

## Exploring Gender And Social Entrepreneurship: Women's Leadership, Employment And Participation : Exploring A Southeast Asian Context

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### ABSTRACT :

A strong emphasis is placed on achieving gender parity and empowering women in both the 2030 Agenda for Sustainable Development and the Community Vision 2025 of the Association of Southeast Asian Nations (ASEAN). They are necessary in order to make the region a more hospitable place for everyone. Giving women equal access to positions of decision-making power and leadership is one way to promote women's wellbeing and make it possible for them to contribute to the advancement and inclusiveness of a region. This can also help ensure that women are included in the decision-making process.

A new generation of ASEAN women leaders must be developed, however the existing data suggests significant more progress is still needed to achieve this goal. This fact sheet examines the present state of women in leadership roles in ASEAN-related organisations and, using official data, pinpoints the primary areas where progress is needed.

### KEYWORDS:

Gender, Social Entrepreneurship ,Women's Leadership, Employment , Participation , Southeast Asian Context.

### 1. INTRODUCTION:

It is becoming more common knowledge that social entrepreneurship has the potential to liberate women, and there are currently a significant number of women working in this area, with that number expected to continue to rise. Despite the fact that there is a growing body of literature on social entrepreneurship, research into the intersection of gender and social innovation is still in its infancy. This is despite the fact that the field of social entrepreneurship is rapidly expanding and maturing. There is a lack of understanding regarding the degree to which gendered social entrepreneurship can catalyse social change in a variety of contexts. A limited number of studies and theories have investigated the effects that women's participation has on social endeavours, as well as the mechanisms through which they do so. As a consequence of this, the primary objective of this Special Issue is to investigate the relationship between gender and social entrepreneurship, draw attention to the implications for practice, and devise a research agenda for the foreseeable future. Every sector would benefit greatly from having more women in positions of power and influence, and the importance of diversity and gender parity in leadership is becoming more widely acknowledged. Women are grossly underrepresented in positions of power in politics, the economy, and society at large. When it comes to leadership, women often opt for a method that is more democratic and collaborative. According to research conducted and presented by the American Psychological Association, males are more likely to have a "command and control style." As compared to women, males have a tendency to be more task-oriented and authoritative, while women have a tendency to be more cooperative (Anggadwita ,2021).

Women in Southeast Asia have achieved great strides in economic and political empowerment over the last several decades, but they remain underrepresented in the region's political institutions, especially at the municipal and county levels. To a greater extent, this is true at the municipal level. Growing the number of politically engaged women in Southeast Asia has been a topic of discussion for some time, but our knowledge of the challenges they face is still limited. In this article, we use a critical reading of the literature on women in politics to draw attention to the gaps between normative theories and empirical studies of women's political advancement that are biased towards elites, as well as the

conditions, processes, and outcomes that are observed across several Southeast Asian countries. By analysing existing research on women in politics, we can achieve this goal (Lortie, 2017).

## 2. BACKGROUND OF THE STUDY:

Women are underrepresented in Southeast Asian governance, especially at the municipal and provincial levels. While women in Southeast Asia have achieved great strides in terms of their economic standing, the scope of their formal political rights, and the frequency with which they are exercised, they have only made small inroads into local political institutions. Even though the topic of women's political participation in Southeast Asia has received more attention from scholars in recent years, we still know relatively little about the obstacles women in the region face when running for office and the factors that have influenced the patterns and outcomes of their campaigns. This article argues that analysing the experiences of women who have risen to positions of power in the region's local political institutions may make a substantial addition to both the theoretical literature on women in politics and our understanding of politics in Southeast Asia. The first section of this paper discusses the academic literature and highlights the elite bias and gender stereotypes one encounters in empirical studies of women politicians, as well as the striking discrepancy between prevailing assumptions about the contributions of democratic reforms, decentralisation, and quota systems to women's political representation and the limited gains that are actually observed. After introducing the topic, this research proceeds to examine the representation of women in national and local political institutions across Southeast Asia in the next section. When compared side by side, it's clear that democratic reforms, decentralisation, and quota programmes have not significantly increased the number of women in these posts (Gupta, 2019).

Part three summarises the three most common strategies used by women in Southeast Asia to attain local political office, based on an examination of the existing literature and original ethnographic data. There is one main route for the rich and famous, another for the common people, and many side streets in the middle. Using ethnographic analytical narratives from the four most populous nations in the area (Indonesia, the Philippines, Thailand, and Vietnam), this article explores and illustrates the distinctive features of these alternative political systems. This article finds what one might expect: that women from more affluent backgrounds in Southeast Asia face fewer obstacles than those from less privileged backgrounds when seeking or assuming political office at the national or local levels, while women who have sought or gained elected office with support from grassroots movements have faced much tougher odds. Maybe the most intriguing and research-intensive option is the one in the centre, if not all three (Hashemi, 2022).

## 3. Problem Statement:

*"In recent years there has been a growing recognition of women's leadership, employment and participation in Southeast Asian context, and little is known about the knowledge regarding the frequency of women's leadership, employment and participation in Southeast Asian context"*

In both developing nations and developed ones, a disproportionate number of the burdens of poverty are shouldered by women. People who live in poverty not only have trouble meeting their most fundamental needs, but they also often have the impression that they are unable to influence the political, economic, and social processes and institutions that shape their life and keep them entrenched in a cycle of poverty. The marginalisation of poor women is made worse by the fact that they not only live in places that are considered to be on the "periphery of society," but also in governments, markets, communities, and homes that are overwhelmingly controlled by males and masculine interests. This makes it even more difficult for poor women to escape the cycle of poverty that keeps them on the margins of society. As a result of this, women are unable to engage in the processes of decision-making and agenda-setting, and even further, they are denied opportunities to assume leadership positions in these areas. All of these factors contribute to the persistence of gender inequality and poverty. This amounts to a rejection of the rights of women to equal participation and adds to the invisibility of women as public actors. Because it is less likely to promote women's interests than a system with more representation, it is maintained in its current form. This decision-making system lacks the foresight and incentive to question or modify existing unequal gender relations. As a result, it is maintained in its current form. Hence, efforts to reduce gender-based poverty need to prioritise women's equal engagement and leadership in decision-making processes across all levels and sectors. These efforts should focus on achieving gender parity in decision-making positions. It has been argued that in order for women to challenge the unequal and ultimately unsustainable economic and social systems in which we live and to secure the essential resources they require for lives that are dignified and rewarding, they need "to be visible politically

as women and be empowered to act in that capacity." In other words, they need "to be visible politically as women and be empowered to act in that capacity." (Hoare, 2019).

#### 4. LITERATURE REVIEW:

Scholars are paying attention to women entrepreneurs who make up the fastest-growing segment of the entrepreneur population. A critical look into the future of SESHIP is afforded by this occurrence. It is vital to synthesise these ideas together because of the potential they have for advancing the area of entrepreneurship and the variety of gender studies. Consequently, it is necessary to compile and reflect on the available literature in order to find new paths forward and emerging difficulties. To the best of our knowledge, however, there has not been a comprehensive literature review research comparing the experiences of men and women in SESHIP. In order to perform this literature study, the researchers looked at the topic from two different angles: the one based on how popular the topic is and the other based on how well-connected the topic is. Although bibliometric analysis, also known as the "popularity-based approach," can provide valuable insight into a field by looking at how often certain terms are used in published papers, it is not considered adequate for identifying common themes within a field of study. The network-based approach, which makes use of citation and co-citation analysis, instead delves into the major and frequently discussed themes that emerge across different papers in a field. The network-based approach, however, does not generate a more narrowly focused knowledge network in a particular field of study.

Across the globe, there are more than 100 men in management and higher leadership positions, while there are only approximately 40 women in these roles. In the area including Asia and the Pacific, there are around 25 females for every 100 males. Women make up 46% of all leaders in Southeast Asia, compared to men who also make up 46% of all leaders. With one notable exception, the proportion of women holding positions of authority in the region is quite low in general (Haugh, 2016).

#### 5. RESEARCH OBJECTIVE :

- 1) To understand the role of women's leadership and social entrepreneurship in Southeast Asia.
- 2) To find out the ways southeast Asia is exploring women's leadership, employment and participation and social entrepreneurship.
- 3) To know the reaction of social entrepreneurship about women's leadership, employment and participation in Southeast Asia.
- 4) To learn about women's leadership, employment and participation.
- 5) To analyse the impact of exploring women's leadership and social entrepreneurship in Southeast Asia

#### 6. RESEARCH METHODOLOGY:

By definition, quantitative research is the kind of study that collects numerical data, feeds that data into a statistical model (or several models), and then reports on the results, including any significant correlations and their respective coefficients. Quantitative studies aim to get a more in-depth understanding of society. Researchers often use quantitative methods when examining phenomena with a personal effect. Quantitative studies provide cold, hard evidence in the form of tables, graphs, and other visually-appealing graphical representations of the underlying data. Quantitative research relies heavily on numerical data, which must be gathered and analysed in a methodical fashion. It may be used to take an overall average, make forecasts, look for patterns, and generalise results to bigger populations. Quantitative research is the polar opposite of its qualitative counterpart (e.g., text, video, or audio). Many disciplines, including biology, chemistry, psychology, economics, sociology, marketing, and many more, rely heavily on quantitative research methodologies.

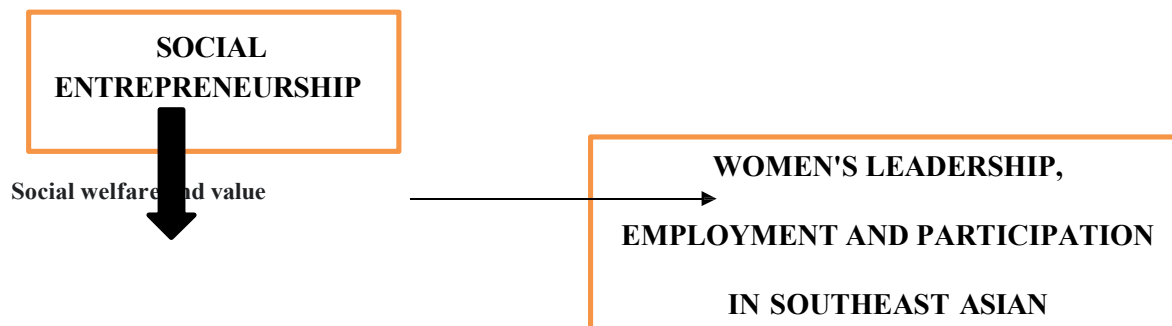
**Sampling:** A pilot study was conducted with the questionnaire using a group of 20 women from Southeast Asian and final study was conducted with the questionnaire on sample of 800 women. A total of questionnaires was distributed among women selected in a systematic random sampling. All the completed questionnaires were considered for the study and any incomplete questionnaire was rejected by the researcher.

**Data and Measurement:** Primary data for the research study was collected through questionnaire survey (one-to-one correspondence or google-form survey). The questionnaire was divided into two parts – (A) Demographic information (B) Factor responses in 5-point Likert Scale for both the online and non-online channels. Secondary data was collected from multiple sources, primarily internet resources.

**Statistical Software:** SPSS 25 was used for Statistical analysis.

**Statistical tools:** Descriptive analysis was applied to understand the basic nature of the data. Validity will be tested through factor analysis .

## 7. CONCEPTUAL FRAMEWORK:



## 8. RESULTS:

A total of 1000 questionnaires were distributed to the respondents. Out of this number 925 sets of the questionnaire were returned and 843 questionnaires were analysed using the Statistical Package for social science (SPSS version 25.0) software.

### 6.1 Factor Analysis:

Confirming the latent component structure of a collection of measurement items is a common utilisation Factor Analysis (FA). The scores on the observable (or measured) variables are thought to be caused by latent (or unobserved) factors. Accuracy analysis (FA) is a model-based method. Its focus is on the modelling of causal pathways between observed phenomena, unobserved causes, and measurement error.

The data's suitability for factor analysis may be tested using the Kaiser-Meyer-Olkin (KMO) Method. Each model variable and the whole model are evaluated to see whether they were adequately sampled. The statistics measure the potential shared variation among many variables. In general, the smaller the percentage, the better the data was suitable for factor analysis.

KMO gives back numbers between 0 & 1. If the KMO value is between 0.8 and 1, then the sampling is considered to be sufficient.

If the KMO is less than 0.6, then the sampling is insufficient and corrective action is required. Some writers use a number of 0.5 for this, thus between 0.5 and 0.6, you'll have to apply their best judgement.

KMO Near 0 indicates that the total of correlations is small relative to the size of the partial correlations. To rephrase, extensive correlations pose a serious challenge to component analysis.

Kaiser's cutoffs for acceptability are as follows:

Kaiser's cutoffs for acceptability are as follows:

A dismal 0.050 to 0.059.

0.60 - 0.69 below-average

Typical range for a middle grade: 0.70–0.79.

Having a quality point value between 0.80 and 0.89.

The range from 0.90 to 1.00 is really stunning.

Table 1: KMO and Bartlett's Test<sup>a</sup>

KMO and Bartlett's Test <sup>a</sup>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.958
Bartlett's Test of Sphericity	Approx. Chi-Square	4950.175
	df	190
	Sig.	.000
a. Based on correlations		

This demonstrates the validity of assertions for sampling purposes. To further verify the relevance of a correlation matrices as a whole, Bartlett's Test of Sphericity was performed. Kaiser-Meyer-Olkin Sampling Adequacy Value is 0.958. The p-value for Bartlett's sphericity test was determined to be 0.00. Bartlett's test of sphericity showed that the correlation matrix isn't an identity matrix, with a significant test result.

## 6.2 Test for hypothesis:

A hypothesis is a conjecture or assumption that is put out for the purpose of debate and subsequent testing to determine the likelihood that it is correct. Aside from a general survey of relevant prior research, the scientific process begins with the formulation of a hypothesis. The results of investigation will be predicted in a hypothesis. An unproven hypothesis is a response to research question. Depending on the scope of study, may need to develop a series of hypotheses to investigate various facets of research issue.

Social entrepreneurs seek out and explore opportunities so they may create value for the community using their initiative and initiative. Social entrepreneurs are distinguished by a unique blend of creative ability, entrepreneurial spirit, and resourcefulness. Entrepreneurship with a focus on social good creates businesses that provide goods and services that aid those in need. Entrepreneurial initiatives like EWOR are one such case in point. As a result, aspiring company owners are better equipped to get their ventures off the ground. Women's entrepreneurship entails the creation of a firm from scratch, the acquisition of all necessary resources, the assumption of all associated risks and difficulties, the creation of new positions for other people, and the autonomous management of that enterprise by its founders. Women make up around a third of all entrepreneurs. An individual's social worth may be measured by the weight they assign to various life events. Its worth is reflected in market pricing in part but not entirely. Its social value should be evaluated and quantified from the viewpoint of the people whose lives are touched by an organization's activities. Health care, education, employment opportunities, and safe and affordable housing are all part of social welfare programmes. Medicaid, AFDC (Aid for Families with Dependent Children), WIC (Women, Infants, and Children), veteran, and other programmes fall under this category (Hechavarria, 2020).

When women hold major positions in government and business, they may help bring about more equitable policy results by raising awareness of and support for problems like equal pay, improved working conditions, child care, and violence against women. In both developing nations and developed ones, a disproportionate number of the burdens of poverty are shouldered by women. People who live in poverty are socially and politically marginalised, and as a result, they have very little to no influence over the political, economic, and social institutions that determine their fate and keep them mired in a cycle of poverty. This results in those people having little to no say over the political, economic, and social institutions that determine their fate (Kerlin, 2006).

To add insult to injury, women who are impoverished typically do not have a voice in the political processes of the governments, markets, communities, or homes in which they reside because these institutions are traditionally controlled by males and their interests. This adds insult to the injury that they are already experiencing. This lack of representation plays a significant role in maintaining gender inequality and poverty by preventing women from participating in or even having access to decision-making and agenda-setting processes. Additionally, it prevents women from having leadership opportunities in these areas, which is an even further detrimental effect of this lack of representation. The situation makes it much more difficult for women to be seen as public actors and weakens their right to equal participation. In addition to this, it maintains a decision-making structure that, in comparison to other options that are more representative, is devoid of the vision and drive necessary to successfully represent the interests of women (Lee M, 2018).

On basis of the above discussion, the researcher formulated the following hypothesis, which analysed the relationship between social welfare and value and women's leadership, employment and participation in southeast Asian .

***H<sub>01</sub>: “There is no significant relationship between social welfare and value with women's leadership, employment and participation in southeast Asia.”***

***H<sub>1</sub>: “There is a significant relationship between social welfare and value with women's leadership, employment and participation in southeast Asia .”***

**Table.2 : ANOVA TEST (H<sub>1</sub>)**

<b>ANOVA</b>					
Sum					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	74506.320	396	4382.725	249.735	.000
Within Groups	1382.590	446	16.861		
Total	75888.910	842			

In this study, the result is significant. The value of F is 249.735, which reaches significance with a *p*-value of .000 (which is less than the .05 alpha level). This means : ***“There is a significant relationship between social welfare and value with women's leadership, employment and participation in southeast Asian .”*** was accepted and the null hypothesis was rejected.

## **7. CONCLUSION:**

The results of the study found that, collectively across the ASEAN region:

The number of women who hold management roles has grown by just two percentage points over the last 20 years (from 39% in 2000 to 41% in 2020), however the percentage of women who occupy middle and senior management positions is a substantially lower 26%. Women make up 22 percent of parliament seats; yet, women ministers are often confined to heading committees on gender equality and women's affairs. This is despite the fact that women make up 22 percent of the population. Despite the fact that women make up 22 percent of the population, this remains the case. Just 11% of chief executive officers at the region's major hospitals are women, and all of ASEAN's ministers of health are male with the exception of Vietnam's. This is despite the fact that women make up 67% of health-care employees, who are the front-line responders to the epidemic. In the year 2020, there were just six percent of senior posts in environmental and allied ministries that were held by women. Indigenous women, who are typically the keepers of traditional ecological knowledge, could be empowered to promote environmental conservation if they were given additional opportunities to participate in the decision-making process pertaining to environmental issues. This would give them the opportunity to express their perspectives on how environmental issues should be addressed.

## **8. LIMITATION:**

Every study has limitations. The study will include only 825 participants which is a small sample size. Again, the study will survey women who have been exposed for a period longer or less than three years depending on their leadership, employment and participation. This survey will be conducted by a questionnaire method, hence if a survey participant is contacted by phone rather than online, their answers may change.

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