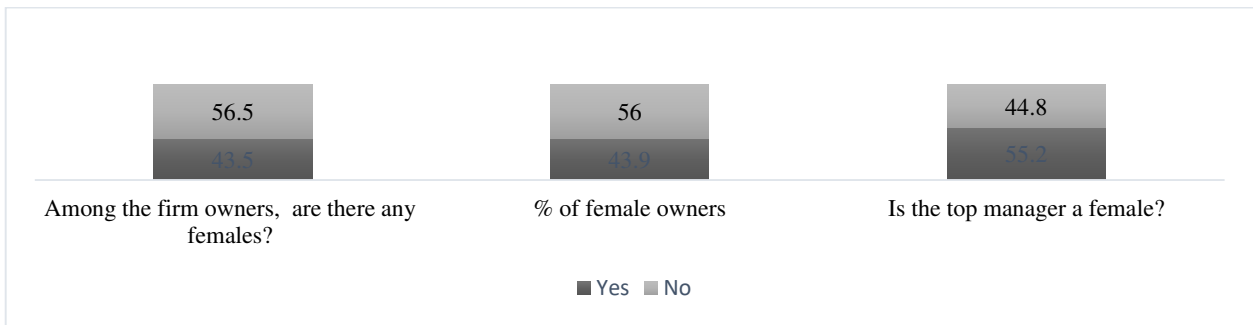


Figure 2: Female ownership status of firms

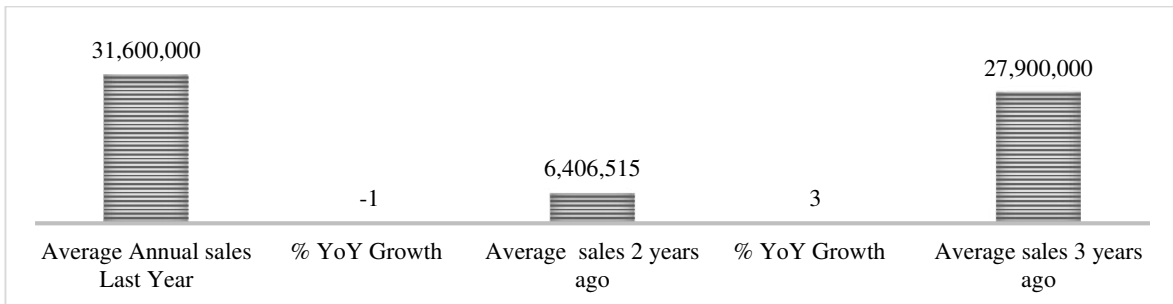


Figure 3: Average firm's performance and year-on-year growth

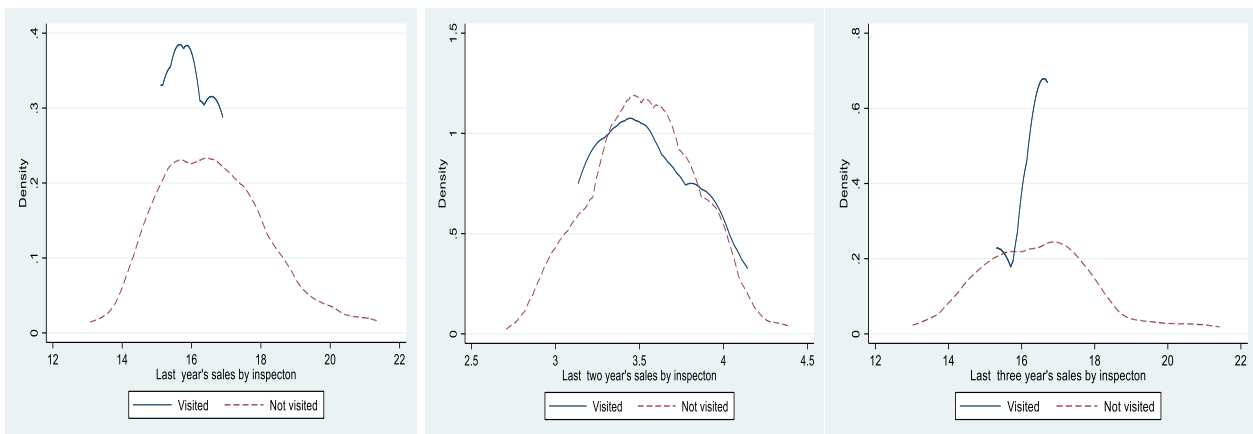


Figure 4: Differential Performance of firms by health-safety and inspection

inspections, which is crucial for accountability and tracking compliance. Conversely, 46.2% of respondents indicated that no report was issued, suggesting that either inspections were conducted without formal documentation or there was a lapse in reporting. This discrepancy might reflect variations in inspection practices or could point to areas where process improvements are needed to ensure that all inspections result in formal reports. (Figure 1) The gender distribution among firm owners and top managers reveals a nuanced picture of female representation within the firms. Figure 2 shows that 56.5% of respondents believed that female owners were not prevalent among the firms, while 43.5% thought that female owners were present. This indicates a slight majority perception that female ownership is less common, though nearly half of the respondents see female ownership as a significant factor. When considering the percentage of female ownership, 56.9% of respondents reported that female owners were not common, whereas 43.9% reported that female ownership was present. This finding mirrors the earlier result, suggesting a consistent perception across different measures of ownership. In terms of top management, 55.2% of respondents indicated that the top managers of their firms were female, while 44.8% said they are not. This shows a relatively balanced distribution of female top managers, with a slight majority of firms having female leaders. This statistic highlights that while there is a significant presence of women in top management roles, a notable proportion of firms still do not have female top managers.

In summary, these findings reveal a generally high level of health and safety inspection coverage among firms, with a majority receiving inspection reports, though there is a small proportion of firms without inspections or reports. The gender analysis indicates that while there is a perception of fewer female owners, female representation among top managers is notably higher, reflecting a somewhat more balanced gender distribution at the management level. These findings suggest areas where regulatory practices and gender representation could be further examined and potentially enhanced to promote greater equity and safety within firms.

Objective two: To examine the average performance of firms and year on year growth

The results on the average performance of firms and their year-on-year growth offer insights into the financial health and growth trends of businesses over recent years in China. The average annual sales for the most recent year, ¥31,600,000, is notably higher compared to the average of ¥6,401,551 for the previous two years. This suggests a significant increase in sales in the most recent year. Such a large discrepancy indicates that the last two years had much lower sales compared to the most recent year, which might reflect a period of financial difficulty or lower performance followed by recovery. The average annual sales for the last three years were ¥27,900,000, which is higher than the average for the last two years but lower than the sales in the most recent year. This implies that the recent year's performance is an outlier compared to the preceding years, marking a positive trend.

The negative growth rate of -1% between the last year and the last two years suggests a marginal decline or stagnation in the most recent year relative to the average performance of the preceding two years. This could indicate a slight downturn or stabilization after a period of growth. Conversely, a positive growth rate of 3% when comparing the last two years to the last three years indicates an improvement in performance over a longer period. This suggests that despite the recent decline, the overall trend across a broader timeframe shows positive growth. It reflects a recovery or upward trajectory after a period of weaker performance. Figure 3

Objectives 3: To estimate the difference in performance among firms who were visited health and safety inspection and those who were not

The objective aimed to analyse the difference in performance between firms visited by health and safety inspections and those that were not. Figure 4 illustrates that firms subjected to health and safety inspections generally demonstrated better performance compared to their non-inspected counterparts, with the performance gap widening

over time. In the most recent year, firms that underwent health and safety inspections showed a noticeable improvement in performance relative to those that were not inspected (Figure 4A). This suggests that inspections had a positive, albeit initial, impact on performance within a short timeframe. The difference, though evident, is less pronounced compared to longer periods, indicating that the benefits of inspections start to materialize but may not fully reflect in immediate performance outcomes. The performance difference between inspected and non-inspected firms becomes more apparent when comparing data over the last two years (Figure 4B). Inspected firms display a more substantial outward shift in performance, suggesting that the positive effects of inspections grow over time. This trend indicates that the advantages of being inspected accumulate and become more significant as firms have more time to adapt to improved safety standards and operational practices. The most pronounced performance improvement was observed when considering the last three years. Firms that were regularly inspected show the greatest outward shift, demonstrating a clear, long-term benefit from health and safety inspections (Figure 4C). This finding underscores that the positive impact of inspections is more substantial over extended periods, reflecting sustained improvements in safety compliance, operational efficiency, and overall firm performance. The data indicates a clear positive effect of health and safety inspections on firm performance. Inspected firms outperform those not inspected, with the gap widening over time. This suggests that inspections contribute to enhanced operational practices, safety measures, and potentially higher productivity. The observed performance improvements are more pronounced over longer periods. In the short term (last year), the benefits of inspections are visible but less dramatic.

Over two and three years, the performance difference becomes more significant, highlighting that the full advantages of inspections often become apparent only after firms have had time to implement and benefit from improved safety and operational practices. The increasing performance gap observed in the last three years suggests that regular inspections foster a culture of continuous improvement. Firms that undergo regular inspections are likely to maintain higher safety standards, leading to fewer disruptions and enhanced

efficiency. These improvements can result in better financial performance and operational stability. The observed performance differences may be influenced by various factors. First, regular inspections may lead to fewer workplace incidents and more efficient operations, contributing to better performance. Second, continuous inspections might encourage firms to maintain high safety standards and address issues proactively, enhancing overall performance. Third, the impact of inspections might also vary based on economic conditions and industry-specific factors. Figure 4.

Discussion

The study finds that 94.5% of firms have been visited by health and safety inspectors, and 53.9% received formal inspection reports. This high inspection rate aligns with existing literature that underscores the importance of regulatory oversight in ensuring workplace safety. For instance, the study by Clarke and Ward²⁵ emphasizes that regular health and safety inspections are critical for maintaining compliance and preventing workplace accidents²⁵. The role of management in health and safety compliance. The high rate of inspections in your study supports this notion, indicating robust regulatory enforcement. However, findings show that 46.2% of firms did not receive inspection reports contrasts with Clarke and Ward's findings that suggest report issuance is a standard outcome of inspections. This discrepancy may highlight variations in practices or procedural gaps in reporting mechanisms. Similar concerns are noted in the work of Walters and Nichols²⁶, who argue that while inspections are prevalent, inconsistencies in report issuance can undermine the effectiveness of regulatory frameworks. The gender representation results in your study reveal that 56.5% of respondents perceived that female owners are not prevalent, while 43.48% believed they are. When considering top management, 55.2% of respondents noted that top managers are female. These findings provide a mixed view of female representation in leadership roles. Comparing these results with existing literature, there is some agreement and disagreement. The perception that female ownership is less common aligns with studies such as those by Brush²⁷ and Carter *et al.*²⁸ which indicate that women are underrepresented among business owners, particularly in certain sectors²⁷ Finding of

this study show that a significant proportion of firms have female top managers, however, contrasts with the more critical perspectives from Eagly and Carli²⁹, who highlight ongoing barriers for women in reaching top leadership positions²⁹. This discrepancy might be explained by the evolving landscape of gender roles in management, where recent studies, such as those by Ibarra *et al.*³⁰ show an increasing presence of women in leadership roles due to changing societal norms and organizational practices.

The study shows a dramatic increase in average annual sales in the most recent year, reaching ¥31,600,000, compared to ¥6,401,551 for the previous two years. This surge is a noteworthy departure from the lower sales figures observed in the preceding period. Previous studies corroborate the idea of significant sales fluctuations based on economic cycles. For instance, Zheng and Zhang³¹ observed that Chinese firms often experience volatile performance due to rapid economic changes and policy shifts³¹

The year-on-year growth rate of -1% between the last year and the previous two years indicates a slight decline or stabilization in the most recent year. This finding reflects temporary setbacks or market stabilization, which is consistent with observations from Wu and Zhang³² who noted that short-term performance declines are common as firms adjust to new economic conditions. Conversely, the positive growth rate of 3% when comparing the last two years with the last three years indicates an overall improvement. This aligns with studies such as those by Li and Li³³ who found that despite short-term volatility, many Chinese firms show positive long-term growth trends due to structural adjustments and economic reforms³³. The findings also resonate with broader literature on the impact of economic conditions on firm performance. Zhang and Wang³⁴ and Bako *et al.*³⁵ highlight that external economic shocks, such as those experienced during the COVID-19 pandemic, can cause significant short-term declines in sales, which may be followed by recovery periods as markets stabilize. The pattern of lower sales in the previous two years followed by a rebound in the most recent year could be indicative of such external influences affecting the firms in your study. The study's results align with previous research that emphasizes the positive effects of health and safety inspections. Fang *et al.*³⁶ found that firms subjected to regular safety

inspections experience fewer accidents and higher productivity, highlighting the direct benefits of such inspections on operational efficiency. Similarly, Clarke²⁵ noted that inspections promote adherence to safety regulations, leading to improved safety and performance outcomes. These studies support the finding that health and safety inspections positively influence firm performance.

The observation that performance improvements are more significant over longer periods is consistent with findings from Walters *et al.*²⁶. Their research suggests that the benefits of health and safety inspections accumulate over time, as firms integrate safety practices and improvements into their operations. The finding that inspected firms show greater performance improvements supports Kapp's³⁷ conclusion that systematic health and safety inspections lead to enhanced safety practices and operational efficiencies. This research underscores the importance of regular inspections in fostering a culture of continuous improvement, which is reflected in your study's results.

While the study shows an initial improvement in performance for inspected firms, this effect is less dramatic compared to the long-term benefits. Neumayer³⁸ notes that short-term gains from inspections might be modest, with significant improvements requiring more time to become evident. The study's finding of a growing performance gap over time contrasts with some literature suggesting variable effectiveness of inspections. Viscusi and Zeckhauser³⁹ highlight that the impact of inspections can vary based on enforcement practices and industry specifics and safety outcomes.

Given that the study focuses on firms in China, several factors might influence these results. China's economic landscape can be volatile due to various factors such as market reforms, trade policies, and economic cycles. The significant increase in sales in the most recent year could be attributed to economic recovery or favourable market conditions. The performance variation might also be influenced by sector-specific trends or changes in industry dynamics. Certain industries might have experienced a boom recently, leading to improved sales figures. The last two years might have been impacted by external factors such as the COVID-19 pandemic, which significantly affected many businesses worldwide. A decline in sale during

this period followed by a recovery in the most recent year aligns with the observed data.

Strength and weakness

The strength of the study lies first on its objectives that are well-defined and directly relevant to understanding the intersection between health and safety inspections and the performance of female-owned enterprises in China. Also, by addressing the status of inspections, sales performance and the impact of inspections on firm performance, the study provides a comprehensive analysis of how regulatory practices affect female entrepreneurs. Third, the data used "Health Safety and Inspection - China - 2023" dataset provides access to up-to-date and relevant data. This dataset includes detailed records of inspections and firm performance, which enhances the reliability and accuracy of the study's findings. The use of recent data ensures that the analysis reflects current practices and conditions.

Fourth, the study's focus on female-owned enterprises is a notable strength, as it addresses a specific and often underexplored area within health and safety inspection research. By examining how inspections affect female entrepreneurs, the study contributes valuable insights into gender-related differences in regulatory impact and performance outcomes. The study's three objectives allow for a multidimensional analysis of the relationship between health and safety inspections and firm performance. This approach helps in understanding not only the current status of inspections but also their effects on sales performance and growth, providing a holistic view of the inspection impact. Some of the limitations associated with the study include, first while the dataset provides valuable information, it may have limitations such as incomplete data, inaccuracies, or lack of contextual information. The study's findings depend heavily on the quality of the dataset, and any limitations in data quality could affect the robustness of the results. The study appears to rely on quantitative data, which may not fully capture the nuances of the inspection experience and its impact on female entrepreneurs. It is recommended that further studies engage qualitative insights, such as interviews or case studies, that could provide a deeper understanding of the challenges and perceptions of female business owners.

Furthermore, the analysis of year-on-year sales growth provides insights into short-term performance but may not fully capture long-term trends and sustained impacts of health and safety inspections. A longitudinal approach could offer a more comprehensive view of how inspections influence long-term performance and growth. The dataset may contain biases related to the selection of firms or the frequency of inspections, which could affect the generalizability of the findings. For example, firms with more frequent inspections might differ systematically from those with fewer inspections, potentially skewing the results. The study may not differentiate between various industry sectors, which could have differing health and safety challenges and inspection practices. Sector-specific analysis could reveal variations in inspection impact and performance, providing a more nuanced understanding of how inspections affect firms across different industries.

Conclusions

In summary, the study investigates the prevalence and outcomes of health and safety inspections among female-owned enterprises. In conclusion, most female-owned firms are subjected to health and safety inspections, and these inspections are associated with a formal reporting process. However, there is a notable presence of female ownership among inspected firms. The analysis shows that while there is variability in short-term performance, there is an overall positive trend in long-term growth. This suggests that the benefits of health and safety inspections become more pronounced over extended periods. Firms that were visited by health and safety inspectors generally show better performance compared to those that were not. The positive impact of inspections appears to increase over time, reinforcing the importance of regular inspections for enhancing organizational performance.

References

1. Edafe OD, Osabuohien E, Matthew O, Osabohien R, and Khatoon R. Large-scale agricultural investment and female employment in African communities: quantitative and qualitative insights from Nigeria. *Land use policy*, 2023, 127, 106579.
2. Folarin E, Osabuohien ES, Okodua H, Onabote A and Osabohien R. Male and female employment in

- agriculture and agricultural productivity in Nigeria. *In IOP Conference Series: Earth and Environmental Science*, 2021, 665 (1), 012066).
3. Karakara AA, Osabuohien ES, Nwachukwu JC, and Osabohien, R A. Innovations in savings behaviour and agricultural business support for women: The Ghanaian 'Money-Box'. *African Journal of Reproductive Health*, 2021, 25(5), 147-158.
 4. Kolade O, Osabuohien E, Aremu A, Olanipekun K A, Osabohien R, and Tunji-Olayeni P. Co-creation of entrepreneurship education: challenges and opportunities for university, industry and public sector collaboration in Nigeria. *The Palgrave Handbook of African Entrepreneurship*, 2021, 239-265.
 5. Yu Z, and Osabohien R. Investigating the impact of education and women in agriculture on human capital outcomes in Africa: an interaction analysis. *Problemy Ekorozwoju*, 2023, 18(2), 242-248.
 6. Osabohien R, Jaaffar AH, Akpa AF, and Jakovljevic M. Mobile money, medical cost anxiety and welfare of individuals within the reproductive age in Malaysia. *Humanities and Social Sciences Communications*, 2024. <https://doi.org/10.1057/s41599-024-02767-2>
 7. Osabohien R, Olurinola I, Matthew O, Azuh D, and Aderounmu B. Female participation in agriculture and economic development in 33 African Countries. *African Journal of Reproductive Health*, 2021, 25(5s), 107-115.
 8. Obasaju B, Adama I, Ishola OP, Oloyede F, Osabohien R, Aregbesola A, and Onabote A. Effects of immunisation on child mortality in West Africa. *In 2023 International Conference on Science, Engineering and Business for Sustainable Development Goals (SEB-SDG). IEEE*, 2023. <https://doi.org/10.1109/SEB-SDG57117.2023.10124485>
 9. Azuh DE, Osabohien R, Orbih M, and Godwin A. Public health expenditure and under-five mortality in Nigeria: An overview for policy intervention. *Open Access Macedonian Journal of Medical Sciences*. 2020, 8(E), 353-62.
 10. Gershon O, Akhigbemidu A, and Osabohien R. Domestic resource mobilization and under-five mortality in Nigeria. *Research in World Economy*, 2020, 11(3), 320-332.
 11. Feng Y, Ahuru RR, Anser MK, Osabohien R, Ahmad M, Efegeber AH. Household economic wealth management and antenatal care utilization among business women in the reproductive-age. *African Journal of Reproductive Health*. 2021, 25(6), 143-54.
 12. Obasaju B, Adama I, Ishola OP, Oloyede F, Osabohien R, Aregbesola A, and Onabote A. Effects of immunisation on child mortality in West Africa. *In 2023 International Conference on Science, Engineering and Business for Sustainable Development Goals (SEB-SDG). IEEE*, s2023, <https://doi.org/10.1109/SEB-SDG57117.2023.10124485>
 13. Urhie E, Afolabi A, Afolabi A, Matthew O, Osabohien R, Ewetan O. Economic growth, air pollution and health outcomes in Nigeria: A moderated mediation model. *Cogent Social Sciences*. 2020, 6(1), 1719570. <https://doi.org/10.1080/23311886.2020.1719570>
 14. Jakovljevic M, Liu Y, Cerda A, Simonyan M, Correia T, Mariita RM, Kumara AS, Garcia L, Krstic K, Osabohien R, and Toan TK. The Global South political economy of health financing and spending landscape—history and presence. *Journal of Medical Economics*. 2021, 24(sup1), 25-33.
 15. Nasir MH, Anser MK, Ahuru RR, Osabohien R, Ebiaku KC, Abbas S. A comparative study of the effect of health insurance on women's use of health facility delivery: Evidence from demographic health survey in Benin Republic. *African Journal of Reproductive Health*, 2022, 26(6), 104-15.
 16. Osabohien R, Worgwu H, and Al-Faryan M. Mentorship and innovation as drivers of entrepreneurship performance in Africa's largest economy. *Social Enterprise Journal*, 2024b, 20(1), 76-90.
 17. Sui Y, Ahuru RR, Huang K, Anser MK, Osabohien R. Household socioeconomic status and antenatal care utilization among women in the reproductive-age. *Frontiers in public health*. 2022, 9, 724337. <https://doi.org/10.3389/fpubh.2021.724337>
 18. Wang L, Nwabuoku M, Zhang J, and Osabohien R. Gender disparity in access to education, under-5 mortality, and economic growth in sub-Saharan Africa. *African Journal of Reproductive Health*, 2023, 27(12), 27-35.
 19. Xu Y, Peng MY, Ahuru RR, Anser MK, Osabohien R, and Aziz A. Individual and community-level factors associated with non-institutional delivery of women of childbearing-age in Nigeria. *Humanities and Social Sciences Communications*, 2022, 9(1), 1-7.
 20. Zhang X, Anser MK, Ahuru RR, Zhang Z, Peng MY, Osabohien R, Mirza M. Do predictors of health facility delivery among reproductive-age women differ by health insurance enrolment? A multi-level analysis of Nigeria's data. *Frontiers in Public Health*. 2022, 10:797272.
 21. Zhou D, Ahuru RR, Yan M, Osabohien R, Jakovljevic M. Influences of women empowerment indices on demand for childcare services: Evidence from the Nigeria Demographic and Health Surveys. *African Journal of Reproductive Health*, 2023, 27(10), 65-80.
 22. Osabohien R, Worgwu H, and Al-Faryan Mentorship and innovation as drivers of entrepreneurship performance in Africa's largest economy. *Social Enterprise Journal*, 2024b, 20(1), 76-90.
 23. Tongo NI, Awomailo LB, Ajose O, and Aderemi TA. Impact of workplace diversity and inclusion on organisational productivity in Nigeria: A Case Study. *Acta Universitatis Danubius. (Economica)*, 2023, 19(2), 57–75.
 24. World Bank. World Bank Group Country Survey 2022, 2023. <https://microdata.worldbank.org/index.php/catalog/5658/get-microdata>
 25. Clarke S, and Ward K. The role of management in health and safety compliance. *Journal of Safety Research*, 2006, 37(2), 77-85.
 26. Walters D, and Nichols T. Workplace health and safety: The role of regulation. *Health and Safety Executive Research Report*, 2000.
 27. Brush, CG. Research on women business owners: Past trends, a new perspective, and future directions.

- Entrepreneurship Theory and Practice*, 1992, 16(4), 5-30.
28. Carter S, Anderson S, and Shaw E. Women's business ownership: A review of the academic, popular and internet literature. *Department of Trade and Industry*, 2003.
 29. Eagly AH, and Carli LL. Through the Labyrinth: the truth about how women become leaders. *Harvard Business Review Press*, 2007.
 30. Ibarra H, Ely RJ, and Kolb D. Women rising: The unseen barriers. *Harvard Business Review*, 2013, 91(9), 60-67.
 31. Zheng S, and Zhang S. Economic fluctuations and firm performance in China. *Journal of Chinese Economic and Business Studies*, 2017, 15(1), 45-65.
 32. Wu J, and Zhang W. Short-term performance variability in Chinese firms. *Asian Economic Policy Review*, 2019, 14(2), 112-126.
 33. Li H, and Li J. Long-term growth trajectories of Chinese firms. *China Economic Review*, 2020, 62, 101-119.
 34. Zhang Y, and Wang L. The impact of economic shocks on Chinese firms. *Economic Modelling*, 2018, 74, 335-346.
 35. Bako YA, Oyegoke AA, Idowu AF, and Aderemi TA. Microfinance banks, small and medium scale enterprises and COVID-19 pandemic in Nigeria. *European Journal of Economics, Law and Politics*, 2021, 8(2), 1-10. 44
 36. Fang D. Safety climate and safety performance in the Chinese manufacturing industry. *Journal of Safety Research*, 2010, 41(6), 593-601.
 37. Kapp JM. The impact of occupational safety and health management on firm performance. *International Journal of Occupational Safety and Health*, 2009, 14(1), 21-31.
 38. Neumayer E. The impact of environmental regulations on firm performance. *International Journal of Environmental Technology and Management*, 2004, 4(3), 301-316.
 39. Viscusi WK, and Zeckhauser RJ. The effects of regulatory enforcement on firm performance. *Journal of Regulatory Economics*, 2006, 29(1), 75-96.