

Women Empowerment and Social Enterprise



SDPI
Sustainable Development Policy Institute

Objectives

- To verify the causality of social enterprise development with women empowerment.
- To identify the challenges, demands and areas that may require capacity building for the social enterprise sector in Pakistan.
- To study the role and impact of business incubators, run by universities and by private organizations, in development of social enterprise in Pakistan.

Methodology

- Stage 1: Literature Review of existing data and research
- **Stage 2: Primary Research in consultation with in-country partners to take into account geography, language, culture, access to technology and other national differences**
- Stage 3: Consolidations and recommendations
- Stage 4: Dissemination of the findings and recommendations

Data Sources

- More than 200 survey questionnaires to varied respondents.
- 20 key informant interviews with government and non-government stakeholders
- 3 Focus Group Discussions
 - Policy framework for social enterprises
 - Social enterprises and women
 - The role of incubators

Findings

Responses come in from a geographical spread:

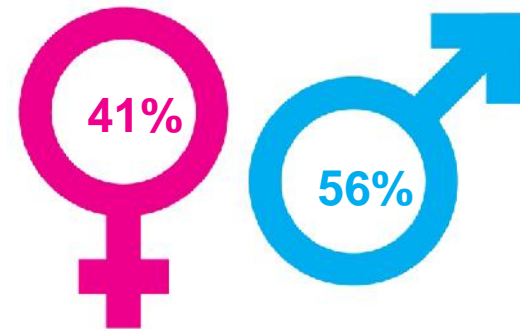
Islamabad Hyderabad **Lahore** Toba

Tek Singh Nankana Sahib

Rawalpindi Abaspur **Karachi**

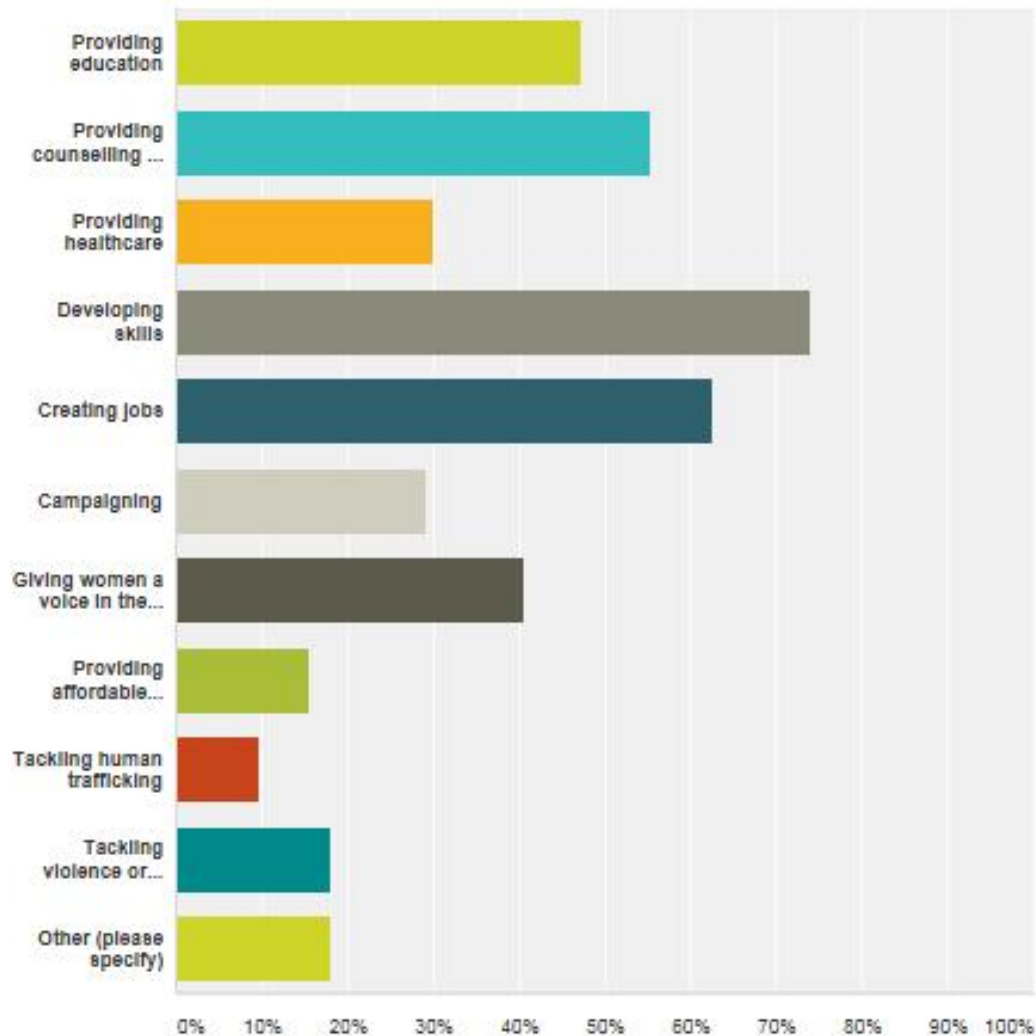
Quetta **Peshawar** **Faisalabad**

Respondents were:



Findings Contd.

Social enterprises are empowering women and girls in many ways



Also:

- Business start-up / entrepreneurship
- Micro-credit
- Arts & culture
- Human rights and leadership
- Encouraging voting

Findings Contd.

- **There are significant differences between male and female-led social enterprises**
- Female-led social enterprises:
 - Employ on average one sixth as many staff (6 vs. 38)
 - Have twice as many women in senior positions (62% vs. 31%)
 - Employ proportionally more women (70% vs. 30%)
 - Are more likely to put social mission ahead of profit (51% vs. 29%)
 - Are more likely to struggle to access grant funding (38% vs. 16%)
 - Are more likely to be older and more established
- There are also areas in which there are no differences:**
 - Approximately the same proportion of grants to earned income
 - Similar challenges around legal structures, economic conditions and bureaucracy

Findings Contd.

Which women are running social enterprises in Pakistan?

- 69% had at least a comfortable standard of living when growing up
- 43% were better off than many in their communities
- 76% were still in education
- 20% are the main wage-earner in their family
- 71% have caring responsibilities in the family (child or parent)

Findings Contd.

Barriers in setting up social enterprises

- Most barriers were reported roughly equally by men and women, including discrimination and prejudice
- The only barrier that women reported more than men was access to grant funding (40% vs. 34%)
- There were three barriers that were reported by a significantly greater proportion of men than women:

Barrier	Men	Women
Time pressures	47%	8%
Shortage of skills	50%	24%
Fear of failure	38%	24%

Findings Contd.

- **Men and women reported broadly similar benefits in setting up social enterprises**
- Most benefits were reported equally by men and women
- The benefits that **men reported** more than women were

Benefit	Men	Women
Increased status in family & community	50%	32%
More financial independence	56%	44%
More able to make my own choices	59%	44%

- The benefits that **women reported** more than men were:

Benefit	Men	Women
Experienced less violence or abuse	25%	32%
Becoming part of a network or association	38%	44%

Findings Contd.

Men and women setting up social enterprises also reported similar negative experiences

- 28% of both men and women reported conflicts between demands of family and social enterprise
- The negative impact that **men reported** more than women was financial insecurity: 41% vs. 24%.

Findings Contd.

- **Men and women reported different ambitions**
- The most commonly expressed ambitions for both men and women were:
 - to keep running the social enterprise; and
 - To grow the social enterprise
- More men expressed these ambitions than women however: 69% vs. 44%.
- More women expressed an ambition to work for a large NGO or corporation instead 32% vs. 19%.

Key Findings for Policy Action

- Need to formulate a broader definition of SE
 - Definition to be communicated to SECP for framing of specific company rules.
- Need for establishment of a comprehensive SE policy strategy
 - Legal Identity of SE
 - Recognition of importance of SE on the national level
 - Inclusion of SE in provincial growth strategies
- Need for effective performance assessment of SEs through enhanced research capacity
- Need for effective and fair tax regime for SEs
- Need for SE's incentivized inclusion in public procurement process.

Key Findings for Policy Actions Contd.

- Need to establish a single window system at SECP, FBR and provincial revenue authorities for SEs
- Need to set up a separate 8-digit HS Code for goods produced by WMSME
- Need for up gradation of the existing testing capacity and improve the efficiency of the public services and certifying offices
- Need for Subsidizing the purchase of equipment and technology
- Need to offer affordable quality care facilities and promote shared responsibility of care.

Possible areas of discussion

- Is service delivery by social enterprises better in comparison to NGOs?
- Are social enterprises helping in making women empowered enough to exploit the opportunities?
- Any new policy or regulatory measures which could enhance the competitiveness of women-led social enterprises?

Thank You

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