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, Abbaspur, Karachi, Quetta, Peshawar, Faisalabad

Respondents were:

41% females
56% males
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
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
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)
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:

<table>
<thead>
<tr>
<th>Barrier</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time pressures</td>
<td>47%</td>
<td>8%</td>
</tr>
<tr>
<td>Shortage of skills</td>
<td>50%</td>
<td>24%</td>
</tr>
<tr>
<td>Fear of failure</td>
<td>38%</td>
<td>24%</td>
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</tbody>
</table>
• 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:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased status in family &amp; community</td>
<td>50%</td>
<td>32%</td>
</tr>
<tr>
<td>More financial independence</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>More able to make my own choices</td>
<td>59%</td>
<td>44%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced less violence or abuse</td>
<td>25%</td>
<td>32%</td>
</tr>
<tr>
<td>Becoming part of a network or association</td>
<td>38%</td>
<td>44%</td>
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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%.
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 upgradation 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