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Investigating The Relationship Between Gender And Social Entrepreneurship, With A Focus On Women's Leadership, Employment, And Participation Within The Context Of Southeast Asian Culture.

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ABSTRACT :
In both the 2030 Agenda for Sustainable Development and the Community Vision 2025 of the Association of Southeast Asian Nations (ASEAN), there is a significant focus put on the achievement of gender parity and the empowerment of women. They are essential in order to make the region a more welcoming place for people of all backgrounds and identities. It is feasible to improve women's well-being and make it possible for them to contribute to the progress and inclusivity of an area by providing them with equal access to positions of decision-making authority and leadership when they are given equal access to these positions. Additionally, this can be of assistance in ensuring that women are included in the process of decision-making.
A new generation of women leaders in ASEAN has to be formed; yet, the data that is now available reveals that a substantial amount of further development is still required to achieve this objective. This information sheet takes a look at the current situation of women who hold leadership positions in organisations that are associated with ASEAN and, with the use of official statistics, identifies the major areas in which advancement is required.

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

1. INTRODUCTION:

There is a substantial number of women working in this field at the present time, and it is anticipated that this number will continue to increase. It is becoming more general awareness that social entrepreneurship has the ability to free women. Although there is a growing number of literature on social entrepreneurship, research on the intersection of gender and social innovation is still in its infancy. This is despite the fact that there is a growing body of literature on social startups. Despite the fact that the field of social entrepreneurship is quickly evolving and expanding, this is the situation that presently exists. In a number of different settings, there is a lack of comprehension of the extent to which gendered social entrepreneurship might serve as a catalyst for social change. The impact that women's involvement has on social undertakings, as well as the methods via which they do so, have been the subject of investigation in a limited number of studies and theories. This Special Issue's major purpose is to study the link between gender and social entrepreneurship, bring attention to the consequences for practise, and develop a research agenda for the foreseeable future. This is a consequence of the fact that this Special Issue is being published. Having a greater number of women in positions of power and influence would be extremely beneficial for every industry, and the significance of diversity and gender parity in leadership is gaining more and more recognition. Across many aspects of society, including politics, the economics, and society in general, women are woefully underrepresented in positions of authority. When it comes to leadership, an approach that is more democratic and collaborative is frequently the one that women choose to pursue. The findings of a study that was carried out and reported by the American Psychological Association indicate that males are more likely to have a "command and control style." Men have a propensity to be more task-oriented and authoritative than women, whereas women have a tendency to be more cooperative (Anggadwita, 2021).

This stands in stark contrast to the cooperative nature often associated with women. Despite the fact that women in Southeast Asia have made tremendous gains in economic and political empowerment in the past several decades, they are still grossly underrepresented in the region's political institutions, particularly at the county and municipal levels. At the municipal level, this is more so. Although there has been talk about increasing the number of politically active women in Southeast Asia for a while, little is known about the obstacles they confront. This article employs a critical literature review on women in politics to highlight the discrepancies between elite-biased empirical studies of women's political advancement and normative theories, as well as the conditions, processes, and outcomes seen in a number of Southeast Asian nations. This may be accomplished by reviewing the literature on female politicians (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) .

Based on a review of the literature and primary ethnographic evidence, the third section outlines the three most popular approaches taken by women in Southeast Asia to run for municipal government. There is a major street for the well-to-do, a secondary street for the masses, and a maze of smaller streets in between. This essay delves into the unique aspects of these various political systems by utilising ethnographic analytical narratives from the four most populous nations in the area: Vietnam, Indonesia, the Philippines, and Thailand. The article's findings are consistent with expectations: women from wealthier Southeast Asian backgrounds have an easier time running for and winning national or local political office than those from poorer backgrounds, but women who have sought or won office with the help of grassroots movements have had it considerably worse. Among the three possibilities, the middle one may be the most interesting and time-consuming to investigate (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 affluent and developing countries, women bear a disproportionate share of the poverty burden. In addition to struggling to fulfil their most basic necessities, those living in poverty frequently feel powerless over the political, economic, and social systems that mould their lives and trap them in perpetuity. Not only do low-income women reside in areas that are seen to be on the "periphery of society," but they are also disproportionately represented in households, communities, businesses, and governments that are dominated by men and their interests. This further compounds the difficulty low-income women already have in breaking the cycle of poverty that isolates them. This means that women can't participate in decision-making or agenda-setting procedures, and they also can't be considered for leadership roles in these fields. Persistent poverty and gender inequality are caused by all of these things. As a result, women are even less visible as public actors, and their entitlement to equal participation is effectively denied. The existing system is kept in place despite the fact that it is less likely to advance women's interests compared to one with greater representation. There is no motivation or vision in this decision-making structure to challenge or change the current gender inequality. Its present state is therefore preserved. In order to combat gender-based poverty, it is crucial to ensure that women are actively involved and hold positions of leadership in decision-making at all levels and in all industries. The goal of these initiatives should be to increase the representation of women in positions of power. Some have maintained that women must "be visible politically as women and be empowered to act in that capacity" before they can confront the unfair and eventually unsustainable social and economic systems in which we reside and gain the resources necessary to live dignified and fulfilling lives. So, it's crucial for them "to be visible politically as women and be empowered to act in that capacity." As already stated by 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 Sesshin. 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.

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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.

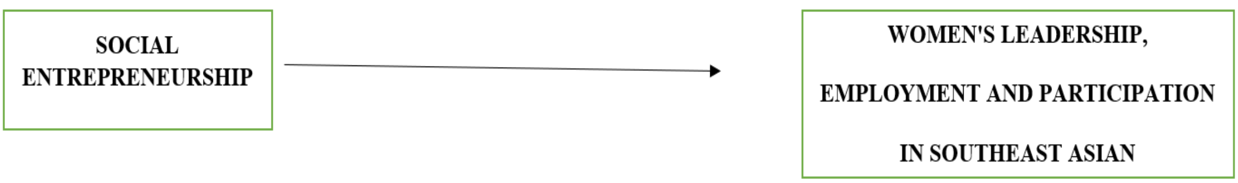
Sampling: A pilot study was conducted with the questionnaire using a group of 20 women from Southeast Asian and final study was conducted with the questionnaire on sample of 800 women . A total of questionnaires was distributed among women selected in a systematic random sampling. All the completed questionnaires was 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-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.

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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[a]

KMO and Bartlett's Test[a]		
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.
Two hundred and fifty female business owners in the food processing sector participated in the survey. The results informed the creation of a report. The best approach to achieve the goal of gathering the required data was to conduct interviews. Subsequently, a wide range of statistical tools and methodologies were used to code and analyse the data. The results reported in this chapter are based on the research done using the aforementioned sources.

HYPOTHESIS TESTING:
Hypothesis 1
The first hypothesis is that there will not be a significant difference in the economic factor that impacts the development of selected female entrepreneurs whose companies deal with food processing units. This is the hypothesis that will be tested. This will serve as the basis for further inquiry by us. The evidence, which will either support or contradict this theory, is now being collected. On the basis of the presumption that there would not be a major difference between the two scenarios, this hypothesis was constructed. As a component of the particular study endeavor that is now being carried out, a more in-depth analysis of this concept is currently being carried out. The evidence is now being collected, and depending on how it plays out, it will either give credibility to the notion that this is the case or throw doubt on it. now, the evidence is lending credence to the idea that this is the case. This is based on the idea that there would not be a significant difference between the two alternative possibilities that may be observed. This is the premise around which this argument is constructed. This is the presumption that underpins the remark that was just made. This is because the basic hypothesis makes the prediction that there will be absolutely no major change at all. This is the reason why this is the case. Because of this, the outcome that we have been given as a consequence is as a result of this. The investigation that was carried out led to the formation of this conclusion as a consequence of the fact that the inquiry was carried out. As a consequence of this, the investigation that was carried out led to the creation of this conclusion. The findings of the research that was carried out ultimately led to the establishment of this conclusion as a consequence of this. The quantity of money that an individual's family had stashed away was sometimes the very first item that was looked at as a criterion

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in the process of appraising that person. The purpose of doing this was to ascertain the level of wealth possessed by the person. This was done in an effort to get a better understanding of the person in issue, particularly with regard to their standing in society and the economy. In a very large number of diverse scenarios, it was shown that this is, in fact, the case. This variable was broken down into the following categories in order to make the process of categorizing the data more manageable: less than 50,000 rupees, between 50,001 and 1,50,000 rupees, between 300,001 and 500,000 rupees, between 300,001 and 500,000 rupees, and between 300,001 and 500,000 rupees and more than 500,000 rupees. The purpose of this was to simplify the classification of the data. Because of this, the categorization of the data was supposed to be easier than it was before. An analysis of variance, sometimes known as an ANOVA for its abbreviated form, was carried out with the intention of evaluating whether or not there was a discernible difference in the financial circumstances of the women who were selected. The purpose of this was to determine whether or not there was a distinction between the two. This was done in order to determine whether or not the girls had been chosen in a manner that was random, and the findings of the test can be found in the paragraph that follows this one. This was done in order to determine whether or not there was a substantial gap, and as a result of its execution, it was successful in achieving that aim. The purpose of doing this was to discover whether or not there was a big gap. It was discovered that there was not the significant void. In order to determine whether or not there was a large gap in the information, this was done, and this was the reason why this was done; thus, this was the reason why this was done. This action was performed because this action was taken, as this was the reason why this action was performed. This action was performed because this action was taken. Because this action was done, this action will continue to be taken

Table- 10Difference between Economical Factors (ANOVA) On Success

Variance	Sum of Squares	Degree of Freedom	Mean of Squares	F ratio
Between Groups	5.68	4	1.42	3.16
With in Groups	132.46	295	0.44	

If we look at the data in the table, we can see that there are differences between the two groups that are statistically significant when compared at the 0.05 threshold of significance. As a direct consequence of this, it is plainly clear that hypothesis 1 is not in any way capable of being accurate. After doing further comparisons within each group, it was found that there was a statistically significant difference between group 1 (snacks) and group 2 (services), as well as between group 1 (snacks) and group 5 (others). In addition, there was a statistically significant gap between group 1 (snacks) and group 5 (others). Both of the comparisons pointed to this being the case. In addition, it was found that there was a gap between group 1 (snacks) and group 5 (others) that was statistically significant in terms of the difference that existed between the two groups.

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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