

Research Article

The Impact of Small and Medium-Sized Businesses on Employment Prospects: Case of Water Resources Industry in Sierra Leone

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Received: February 25, 2024

Accepted: March 19, 2024

Published: March 28, 2024

Abstract

Sierra Leone is a country in West Africa with extremely high unemployment rates, especially among young people. SMEs, or small and medium-sized firms, are widely credited with creating jobs and driving global economic growth. Small and medium-sized enterprises (SMEs) are vital to Sierra Leone's economic development, employment generation, and reduction of poverty. In developing nations like Sierra Leone, Small and Medium Enterprises (SME) play a vital role in employment creation and economic expansion. On the specific effects of SMEs on employment possibilities in the Sierra Leonean setting, however, there is a dearth of thorough study, especially with regard to the Grafton Water Company, Bokum Water Company, and Family Life Care Water Company. Although SMEs have the potential to eradicate poverty and create jobs, underemployment and unemployment are still significant problems in Sierra Leone. Representing the nation's water sector is the Grafton Water Company, Bokum Water Company and Family Life Care Water Company; this is extremely pertinent as it could promote economic expansion and job generation. The water sector utilizing Grafton Water Company, Bokum Water Company and Family Life Care Water Company as a case study was another wise choice. Understanding the potential and particular issues facing Sierra Leone's water-related businesses can be gained by observing a SME in the sector. Every nation's development depends on the water business. This material may be helpful to policymakers, regulators, and businesses who want to enhance private sector participation, enhance water services, and boost the water sector's sustainability. The study's conclusions may lead to the implementation of programs and policies that support SMEs and promote the creation of jobs in Sierra Leone. In addition to providing targeted solutions to overcome those obstacles, it can highlight the unique challenges faced by SMEs in the water sector. The research also identifies effective tactics and components that can be copied or adjusted for application in other SMEs and sectors across the country.

Keywords: Small and Medium Sized Enterprise, Job Creation, Unemployment, Water Resources.

Introduction

In West Africa, Sierra Leone has seen significant rates of unemployment, particularly among its youth. The generation of jobs and worldwide economic growth are commonly attributed to small and medium-sized enterprises, or SMEs. Small and medium-sized businesses (SMEs) play a critical role in creating jobs, decreasing poverty, and advancing economic progress in Sierra Leone. Sierra Leone's The Grafton Water Company, Bokum Water Company and Family Life Care Water Company are some of the SMEs in the water business; these companies focus on a specific area of interest. The business's operations, tactics, and effect on job creation can provide insights into the greater relationship between SMEs and employment opportunities in Sierra Leone.

Overview of the Study

Small and Medium Enterprises (SME) are critical to the development of jobs and economic growth in developing countries such as Sierra Leone (World Bank, 2020). Yet, in-depth research is limited, particularly when it comes to the Grafton Water Company, Bokum Water Company and Family Life Care Water Company on the specific effects of SMEs on employment opportunities in the Sierra Leonean context. SMEs have the power to end poverty and generate jobs, yet underemployment and unemployment remain major issues in Sierra Leone (International Labour Organization, 2019). The Grafton Water Company, Bokum Water Company and Family Life Care Water Company represents the country's water industry, which is highly

relevant since it may foster economic growth and employment creation (Government of Sierra Leone, 2018). There is currently a deficiency in the literature regarding the relationship between SMEs, such as the Grafton Water Company, Bokum Water Company and Family Life Care Water Company, and their effects on employment growth opportunities in Sierra Leone. The lack of a diversified economy, the country's strong reliance on subsistence farming, and the scarcity of formal employment opportunities are only a few of Sierra Leone's challenges in this regard. SMEs are able to address these concerns by fostering innovation, entrepreneurship, and job creation.

The paper will also examine the ways in which the water sector indirectly supports the creation of jobs. The investigation will encompass an assessment of the company's external connections, its supply chain, and the potential for employment growth in sectors such as transportation, logistics, and maintenance services. The corpus of information regarding SMEs and their impact on the growth of employment in Sierra Leone will be expanded by this study paper. The investigation will provide insight into the unique circumstances of Grafton Water Company, Bokum Water Company and Family Life Care Water Company and how it has helped to open up employment opportunities in the water sector.

Water distribution and/or wastewater treatment services are provided by Grafton Water Company, Bokum Water Company and Family Life Care Water Company, which was established mainly for the production of water for their various targeted customers. In addition to making sure that customers receive clean, safe drinking water, they are also in charge of treating and discarding wastewater. In order to operate, a water company must establish infrastructure, such as distribution networks, pumping stations, and water treatment plants, obtain the necessary licenses and permits, and abide by a number of laws and regulations pertaining to water quality and environmental preservation. Once operational, a Grafton Water Company, Bokum Water Company and Family Life Care Water Company top priority is to supply water services with dependability and efficiency. This include monitoring the water quality on a regular basis, maintaining the water supply sources, addressing infrastructure problems, and attending to any user complaints or concerns.

Study Importance

With the Grafton Water Company, Bokum Water Company and Family Life Care Water Company as a case study, the proposed study explores small and medium-sized enterprises (SMEs) and how they impact job creation potential in Sierra Leone. It has several significant implications. A few essential points to keep in mind are as follows:

The water sector utilizing Grafton Water Company, Bokum Water Company and Family Life Care Water Company as a case study was another wise choice. Understanding the potential and particular issues facing Sierra Leone's water-related businesses can be gained by observing a SME in the sector. Every nation's development depends on the water business. This material may be helpful to policymakers, regulators, and businesses who want to enhance private sector participation, enhance water services, and boost the water sector's sustainability.

The study's conclusions may lead to the implementation of programs and policies that support SMEs and promote the creation of jobs in Sierra Leone. In addition to providing targeted solutions to overcome those obstacles, it can highlight the unique challenges faced by SMEs in the water sector. The research also identifies effective tactics and components that can be copied or adjusted for application in other SMEs and sectors across the country.

Understanding Small and Medium Enterprises (SMEs): Like many developing countries, Sierra Leone has a sizable SME population that plays a crucial role in the national economy. Examining the Grafton Water Company, Bokum, and Family Life Care Water Company are SME's, that can help this research shed light on the opportunities and challenges that the country's SMEs confront. Legislators, investors, and business owners can all benefit from this knowledge as they create policies that successfully promote and support SMEs' growth.

Employment Generation: SMEs are widely acknowledged to be key players in the generation of jobs, particularly in emerging economies. By investigating how SMEs, and Grafton Water Company, Bokum Water Company and Family Life Care Water Company in particular, impact employment opportunities in the country, the study can shed light on the employment potential of SMEs in Sierra Leone. Programs and policies that address unemployment and foster the expansion of SMEs can be guided by this data.

Economic Development: In many countries, SMEs are often considered to be the primary forces behind economic growth. By examining the impact of the Grafton Water Company, Bokum Water Company and Family Life Care Water Company and similar SMEs on employment creation, the research can contribute to our understanding of the greater economic contributions made by SMEs in Sierra Leone. It can provide evidence of how SMEs can boost regional economic development, promote entrepreneurship, and reduce poverty by creating income and job opportunities. Because of its potential to expand our understanding of the role SMEs play in Sierra Leone's economic development and job creation particularly with regard to the nation's water sector this study is significant. The findings can help shape policies, initiatives, and strategies aimed at accelerating SMEs' growth, generating employment, and bolstering the country's sustainable economic growth.

SMEs and Job Creation: It's common knowledge that SMEs, particularly those in developing countries, are crucial to the global job creation process. According to the International Finance Corporation (IFC), SMEs account for a significant portion of job opportunities in many developing nations (IFC, 2018). In Sierra Leone, small and medium-sized enterprises (SMEs) are recognized as crucial drivers of job creation that contribute to the nation's economic growth and poverty reduction (Mansaray and Conteh, 2019).

Various Factors Impacting SMEs' Ability to Generate Employment: Several factors affect SMEs' ability to generate employment in Sierra Leone. Access to financing is a crucial component, as SMEs' capacity to develop and flourish might occasionally be impeded by a lack of funding (Kargbo and Kamara, 2016). Since SMEs require trained personnel to expand, the labor pool is another crucial factor to take into account (Kallon and Abdulai, 2017). Infrastructure, regulatory frameworks, and business environment all affect SMEs' ability to create jobs (Kamara, 2018).

Government Support and Policy Efforts: Because of government support and policy initiatives, SMEs have a significant increased potential for job generation. The government of Sierra Leone has implemented several steps to facilitate the growth of small and medium-sized enterprises (SMEs), acknowledging their significance. For example, the Small and Medium Enterprises Growth Agency (SMEDA) was established to provide SMEs with support services such training, funding access, and company growth (SMEDA, 2021). Policy interventions, such as tax incentives and streamlined regulatory procedures, have been put in place to encourage the growth of SMEs, according to Mansaray and Conteh (2019).

Chances and Difficulties: Despite the high unemployment rate in the nation, regulations, inadequate infrastructure, and limited financial access are some of the barriers that small and medium-sized businesses (SMEs) in Sierra Leone must overcome in order to grow. However, SMEs also present opportunities to generate employment in manufacturing, services, and agriculture, among other industries. By overcoming these barriers and seizing these opportunities, SMEs can play a significant role in fostering job growth in Sierra Leone.

SME development and employment creation are critical to Sierra Leone's economic progress. A case study on the Grafton Water Company, Bokum Water Company and Family Life Care Water Company shows how SMEs can create employment prospects. Yet, problems including limited access to financing, poor infrastructure, and regulatory obstacles must be overcome in order to fully exploit SMEs' potential for employment generation. Support from the government and policy initiatives such as those initiated by SMEDA are critical to the growth of SMEs and the creation of favorable conditions for the employment of SMEs in Sierra Leone.

Relative Literature Assessment

Speculative Views of Sierra Leone's SMEs: A rising sense of entrepreneurship and a notable concentration of small and medium-sized businesses (SMEs) define Sierra Leone, a nation in West Africa. With regard to the function and difficulties faced by SMEs in Sierra Leone's economy, this literature review attempts to investigate both theoretical and empirical data.

Resource-Based Perspective (RBP)

According to the resource-based view, SMEs' distinct resources and competencies support their competitive advantage and long-term success (Barney, 1991). Saidu and Kamara (2018) contend that SMEs in Sierra Leone can obtain a competitive advantage in the market by utilizing their access to informal institutions, local networks, and cultural expertise. A theoretical paradigm known as the "resource-based view" highlights the significance of internal resources and capabilities in defining a firm's competitive advantage and long-term performance (Barney, 1991). This viewpoint states that rather than depending entirely on the

state of the market or outside variables, SMEs in Sierra Leone can develop a lasting competitive edge by making use of their special resources.

The SMEs in Sierra Leone are subject to resource constraints, which include restricted availability of finance, infrastructure, and skilled labor. However, their capabilities and resources are noteworthy. Nonetheless, a number of studies have shown that the nation has a number of priceless and distinctive resources that can support SME development. Capital: For SMEs in Sierra Leone, access to talented and enterprising individuals is essential. There is a greater chance of sustained growth and innovation in SMEs with motivated and well-trained staff, according to research by Johnson and Abiodun (2017).

Social Capital: In Sierra Leone, the success of SMEs is greatly influenced by networks and relationships. Strong social links, such as participation in local stakeholder partnerships or business groups, provide SMEs with greater access to resources, knowledge, and market prospects, according to a 2019 study by Koroma and Osei-Kyei.

Financial Capital: Microfinance institutions and community-based savings clubs are two other sources of capital that SMEs in Sierra Leone can utilize in spite of the difficulties they face in obtaining formal funding (Koroma, 2018). These assets have the capacity to supply the capital required for company growth and acquisition of vital assets.

Resources for Technology: SMEs in Sierra Leone can become more productive and competitive by embracing and utilizing technology well. Digital literacy and ICT infrastructure are critical for knowledge exchange, market accessibility, and operational effectiveness, according to research by Sesay and Johnson (2016). In order to comprehend the importance of resources in SME performance in Sierra Leone, the resource-based view provides an invaluable theoretical framework. Although small and medium-sized enterprises (SMEs) in the nation confront resource limits, their performance may nevertheless be attributed to certain resources, including technological, financial, social, and human capital. The efficient use of these resources can help SMEs in Sierra Leone overcome obstacles and gain a competitive edge as well as sustainable growth.

The Theory of Institutions

Official and informal institutions have an impact on SME performance and behavior, according to institutional theory. As per Adebayo and Conteh (2019), the growth and development of small and medium-sized enterprises (SMEs) in Sierra Leone are significantly influenced by formal institutions such government laws, rules, and assistance programs. Understanding the conduct and activities of small and medium-sized businesses (SMEs) in Sierra Leone can be greatly aided by the use of institutional theory. The impact of social norms and outside forces on organizational behavior is emphasized by institutional theory, according to DiMaggio and Powell (1983). Both official laws, rules, and regulations as well as unofficial social norms and values can be manifestations of these outside forces, Adebayo and Conteh (2019).

Institutional theory clarifies how SMEs in Sierra Leone navigate and react to different institutional pressures that have an impact on their operational environment. In Amara *et al.*, (2017)'s study, for example, the adaptation of SMEs in Sierra Leone to formal regulatory frameworks like labor laws, tax policies, and licensing requirements is examined. As a result of their limited funding and capacity, the authors contend that SMEs frequently struggle to comply with these rules. Furthermore, Kamara's (2019) study investigates how cultural norms and social values influence the behavior of small and medium-sized enterprises in Sierra Leone. The author makes the case that SMEs frequently follow social norms and expectations, which include keeping solid bonds with their suppliers, clients, and local communities. In Sierra Leone, these connections are thought to be crucial to the survival and expansion of SMEs. A useful lens through which to view the actions of SMEs in Sierra Leone is institutional theory. Researchers and practitioners can learn more about the opportunities and problems that SMEs in this context encounter by looking at the formal and informal institutional influences that define their operating environment.

In Sierra Leone, SMEs are important to drive economic growth and development in Sierra Leone, small and medium-sized enterprises (SMEs) are essential. SMEs are the foundation of any economy, with a major role in wealth development, employment creation, and poverty alleviation, according to Drucker (1973). Given Sierra Leone's high unemployment rate and pervasive poverty, this is especially pertinent to the country (World Bank, 2019). A number of fundamental reasons for the importance of SMEs in Sierra Leone are highlighted in the theoretical literature. According to Covey (1989), SMEs possess the capacity to stimulate

innovation and entrepreneurship. SMEs can be the driving force behind the creation of new goods, services, and business models that are necessary for economic diversification and competitiveness by fostering an environment that supports entrepreneurship (Christensen, 1997). The need to diversify Sierra Leone's economy away from its excessive reliance on natural resources makes this especially pertinent. Additionally, SMEs aid in the improvement of skills and human capital. The local workforce benefits greatly from the training and education that SMEs offer through the establishment of employment possibilities (Maxwell, 2005). Because of the need to improve employability in Sierra Leone, this is vital.

Finally, according to Drucker (1994), SMEs lessen regional inequities and foster regional growth. SMEs may support balanced regional development and lessen the concentration of economic activity in metropolitan centers by encouraging entrepreneurship in rural and isolated areas and decentralizing economic activity. With the large regional differences in infrastructure, economic possibilities, and access to essential services present in Sierra Leone, this is especially pertinent. SMEs in Sierra Leone are critical to economic growth, job creation, innovation, human capital development, and regional development, according to the theoretical literature as a whole. With the goal of encouraging the growth of SMEs throughout the nation, these insights offer a strong basis for further empirical study and policy initiatives.

Policies and Initiatives from the Government: Sierra Leone has realized how important SMEs are to the nation's economic development and employment creation. Consequently, in order to assist the expansion and development of SMEs, the government of Sierra Leone has put in place a number of laws and programs. According to the theoretical literature on SME development and government support, these policies and activities are appropriate. In order to facilitate the implementation of SME development policies and initiatives, the government first formed the Small and Medium Enterprises Development Agency (SMEDA) (Smith, 2016). Market connections, training in company development, and financing accessibility are just a few of the services that SMEDA offers to SMEs (Jones, 2018). Additionally, to encourage entrepreneurship and aid in the expansion of SMEs, the government has introduced the National Entrepreneurship Development Program (NEDP) (Martin, 2017). For both aspiring and seasoned business owners, NEDP offers financial support, mentorship programs, and capacity building training (Johnson, 2019). In addition, the government has put laws into place to facilitate SMEs' access to financing. For example, financial incentives and support are provided by the Sierra Leone Investment and Export Promotion Agency (SLIEPA) to SMEs in important industries like manufacturing and agriculture (Brown, 2018).

Furthermore, the government has established funding and lending facilities that are expressly targeted at SMEs in partnership with foreign development partners including the World Bank and foreign finance corporation (Taylor, 2017). The theoretical research on SME development and government support is consistent with these policies and programs. Access to resources, such as capital, expertise, and networks, is essential for the expansion and prosperity of small and medium-sized enterprises (SMEs), as per the resource-based view (RBV) theory (Barney, 1991). Resource restrictions experienced by SMEs are directly addressed by the government through SMEDA and NEDP, which offer financial support, training, and market linkages. According to Scott (1995), the institutional theory also implies that the institutional framework in which SMEs function is shaped by government efforts and policies. A structure of supportive institutions for SMEs has been established by the government, as evidenced by the creation of SMEDA and the NEDP. According to the theoretical literature on government support and SME growth, the government of Sierra Leone has put in place a number of policies and measures to aid in the development of SMEs. By addressing their resource limitations, these initiatives hope to foster an institutional climate that will support the expansion of small and medium-sized enterprises.

SMEs in Sierra Leone-Empirical Evidence on Financing Access: One of the biggest issues facing SMEs in Sierra Leone is access to funding. Limiting access to official financial institutions is a barrier to the development and expansion of SMEs, according to a Kamara and Bangura (2022) survey. A study conducted in 2020 by Mansaray *et al.*, provided additional support for this, emphasizing the role that microfinance institutions play in offering financial services that are specifically designed to meet the needs of large and small enterprises. In Sierra Leone, SMEs have a difficult time obtaining financing, according to a study by Smith and Johnson (2018). A number of significant barriers to formal financing choices for SMEs were found in the study, including high interest rates, strict loan conditions, and a lack of collateral. The influence of financial literacy training on SMEs' access to financing in Sierra Leone was the subject of another study conducted by Kamara *et al.*, (2019). The results showed that, in comparison to individuals without such training, SMEs who took part in financial literacy programs had a higher likelihood of obtaining formal financing choices. The importance of informal sources of funding, such family and friends, in SMEs' access to

capital in Sierra Leone was found in a survey-based study conducted by Sesay and Bangura (2020). According to the report, in order to give SMEs access to reasonably priced financing choices, formal financial institutions must be strengthened.

In a study published in 2021, Koroma and Conteh investigated how MFIs helped SMEs in Sierra Leone get access to financing. Based on the research, MFIs are essential for SMEs in rural areas where conventional banking services are scarce to provide financial services. Mansaray and Sesay's (2019) study also looked at how government rules and policies affected SMEs' ability to get financing in Sierra Leone. The study emphasized the necessity of policies that are conducive to small and medium-sized enterprises (SMEs), simplified procedures for loan applications, and decreased red tape. The insights these studies offer into the obstacles and possible remedies surrounding SMEs' financing access in Sierra Leone are highly valuable. SMEs in Sierra Leone face major obstacles as a result of inadequate infrastructure and logistics. As highlighted by Magona and Koroma (2019), inadequate transportation systems, unstable power supplies, and restricted access to road networks raise operating expenses and reduce SMEs' overall competitiveness. Poor logistics and infrastructure were identified as the two biggest issues facing SMEs in Sierra Leone in a study by Johnson *et al.*, (2018). According to the report, SMEs' ability to operate efficiently was hampered and their operating expenses escalated by inadequate road networks, erratic electrical supplies, and restricted access to transit facilities. Along with impeding timely delivery of goods and services, these infrastructural issues also reduced the overall productivity and profitability of SMEs.

Additionally, Kamara and Conteh's (2019) second empirical study looked at the connection between SME success in Sierra Leone and infrastructure development. According to the report, the expansion and profitability of SMEs were positively impacted by advancements in infrastructure, such as electrical supplies and road networks. More specifically, there was a greater likelihood of higher sales, higher customer satisfaction, and lower production costs for SMEs positioned in locations with superior infrastructure facilities. Apart from infrastructure, logistics has been identified as a crucial element impacting the performance of small and medium-sized enterprises in Sierra Leone. The relationship between logistical capabilities and SME competitiveness was examined in a study conducted by Sesay and Bangura (2020). The results showed that SMEs may increase customer satisfaction, cut delivery times, and increase operational efficiency with the use of efficient logistics management solutions. Logistics and infrastructure appear to have a major impact on the competitiveness and performance of SMEs in Sierra Leone, according to the empirical findings. SME growth and profitability are positively correlated with advances in infrastructure, but inadequate infrastructure such as inadequate road networks and unstable electrical supplies poses problems. SME operating efficiency and customer satisfaction are increased by effective logistics management, which includes investments in logistics infrastructure. To assist the expansion and sustainability of SMEs in Sierra Leone, stakeholders and policymakers should place a high priority on infrastructure development and logistics skills.

Legal Framework: In Sierra Leone, the legal framework has a big influence on SMEs, according to Dumbuya and Mansaray's (2017) research; SMEs face challenges from time-consuming and bureaucratic governmental procedures, expensive taxes, and uneven regulatory enforcement. Potential remedies that were suggested included streamlining administrative processes and improving regulatory transparency. According to one research, Sierra Leone's regulatory framework significantly affects the expansion and advancement of SMEs. This was discovered by Abdulai and Tengbe (2018). The study made clear how onerous and time-consuming some rules can be for SMEs, especially those pertaining to business registration and licensing, which can result in higher startup and running expenses and delays. Abdulai and Tengbe's (2018) study, for example found that SMEs have a positive perception of rules pertaining to financial reporting and tax compliance. SME trust-building with stakeholders such as investors and consumers can be facilitated by these policies that improve accountability and transparency. Moreover, empirical data indicates that Sierra Leone's regulatory environment is progressively getting better. The nation has made great strides toward streamlining company laws and lowering administrative costs for SMEs, according to a World Bank Group assessment from 2019. This encouraging development is indicative of the government's determination to improve the business environment. Concerning particular legislative changes, the World Bank Group (2019) study emphasized the creation of a one-stop center for business registration, which has expedited the procedure and shortened the time needed to create a company. International organizations like the International Finance Corporation (IFC), who stress the significance of streamlining administrative processes for SMEs to promote entrepreneurship and economic growth, have recommended reforms that are in line with this reform. Furthermore, the empirical data points to both favorable and unfavorable effects of Sierra Leone's regulatory framework on SMEs. A supporting environment for corporate operations is

provided by certain regulations, while others can be time-consuming and burdensome. With reforms targeted at streamlining administrative processes and lowering entrance hurdles for SMEs, the nation has made noteworthy strides toward strengthening its regulatory environment, which is heartening. These results underscore how critical it is to keep up the work of fostering an atmosphere that will allow SMEs to prosper and advance the nation's economy.

Success Stories and Best Practices-Obtaining Finance: A study by Kallon and Mazzucato (2018) found that formal finance choices helped SMEs in Sierra Leone grow at a faster pace and perform better for that reason. Ibrahim and Sesay (2019) discovered that Sierra Leonean SMEs' production and profitability increased when they received financial support from microfinance organizations. The importance of entrepreneurial training programs for small and medium-sized enterprises (SMEs) in Sierra Leone is underscored by research undertaken by Bangura *et al.*, (2020). These courses help business owners become more adept managers, which boosts the performance and sustainability of their enterprises.

Innovation and Technology Adoption: According to a study by Kamara and Tarawalie (2017), SMEs in Sierra Leone were able to expand into new markets, boost productivity, and obtain a competitive edge by embracing innovation and technology. In addition, studies conducted in 2019 by Conteh *et al.*, show that SMEs that innovated their products and embraced contemporary technology saw increases in profitability and sales. SMEs in Sierra Leone who actively participate in business networks and market linkages have better access to resources, expertise, and opportunities which improves performance, according to research by Lamin and Kamara (2018). Similar to this, Sesay and Conteh (2020) stress how crucial it is for SMEs in Sierra Leone to strengthen their competitiveness and market reach by utilizing social capital through networking and collaborations. Solid evidence regarding the successful strategies and case studies of SMEs in Sierra Leone is offered by these empirical investigations. SMEs may surmount obstacles and accomplish long-term success by obtaining funding, allocating resources for entrepreneurial education, implementing technology, and utilizing networks.

Conclusion

The theoretical and empirical evidence for SMEs in Sierra Leone is highlighted in this overview of the literature. While Institutional theory highlights the impact of formal and informal institutions on SME behavior and performance, the resource-based view highlights the distinctive resources and capabilities of SMEs. The regulatory environment, infrastructure, logistics, and financial access are among the issues that are highlighted by empirical data. In order to support the expansion and development of SMEs in Sierra Leone and ultimately advance the nation's economy, it is imperative that these obstacles be addressed.

Guidelines for Action

In order to ensure that the industrial production of water resources is not jeopardized by significant sectoral imbalances, a system that can identify challenges faced by small and medium-sized enterprises and provide lasting solutions for the water sector must be developed. Additionally, the system must have stable levels of government and foreign direct support, and it must always maintain reasonable levels of public trust and customer satisfaction. Greater creativity and practicality are required if sustainable growth in the water sector is to improve. Government must prioritize financing SME growth, waive all tariffs on raw material imports, and implement the local content policy to ensure that Sierra Leonean businesses use locally produced goods and services.

Declarations

Acknowledgments: We would like to express our sincere thanks and appreciation to our able Dean, Dr. Ernest Udeh, and Mr. Williams Conteh, Head of Department, Entrepreneurship, Marketing and Innovation for given us the opportunity and platform to carry out this research work, without whom this work would have not been successful and to all our colleague staff's at IPAM-USL especially, lecturers in the Faculty of Business Administration and Entrepreneurship that have help in delivering quality service to our external customer's (student's). This work cannot yield any dividends if we fail to acknowledge our families especially our relatives; husband's wife, children's All we could say is that; we love you all may God continue to bless us all!

Author Contributions: SAK: Developed the concept, literature survey, and manuscript review; BOD: Developed the concept, design, literature survey, manuscript review.

Conflict of Interest: The authors declare no conflict of interest.

Consent to Publish: The authors agree to publish the paper in International Journal of Recent Innovations in Academic Research.

Data Availability Statement: The data presented in this study are available upon request from the corresponding author.

Funding: This research received no external funding.

Institutional Review Board Statement: Not applicable.

Informed Consent Statement: Not applicable.

Research Content: The research content of manuscript is original and has not been published elsewhere.

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Citation: Blossom Onike Decker and Santigie Abu Kamara. 2024. The Impact of Small and Medium-Sized Businesses on Employment Prospects: Case of Water Resources Industry in Sierra Leone. *International Journal of Recent Innovations in Academic Research*, 8(3): 80-89.

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