

MASTER'S THESIS

Course Code: BE307E

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Major: Innovation & Entrepreneurship

"What are the key challenges that social entrepreneurs try to address in an effort to empower women that help achieve sustainable development"

Date: 23/05/2021

Total number of pages: 91

ABSTRACT

Purpose: Till date, inadequate research has added to the concealment of intelligence from specific perspectives of the social entrepreneurship construct. Thus, this study addresses the investigation into the key challenges that social entrepreneurs aim to take on in order to extend empowerment for women that will help achieve sustainable development.

Design/Methodology/Approach: Built upon the qualitative research method framework, the paper's explorative orientation was supplemented by an inductive theory building approach from an interpretative paradigm within social entrepreneurial context where the entrepreneurs/enterprise decision makers scattered in different parts of the world were interviewed to get insight into the query.

Findings: The empirical outcome suggests social entrepreneurs strive to make women educated, healthy, financially solvent, safe and socially empathized within the related domains in a bid to equip them with some sort of empowerment that directly or indirectly promises to contribute toward realizing sustainable development goals.

Research Limitations: The paper possesses limitations that is commonly integral to explorative studies so it is advisable not to make pure generalization. The available time, resources and the persisting Covid-19 global pandemic were key contributors to the restraintment.

Practical Implications: Study discoveries and recommendations might be helpful in the development of policy and knowledge, enterprise provision and improvement in the thinking to institute change in the area of the study.

Originality/Value: The study comes up with the empirical discovery related to women empowerment challenges embedded in the social entrepreneurship literature.

Keywords: social entrepreneurship, social enterprise, social venture, social enterprise, women empowerment, sustainable development.

Paper type: Research paper

ACKNOWLEDGEMENT

The study has been conducted as a partial requirement for the completion of the degree program - Masters of Sciences in Business at Nord University, Bodo, Nordland, Norway for one-semester duration (approximately five months). The specialization area of the study is Innovation and Entrepreneurship and it carries 30ECTS. In particular, I am really grateful to Nord University Business School for including such requirement as a part of the program that is immensely beneficial in practical context.

As a global citizen I find it quite disturbing that the world is still not a better place for everyone. In this respect, I have developed a significant interest in social entrepreneurship which is nowadays recognized as a promising mean to help for the cause. Therefore, I had decided to write my masters thesis on social entrepreneurship background focusing on women disempowerment problem built upon my prior term-paper work.

I would like to convey my sincere gratitude to my advisor Mr. Bjørn Willy Amo, Professor, Nord University for his priceless supervision and guidance through patience and motivation that has helped me a lot with the development of this paper. He was always found available to provide me with suggestions as well as encouraged me to do better than others and the most importantly inspired me to grow in and contribute to the knowledge.

Moreover, I would also like to acknowledge for the contributions the professionals made who took out valuable times from their busy schedules to participate in the project and provided their invaluable inputs to support the research.

Further, I would like to thank my fellow classmates, my instructors who I met with throughout the program from whom I have learnt something that I did not know before which helped me grow academically and socially.

Finally, I thank my family members for supporting me throughout the work.

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1 INTRODUCTION

1.1 Background of the Study

This paper is deliberated to identify the major challenges that social entrepreneurs strive to address for the sake of reaching the ultimate goal of empowering women that steers sustainable development. The history of mankind is filled with instances of stories, myths and events of women disempowerment in varying locations, at different periods and in different forms such as difference, distancing, deprivation and discrimination that has its roots in the ‘given’, ‘shared’, and ‘preserved’ values prevailing in the social, economic, cultural and political sphere instilled during the very process of socialization of children both in the public and private space (Sharma, 2017). That being said, it is important to realize the fate of the world when literally half of its population are enduring such powerlessness (Hasin et al., 2018). On that account, the idea of women empowerment has received much attention from scholars, policy makers and industry actors (Manuere & Phiri, 2018) appreciating what it can bring into the table (Sandhu & Ahmed, 2018) and thus, has been recognized as a mainstream development agenda (Cornwal, 2016) in most of the public and private institutions nowadays. In this respect, social entrepreneurship offers a good prospect to empower women (Teasdale et al., 2011) and there has been evidence of it playing a pivotal role in advocating for the cause throughout the world (Akhtar, 2017) the effect of which promises to pass over to many generations (Alabi et al., 2019). As the world is heading for a sustainable future to be realized by 2030, it is essential for women to get empowered (Huis, et al., 2017) to promote prosperity as well as make the world a better place to live in (UN, 2020). Even more, Yunis et al., (2019) emphasized to keep the agenda of women empowerment at the heart of global efforts in a bid to seize sustainability.

In the first place, the principal aim of this study is to make an effort towards the construction of a theory within the social entrepreneurship framework by recognizing the fundamental challenges to be addressed that facilitate women with empowerment and pave the way for sustainable development. Secondly, the suggested benefactions hold the potential to assist social entrepreneurs with better designing of their projects as well as policy makers with a deeper insight of the problems around the phenomenon and scholars with new set of impression in addition to the prevailing scant information.

Women is seen at the helm of a nation (Sheikh Hasina of Bangladesh, Theresa May of the UK, Angela Merkel of Germany), Pioneering for peace (Nadia Murad of Iraq, Malala Yousafzai of Pakistan, Joan Baez of The USA), daring to touch the sky (Valentina Tereshkova of Russia), taking risk to sacrifice life for the sake of humans

(Taramon Bibi Bir Protik – fought in the liberation war of Bangladesh in 1971, Neerja Bhanot – an Indian flight attendant who saved many lives after terrorists hijacked a plane but sacrificed her own in 1986), making revolutionary breakthrough in the history of mankind (Marie curie of ‘now’ Poland, Donna Strickland of Canada) and the list goes on. Yet, in this period of time women are fighting for their fundamental rights which is a threat to a more equal and sustainable society (Carneiro, 2021; Kelberg, 2015). Being half of the world population, it is critical for women to exercise their fundamental rights like their counterparts that is imperative in increasing productivity, boosting economic equality and diversity including some other development targets (Thinji & Gichira, 2017).

The number of challenges that come in the way, social entrepreneurship provides a unique opportunity to manage some of them (Mantok, 2016). As seen by M Huysentruyt (2014), social enterprise has huge potentials which are currently underexploited and can be used to accompany the society to develop a more authentic, caring, inclusive growth (Ahamad, et al., 2016) economy and more importantly addressing these concerns give place to sustainable development (Nhamo, et al., 2018). Strangely enough, the intrinsic peculiarity of the challenges are still not well document. Thus, the situation calls for the better understanding of the challenges in order to better streamline the women empowerment process and develop sustainably.

1.2 Problem Statement

There is a growing global attention to the idea of women empowerment which is a crucial component of the community development and intimately tied to the sustainable development agenda (Olaniran & Perumal, 2021). while there is a broad agreement on the significance of women empowerment, sparse attention is given on the understanding of the major or inbred obstacles to the phenomenon specially in the social entrepreneurial architecture. The investigative act on a explorative frame of reference to single out those barriers can help construct better knowledge of the principles to inform community projects that have the goal of empoweing women.

Empowerment could be a mediatory element while constructing upon entrepreneurial practices and realization of social goals (Pareja-Cano et el., 2020). Social entrepreneurship as part of its business scheme, has come out relevantly into the discussion of women empowerment (Chythra & Gangu, 2021; Ali et al., 2017) and is an

innovative way to promote social change induced by changing outlook towards women's role and position over the time (Haugh & Talwar, 2016). Harnessing the business activity, making investment or engaging in trade favoring environmental and social objectives, social entrepreneurship has been substantial to be acknowledged as a driving force to respond to the impediments to empower women (Legis, 2020). The response has been made through mobilization (Subramaniam, 2012), mentorship, training, financial access, networking (Gupta, 2016). Further research into the context also found innovation access (Maguirre, et al., 2016), social inclusion (Kummitha, 2017), improved family savings (Al-Shami, et al., 2017), poverty alleviation (Sultana, et al., 2017), creating employment opportunities (Lange & Dodds, 2017; Amine & Staub, 2009), energy access (Groot, et al., 2017), self-employment (Vujko, et al., 2019) as some other vital replies for the women empowerment process. To add more, this empowerment based model of enterprise can assist women grow in a sense of individual and collective achievement (Pareja-Cano, Valor, & Benito, 2020) as well as achieve self-reliance and (some degree of) autonomy (Hayhurst, 2014) in economic and social spheres (Kimbu & Ngoasong, 2016) which will assist 'girl effect' - a Girling of developmental concept that says everybody wins when girl wins with the 'win' refers to realizing or recovering of power to make choices in her life (GirEffect, 2020). Notably, Kimbu & Ngoasong (2016) have seen women as '*vectors*' of social entrepreneurship with the claim that it has further development possibilities. However, it is important to realize these are just specific dimensions of the bigger challenges around the central problem of women empowerment not the key problems themselves which are still unknown. That is, the literature is still unfamiliar with the dominant problems that is causing the powerlessness in women.

It is a matter of great regret that currently there exist no such explorative model that tells what are the basic challenges that needed to be addressed while setting goal at empowering women in the social entrepreneurial structure that will also guide to the sustainable development system. Continuing on this light, by formulating a model, this paper inspects for exploring the pillar-type problems that are supporting the chief problem of women disempowerment.

1.3 Research Objective and Research Question

Advancement in the empowerment of women suggests to have domino effect in the developmental context (Pitambar & Choudhary, 2017). Our work builds on the knowledge that social entrepreneurship makes contribution to the empowerment of women. Although it is quite unfortunate that the number of studies previously done is not that high, yet the studies did well to establish the linkage between social entrepreneurship

and women empowerment. Even after that, the qualitative nature of the solution is missing. To specify, the existant literature fell short of intimating key troubles that the social entrepreneurs want to address that stands in the way of women empowerment. As it stands, the programs that the social entrepreneurs put into action in pursuit of addressing women's disempowerment not necessarily insinuate the constitutional problems around the construction. Thus, this paper aims to reduce the gap by adding some qualitative knowledge by making an investigation into the actions of social entrepreneurs aiming at empowering women to draw out the underlying challanges to the success which will also be conducive to sustainable development.

To accomplish the objective, a reserch question has been developed which can be seen below:

“What are the key challenges that social entrepreneurs try to address in an effort to empower women that help achieve sustainable development”

1.4 Context of the Study

Even in this 21st century the practicality of women empowerment is still a delusion of reality (Subhashini, 2018). As it happens, the most challenging step in a women life is to surmount all the obstacles to get empowered which might improve her quality to shape her life and the society (Hasin et al., 2018). While women constitute half the society, it should give credence to the belief that a society will evolve finer and faster if everyone in it works together instead of keeping the half portions cornered. In fact, when women move forward, they make their families move, they make their society move and they make their nations move (Hasin et al., 2018). Hence, empowering women is crucial for evolution. Nevertheless, in many situation government, non-government organizations might fail to address the issue well and appreciatively in that respect social entrepreneurs can come forward as an alternative provider of the solution (Erdur, 2021). In actuality, Rokis, et al., (2018) maintained social entrepreneurship to be one way to fight social evils in the way of women empowerment and can be taken in for crucial community development projects. It was further attested by Sangvikar, et al., (2019), who held social entrepreneurs realize several supportive objective as an instrument to empower women. Thereby, considering social entrepreneurship as the context of the study is intriguing to stress on the research question constructed on the phenomenon of women empowerment that what are the major challenges they try to address by addressing supportive challenges as a mechanism of women empowerment that will further usher in sustainable development.

1.5 Significance of the Study

The center of interest of this study is to inspect for the key challenges that the social entrepreneurs seek to address in a bid to empower women that also lead to sustainable development. The investigations will look for the answers that consists: which acts are in center to the contribution of women empowerment; how successful and sustainable these acts have been and what could be done in the future for the same purpose.

This paper is intended to fill-in a bit into the currently existing research gap where although literature suggests that women can be empowered through social entrepreneurship model but fails to put forward which areas of challenges social entrepreneurs respond at and/or should be operative to enable women to make important life decisions as well as act on them within that frame. Furthermore, this study will generate new insight for the scholars to work on as well as might help social entrepreneurs devise new projects, governments contrive new policy to better dealing of the problem of women disempowerment.

1.6 Chapter Summary

This chapter provides the reader with a brief overview of the research topic which comprises background of the effect and prospect, with view to prior works, of social entrepreneurship to women empowerment that facilitates sustainable development in succession, description of the problem, specific research question, followed by sensing and scope of the study. Chapter 2 will delineate the theoretical concepts associated with the study. Further, in Chapter 3 the research methodology will be discussed to intimate the reader how the research was carried out. Furthermore, Chapter 4 will present the findings succeeded by chapter 5 and Chapter 6 to have a discussion on the discovery and making concluding remarks with study implication and limitation.

2. THEORITICAL CONCEPTS

2.1 Social Entrepreneurship

A highly talked about sub-domain of ‘entrepreneurship’, social entrepreneurship has drawn considerable attention of both academics and practitioners for the novelty and enterprise it uses in its business logic to serve the section of people who are excluded, marginalized or in distress and who themselves are not able to change their situation (Saebi, et al., 2019). Although every entrepreneurship has a social function (Bygrave & Minniti, 2000), social entrepreneurship is unique in its principal mission of generating social value rather than making only private financial gains (Bedi & Yadav, 2019). The value is created through the addressing of global social issues with the help of market (Bacq & Lumpkin, 2020).

Even though the concept of social entrepreneurship has been around since the mid-twentieth century, it is just within last decade that it has been a matter of great research attention (Saebi, et al., 2019). During this period, open disputation and ideological differences over the pledge, motive and meaning of social enterprise played the first fiddle in the public discussions which have resulted in an unexpressed consensus to use the term in such a way that has kept room for obscurity (Chilova, et al., 2018) particularly because of its dual componental construct: social outreach and entrepreneurship (Rey-Martí, et al., 2016). For some researchers, social enterprises stoutheartedly get involved where governments and markets have failed to respond to the social issues (Voronkova, et al., 2019). They consider social entrepreneurs as change makers (Santos, 2013) with ethical (Ashoka, 2021) grounding or leaders who valiently alter the displeasing social inequilibrium (Mair, 2020) where the *change* is an element for creating a novel and steady balance to let out trapped potential to secure a better future for the targeted group (Nieva, 2015). In this respect, social entrepreneurship relates to individual or organizations committed to social goal through entrepreneurial activities (Bosma & Levie, 2009) that may include: *Non-profit organizations* that utilizes business know-how to be selfsufficient, *For-profit organizations* that provide solutions for constant social, economical and environmental issues through market oriented business model and *Hybrid organizations* that aspire to make social impact while keeping a sustainable business model (Canestrino, et al., 2020). In reverse, other researchers observe the ascension of social enterprises as the conquest of a disposition of neoliberal view that apotheosize business and markets as the driving forces of social change. They regard social enterprises pose a threat to the popular preposition of the legality of governments and organized civil society as the most efficacious supplier of social goods (Ganz, et al., 2018). In this regard, Social entrepreneurship is the activities and process carried out to uncover, specify and exploit opportunities with the purpose of increasing social wealth by establishing a new organization or managing the existing one in an

innovative way (Zahra, et al., 2009). As it stands, the existing literature has supplied with sufficient proof that the scholars have attempted to comprehend the social entrepreneurship phenomenon from the perspective of social entrepreneurs (individuals at micro level), social enterprises and social ventures (organization and process at meso level) and society, economy and environment (broad framework at macro level) (i.e Hota, et al., 2020; Bacq & Alt, 2018; André & Pache, 2016; Bacq, et al., 2016). Thus, it would be wise to combine each of the views to get a decent comprehension of the social entrepreneurship phenomenon as the concept of social entrepreneurship is still a contested one (Mair, 2020). Although solution to the social needs or achieving social aims emerged as the common theme across the definitions, variations might be underscored with regards to both the aspects of the carried out activities: innovative opposed to classic and the result of the process: social in opposition to economical value might feed to discussion blended in actors, model and motive view for a more clearer understanding of the phenomenon.

Referring to the characteristic of the activities, many scholars discern ‘innovativeness’ or ‘novelty’ (Rao-Nicholson, et al., 2017) attribute of social entrepreneurship contribute to the social value or social good of its goal that is always creating something new rather than replicating the existent practice (Canestrino, et al., 2020). From a broader view, hence, social entrepreneurship is the activities of the social entrepreneurs to identify opportunities present in the social system to meet the unmet needs in a novel enterprising manner. On the other side, with reference to outcome, where many scholars disregard the economic results of the social entrepreneurship process chiefly concentrating on the creation of social value (Sulphrey & Alkahtani, 2017) as their primary mission, some others view social entrepreneurship to aim for creating both social and economic returns utilizing market-based institutional framework (Voronkova, et al., 2019). In effect, the concept of monetary return is fully consistent as realizing profit is essential to enable social enterprises to serve the society for longer period and making more impacts (Yin & Chen, 2019) in alleviating poverty (Wu & Si, 2018; Rammal, et al., 2014), empowering women (Zhao & Wry, 2016; Datta & Gailey, 2012), reducing inequalities (Mair, et al., 2016) addressing homelessness and under-privileged children needs (Canestrino, et al., 2020), lowering unemployment (Pache & Santos, 2013), addressing environmental issues (Jay, 2013) etc. In view of these impacts that social entrepreneurship make on the communities, environment and economies – fulfilling the triple bottom line (Dhakal, 2020), there happens to be an obvious presence of surplus between results and resourced used (Bento, et al., 2019). Henceforth, social entrepreneurship is sustainable entrepreneurship itself (Javed, et al., 2019) aside from being profitable in dual terms : economic and social (Harris et al., 2014) where profit can go alongside with purpose (Edmans, 2020) and is reinvested to keep pursuing the social aims (Canestrino, et al., 2020). According to Schaltegger & Beckmann (2018), this sustainability side of entrepreneurship is promising to remodel to a just and sustainable system from an unjust and unsustainable setup (Martin & Osberg, 2015) .

Altogether, the concept of social entrepreneurship is an innovatory act or process made purposefully by the entrepreneurs to reap social benefits as well as making personal gains which is upheld by three principles: prosocial attitude, novelty in the activity or process model and profit seeking tendency of the actors (to some extent) (Douglas & Prentice, 2019). With the impact of globalization that we have in our lives, the idea of sustainable development becomes more relevant and social entrepreneurship has huge potential in partnering them up (Rahdari et al., 2016).

2.2 Sustainable Development

The idea of sustainable development came forward as a result of the shift in the human comprehension as to what development actually is (Bayeh, 2016). The concept was globalized in 2016 with the promise of ‘*leaving no one behind*’ by setting 17 goals (please check **Box 1** and later the acronym SDG has been used in this regard) and 169 targets to be achieved by 2030 (UN, 2020; UNSDG, 16). A widely used catchphrase in the present time, sustainable development is the development concept for the maximization of human wellbeing, adaptability and security (Barrow, 2018). Although the idea of sustainable development goes back to the 1987 report made by the Brundtland Commission called ‘*our common future*’, the emergence of the concept dates back in the 1970s (Ruggerio, 2021). During the period the focus was on ‘*equity matters*’ where social development and income distribution become the central point of development agenda which was a departure from the focus of keeping economic growth and productive capacity at the heart of a country’s development program used to exist in the mid-twentieth century (Bayeh, 2015; Drexhage & Murphy, 2010; Gunduz, 2004). Not so much later, the issue of environmental protection came into the picture conceding the effect of economic growth on the environment.

However, this reversal in the outlook was an antithesis of the one that had been persisting for the last couple of hundred years which rested on the perspective of seeing environment and socioeconomic issues separately. During that period, the environment had been typically seen as external to humanity, largely to be used or exploited where the relationship between environment and people was perceived to be a win of humanity over the environment (Hopwood et al., 2005). It was perceived that human knowledge and innovation could prevail over all the natural and environmental difficulties (Dryzek, 2013) which has a close link with the progress of capitalism, the industrial revolution and modern science that the world has seen over centuries. As it was popularly

expressed by sir Francis Bacon “*The world is made for man, not man for the world*” (Hughes, 1999). However, this idea was rejected by Gifford Pinchot, an American forester and politician, who rather acknowledged humans need to manage the resources they find in the nature in order to maximize its’s long-term use (Dryzek, 2013). On the contrary, economics seemed to be a domineering issue when it came to human relations with economic growth as the prime concern (Douthwaite, 1993). Most importantly, economic growth was understood to be crucial to humanity’s wellbeing as well as a mean to overcome poverty (Hopwood, Mellor, & O'Brien, 2005).

SDGs

- **SDG 1.** Ending poverty in every form and everywhere
- **SDG 2.** Eradicating hunger, ensuring food safety and improving nutrition and promoting sustainable farming
- **SDG 3.** Ensuring healthy living and encouraging welfare for individuals at any ages
- **SDG 4.** Providing inclusive and equitable teaching quality and promoting lifetime learning possibilities for all
- **SDG 5.** Achieving equality between men and women and empowering all women and girls
- **SDG 6.** Ensuring the accessibility and sustainable management of water resources and sanitation for all
- **SDG 7.** Assuring the access to reasonable, reliable, sustainable and contemporary energy for all
- **SDG 8.** Fostering sustained, all-inclusive and enduring economic expansion , full and productive employment and appropriate work for all
- **SDG 9.** Creating resilient infrastructure, fostering inclusive and sustainable industrial development and promoting innovation
- **SDG 10.** Reducing inequalities within and between countries
- **SDG 11.** Achieving cities and human settlements inclusive, secured, resilient and sustainable
- **SDG 12.** Ensuring sustainable expenditure and production patterns
- **SDG 13.** Taking emergency measures to combat global warming and its consequences
- **SDG 14.** Preserving and ecologically use the oceans, seas and marine resources for sustainability
- **SDG 15.** Preserving, renovating and fostering the sustainable usage of land ecosystems, sustainable forest management, combating erosion, and halting and overturning land degradation and ceasing biodiversity loss
- **SDG 16.** Encouraging harmonious and inclusive societies for sustainability, ensuring accessing justice for everyone and founding effective, responsible and inclusive institutions at all stages
- **SDG 17.** Reinforcing the execution resources and reinvigorate the GPSD (Global Partnership for Sustainable Development)

Source: UNSDG, 16

Box 1: Sustainable Development Goals

Thereupon, the concept of sustainable development emerged with the increased consciousness of the linkage between environmental problems and socioeconomic issues that has to do with poverty, inequality, and a healthy future for humanity which can be found on the Brundtland Report. The publication offers the most mentioned interpretation of the phenomenon in informing all the major global discourse that set to achieve sustainable development (Nhamo, et al., 2018) and will also be adopted for this research purpose as it is quite unfortunate even today scholars have not been able to agree on a precise definition of the concept and the criticisms around it are still on (Ruggerio, 2021). Anyhow, the document translates sustainable development to be a development that addresses the needs of the present generation without sacrificing for the needs of the future generations (WCED, 1987). The report recognizes the fact that humans are dependent on the environment to meet their needs as well as for their wellbeing and also pinned that ‘ecology’ and ‘economy’ are ever increasingly intertwined- locally, regionally, nationally ang globally. Moreover, it also pointed out that previous growth

model had flaw in it and caused social impairment by making people’s life considerably worse (Douthwaite,

1993) and also damaged the environment (WCED, 1987). Succeeding to the aforementioned revisioning of the developmental frame of mind, sustainable development is comprehended to build upon three interlinked pillars: social development, economic development and environmental conservation (UN, 2020; Nhamo, et al., 2018) with the focus being on 5 areas: 1) people, 2) planet, 3) prosperity, 4) peace, and 5) partnership (UN, 2020; Cernev & Fenner, 2020). In the opinion of Bayeh (2016) sustainable development is only possible if and only if these three fundamental columns are upheld concurrently across all the sectors (Cernev & Fenner, 2020). This idea of development is rather comprehensive with the focus remaining on ‘well-being’ as opposed to ‘well-having’ as reasoned by Daly (1993) for the meaning of sustainable development to be ‘qualitative’ instead of improving quantitatively for quality corresponds to equity (Holden, Linnerud, & Banister, 2014). Haughton’s (1999) summary of sustainable development grounded on five principles rooted in equity is useful here: 1) social justice – intra generational equity, 2) people are well (fairly & openly) treated – procedural equity, 3) future generations are not harmed – inter generational equity, 4) being responsible cross borders – geographical equity, and 5) caring to significance of biodiversity – inter-species equity. Hence, sustainable development calls for a change in the quality through equity in growth and management of the resources compiling economics and environment in decision making (Liu, et al., 2018).

This “*humanistic*” (Pirson, 2009) idea of development has the potential to address the fundamental challenges that the humanity is facing now and probably the way out to a future where social and environmental justice has been made with human equity (Bansal, Garg, & Sharma, 2019).

2.3 Women Empowerment

Considering the current global socio-economic phenomenon, the concept of women empowerment has drawn serious attention in development and economics where social scientists have regarded empowerment as the only effective response to repression, abuse, unfairness and other mistreatments that is existing in our society (Rather, 2016). In all likelihood, if we desire people to have power it implies them at the present time to be disempowered; in particular to be in a condition of reduced capacity to make choices, use opportunities and be well-off as it stands power oftentimes arbitrates relationships between the contesting and unequal entities with unfavorable insinuations of the mighty bossing the disempowered (Petriello, et al., 2021). However, the delimitic properties of empowerment has still remained ambiguous and incongruous (Cattaneo & Goodman, 2015) and the concept is becoming tricky (Antrobus, 2019). Although empowerment has been seen as a well-meaning but unipartite affair where one party is made capable to take action by another party (Darlington & Mulvaney, 2014), it has been

theorized and applied into diverse range of contexts because of its ability to give different meanings to different things by different people thereby advisable to talk to the stakeholders to build a working definition (Petriello, et al., 2021). While the notion of empowerment applies to both sexes, it is more pertinent to women as their powerlessness is more prevalent in the society that traverse through class and social distinctions and more complex because of their relationships (Sharaunga & Mudhara, 2016). Thus, it appears that, women and men are situated at different poles in the society (Muntean & Ozkazanc-Pan, 2016). Drawing attention to concern, SDG-5 gives prominence to the need of women empowerment which necessitates the idea to be well defined (Yount, et al., 2018; David, et al., 2018).

Women empowerment defines the ascension of overall scope of domestic and communal wellbeing of women traditionally the disadvantaged and neglected ones with the enhancement of social, economic, cultural and political strength (Hasin, et al., 2018) that has far-reaching public benefits (Akhtar, 2017). A tangent between empowerment and feminism, women empowerment is the result of transformation of subordinate gender roles and deconstruction of the classic social architecture contingent upon multiple complex overlapping factors that contours women's existence and status in the society (Sharma & Das, 2021). Manuere & Phiri (2018) in their inspection into the phenomenon found the concept to be attached with several meanings and have roots in gender and equality. In the view of Onditi & Odera (2017), gender equality and women empowerment are intricately tied and mutually reinforcing to each other and also are both the eventual goal and craved result. Thus, the circumstances underline the need to assess the phenomenon from a feminist perspective (Antrobus, 2019).

Admittedly, the term 'women empowerment' in many a time go about seeking to be aware of in what way(s) or for what reason(s) women are suppressed as a theoretical construct. In this regard, Carr et al., (1996) sketched out three theoretical outlooks to reflect on women's powerlessness: 1) the gendered outlook of a system, 2) a single-ambit outlook where the area in question could be household or workplace, and 3) a multiple-ambit outlook that takes place consecutively or concurrently. Further, N Kabeer (1999) put forward the '*ability to make choices*' as an essential component of measuring women's empowerment and also qualified her reasoning by proposing there happens to be three interconnected scopes necessary for women to get empowered to make choices in their lives: 1) *Resources* which are considered as prerequisites and stimulants for exercising option(s) indicate corporeal, influential, personal and social adequacy that people can bring into play to assure their economic sustenance and overall comfort, 2) *Agency* which is thought as the procedure to mobilize the resources to allow enterprise and 3) *Achievements* which is conceptualized as the outcomes that will engender more resources and possibilities to exercise agency. This model of empowerment theory by Kabeer (1999) has been a standard practice while

interpreting women empowerment as seen in the work of Swendeman, et al., (2015), Manuere & Phiri (2018) etc. It should also be noted, Mosedale (2005) put forward four aspects in a bid to give 'empowerment' a meaning with regard to women that also enriched the discourse to the literature. First of all, to get empowered the person or group in question must be disempowered. It is appropriate to speak that women are less powerful in most (if not all) aspects compared to men. Secondly, the authority can not be conferred by a third party, instead the empowered-aspirant must claim it. Therefore, the role of the third party may be to create a favorable environment to let women empower themselves but it can not make it happen. Then, the perception of empowerment concerns the idea of making decisions on matters which are important to their lives involving reflection and analysis along with performing them which can be done both on individual and collective level. As per Huis, et al., (2017), these levels are more specifically concerns at micro-level where individual beliefs and actions are rooted, at meso-level where the beliefs and actions relative to relevant others can be drawn in and finally at macro-level where societal context comes into play. And finally, empowerment is an ongoing process rather than a final product. It is a relative state where women find themselves empowered or disempowered relative to others or to themselves with respect to time or place and takes in both constitutional and contributory values (Mandal, 2013).

Not to mention, the phenomenon empowerment is a multifaceted and complicated process of which even they (women) have varying perspectives (Leder, 2016) which is well established by the studies that also identified the succeeding spheres where women empowerment takes place: educational (Hasin, et al., 2018; Subhashini, 2018; Mandal, 2013), economic (Subhashini, 2018; Hasin, et al., 2018; Sharma, 2017; Sharaunga & Mudhara, 2016; Muntean & Ozkazanc-Pan, 2016; Leder, 2016; Cattaneo & Goodman, 2015; Mujahid, et al., 2015; Mandal, 2013), social (Hasin, et al., 2018; Subhashini, 2018; Sharma, 2017; Muntean & Ozkazanc-Pan, 2016; Leder, 2016; Mujahid, et al., 2015; Mandal, 2013), political (Subhashini, 2018; Hasin, et al., 2018; Sharma, 2017; Muntean & Ozkazanc-Pan, 2016; Leder, 2016; Mujahid, et al., 2015; Mandal, 2013), legal (Mujahid, et al., 2015), physical (Cattaneo & Goodman, 2015), psychological (Cattaneo & Goodman, 2015; Mandal, 2013), sexual (Cattaneo & Goodman, 2015), informational (Sharaunga & Mudhara, 2016) cultural (Hasin, et al., 2018; Sharma, 2017; Mujahid, et al., 2015), religious (Leder, 2016), agricultural (Sharaunga & Mudhara, 2016) and moral (Sharaunga & Mudhara, 2016).

2.4 Conceptual Framework

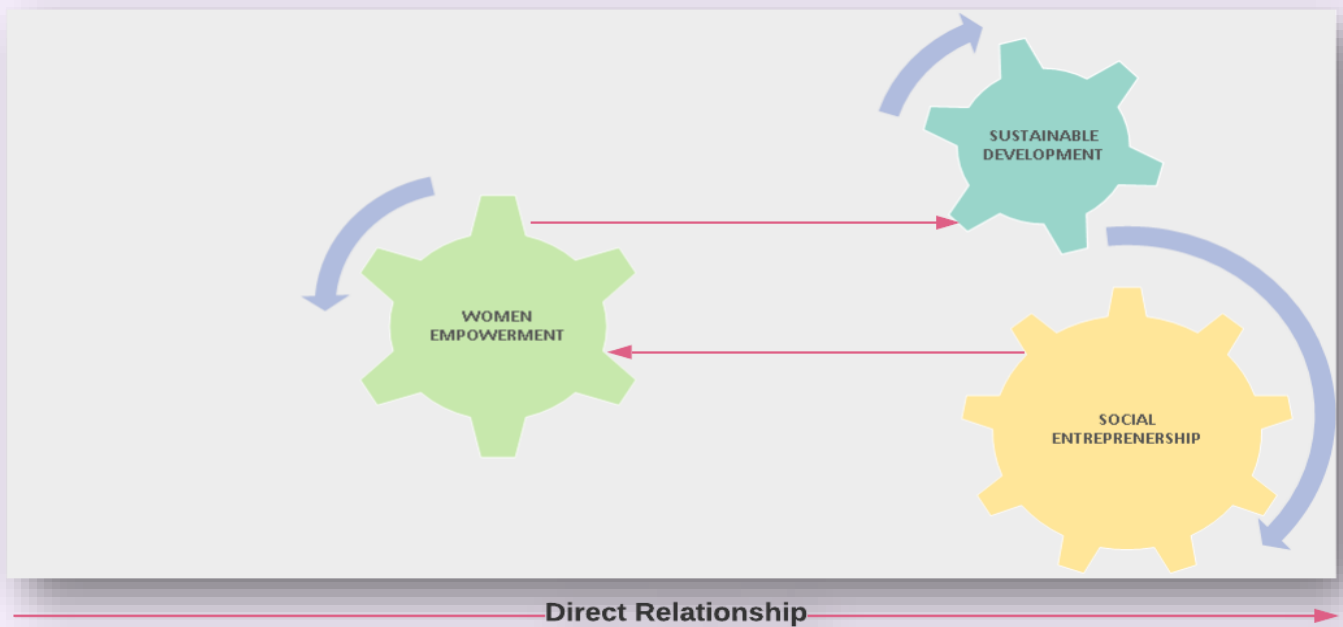


Figure 1: Conceptual Modelling

The conceptual framework in **Figure 1** built upon theoretical discussion gives us an insinuation that social entrepreneurship approach of venture can directly work towards empowering women which in succession is expected to contribute to realization of the sustainable development goals. This is a good starting point to construct a revised framework to be built upon analyzed data which will communicate a better answer to the research query.

3. RESEARCH METHODOLOGY

Methodology is the plan or strategy that shapes the choice of, and the use of, specific data production and analysis techniques to answer the research question (Tie, et al., 2019). This section of the study discusses about the systematic design which was chosen in an attempt to make sure the results are valid and reliable that will address the research aim. The approach of the research is inductive that is orientated toward discovery of affairs. The study is looking forward to identify some key challenges that keeps away women from being to be empowered while practices are rooted in the social entrepreneurial context. This tells us about the nature of this study which is exploratory where we are aiming to generate new insight on this under-researched topic. In view of this nature, the research has been designed in a qualitative way. According to (Levitt, et al. (2017), qualitative research is fundamentally inductive where the researcher makes an exploration in a bid to study meanings and insight within a particular context. For the exploration to happen, data were collected through semi-structured open-ended interviews, where six respondents who were basically the founders/co-founders/ top executive of social enterprises contributed for the project. Moreover, the sampling design took a non-probability approach where only the organizers of social enterprises with the exclusive scheme of empowering women were selected. In the opinion of Gopaldas (2016), a qualitative study requires purposive sampling and semi-structured open-ended interviews of the participants that to be used in data collection and analysis techniques. Once the data were collected, analysis were done being inspired by grounded theory analysis method. It is expressed as an functional framework in a natural setting where the researcher is entitled to to initiate a level of detail from intense participation in the true experience (Mohajan, 2018).

Following is the summary of the whole research process in **Figure 2** where the reader will be able to have brief overview as to how the whole research process was carried out. The figure will present the specifications of the abstractions going through each phase- strategy, collection, scrutiny, quality maintenance. For the convenience of reading and understanding, each phase has been color coded differently.

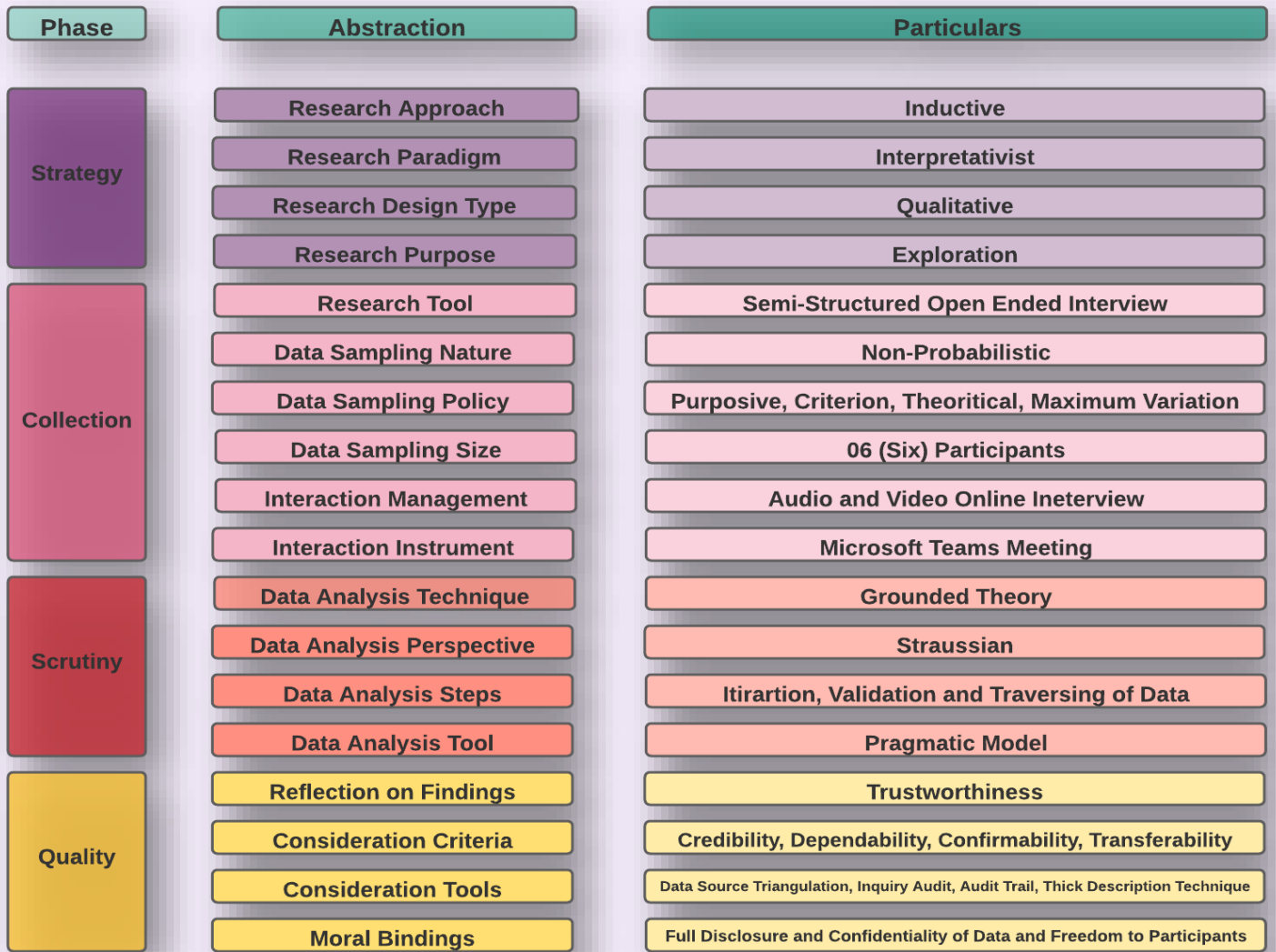


Figure 2: Research Methodology Summary

3.1 Philosophical Foundation

A research philosophy is a system of researcher's thought that guide him to obtain new reliable knowledge about the research object (Žukauskas, et al., 2018). To put it another way, it is the premise of the study that incorporates the selection of research strategy as to how data of a phenomenon should be gathered, processed and analyzed. Methodological choice, according to Opoku, et al., (2016) should be consistent with the philosophical position of the researcher as well as should be sufficient enough to provide the information essential to fulfill the overall goal of the study. Easterby-Smith, et al., (2018) hold three reasons for philosophical foundation of a research to be important: 1) a researcher is bound to be conscious of his reflexive role to be played in the research methodology, 2) it influences more coherence to the research design, and 3) it accommodates the researcher with a significant

outcome. According to O'Gorman & MacIntosh (2016) there is no single 'right' way to undertake a research but well distinguished traditions which are set of choices that are internally consistent. They went further into observing that even though specific strategies for gathering data and doing analysis on them tend to flow from specific paradigms, the researcher can be flexible with the choice of the routes where it is important for him to demonstrate and justify his ability to make conscientious selection and defence of what he has regarded to be the most satisfactory/acceptable approach given the topic. As a matter of fact, the use of research paradigm is significant and beneficial in construction of a research identity and the variations as a result of the applications of the paradigms are linked with the philosophical assumptions and the practical outcome of the inquiry as well as interpretation of the findings (Kankam, 2019).

The four most widely used paradigms are – 1) Positivism, 2) Interpretivism, 3) Pragmatism and 4) Post-positivism. In a positivist model, the researcher views the phenomenon in an objective way - works independently by distancing himself from the participants to develop hypothesis and test them while taking on a large sample (O'Gorman & MacIntosh, 2016; Žukauskas, et al., 2018). However, the separation from the participants infallibly intercepts the researcher from getting a better comprehension and explanation of the phenomenon being studied and consequently the generation of a theory(ies) (Eyisi, 2016). On the contrary, in a Interpretivist archetype a researcher views the world in a subjective manner where he collects views and experiences from a small sample of individuals focusing on the meaning and attempts to develop ideas through induction of the data (O'Gorman & MacIntosh, 2016; Žukauskas, et al., 2018). The close proximity of the researcher with the participants allows him to better understand and interpret the things in question (Eyisi, 2016). Different from these, in a pragmatic approach a researcher is 'free to choose' any method that best fits his need and research aim (Žukauskas, et al., 2018). Moreover, Pragmatism deals with the meaning and it is based on the belief that ideas' meanings depend on their outcomes rather than in the ideas themselves which reflects the abducting reasoning position of the paradigm (Kankam, 2019). Finally, in a post-positivist exemplar a researcher can carry out the research using multiple methods (Panhwar, et al., 2017). Additionally, this flexibility of studying the subject from more than one angle facilitates the researcher and participants with reduced personal biases and prejudices.

The research question of this study aims to identify some key challenges that help women to get empowered while applications of the ideas are embedded in the social entrepreneurial setting. That being the case, the design of this study is mounted on interpretivist paradigm to get an understanding from the relative views and experiences of the participants believing that truth and reality is constructed socially and fluid in nature that is: there could be multiple realities. Notwithstanding, the paradigm was chosen over the others because of the fact of having limited

time which is consistent with the observation made by Opoku, et al., (2016) who opined that the choice of research strategy can be affected by available time and resources.

3.2 Research Design

Research design is regarded as the planning of constructing and arranging of a research project elements that tends to produce much more useful, trust-worthy result for education, policy and practice (Gorard, 2017). As it happens, it is robustly required to have a pre-specification of the study design to make sure that the research study has adequate merit to answer the main question (Lane, 2018; Tie, et al., 2019). In fact, having an clearly articulated research design does help ensure operationalization of the conceptual framework, answering of the research question, and meeting of the research objective (Sovacool, et al., 2018).

As a matter of fact, research design can take many forms such as qualitative, quantitative or a mixed of both but not restricted to be used with particularity rather the selection will be guided by research objective (Lin & Lin, 2020). As an alternative to doing studies in a speialized research settings for instance in laboratories, qualitative research approaches the world ‘out there’ intending to understand, translate, or describe a social phenomenon ‘from the inside’ in numerous ways: experiences, interactions, documents (texts, images and sounds) (Flick, 2018) that gives interpretation which is naturally occuring but not frequency phenomenon (Akinyode & Khan, 2018). According to P Leavy (2017) qualitative research is appropriate when the key purpose of the study is to explore and is characterized by inductive line of action to build knowledge and generate meaning. Further, qualitative research design often makes it possible for the researcher to build a partnership with the study participants that can lead to deeper understanding into the unique context under study, putting on richness and depth to the data and ascription of high credibility (Antwi & Hamza, 2015; Eyisi, 2016). What is more, qualitative research design is concerned with the understanding of how people make sense of something in the world by incorporating multiple realities realating to the social production of issues, events or practices - what they are doing, how they are doing it, what is happening to them with respect that are meaningful (Flick, 2018) and perusing subjective essence from the collection of non standardized data (text and images rather than number or statistics) (Rahman, 2016,2020). In consideration of these factuality a qualittitative method was adopted believing it would be appropriate to conduct the study.

3.3 Data Collection

Data collection in a qualitative research might seem a daunting task as data is recorded in the form of opinions, feelings and experiences rather than in the form of numbers yet the participatory role of the researcher and the subjectivity of the data is seen worth its weight in gold (Clark & Vealé, 2018). According to McGrath, et al., (2019) qualitative research interviews are favoured when a researcher seeks to be knowledgeably aware of the participants' subjective frame of mind of a phenomenon rather than producing generic postulation. A flexible mean of data collection, interview can range from being structured - close-ended questions with preestablished response to unstructured - open-ended questions with free-flowed response (Wethington & McDarby, 2015). Settling in the middle, semi-structured interviews are the most customary data source conducted by flexible interview protocol and supplemented by follow-up questions and comments allowing the researcher to explore participants' opinion, belief and emotions attached to a particular topic drawing a balance of rigor and relationship (DeJonckheere & Vaughn, 2019).

The type of interview to be used to obtain necessary data can be tailored to the research question, favored approach of the researcher as well as the attributes of the participants. In this connection, the study involves semi-structured interviews of 06 participants. With a set of open questions, the participants were allowed a room for expressing themselves with spontaneity (please check *Appendix A* for the interview guide). The sampling plan were as follows: 1) participants were chosen consciously – i) on purpose believing potential participants would be most informative, ii) who met pre-decided criterion – only social enterprises with the aim of empowering women were selected, iii) represented emerging findings, iv) based on a wide range of variation on backgrounds – the social enterprises were located in a varied geographical location, 2) the size of the sample was small (06 in this study case) – data were collected until data saturation had been achieved meaning to a point where a sense of ceasing was applied believing new data yield redundant information, 3) the sample would emerge during the study – based on further questions arose in the procedure of data collection and analysis, 4) the sample was governed by conceptual requirements – only the founders or co-founders or any top executive of those particular social enterprises were interviewed as they are the ones who make the decisions as to what should be done to attain their goal – conformed with the key features that a qualitative sampling plan should have as suggested by Moser & Korstjens (2018).

Moreover, the participants were chosen among several others because of several facts. The first one was availability. The founder/co-founder/CEOs are the one sit in the management and make or take the decisions.

Getting a hold of their valuable time was really a daunting task. Participants who responded were taken into account immediately and given the opportunity for their contribution. Then, the participants were operative in different parts of the world provided the researcher a scope to build the study in a more diversified geographical context. Then again, the participants also allowed for forming a mixed cluster of business entities including for-profit, non-profit, and hybrid organizations that added to the richness of the incoming data. The number of entity by their nature of business were 1, 4, 1 respectively which amounts to 6 in total. However, although the number of interviews taken were 7, the study had to be satisfied with 6 because the last interview did not generate any information nor the participant returned the sought-to-be-vetted transcription that had been sent to the person. Also important to inform the readers, a promise was made with the participants to keep their identity as anonymous therefore no name of either the participants and their business entity was taken throughout the study. This measure was necessary to live up to their faith and comply with the standard of NSD (Norsk Senter for Forskningsdata).

Following is the summary of the participants contributed to the project along with their business description, type of the entity, their designation in the firm, their sex and work experience with the firm. The respondents were given a descriptive name, which is consistent with their designation and nature of business, along with a number so that reader can remember them later when they meet with their statements later in the study. Please note that, the number was given according to the ordinal number of interview taken hence does not imply any bias towards anyone. In order to secure comfort to the eyes of the readers, each participant has been color coded differently and the presentation has been made on the following page.

The readers are requested to have their kind attention to the **Figure 3** at this moment.

Name	Business Description	Nature	Designation	Sex	Experience
Respondent 1- Game Studio Boss	A game Studio based in the nordic region working towards changing the worlds through engagement and development of educational games on taboo topic. The games encompasses sexual rights and reproductive health besides menstrual cleanliness in East and West Africa, psychological wellbeing in the scandinavia and Covid-19 education for everyone.	Non-Profit	Founder	Female	4 Years
Respondent 2- Walking Tour Boss	A firm based in the UK offering training to homeless people to become walking tour guides in their own city. With a view to break the stereotypes, it gives training on confidence building, public speaking, and customer service to show everyone has great potential. Moreover, it has formed partnership with other professional tour guides to build reflective tours.	Non-Profit	Founder	Female	6 Years
Respondent 3- Photograh Manager	A firm based in the UK offering training to marginal women across Asis and Africa to document their stories to disrupt the communicative landscape and reformulating the standards. Through the programs, women can have a voice, a basis of strength along with a source of income.	Non-Profit	CEO	Female	8 Years
Respondent 4- Financing co-boss	A firm based in the UK distributing quality products to the rural families in the East Africa to increase the quality of life through financing schemes that is translated to accessibility and affordability. Further, the model also focus on networking that stays at the heart of the rural environment in order to make the goodness reach to the periphery.	For-Profit	Co-Founder	Female	6 Years
Respondent 5- Educator Boss	A firm based in Lithuania supporting the development of innovation, encouraging innovators to be active, to build an innovative society and supportive environment by sharing innovative ideas through educational services, promotion of entrepreneurship social initiatives and application of digital science.	Non-Profit	Founder	Female	8 Years
Respondent 6- Inventor of cheap machine	A firm based in South Asia aiming to help girls and women to have a safe menstrual period and aiding them with economics and network building by manufacturing low-cost sanitary pad machine. With the help of patent free technology, women can make affordable sanitary pads and turn their life around as well as enable them to enjoy womanhood.	Hybrid	Founder	Male	15 Years

Figure 3: Participants Information

With the outbreak of the deaddly Covid-19 pandemic, the researcher faced an unique challange (Lobe, et al., 2020) in obtaining the necessary data while respecting the social distancing manadate. Interviews were conducted online due to the limited travel scope thanks to the travel restrictions imposed by most of the countries in a bid to check on the spreading of Corona virus infection. The advancement of tecnology (Adhabi & Anozie, 2017) made it possible for the implementation of the interview process to be flexible, with video conferencing applications are incresingly being used for online interviews (Singh & Awasthi, 2020). According to Lobe, et al. (2020) altering the study design from a face-to-face qualitative interview to a ‘socially distant’ virtual qualitative interview is the need of the time and provide us with a huge opportunity to get familiar with the tools/options/resources available to get connected with the participants and continue our works in tough times. To be specific, Microsoft Teams meetings were arranged with the respondents at their convenient time. Although difference in the time zone was something to bother about, the prospect of getting insights into new data motivated the researcher to ignore such trouble. However, The sessions were recorded with the permission of the respective participants

followed by developing the transcript(s). Once done, those were sent to the respective participants to allow them for check into any substantial error(s) (misrepresentation, fabrication) other than spelling mistakes. Upon receiving confirmations, the transcripts were taken for further steps in the study.

3.4 Data Analysis

Analyzing qualitative data plays, a (if not the) decisive role in a qualitative inquiry that calls for demonstrating transparency and credibility of factual and actionable conclusions (O'Kane, et al., 2021). During this phase of the study, substantial field-work and interpretative data are converted into well-grounded and applicable knowledge (Raskind, et al., 2019). The steps involve: 1) iterating among coding, 2) validating, and 3) traversing through study data. However, the reader must bear the fact in his/her mind that there are several ways which a researcher can take to conduct a perusal of the qualitative data and not (strictly) restricted to this customary three-stage process (Akinyode & Khan, 2018). In the opinion of Raskind, et al. (2019) and Saldana & Omasta (2017), there is no single 'right' approach to anatomize qualitative data rather the choice of analytic method should be informed by the guiding investigation architecture, the research question, the respondents, the context and the type of collected data (Creswell & Poth, 2018; Akinyode & Khan, 2018). whilst the diverseness and fluidity of techniques for analysis may place the qualitative researchers in a more ingenious position than their quantitative compeers, this also signifies rigorous application and transperant documentation even more fundamental (Raskind, et al., 2019). Nonetheless, researchers are of the same mind that the most intimidating task is to try to inquire into the data rigorously (Watkins, 2017). According to Rheinhardt, et al. (2018), it is in the best intrest of the qualitative researchers to conduct their examination rigorously. Through rigorous analysis, data can give insight into the copmplexity of human actions or efforts, inform interposition and allow people to express their lived experiences. Having said that, the concept of rigor in qualitative research is oxymoronic itself as qualitative study is an expedition of description and discovery that can not be bounded by rigid limits (Cypress, 2017). In some way or other, to cater to the need of rigor and allowing room for flexibility immersed in the qualitative nature, Grounded theory method was considered to be most appropriate (Charmaz & Henwood, 2017) and wastaken as an inspiration.

3.4.1 Initial Coding

The goal of all study is to proceed, refine and broaden a body of knowledge, set up facts and/or arrive at a new end with the help of structured investigation and controlled procedures (Tie, et al., 2019). Conforming with the notion, this study also aims to add to the existing deficient literature particularly in the social entrepreneurial literature. Nevertheless, the reader must be aware of the goal of this study which is to understand rather than quantify the phenomenon in question. Making allowances for these two aspects, Grounded theory methodology was considered in the data analysis process to build theory(ies) that unveils a process native to the substantive part of the investigation. According to Tie, et al. (2019) Grounded theory is structured yet flexible and makes it possible to induce accounts formulated on the comprehension of the activities of individuals and/or groups in a given circumstance when practically contacted with a social situation (Santos, et al., 2018). This methodology is particularly appropriate when there has been a little or no scientific production on the subject of interest till date (Tie, et al., 2019; Lambert, 2019; Santos, et al., 2018). In a more defining context, Grounded theory intends to discover or construct theory(ies) which is relied on *reasoning* (Charmaz & Henwood, 2017) found in the data systematically acquired from social research (Rieger, 2019; Tie, et al., 2019; Aldiabat & Navenec, 2018; Urquhart, 2016).

However, Grounded theory has gone through many revisions ever since it was co-proposed by sociologists Barney Glaser and Anselm Strauss in the 1960s as a data analysis method (Sato, 2019; Tie, et al., 2019; Santos, et al., 2018; Dougherty, 2017). As a consequence of these alterations, three different methodological perspectives have been developed: 1) Classic/Traditional/Glaserian (Glaser, 1992), 2) Straussian (Strauss & Corbin, 2014) and 3) constructivist (Charmaz, 2014) – each with its own particularities (Tie, et al., 2019; Santos, et al., 2018; Roman, et al., 2017). The traditional variant takes on a very positivists position, proposing the analyst's impartiality and warns the data will figure out the actual condition sooner or later whereas, Strauss's line adopts a subjectivist and interpretative position, suggesting the researcher's work and translation are core to the construction of both data and theory building (Roman, et al., 2017; Kenny & Fourie, 2015; Johnson, 2015). In view of Straussian genre, symbolic interactionism or sociological perspective addresses the subjective meaning people put on things, practices and events founded on what they accept or consider as true (Tie, et al., 2019). Different from these, the constructivists' perspective suggests a researcher will co-create experience and meaning in connection with the participants (Santos, et al., 2018; Dougherty, 2017). It is to inform the patient readers that this study had deemed the Straussian position to be appropriate for analyzing the data that is consistent with the previously selected research paradigm.

In data analysis, coding refers to the system where data is segregated and conceptualized in order to clarifying connection among them (Santos, et al., 2018). In the course of analyzing the data, an open-coding approach was adopted where the center of attention was on identifying key words by reading the transcripts in an iterative nature that facilitated the researcher to get familiar with the data as well as apprehending preliminary ideas. At this very early stage, the researcher maintained an open approach to allow the respondents' statements to converse with the researcher while grouping and documenting as first order codes. The codes came out as the researcher compared texts and started classifying similar or close type of texts. The early codes saw providing training on transferable life skill development, breaking stigmas around the challenged, providing with a platform to express themselves (women), creating a connection between the challenged and the folks, creating space for learning for the challenged, giving access to work – among many others. In the time of analysis, the researcher singled out ideas that were duplicate and like-sounding with the help of a thorough examination through exhaustive questions in respect to the data: 'what is it?', 'what does it represent?', 'what is happening here?' (Santos, et al., 2018). The raw data had been re-read several times in order to enable the researcher inductively generate as many codes as possible by comparing statements to statements to look for similarity and difference pattern in the data (Thornberg & Dunne, 2019). According to Charmaz & Henwood (2017), our readings of the data, recurring & fledgling scrutiny on them provide us with strategy to work with the data and paves way for the emergence of the interpretation. In addition to this, an effort was made to keep the codes as similar as possible to the data along with implanting actions to the code in the iterative process to reflect the participants' thoughts and views (Martin, et al., 2018). Action denoting codes were used interchangeably with gerunds (verb plus -ing) which is agreed by researchers (Tie, et al., 2019). Thus, progressing to the development of extensive codes of information (Santos, et al., 2018). In this way, the 40 first order codes provided with a simplification of the data as well as a direction for further data gatherings (Bruscaglioni, 2016).

3.4.2 Intermediate Coding

Intermediate coding rests on the initial codes where the main idea is to transform the open coded data into more abstract concepts letting theory(ies) to come up from the data (Tie, et al., 2019). This second step of the analysis, also known as axial coding (Santos, et al., 2018) is typified by inductive movement where the initial open codes are accommodated into categories followed by a constant review to identify categories to subsume under other categories if there is any (Bruscaglioni, 2016). The first order codes were clustered systematically where the properties and dimensions of the developed categories were refined. For the reader, properties are concerned with the features which are common to all the ideas around a category whereas dimensions refer to the variabilities present on a property (Tie, et al., 2019). To reinforce, an analytical tool called the pragmatic model was used

during this stage. The model had five components: 1) Context – place of the phenomenon and the enabler conditions for the development of the strategies, 2) Causal Conditions – set of affairs that influenced the development of the phenomenon, 3) Intervening Conditions – aspects that interfered the effect or development of the phenomenon, 4) Strategies – activity and interactivity program developed and executed to take care of the phenomenon, and lastly 5) Consequences – current and prospective outcome of the plan (Santos, et al., 2018). The variables of the factors is presented below for kind understanding with the study for the readers.

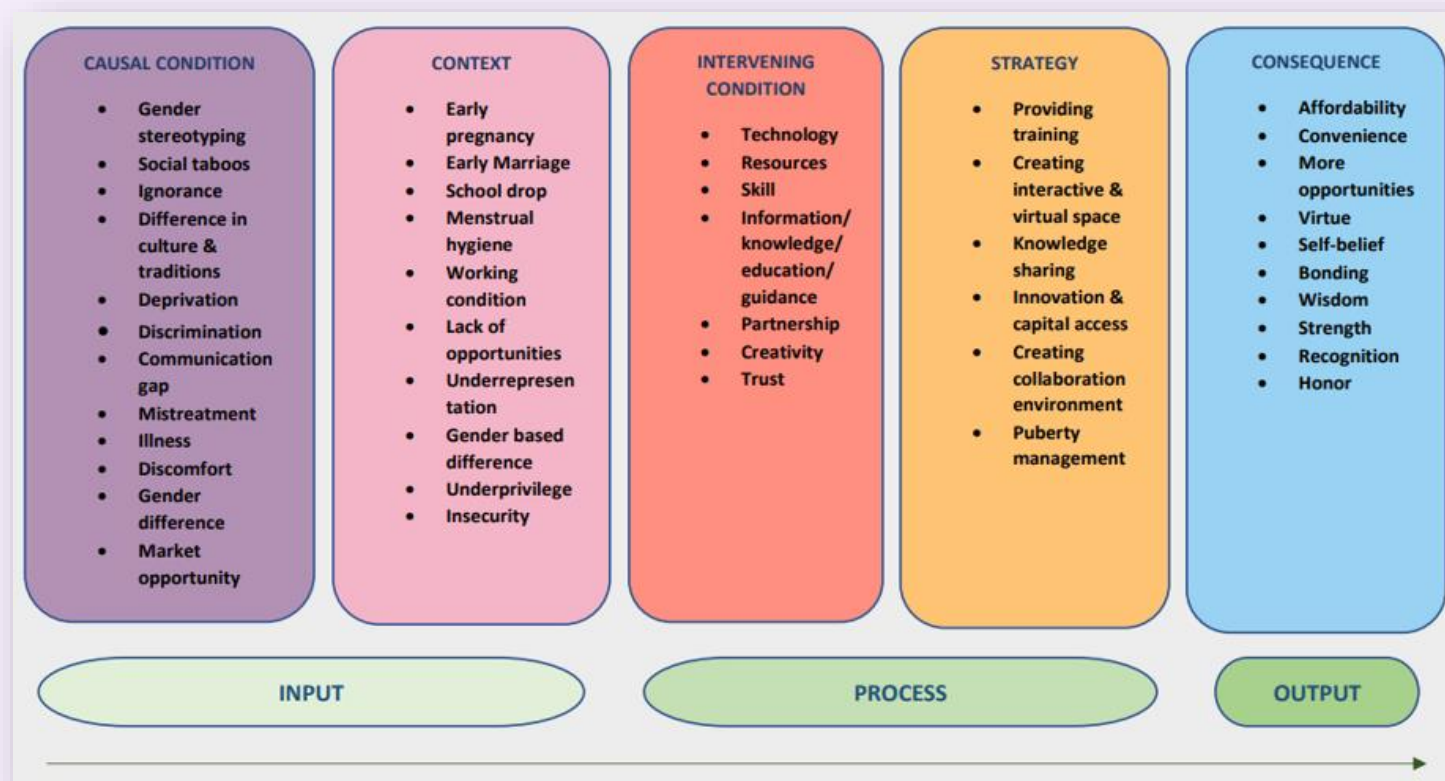


Figure 4: Pragmatic Model Components

However, these components can be reduced to 3 componets namely 1) conditions or input, 2) action-interactions or process and 3) consequences or output (Vollstedt & Rezat, 2019). For the sake of combining formation and procedure and securing the developepmental dynamics of the facts, these components helped immensely to create connection among the categories and recognizing core phenomenon of the research. It was repeatative process that continued until all the open coded data was integrated to a more coherent concepts. The process accounted for 31 second order codes or central codes to be subsumed under potential theoritical matters.

3.4.3 Advanced Coding

In the opinion of Vollstedt & Rezat (2019), the aim of selective coding is to merge all the mutually related developed categories into one cohesive theory that set the storyline of the research. To fulfill the aim, the categories found in the second step were further refined by continuous comparison and analysis to integrate into appropriate nodes. The categories were theoretically consolidated into a coherent underlying theory as they embraced a central category which was linked to all other categories to present as a set of interconnected concepts on contrary to presenting themes (Strauss & Corbin, 2014). This further-higher-order coding was crucial to generate a theory that has explaining power (Tie, et al., 2019). Explanatory statements describe the interrelation exists(ed) between the categories and chief category, as claimed by (Corbin & Strauss, 2014). The main category briefly expressed what the study is all about (Santos, et al., 2018). Once the researcher had detected the central categories, he knew the core phenomenon of the study and could eventually answer the research question (Vollstedt & Rezat, 2019). In the end, 5 theoretical domains were discovered connected to the central theme of the study.

3.5 Post Coding Data Structure and Grounded Theory

The data analysis stages guided the researcher to artifact within the research frame. However, the data structure tried to vividly portray the dynamic phenomenon in question by underscoring the budding underlying complex dimensions, yet fell short of explaining the interconnectivity among the relationships existed within the phenomenon. Thus, the situation called for a dynamic representation of the findings from the static conclusions. To meet the demand, the main discoveries were joined with the solid arrow symbols to the fundamental subjects of the study to indicate the flow of causal dominant relationship between them along with long-dash arrows to imply the possible associative link.

Following **Figure 5** is the portrayal of post coding data structure. For better understanding it has been presented in a new page:

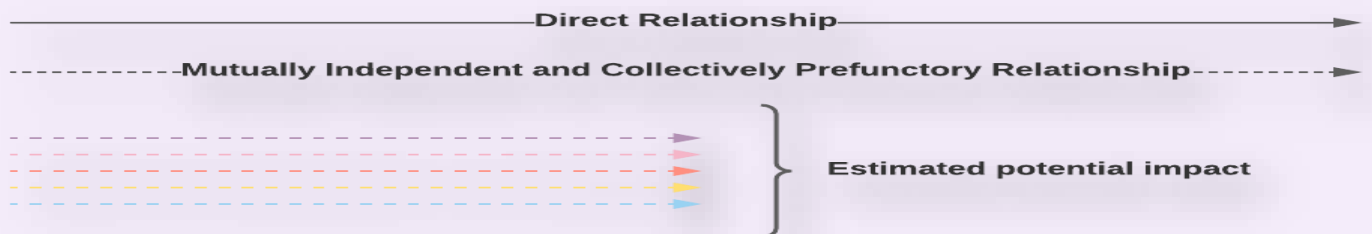
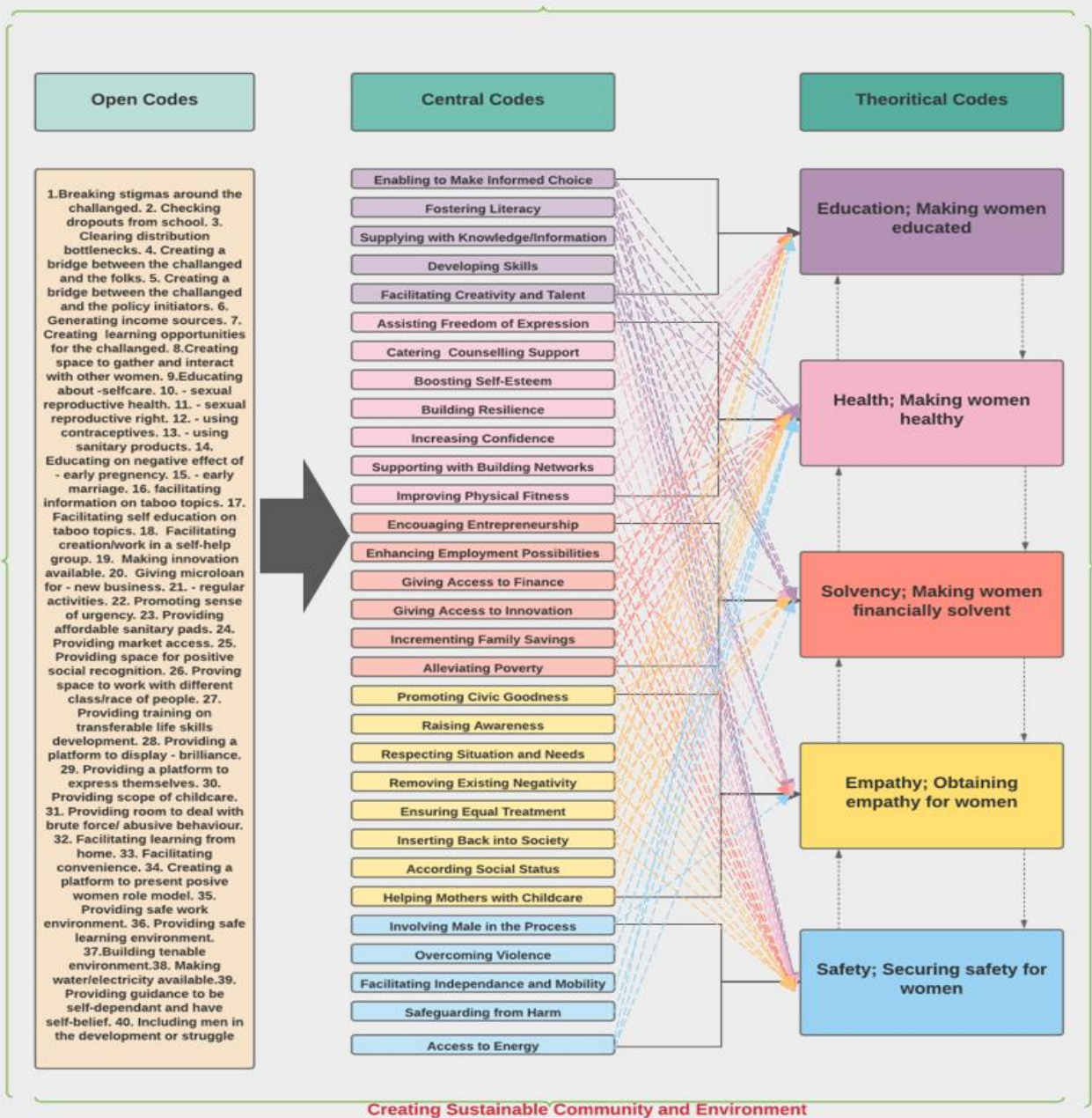


Figure 5: Post Coding Data Structure

This led us to the reversal of our initial conceptual model to give the reader a better understanding of the discovery. Following is the amended conceptual model within the detection:

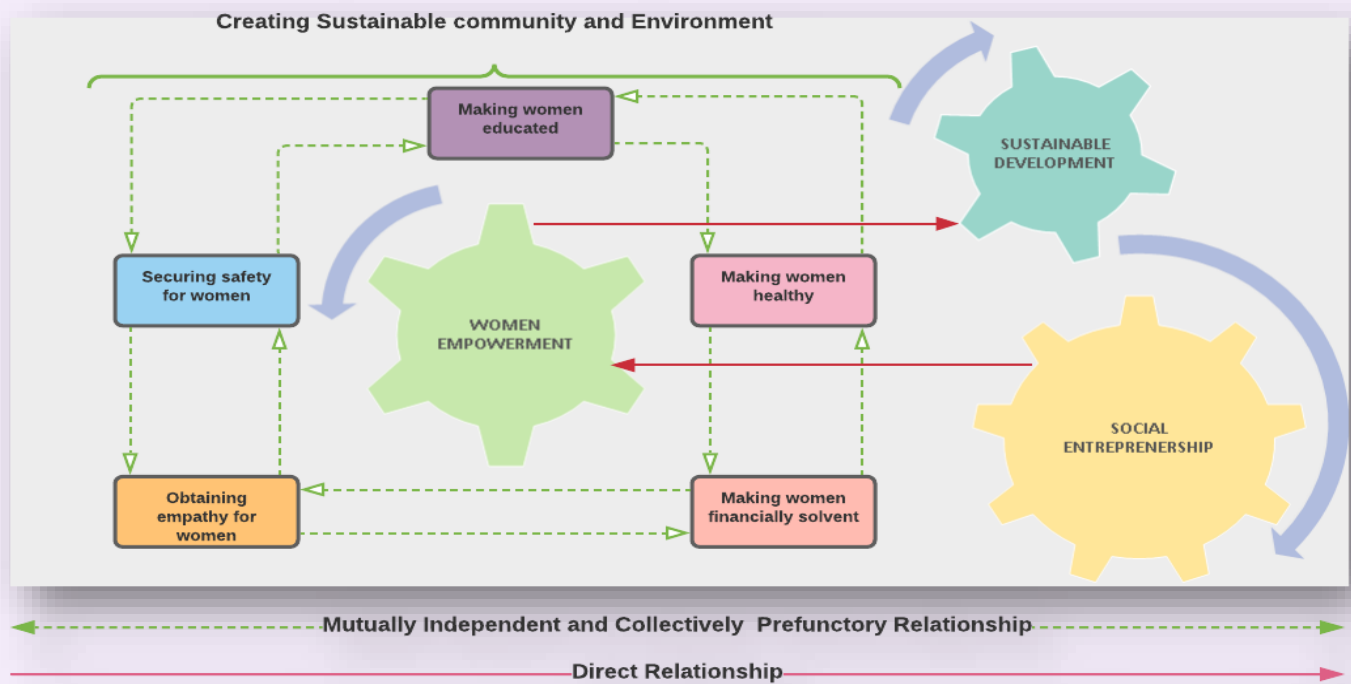


Figure 6: Revised Conceptual Model

3.6 Reflection of Quality

Qualitative studies many a times have drawn criticisms for the insufficiency of rigor and/or integrity of findings rooted in the translucency and reasoning in the data collection and analysis techniques (Hadi & Closs, 2016). Often used interchangeably, the rigor and/or integrity of a study is concerned with the extent of confidence in the data, explanations and techniques used to establish a degree of excellence (Connelly, 2016). However, both the term rigor and integrity convey different meaning within themselves. While rigor refers to the quality of being thorough and perfect, integrity implies genuineness and truthfulness of the discovery (Cypress, 2017). Nonetheless, the flexible nature of a qualitative study embedded in adopting different techniques underpinned by distinct research paradigms does not restrict it to stiff fringes (Hadi & Closs, 2016). On the other hand, an effort

to get closer to the understanding of the respondents' point of view of useful experiences in different contexts by means of interview makes the term integrity more appropriate (Ghafouri & Ofoghi, 2016). Despite these contentions, researchers argued that rigor and/or integrity of a qualitative research correspond to the concepts of reliability and validity that must be built on the research process rather than gauged only after the investigation (Cypress, 2017). According to Amankwaa (2016), researchers should make necessary arrangements and take line of actions essential for the research to be regarded worthy of attention. According to Mohajan (2017) reliability and validity are the two most foundational and key tools for evaluating a good research that pioneer a striking setting in the research process. In the eye of Kihn & Ihantola (2015), *reliability* regards to the degree to which a tool and technique used in a qualitative study yields the similar outcome on recurring experiments which translates to the minimization of flaws and bias. In reality, reliability of a qualitative study rests on consistency given diverse paradigms in the methodology used in the research process unlike a quantitative study where it refers to the exact replication of the process and the outcomes, as seen by Leung (2015). After all, methodologies belong to particular paradigms have their own reasoning to defend their position where a researcher is free to choose from any of these discrete set of beliefs and prominence is ensured with the alignment with the paradigm chosen (Hadi & Closs, 2016). At the same time, *validity* of a qualitative research signifies 'appropriateness' of the instruments, methods and data used to draw good conclusions on the phenomenon (Mohamad, et al., 2015; Leung, 2015). That is to say, the reporting and explanations made in the study are correct and convincing depiction of the phenomenon as supported by evidence (Kihn & Ihantola, 2015). In the opinion of Mohajan (2017), validity and reliability help a qualitative researcher enhance transparency as well as reduce the chance to add bias to the whole study process. He further added, if reliability and validity of a research is not assessed, the researcher will find it hard to give an account for the consequence of measurement errors on theoretical connection that are being gauged. However, the terms *reliability* and *validity* are often contended ones (Hammarberg, et al., 2016); occasionally considered a threat to each other (Gunawan, 2015) and comparative with quantitative perspective that is not suitable to the particulars of a qualitative research (Cypress, 2017). Even so, the requirement of careful attention to the concepts of reliability and validity is of paramount importance where the subjectivity of the researcher could lead him to obscure interpretation of the data and where the scientific community often cast doubt on the research findings. This issue of subjectivity has added to the dispute as to benchmark for assessing the quality of the qualitative study outcomes (Hadi & Closs, 2016; Leung, 2015). Notwithstanding, Rolfe (2006) put forward his observation on judging the quality of a qualitative research and stated that differing subjective choice of paradigms and theories in the research method makes it impossible to develop and apply single assessing criteria for a qualitative study. This researcher trying to be an interpretative methodologist, found this view of Rolfe consistent while being accountable for maintaining the quality. Although these are true, a qualitative study can be evaluated (Young, et al., 2015) with the help of some generic criteria. Lincoln & Guba (1985) postulated 4

criteria to substitute *reliability* and *validity* with the *trustworthiness* criteria that has been using as a golden and permanent standard to assess the worth and merit of the findings (Ghafouri & Ofoghi, 2016). The outlined criteria are: 1) *Credibility* – the confidence in the truth of the data and findings on them. The result of the study is presented with sufficient explanation of the context and can be identified by people who share the very experience and those who who are concerned and act toward them. 2) *Dependability* – the strength or stability of the data over time and background of the study. The study process must be logical, trackable and cautiously documented. 3) *Confirmability* – the degree of consistency of the findings. The interpretation linked to the data can be understood without difficulty and backed by others. 4) *Transferability* – The findings can be fit outside the study context. In other words, if some kind of closeness is present in othe study context (Hammarberg, et al., 2016; Connelly, 2016; Kihn & Ihantola, 2015).

For establilishing *credibility*, a *data source trangulation* technique which is using multiple data sources to develop a comprehensive understanding of the phenomenon (Flick, 2018) was put into play. The interviews were conducted on participants located in different regions of the world (Asia, Europe, Africa) allowed for a cross verification within the findings as well as overcoming the intrinsic bias (Ghafouri & Ofoghi, 2016) that rests on for using one source or one researcher or one method or one theory in a study. Denzin (2017) while identifying the types of triangulation took a note of place, people and time that could surround a data source. As a matter of fact, data triangulation was not used as a tool to tag the data as ‘true’ rather it was used as a strategy to ascertain the soundness of the theorizing acquired from several data source.

Further, in order to secure *dependability*, the researcher resorted to the *inquiry audit* technique where involvement of the research supervisor was made for the examination of the data collection process, data analysis procedure and findings of the study (Lincoln & Guba, 1985) with a view to drawing support for the interpretaion and conclusions made by the data (Amankwaa, 2016). Before taking the interviews, the interview guide was also discussed with the supervisor and contionous comment was recieved on the progress of the study built on process details by sharing the transcripts, codeset and conclusions drawn from the codeset (Ghafouri & Ofoghi, 2016).

Furthermore, with a view to signify the level of belief that the conclusions are framed more by the participants’ contributions than the researcher’s own confidence, an *audit trail* was developed where a clear decription of each of the research steps from start to finish were recorded as guided by Lincoln & Guba (1985). the steps were: sending invitation to the participants with details of the project, formulating a interview guide, sending it to the

supervisor, taking interviews with the improved interview guide, making transcripts on the data, sending developed transcripts to the respective participants, receiving confirmation on the developed transcriptions, data reductions by highlighting the key statements on the transcripts, coding process, drawing conclusions, connecting the findings to the existing literature, receiving the feedback from the supervisor, making necessary improvements – all of which were maintained with the help of Microsoft Office tools (MS Word and Excel).

Finally, so as to achieve the generability with a view to enabling the study findings to be useful to other researchers, a *thick description technique* (Lincoln & Guba, 1985) has been implemented in the study. The researcher did understand the fact that it is the responsibility of the readers to decide if the findings are applicable to their situation thereupon the researcher made necessary detail and ample description of the people, context and location of the study (Connelly, 2016) – played his part focusing on the informants without saying the story belongs to all.

3.7 Reflection on ethical issues

The issue of ethics often comes up in qualitative research context due to the involvement of human subjects (Dooly, et al., 2017). As per professional guiding principle, it is the responsibility of a researcher to have informed consent of the subjects for faith and safeguarding of the contribution they make as well as safekeeping their privacy by maintaining secrecy (Ryen, 2016). Agreeing with this, throughout the study a strong focus was given in taking care of the moral facet of the benefactions. Prior to conducting the interviews, the informants were sent invitation along with all the necessary details as to what is this project all about, why their contribution for the project is important, who is responsible to obtain the data, how the data will be obtained, how will the data be used, for how long will it be in use, who can access the data, how can the participants access the data, how can they make emergency request with the help of a information letter written on the foundation of respect, positive aftermath, fairness, honesty and sincerity. Moreover, the informants were given a promise that no name will ever emerge in any point of the study; only the data of indirect nature would be published with the rest of the data material be appeared anonymously. In addition to that, they were made aware of the fact that they had the choice of withdrawing themselves at any point of time (pre/during/post interview). Not just that, the researcher also shared the individual participant's contribution in the form of transcripts with the respective participants in order to make sure nothing was altered or created or misrepresented.

4. FINDINGS

In quest of the answer to the question of social entrepreneurs' act to empower women that in turn assist in realizing sustainable development, this study detected 40 distinct yet interconnected refined undertakings that social entrepreneurs take on in their endeavor. This enmeshed relationship alludes to the complexity and dynamism present in the data that was unfolded into 31 class of information which again confluenced under 5 theoretical domains namely 1) education, 2) health, 3) solvency, 4) empathy and 5) safety. These domains are useful in interpreting the challenges within their frame. At this point, the research discoveries will be put forward accompanied by supportive communique within the domain exclusivity mentioned respectively followed by other noteworthy detections related to the study. The respondents are presented with the acronym **R** with the number can be found according to participant information (*Figure 3*).

4.1 Education; Making Women Educated

Education qualifies women in responding to the problems as well as comforting them in playing their traditional roles and bringing about a change in their life (Vidyalakshmi, 2020). With education, women are equipped with knowledge, skills and self-confidence that adds to their self-esteem which helps create a distinct identity and earn respect in the society where they can live their dreams and pursue their goals and values while making meaningful contributions towards it (Das, 2020). In view of these merits, social entrepreneurs set out to educate women by initiating learning opportunities such as creating space for learning, facilitating self-education on taboo topics, by keeping continuity of learning scope namely by educating on negative effects of early marriage and pregnancy and by omitting obstacles in the path of learning like providing affordable sanitary pads to check dropouts from schooling - to take care of the educational right of women.

4.1.1 Enabling to Make Informed Choice

A choice based on relevant knowledge help women make decisions consistent with their values and attitudes reflected in their behaviors. Information is essential in recognizing the consequences as well as allows for preparation for the outcomes and indicates women are more likely to make the right decision (Hersch, et al., 2015). Social entrepreneurs want to make sure women make evidence based correct decision by supplying them with necessary information on their life aspects like marriage, pregnancy, menstruation and imparting general and special educational services. The statements made by the respondent in this respect are as follows:

“Yes, so we create these educational games and they very much function as dialogue tools to the purpose is to create this safe space for the users to play with each other and to speak to each other about it. And, for example, the dilemma game is all co designed with end users. So it's they have created the stories of the game. And it's based on dilemmas that are very, that are situations they can find themselves in in the slum areas where they live on the daily. Yeah. And it's so it's easily relatable for them. So the learnings they get from the game about how their decisions have consequences, is easily relatable to what they will go and meet in real life after playing. And hopefully we'll make them help them make good decisions. [.....] So that's our learnings from some of our test sessions is that for example, we have some young men and women in Sierra Leone who call their dilemma game their good friend because it informs them about yeah learning teaching them how to say no and informs them about their own bodies and their own rights and yeah” --- [R1]

“and also what we don't speak about, and and I also realize how the different traditions and cultures can affect people at a young age positively or negatively, for example, early marriage or being pregnant at an early age, so your body will not be ready. And yes, I think I think experiencing these things and meeting these people who have found themselves in these situations where they lack information and knowledge about how to say no, or how to make informed decisions.” --- [R1]

when women are knowledgeable to the outcomes of their decision it makes them think and act in the best interest of themselves and can save them from meeting with undesirable long-lasting outcomes that can shape their overall lives.

4.1.2 Fostering Literacy

Educating and keeping girls and women educating is generationally important as educated girls are the future educated mothers of any society. The current gender disparity in education is a testimony to deprivation of basic human right, impediment to women’s growth to their full potential, as well as a significant restricting factor of achieving several socio-economic benefits, for instance birth control, mortality rate, better health, employment, leadership, poverty reduction, decision making participation among several others (Somani, 2017). Social entrepreneurs realizing these, are out there to help women to educate by creating educational facility, removing barriers to keep them at school, easing the workload at home and making people aware of the benefits of women education. As the participants stated below:

“Because Because of menstrual issue, because of menstrual hygiene practices is worst see will the girls will option for schools at test month, they won't write examination, even the girls never pass out for the high school level [...] So now

because we address a problem now our country girls never absenting the classes. They never skip their examination at least they are finishing the school level” ---[R6]

“[...] if I didn't have an interest in women's rights and girl's education and understand how, if I hadn't experienced it and seen it with my own eyes in India, for example, how the conditions are and how they are different from us, I don't think I would have had the same empathy and motivation.” ---[R1]

An educated woman will less likely to die during childbirth and will be able to better care about the education of their children and eradicate any obstacle that hinders the children's educational right and opportunity, as well as will be knowledgeable to their rights and ways to exercise them, will have better possibility to enter into the workforce and participate in the decision-making process. The ripple effect of positive changes falls across the whole society.

4.1.3 Supplying with Knowledge/Information

Information literacy is a precondition for lifelong learning process. Information serves one with the ability to think critically, to reflect on the intelligence and insight and to find the direction to follow (Naik & Padmini, 2014) and it is also true for women. To that end, social entrepreneurs try to supply women with the information related to their life like the necessity of using sanitary products during menstruation, the ways to use them, the negative effect of young age marriage or pregnancy etc. As one of the respondents expressed below:

“So, the primary thing we do is to co design and develop educational games, on taboo topics. So for example, we use the games to solve some social challenges, such as girls dropping out of school due to menstrual hygiene problems. So that's why we make the menstrual hygiene game to teach to girls how to take care of themselves and to how to use the different sanitary products. And we lay the word with Save the Children in Sierra Leone on this teenage pregnancy project where we provide the girls and boys with learnings about sexual rights and children's rights and what happens to a girl's body if she is pregnant at a too early age and how to use a contraceptive to protect yourself from STIs and these comprehensive sexual educations.” ---[R1]

An informed girl or woman knows how the knowledge is organized, from where they can get it, and how to use them so that others can also learn from them.

4.1.4 Developing Skills

Development of skills refers to the gap identification and honing of quality, efficiency and effectiveness of ability of someone to do something. For women, skill development not only help them to prepare for the job, but also improve their work performance as well as enabling them to transfer those skills to other aspects of their lives. Having proficiency in any of soft or hard skill add an edge to their employability, personality and availability of better livelihood. For this reason, social entrepreneurship provides women with necessary training on communication, leadership, customer service and other technical expertise. As the contributors voiced below:

“So it trains people who have experienced homelessness, to become guides, and then develop what we call life skills, which are communication skills, public speaking, confidence, building customer service skills that you can take in any other areas, any other sectors, any other jobs.” ---[R2]

“So the first activity is in, in photography is in the training workshops itself. [...] So we target photography, in technical terms, which is you know, the art of capturing light. And the second bit we target photography as an art of storytelling. So by the end of the training, we expect that our students and the women that we're training are able to effectively communicate in this two ways.” ---[R3]

“Yeah, ah, our mission is to encourage people to be more entrepreneur to mean a more entrepreneurial, it means that we are creating some space like evision, we would like to have be like a space where people can feel comfortable and they can gain the skills they need for entrepreneurship. So it means we are more focusing on social entrepreneurship rather than just in general entrepreneurship.” ---[R5]

“They never join in a respective country workforce. [...] They're undergoing some skill development training. Now they're joining in our Indian workforce. So, this is where we are able to make stable of two-digit figure of GDP growth. That's what I told to my finance minister I don't think sir is a pad is a simple thing. sanitary pad is having a very well connection to our respective our country GDP.” ---[R6]

With skills, women can find themselves more eligible for jobs or engage themselves in self-employment activities and earn money for themselves, can feel good about their capability, that can boost their confidence and self-esteem and can safeguard their present and future.

4.1.5 Facilitating Creativity and Talent

Often time women find no place to showcase their creativity or hidden talent which they can take pride in. Social entrepreneurs make it possible for them to do so. With the creation of supportive (Miller & Cohen, 2012) space, environment and opportunity to display flair and forte, social entrepreneurs make sure women exercise their strength and get to know about their self-worth. As asserted by one of the respondents below:

“[...] as you can imagine that the women that we target are not used to speaking for themselves. So the nature of photography is that it allows them to cultivate that creativity [...].” ---[R3]

A supportive part in unlocking women potential can help women present their own style of handling of the problems as well as optimize their performance in family and social role playing along with creating a unique identity of themselves.

4.2 Health; Making Women Healthy

The relation between women and health can be visualized as a virtuous cycle that is built on the premise that healthy women are regarded both at individual and community level in their role of as users and providers of healthcare where the potential synergy could contribute to sustainable development (Langer, et al., 2015). As it happens, better extension of women health is instrumental in empowering women (Nkoka, et al., 2021; Yaya et al., 2018). To tell the truth, the breadth of women health has gone beyond maternal and child healthcare to sexual and reproductive health (Peters, et al., 2016) and activities like ensuring hygienic practice during menstruation, safe sexual actions along with conserving regular health to function family role are what social entrepreneurs bring into play to empower women with haleness. However, apart from physical wellbeing, the concept of health also encompasses mental and emotional aspects of well beingness for being a multidimensional one (Ross, et al., 2015). In fact, women are particularly predisposed to mental illbeing due to rapid societal transformation as a consequence of for instances changes in the economy and/or ecosystem and/or demography and/or technology, gender disadvantage in particular for being forced to get married early and becoming victim of domestic violence, physical abuse and sex trafficking, social exclusion due to poverty and stigmatized reception and gender discriminatory deprivation of access to resources for example admission to facilities or knowledge about rights

and inequalities and needs like biological necessity along with participation in decision making (Reddy, 2019; Shoostari, et al., 2018). On these grounds, social entrepreneurs strive to help women build resistance and eventually overcome violence, insert back them into society financially and by breaking stigmas around them, make way to acquire necessary resources or needs and receive education and be knowledgeable to their right and potential and make them feel confident and dignified.

4.2.1 Assisting Freedom of Expression

Social entrepreneurs facilitate women to exchange their ideas, beliefs, thoughts, emotions and information among other human beings and for mass communication. Creating space to share along with providing training on necessary skill attainment and knowledge can help women vocalize their views and issues around them. This assistance is particularly instrumental in combating negative portrayal and challenging the abuse of power inflicted upon them (Narayana & Ahamad, 2016). Participants were heard expressing as follows:

“[...] and presenting them opportunities and platforms for them to share these stories. [...] And she started to think was them much more about women that was being misrepresented because they weren't having the opportunity to tell their stories. [...] The first one is in the number of women who are able to express themselves as a result of the training. [...] We empower women to speak for themselves.” ---[R3]

“So what I wanted to do was create a bridge where you could discuss those things [...] During our tour, we tell you stories that are unknown, or we don't highlight very big monuments, like you would have on any other walk, walking tours, sorry, but instead, we talk about unknown stories, we talk about unknown characters. And we may talk about all these elements that exist, but are yet not highlighted. So from a tourism perspective, and from a social perspective as well.” ---[R2]

By getting the chance of expressing themselves, they can convey the message of what is going with and around them and can arrest the attention of mass for necessary addressing measures. Further, with communication, women can get out of the mental trauma that had been rather self-damaging for them.

4.2.2 Catering Counseling Support

Time and again women need to be felt understood, approved of their emotions and provided with the solution to the problems they are facing. Social entrepreneurs try to offer women with counseling support by creating a space

to build network with others or a safe space to interact with the informed/uninformed personnel to cope with such stress (Iverson, et al., 2016) that is essential to their physical and psychological well-being. As intimated below:

“There is a story while we are working in vigat in a remote village we used to stay for two three weeks. On the second week suddenly, the tense happen in village. Village people started running here and then then we came to know a teenage girl commit suicide by hanging herself on a tree. then what's the story telling that girl having an affair with the boy the date delayed for menstruation the girl the thought she is conceived but in autopsy by Doctor nothing happen the girl having enemy that's why date delay.[...] now in the center anything happened like this is the problems the girl can counsel in with the senior women or other girls even you know because a pandemic the corona makes other decision to suppress the TB you know pneumonia, even a lot of lung diseases and you know AIDS. So, in India, no women can tell and I'm having a problem in the personal or private part. Similarly, the family things is more. So, such a problem you know, you can tell i am itching there, there this White diserch so the other women counseling, so, a lot of things are happening.” ---[R6]

This collaborative process helps women bring much needed changes in their way of thinking, behaving and feeling that encompasses issues related to adjustment, addiction, relationship difficulties, physical or mental abuse, anger, anxiety, grief, trauma, depression, pressure and communication.

4.2.3 Boosting Self-Esteem

The subjective sense of self-worth or value women put into themselves have consequences. In fact, positive self-assessment is a crucial resource regulating stress managing behavior (Kogler, et al., 2017). To this fact, social entrepreneurs attempt to help women earn self-respect by making room to learn skills and knowledge, to be independent and appreciate their identities regardless of circumstances. As mentioned by partakers below:

“And they would come back and say, I feel that my husband respects me a bit more just because I have this extra skill. And that you can see that they're elevated even in the way that they express themselves and their confidence.” ---[R3]

So, they the women become they feel themselves very proud helping others [...]. ---[R6]

Self-respect makes women to feel good about themselves for who they are by making them aware of their strengths and abilities and bring them out of the mischaracterization they had about them earlier. This positivity can be carried to other aspects of their lives to further cement their beliefs about themselves.

4.2.4 Building Resilience

To have the capability to bounce back, regroup and inspire others is a significant feature that could determine if a woman can move forward personally and professionally and if yes, then how much. Challenging the brutality of marginalization and subjugation with courage, women can find their ways to live their lives (Joyia & English, 2017). Social entrepreneurs help women to stand against all the oppressions and suppressions they face by making them to step out from their traditional roles and engage themselves into activities that earn themselves money and respect. As stated by one of the respondents below:

*“So women are stepping out from the home to do the activity of sanitary pad making. Earlier many communities they won't allow women come up. So even there is a movie on my biopic ***Pad Man***. If you have a chance look it is available on Netflix [...] you seen on that the women come and work in the unit. The husband will come they started beating the woman. This happened really even today this happened. So these are all the women able to step out” ---[R6]*

Resilience makes women strong enough not to give up and overcoming the odds by fighting the discriminations that keeps their hopes alive to the solutions rather than putting up with the problems. This change means women can carry them through without falling apart in the face of adversity. The support comes from within themselves.

4.2.5 Increasing Confidence

Confidence is very important for women as it allows them to stand and speak for themselves in every situation and help them conquer more than they can imagine, and also can influence how people behave with them. Gill & Orgad (2015) saw confidence as technology of self that asks women to work on their body, mind, thoughts, behavior and lifestyle by themselves or with the help of others to secure a state of happiness, salubrity, intelligence, magnificance and legendary status. Social entrepreneurs help women to attain these aspects of their life by making them knowledgeable and skilled, improving their physical and psychological fitness and including

them to financial system, energy consumption and innovation realm. The utterances made by respondents as follows:

“And I'll give an example. So one of the programs that we have here in Kenya, we were training Massai women who live in a very remote area. And I remember when we first went there, they were very shy, they didn't feel confident at all, they couldn't talk, they didn't feel very empowered. By the end of the first face of the workshop, a lot of them were very confident.”
---[R3]

“so otherwise, they you know, first they lose their confident they can't go go for work they cannot do also tries then you know, a slow blink this is will affect the body. If the women are not using sanitaris she won't die next day or next month, but something will happen in the body it will affect the reproductive, again is luck the country and the family. So this way is a slow killer like a cancer cancer by known by everyone. But this unaddressed menstrual hygiene in practice is untold.”
---[R6]

Increase in confidence allows women to experience more freedom from self-doubt and enable them to trust in their own abilities, qualities and unique identities as well as to be bold to take risks and going out of comfort zone and finally experience freedom from social anxiety.

4.2.6 Supporting with Building Networks

Networking provides women with close relationship or interaction with other women who might or might not share similar struggle story, while still allowing for formation of an environment diverse enough to grow personally and professionally. The closeness can facilitate overcoming of highly patriarchal cultural and social norms and the barriers can be broken through exchange of information on resources, opportunities and threats as well as thoughts and solutions to their life affairs (Kalafatoglu & Mendoza, 2017). Social entrepreneurs help women form self-help group and also create a safe space for them to meet and interact with other women. As the participant reflected below:

“So we are leveraging the social capital of women. And that's why we are focusing mostly in women because they have this social capital already. What does that mean in practice is that the clients themselves self select, we are not doing any credit checks, we are not asking them, how much do you earn? What is your monthly income? Are you sure you can pay \$10 back on a monthly basis, we don't do any of that. They self select and they work in a group and the group working together verify

is that the members of the group able to pay and there is a complete self-selection that happens at the beginning. That ensures that people's ability to pay exist before they even enter into a contract. They all physically liable with each other legally. So if I don't pay I should I have to pay on your behalf.” ---[R4]

Networking enables women to communicate with others of their mutual needs and the connectivity provides a platform to grow awareness of the things happening in the background, as well as make it easier to access to resources that are hard to acquire and help form bondship that builds a sense of togetherness’ among them.

4.2.7 Improving Physical Fitness

Unlike men, women experience special health care challenges and probably are more prone to certain diseases. Because of this, keeping them in good shape physically and mentally is exceptionally valuable to them and the society for the roles they play (Eek & Axmon, 2015). For this, social entrepreneurs make attempts to keep women healthy by informing them about potential risks related to their health, teach them about self-care procedures, providing them with affordable health products as well as facilitating counseling support on any health-related issues. The reflections of the contributors are as follows:

“So I born with my two younger sisters. From day from my childhood, I surrounded by women so that's what I know the problem, what's the problem they're facing. This is what is happening. So only day in India, women are dying of cervical cancer. These are all you know, unhygienic menstrual hygiene practice. That's what I'm getting a chance, I actually i am i'm not trying to save the world. I want to say my family, my wife and sisters then in my street in the village. So slowly, I catch the tip of the mountain then I digging is going like a mountain mountain then India, then in Sub Saharan countries out is gone globe who knows later that NASA for women in Mars, the Mars woman has also the problem, that's why I catch the tip of the mountain, then it becomes more than [...]”. ---[R6]

“So if we do want to increase the quality of life of our families, we really need to look at women's needs, by definition, apart from the fact that they do all the chores, all the cooking and the cleaning and the and the water and making sure that there is kerosine for the children to make homework to do the homework and all that. [...] As the women have to do everything, they work, and they have to do all the house chores and looking after the children on top. So and, you know, they spend three hours per day, just cooking in horrible stalls with all this mock why this is stupid, right is really, really unfair on them. [...] Well, we do now. And in and we do measure a we make we measure some of the intangibles aspects of our business model that go beyond the fact that I have a, you know, clean source of lighting, you know, a better stove that doesn't, you

know, kill me with the smoke. [...] Indoor Air Pollution is a big big problem in in like, like, color, like I don't know, half of the world.” ---[R4]

“[...] So for example, we use the games to solve some social challenges, such as girls dropping out of school due to menstrual hygiene problems. So that's why we make the menstrual hygiene game to teach to girls how to take care of themselves and to how to use the different sanitary products.” ---[R1]

“[...] women are able to take care of their children, nutrition, health and education.” ---[R3]

Because women are regarded as the foundation of overall family health, ensuring quality care for women translates to the improved well-being of the family itself specially for the children. Disturbance in any dimension of health be it physical or psychological can affect the other. Thus, both the dimension should be well taken care of.

4.3 Solvency; Making Women Financially Solvent

Economic solvency for women refers to their human and social capital as well as sustainable employment, independence and assets which are influenced by opportunities and threats present in their relationships, community and society (Gilroy, et al., 2020). According to Huque (2017) women can expect to lead a good life with the upliftment they experience because of economic solvency. To make allowance for these respects, social entrepreneurs seek to help women increase in their human and social stock by providing training on transferable life skill development and creating space to gather and interact with other women in addition to aiding them with employment opportunities and facilitating control over their earnings and assets by qualifying them to be an entrepreneur and owner of the resources respectively. Financial engagement provides women with enough opportunity to experience economic autonomy and coming out of poverty, to allow them to be near the resources and facilities, to be knowledgeable and skilled as well as to receive counseling support from others (women) as observed by Billah & Manik (2017).

4.3.1 Encouraging Entrepreneurship

By eliminating obstacles to entrepreneurship, such as knowledge, skills, credit, legal access to property, women can secure their own income, champion their independence and employ themselves in a fuller societal role. Researchers have widely recognized the fact whereby women led enterprises could significantly make contribution towards growth, towards the improvement of human environment, towards mobility and integration in the mainstream and common welfare (Kevehazi, 2016). In The opinion of Ferdousi & Mahmud (2019), social entrepreneurship plays an important role in sustainable entrepreneurship development among the women. Bearing the prospects in mind, social entrepreneurs motivate women to take on entrepreneurship by providing necessary education and skill training as well as facilitate them with access to capital and mentoring or creating favorable environment. The endorsing testaments are as follows:

“So what I said scientifically, before the invention, sanitary pad making this a macro and centralized model of doing things by multinational. So, what I made up for nine and a half years research, I made into micro and decentralized model of doing things by the women of the women for the women model. So this way, it becomes success across India. Now there are 5000 plus units. I allow people to come out their own brand and there is no drag between the every unit time and like you know, subway and KFC and you know, like pizza companies.” ---[R6]

“we’ve been able to produce women who are now following the path of photography and who are also working with us as mentors for new programs. [...] And the third way is in the number of women who take up photography now as a passion or a career path as a result of the program.” ---[R3]

“[...] it means are we encouraging and providing some even space for like, possible or future entrepreneurs.” ---[R5]

Entrepreneurial engagement can lead to enormous change to women’s’ life. They can be economically independent and can take better care of themselves and their family that can boost their confidence and increase them in self-respect and results in an overall happiness.

4.3.2 Enhancing Employment Possibilities

Increasing the number of women in the workforce by improving their job prospects is necessary considering the existing norms, policy around them. In this regard, creating a safe and supportive environment where they can gain new knowledge and learn new skills and improve their confidence to step forward to take on new venture

are useful addition to the advancement (Clarke, 2011). To back such suggestions, social entrepreneurs educate women, teach them new skills, provide them access to capital as well as facilitate other earning opportunities. The reflections of the respondents are as follows:

“[...] so what I feel this is the machine is very well able to give a livelihood for women like a handloom weaving machine in said earlier [...].” ---[R6]

“And it also presents opportunities for the women to earn income because we commission their story. So we they don't produce stories, you know, just just for free, or we provide grants during the learning period where they can produce stories we're learning but at the same time they're earning because a lot of them have families that they need to support.” ---[R3]

“And then we also measure how many of them so in terms of quantity, how many of them have access to other opportunities have access to other jobs, or the courses [...].” ---[R2]

“And if you work without a sec, kind of an agent, you may earn some commissions and so forth. [...] We are providing with jobs in rural areas [...].” ---[R4]

Women finding earning opportunities can be economically independent, can take care of themselves and their family, can earn respect in and out of the family, be elevated in the society and be physically and mentally well-shaped.

4.3.3 Giving Access to Finance

Social entrepreneurs often make it possible for individuals or enterprises to acquire financial services including credit, installment, payment, insurance as well as other risk management services for setting up new business or maintaining regular activities. Commercial banks have faced challenges in serving the poor or low-income households because of the persisting conception of low credibility they ascribe to these people (Karlan & Morduch, 2010). However, social entrepreneurs challenge this norm as asserted by one of the participants below:

“The due diligence of the traditional banking system, you know, prehistoric, they are really not suited to the clientele that we are trying to serve here. So that's what we are doing. That's why we exist. And that's where we are different, is because we believe that despite the low income, the women in the rural areas, if you design the products properly around their

ability to pay, there is no reason why they should default. And we can prove it right we have 80,000 clients in the books and our our repayment rates are decent enough, better than the banks by the way.” ---[R4]

A well-designed banking product permits Inclusion of marginalized women into the financial system that can help them come up with their own entrepreneurial projects, fight against poverty as well as relieve them from money related stress.

4.3.4 Giving Access to Innovation

In many cases, women are far from of innovative solution to their daily problems available to them. Researchers call policymakers to prioritize reaching to the technological unconnected women in all spheres of life essential to overcome deeply rooted perception of their roles in the society (Asi & Williams, 2020). For this in mind, social entrepreneurs try to facilitate women with availability of knowledge or tools that can make their life easier. As told by respondents below:

“So, I try to decode decode it to the raw material then I made small small machine. Before this invention you need multimillion dollar machine to produce and repair, now with few \$1,000 any rural women across globe they can make a quality napkin in this simple machine. [...] So what I said scientifically, before the invention, sanitary pad making this a macro and centralized model of doing things by multinational. So, what I made up for nine and a half years research, I made into micro and decentralized model of doing things by by the women of the women for the women model. [...] But I want to make this as a social entrepreneurs Federation across globe, I'm trying to do it. So not only livelihood from 1947 to 2006 upto the innovation, the penetration of sanitary pad usage is 12% only [...] In 12 years, the remeasure the government remeasured said now it is 34%. [...] it is only all the business you know, job opportunity, every opportunity is given to man across globe only a pinet portion is going to women. That's what I thought why not do this technology only to women.” ---[R6]

“The irony of all these things is that, especially in the energy side, and the role side, lots of these gadgets already exist, but they don't really reach the people that need them for a variety of reasons [...] So I think distribution has always been the poor cousin on the innovation path. [...] but nothing really happens at the end of the chain and why do we bother with better batteries for electric cars when people like a billion people still don't have electricity is sick is just like stupid 3 billion people I still cooking with biomass. And you know, this is just stupid. It really irritates me the inequality, the the social injustice, around access to innovations.” ---[R4]

With the access to innovation, women can do what they need to do in a less amount of time and effort and will not be frustrated by the old way of things that offers better and obdurate ways to interacting with the world. The saved time and energy can be invested in other aspects of their life that will make them stronger.

4.3.5 Incrementing Family Savings

Household saving is the chief domestic source of fund to finance the immediate and future needs of a family. Maintaining the source in good shape is important in determining the quality of life of the family in question. As it stands, household consumption and saving behavior also plays a significant role in keeping financial stability of an economy in the background (Niculescu-Aron & Mihăescu, 2012). Social entrepreneurs are conscious of this fact which is manifested below.

“So, this will all started from my wife. I want to address the problem faced by my wife is unaffordable costly sanitary pad. I saw my wife using a ragged cloth then I asked her on a particular day why you are adopting this an agent but then even I don't know the term called the sanitary pad. But she replied, I also got note that other products which is used on menstrual period, but here in our home myself, your sister, other woman started using the product, then we have to cut our family will budget she replied. And I get shocked What is the connection between using as sanitary towel and not buying milk for family? Then I understood it is a matter of affordability. Then I thought why not try to make a affordable sanitary pad. That's how I got that you know that courage or confidence.” ---[R6]

“So we, we are trying to tackle all these bottlenecks in real time easily and everything we sell to our clients has a payment plan attached, which means that he makes the products and be more affordable. [...] So if we do want to increase the quality of life of our families, we really need to look at women's needs. [...] They as little bit of an economic aspect there, because most of the products in the long run will save you money. [...] a better quality of life being able to work or being able to do something as when it's dark, not spending kerosene, which in the long run is equivalent to some savings.” ---[R4]

Lack of funds mean women need to cut down on expenses as well as forsaking needs. However, with the improvements, women can think about availing the necessities along with look forward to creating other source of income that can have further impact on their lives and lives around them.

4.3.6 Alleviating Poverty

A key objective of social entrepreneurs is to improve the quality of life of its beneficiaries. Study on poverty reduction by means of entrepreneurship has frequently highlighted the role of external assistance from charitable organizations (Wu & Si, 2018). Acknowledging the call, social entrepreneurs engage themselves in lifting the women out of poverty line as reflected below:

“So I'll break it down. [...]. We empower women to speak for themselves and achieve financial independence. But they're also their stories bridge the knowledge gap that exists in understanding how women are disproportionately impacted by social and economic issues. And the two that we've also clustered together is no poverty.” ---[R3]

Relief from poverty is comparable to increase in income and assets as well as in their confidence that can translate into high household productivity and great incentive for entrepreneurial engagement.

4.4 Empathy; Obtaining Empathy for Women

Empathy outlines a healing relationship that incorporates honor and approval in the women's definition of the issues and emotional availability cultivating mutuality to support the empowerment process (East & Roll, 2015). The outpouring of the sensitivity rooted in the rendered expression has the promise to capture acknowledgements (Suk, et al., 2021). As it stands, social entrepreneurs make efforts to get women's voices raised and heard by initiating platforms to express themselves and creating connection with the people and the policy makers. It is necessary for women to be accepted for who they are, who they want to be and get a place in the society like others where egalitarianism will be in the heart of the treatment.

4.4.1 Promoting Civic Goodness

Social justice manifests fairness in all aspects of social lives. It includes fairness in the opportunity, right, participation and access to education, employment, health facility, housing, and so on the basis of circumstances. The social justice point of view yields respect, care and equity by underscoring moral values (Ballenger, 2010).

Social entrepreneurs want to bring that fairness by giving opportunity to the marginalized and challenged women to be in a productive role playing and turn them into assets from thought-burden. As reflected below:

“The X social impact company LLC, Z Social Impact company PLC, who will know whether they're social or not here, anyone even a blind can come and touch Oh, very simple machine, even the deaf and dumb girls are making sanitary pad with hundreds of 1000 8384 of local brands that brands are serving against multinational brands, that's creating more than half a billion dollars.” ---[R6]

With the help of social entrepreneurs, women are able to find their new meaningful life where they can help themselves and right of being a human is exercised, as well as can make contribution to society.

4.4.2 Raising Awareness

Raising awareness about the rights of women and the role they play is indispensable to secure support, mobilize local knowledge, resource and action to the betterment of women. By shedding lights on the issues that are bothering women, people can grow a sense of understanding within the ambit of difficulty and lend their hands to stop it from happening by bringing in necessary change in their thoughts, policy and actions. As for this, social entrepreneurs create opportunities for women to interact with the world to share their problems so that necessary actions can be taken to address them. This aspect was manifested by following statements of the participants:

“Again, many country they don't know there is a problem exist of you know mental hygiene awareness is not there there is a real problem. Now what has happened, the work we did in India, we become friends under my god this problem not only in developing nations, like India, even developed nations like yours and in UK, and in Tokyo of Japan, in German, even developing nations also having taboo the problem of menstrual hygiene in practice. This is not about wealthy aww you know literate or illiterate e this is about taboo is become taboo. Nobody ever started talking openly. So we broke that if you're not broke that even we don't know this problem is exist in the world. So suppose the slavery-ism is not addressed in 16th century, who knows, maybe I'm a slave, you are a slave like that. So something is never addressed even we don't know, it is slavery happening like that it may happen and many women will die unknowingly with a lot of unknown diseases [...] This is for all the countries we told, not all the countries become aware they are ensuring the proper menstrual hygiene, the rest of the country now you can google Scotland and started giving free napkins and New Zealand [...]” ---[R6]

“The advocacy beat, how we do it is through the stories that the women tell, we connect them to, you know, wider and bigger global initiatives, global policy initiatives. So and I'll give you an example. In Hong Kong, we have a very amazing program with migrant workers. And they talk about, you know, what it is to be a migrant worker in Hong Kong.[...].The second way that we measure success is in the stories that we share from the women that helped to start wider conversations around a particular issue.”---[R3]

“So going back to what we want to achieve through them, which is breaking down the stigma around homelessness and creative moment and creating conversations around the reasons why people become homeless, it means that a little over 8000 people have been educated by us.” ---[R2]

It is important to realize, awareness always precedes actions. When society can get to know about the concerns eating women, a change in the norm is expected where a message is given to the inflictors that they are doing wrong and must stop in no time.

4.4.3 Respecting Situations and Needs

Women and girls often find them in unique situation due the difference in biological structure, as well as the role they play and the responsibility they discharge in the society. Owing to this, it is not wise to made the learned response to the stimulus overlooking the circumstances; that is the approach of generalization of the vulnerability and virtuousness of women can result in added responsivity unaccompanied by any reward (Arora-Jonsson, 2011). On this account, social entrepreneurs want to bring some sort of comfort or convenience necessary to cope with the hardships they experience, for instance enabling self-education on taboo topics, providing innovative tools to support daily activities. The following statements are made in this regard:

“And from my travels, we could see that there was a huge need. And this was a nice engaging method. So we, we decided to without having any clients or any customers or anyone paying us to do the product, we created the first game on our own, and partnered with some different NGOs in Kenya, who would then implement it the game by using a USB stick to computer steps. And then we get some really good results. We can see the users learn something new and they really enjoyed playing and learning about this type of taboo topics and suddenly could speak to each other about menstrual hygiene, for example, so they wouldn't be dependent on a teacher who might also be a man who might not be comfortable and self-talking about these topics. [...]. And then later say the children came to us with and asked us if we wanted to do this whole platform of games of educational games within sexual education. [.....] And I think I'm combining those if that could make a difference to to someone in a difficult situation. [.....]” ---[R1]

“I don't know what I can't infer how many shillings, they are saving from moving from this method of cooking to this other method of cooking. But that is less important. What is important is that they tell us that they are happy that they can now cook in a better way. And then we have these kind of priorities that they can come from us. And convenience always ranks higher up. Which is a very hard concept because it could mean very different things for different people. And then on the agricultural side is about increasing your yields, right? If you don't have a way to store the grain and your grain rots what a disaster right? It's not not eating at some point in the year. So again, very very obvious is convenient. He says time we sell for example, one of the things we sell is water. How do you call it tank a reservoir that collects rainwater, the amount of hours that he saves you or the children and the women traveling to the nearest borehole with these jerry cans are they carry on their heads? It's just amazing. The impact of having a very simple plastic container for to collect rainwater is amazing. And they tell us this and they say I'm so happy I don't have to travel to the nearest borehole anymore. I have the water home done for me as enough.” ---[R4]

If the circumstances are met with necessary convenient solution, the subjective experience in role playing gets better and also enable them to participate in other activities.

4.4.4 Removing Existing Negativity

Women are often attributed to negatively valanced traits and characteristics. This sort of gender stereotyping drives discrimination (Leskinen, et al., 2015) that haunts women throughout their life. Social entrepreneurs by choosing to help socially challenged women by equipping them with necessary skills and knowledge that they can transfer to other aspects of their lives. As have been stated by respondents below:

“Yeah, the motivation has always been to break down the stigma that exists around homelessness in a country like the UK. [...] there is a misunderstanding or stigma around homelessness. It is important to us to break it down and bring a true picture of what people's life stories are and what it means to experience homelessness in the UK nowadays. [...] Because it's too true. So as like a lot of I think the definition of a stigma is you base a think your thinking around something that is false. So for example, in the case that of our guides, of our trainees and our beneficiaries in general, the assumption is that people are addicts, or that they are lazy, or that they are not intelligent enough, or they are not working hard enough to be able to sustain a home, which is a false statement. And that statement comes from a lack of education and the lack of information on the reasons why people become homeless. So we want to bring those information, we want to bring those conversations.” ---[R2]

“And also just to break some of those negative stereotypes that are associated with with special groups of women and underrepresented women. And that is still the motivation for why we do what we do.” ---[R3]

With the help of social entrepreneurs, women can challenge the ever-existent thought of weakness by excelling at their respective spaces often performing better than men in many respects and proving the naysayers wrong. Thus, can shed the negativity off them.

4.4.5 Ensuring Equal Treatment

The traditional long-lasting discriminative behavior toward women with respect to health, education, information and employment have conferred them with subjugation, stigmatization, deprivation, violence, harassment and trauma (Atuase, 2018) – a vicious cycle they often been able to come out with. Fair treatment is the basis of restructuring the society where women being half of the population, plays an active part in the economic, political, social and environmental development initiatives under compelling circumstances (Bayeh, 2016). As for this, social entrepreneurs facilitate women with opportunities that is traditionally open to men like education access, skill development, employment, resource distribution. The reflections made by the partakers are as follows:

“[...] and also gender equality, I guess that is the main Strategy that we can get[...] I think we have, you know, been through situations where women close to us, whether it's our mothers, our grandmothers or houses Cause we're not very empowered or lacked a sense of urgency, because you know, they didn't know better. And like Bonnie, my predecessor, she usually attest to hearing really horrifying stories of, you know how her grandmother and her mother were just not allowed to express themselves or attain, you know, what they felt was the best for themselves. And when I think about it, on my end, I also watched my mother go through the same. And so and in our programs, we meet similar women who are unaware of the sense of urgency that that's deeply seated in them. And that is why we, this is very important to us, because I think on we relate with it, and, and we'd love to do something about it. [...] But they're also their stories bridge the knowledge gap that exists in understanding how women are disproportionately impacted by social and economic issues. [...] I mean, yes, reduce inequalities, where we close the equality gap by working with women who are economically and socially marginalized.” -
--[R3]

“Because the difference between developed and developing nation in developed nation, both women and men will support the respective country economy. That's where the GDP is a little bit different, economy is different. But in developing nations, only the men will work, women will not come into respective country workforce.” ---[R6]

“And obviously there is a gender component that really irritates me. As the women have to do everything, they work, and they have to do all the house chores and looking after the children on top. So and, you know, they spend three hours per day, just cooking in horrible stalls with all this mock why? This is stupid, right? It's really, really unfair on them. And I don't think it takes out I think it's that complicated to solve these inequalities, I think it's just a matter of a willingness and innovation and being a bit more imaginative than the status quo.” ---[R4]

“That's why later I just started a nonprofit organization. So and this one has, like, now social this aspect to help people who has less of us opportunities.” ---[R5]

When women are valued and treated equally, they are less stupid, more tolerant to the adversity, less afraid of the threats and more satisfied and happier with their life. Thus, ensuring the removal of systematic disadvantages results in the overall prosperity of the society.

4.4.6 Inserting Back into Society

Social inclusion is concerned with the process of improving the terms of acceptance or participation of people in the society, especially the one who are disadvantaged on the basis of their identities by means of increasing abilities and opportunities, access to resource, and magnifying their dignity by respecting their rights and hearing their voice. According to Alyedreessy, et al., (2017) both actual and perceived social inclusion is the determinant factor of women self-esteem and manifests increased initiative, happiness and satisfaction with life as well as physical health consequences. For these, social entrepreneurs create space or opportunity like employment, skill development for women to connect with the folks and policy makers to bridge the gap between themselves. As the respondents made the statements below:

“So before setting up, and the enterprise I was working in, and within the homelessness sector, here in Scotland, where I'm based, and worked in loads of different international organizations, sometimes in partnership with and people like the big issue, like the street, paper, street magazine, and or the equivalent of that around the world. And sometimes, you know, charities, NGOs, groups of volunteers, who supported people who maybe were refugees, or had been to prison, and were trying to get into re insertion into society, or rehab programs in different parts of the world. So my experience overall, throughout all of these other organizations, is really what made me want to start something and myself. [...] and create understanding, and no judgement when it came to certain issues that they had faced, and, and it still remains the same. [...] And the vision is to create a world or cities that we live in that and encourage [...] open door and accepts people for who they are and the stories.” ---[R2]

“But there are also their stories bridge the knowledge gap that exists in understanding how women are disproportionately impacted by social and economic issues. [...] And this falls under the advocacy bit that I also I mentioned earlier, that the stories that are women speak about or write about connected to this bigger and greater global policy initiatives.” ---[R3]

Social acceptance makes it possible for women to participate in the social, economic, political, and cultural life and to enjoy a normal standard of living that ensures their fundamental rights. To add more, social inclusion for women also mean they possess a sense of belongingness and also promotes upward mobility.

4.4.7 According Social Status

How people will think and behave with women is often concerned with women's' social positions. Researchers suggests improvement in the women's' position in the society with respect to education, control over reproduction, law and imposition of right, healthcare access, political representation and freedom from violence is useful for the society (Heaton, 2015). For this reason in mind, social entrepreneurs try to educate women, give them access to the proper healthcare management system, as well as enable them to be economically solvent to secure their deserved position in the society. As the respondent expressed below:

“But beyond the beyond the economic aspects, I think the is a second order effect that I think is related to empowerment, not economic, but is to do with social empowerment. Where we take well our ladies say, our client says is they are the modern ones in the village. They are the ones that brought the light into the village. They are the ones that embrace LPG and gas for cooking, which is unheard of. So they tell us they do benefit socially from that. So they kind of they say things like I'm famous because I'm the first one that cooks with gas in the village. [...] but I suspect they are some other aspects around socialists status and, and, you know, increasing your social status because of the technologies that we are distributing.” ---[R4]

The improved social position help women grow in self-esteem as well as increase confidence in them that further helps them to move forward with pride and dignity.

4.4.8 Helping Mothers with Childcare

Facilitation of childcare is an important element for women as classically they are the ones who have the responsibility to look after their children's development with respect to nutrition or health, education and awareness of the environment, and roles they are supposed to play afterwards. In point of fact, improvement in the access to childcare can increase labor market outcomes and decrease gender gaps for women (Dang, et al.,

2019). Looking at the prospects, social entrepreneurs facilitate women with convenience through new technology, policy and increased earning opportunities. The reflections are as follows:

“And that, that the third and three of them is no hunger, good health and quality education because we feel that with extra income women are able to take care of their children's nutrition, health and education.” ---[R3]

“So if we do want to increase the quality of life of our families, we really need to look at women's needs, by definition, apart from the fact that they do all the chores, all the cooking and the cleaning and the and the water and making sure that there is kerosine for the children to make homework to do the homework and all that.” ---[R4]

“I think women anyway, have a less opportunities means that usually women has big like children and a woman, this family burden, it means they have usually this role. And it's sometimes it's very difficult to combine it and I have two children as well” ---[R5]

With access to childcare or improvement in the process, women are more likely to participate in the workforce, and it will also improve their work-life balance. This helps women to be at some sort of peace mentally and also helps financially to afford for necessities to better care of their children.

4.5 Safety; Securing Safety for Women

The safety of women is a continuously underscored concern even in this 21st century (Islam, et al., 2018). However, it is important to understand freedom from physical and emotional abuse can help save women from devastating damage where the pursuit of security goes beyond the context of their relationship with their partner, other people (other family member, friends of family members, friends and family members of abuser) as well as social service and justice system (Goodman, et al., 2015). In fact, assurance of safety makes the promise to establish equality and justice in the society (Chitkara, et al., 2016). Social entrepreneurs, with a view to securing social parity and fairness for women, make an attempt to support women to overcome violence by educating them about their rights, making them financially independent to amplifying their options within or outside their relationship, providing counselling support, to be independent and mobile by providing safe learning and working space, enabling their free movement in the society and involving men to sensitize with them.

4.5.1 Involving Males in the Process

Engaging men in the empowerment process help them to come closer to the women that creates opportunities to build mutual trusts between them and also helps increase their beliefs in the potential in women. For any program aiming social sensitivity, it is essential to be an inclusive approach that involves men to garner support in bringing change to the cultural standard and challenge the taboo or stereotyping (Mahon, et al., 2015). For this reason, social entrepreneurs also work for men by giving chances to work with women and addressing their needs. The supporting statements are as follows:

“Yes, so the the vision is to reach and impact as many users as possible with our current and future games. And, and the mission of the company is to create these digital games that will empower girls and boys and men and women to make informed decisions about their own future.” ---[R1]

“[...] we work with men and women” ---[R2]

“Um, yeah, I think anyway, I think we are related. We are not living in a vacuum. Yeah, and they are taught families it means that if we are supporting men, somehow we are supporting women as well. So it means this effect anyway, goes to a woman as well. So it's, it's important to have opportunities to both.” ---[R5]

The engagement of men in the empowerment process is helpful in bringing a change in their behavior towards women and in redistribution of the power system. The shift in the power dynamics and behavior further helps to address violence against women and reorganize division of labor thus redefining the concept of male identity.

4.5.2 Overcoming Violence

Violence against women is a deadly form of exploitation and disparity that rise above race, class, and selfhood and threatens their security, freedom and autonomy. According to Flasch, et al., (2017), the recovery is both an intrapersonal and interpersonal process that encompasses recreating identities with education and counselling support and also equipping with the assessment ability of the abusive relationship and its future along with determining ways to reclaim power to heal physical and mental agony, concurrently gaining positive social support through relationship building and experience sharing for helping others. As it happens, social entrepreneurs help women to prevail over the violence they face by making the well-informed about their rights,

providing them with counselling support, help them to come in contact with others who share the same experience to get hold of their way of dealing of the situation. As stated by respondent below:

“The woman has to mix with other woman so the knowledge become thin. It becomes ultimately a counseling center for women to make decision on their family problems. They can come out from domestic violences [...].” ---[R6]

A violence-free life means women possess good physical and mental health that is applicable to their braver participation in the meaningful role they want to play synchronously with the men which can also add to the overall well-being of the society.

4.5.3 Facilitating Independence and Mobility

Independence provides women with control over their own lives that they don't have to rely on anyone and have the freedom to find own reasons to achieve. It is also important to understand women show differences in patterns, needs, and behaviors as far as their mobility is concerned. According to Uteng (2012) inequality in the mobility on the basis of gender identity further embellishes the extant power-imbalance in the production and control of time, space, role, individual actions and in the system itself and this is detrimental in attaining independence. Looking at the possible peril, social entrepreneurs help women gain independence through job creation and self-employment opportunities through education, information, skill development programmes. As the respondents asserted below:

“So, these are all happening with this small Center, the women having economic economic you know freedom, by making sanitary pad and selling out of it then she is acquiring knowledge and she started accumulating other business, like getting a wholesale business like that. It is enormous things are happening.” ---[R6]

“We empower women to speak for themselves and achieve financial independence.” ---[R3]

“And, and the mission of the company is to create these digital games that will empower girls and boys and men and women to make informed decisions about their own future.” ---[R1]

Independence is the best gift that women can give themselves. With independence, they feel less social pressure, can take any decision they feel appropriate for themselves, can increase in self-esteem and get a hold of their life.

4.5.4 Safeguarding from Harm

Protection from potential harm or anything unacceptable from internal and external forces is particularly important for women. To tell the truth, women rights as well as they themselves are being violated in many phases of their lives. For this concern, it is imperative to have strategies, practices and policies that must help reduce the risk of getting violated and social entrepreneurs are striving to create space and environment to ensure safety for women. As the partakers stated below:

“Yes, so we create these educational games and they very much function as dialogue tools to the purpose is to create this safe space for the users to play with each other and to speak to each other about it.” ---[R1]

“[...] everybody has different issues. [...] they've experienced domestic violence, or they've experienced discrimination towards their sexuality, or discrimination. [...] So we support them by telling the stories of that particular topic, which is obviously, and different than saying a story of addiction or a story of prison, etc.” ---[R2]

Ensuring safety for women has great influence in their lives. When they feel safe, they are more likely to participate in activities that they want to and can improve their physical, emotional, social well-being.

4.5.5 Access to Energy

Lack of energy access has an understandable impact on women as poor or insufficient infrastructure causes them to be marginalized. This energy poverty challenges women's living and social situation as well as reduce the prospects of education and enterprise. In actuality, access to energy provide women with improved health, opportunities to get educated, to make income, increase in social status and securing safety for themselves. What is more, they can also shape the future energy conservation and consumption habit of their children (Jadhav, 2019). Fore sighting the benefits, social entrepreneurs help women to have access to electricity and water (clean) so that they can use them for their works at home and outside. As expressed by participants below:

“As you probably know, you know, there's no main electricity, there is no water, obviously, there's no pipe water. [...] And innovations could be anything, right? It could be a better seed fertilizers, it could be solar home system to have electricity at home, it could be a cookstove. It could be you know, simple things like building materials or furniture for your home, to make your life more comfortable, something to collect water, something to purify water, anything. The irony of all these things is that, especially in the energy side, and the role side, lots of these gadgets already exist, but they don't really reach the people that need them for a variety of reasons, there's multiple bottlenecks the physical distribution, obviously [...] And the needs obviously, women lead right, the needs for cleaner lighting and cleaning, cooking and drinking drinking water and better yields. Definitely a women lead [...] for example, one of the things we sell is water. How do you call it tank a reservoir that collects rainwater, the amount of hours that he saves you or the children and the women traveling to the nearest borehole with these jerry cans are they carry on their heads? It's just amazing. The impact of having a very simple plastic container for to collect rainwater is amazing. And they tell us this and they say I'm so happy I don't have to travel to the nearest borehole anymore. I have the water home done for me as enough.” ---[R4]

“[...] it means that it could even color even several sustainable development goals that means Yeah, including water including electricity, all this energy usage and consumption and many other things.” ---[R5]

“So, same you know, the same centers can be next is the potable water is going to be biggest issue that is going to be a biggest threat for human health. So where we can train women because the bottle waters are only accessible by at one table somewhere in rural areas even their drinking water sources the river the ponds and the wells. So where it is become very organic you know arsenic and so many metal contents so we need to train women and girls to check whether what they're drinking the water is portable or not. So we are trying to give a simple testing but that they can avoid using that water something it is very important now what we are eating we know what we don't know what we are thinking whether this good or not. So we are currently with portable water. Correct portable water for the health focus.” ---[R6]

The access to energy provides women with decreased effort and increased comfort on work, opportunities to get educated and better health care, as well as extension of useful waking hours.

On the whole, social entrepreneurs are working towards building a sustainable environment and community in the hindsight that is instrumental in arriving at the coveted goal of sustainable development. The creation of sustainable community and environment development is the result of the combined benefits of the undertakings of the respective social entrepreneurs. This achievement refers to the turning of wastes into resources in the economy, improved opportunities and information exchange, increment of self-reliance and efficiency in the use of human, social, natural resources. As respondents are heard saying:

‘No, we are addressing that women personalized issue and you know, giving livelihood and even education. So, it is it is inclusive government project in one project we are addressing So, many. the single project of sanitary pad making is addressing demand personalizing and livelihood and education dropouts increase to the girls level and it is helping is that's pretty country economic you can claim so much it is called inclusive. While you're selecting your thing, instead of addressing one single you try to select a cluster like an inclusive urban project. So, this is inclusive project what we are doing’. ---[R6]

“[...] And the last group of four of them that we've clustered together, is in climate action, life on land, responsible consumption, sustainable cities and communities. And this falls under the advocacy bit that I also I mentioned earlier, that the stories that are women speak about or write about connected to this bigger and greater global policy initiatives, especially with regards to the environment and with climate.” ---[R3]

“[...] I really care about gender equality, fairness, social justice, giving opportunities to everybody in several ways. So people can have decent quality of life, even if they are low income, even if they live in rural areas. That's what I care. If I score less, did you seven because it happens to be related to energy. So the eight is is called SDG.” ---[R4]

However, in doing so, they often find it really hard to attract investors to put their money into the firms who often shy away because of lack of profitability. As one respondent vented her frustration over it saying

“[...] but even investors are very wishy washy about it. There are guidelines, Yes, fine. But there is no one only project. So there's no only one objective that you are targeting. I really dislike when in these grants and funding applications, you have to tick the boxes and there's only one box that you are able to take. We're doing women empowerment, we are doing financial inclusion, we are doing access to water, we are doing access to cooking, we are doing access to clean energy. Which of the seven boxes, can I take all of them? Right? We are providing with jobs in rural areas, which is probably another box, you know, livelihoods. I have no idea SDG whatever. But yeah, I found these things really nice for writing papers and so forth. But it doesn't change my life at all’. ---[R4]

To add more, in most of the cases they were not consciously targeting any of the SDGs. In fact, the social entrepreneurs were more motivated towards *“making a change”* ---[R5] and *“impact”* ---[R5] in women’s lives by addressing to their needs in the *“smallest way to contribute to that (the sustainable development concept)”* --[R3] -spoke for their sensitivity and affinity with the concern. *‘I think if happiness meant making a lot of money, I would be doing something else’* - a statement made by R2 says it all.

5. DISCUSSION

The prime goal of this study was to identify the key challenges that social entrepreneurs aim to address in order to empower women that pave the way for sustainable development. In that regard, the study discovered 1) making women educated, 2) making women healthy, 3) making women solvent financially, 4) obtaining social empathy, and 5) securing safety – as the major obstacles to women empowerment. However, this development of meta level understanding had been embedded on Grounded theory analysis method, that had called for the elaborated concepts to integrate into an extensive substructure with one central category. In effect, the challenges were intended to be addressed mainly due to the persistence of multiple reasons under several conditions. Fact remains, women are portrayed negatively as weak because of their biological make-up and also unlike men, they have to go through menstrual cycle every month which requires them to be more concerned about their health as they are the ones who (mostly) take care of their children. This gender-fact necessitates women to manage the period with hygienic practice which is often not possible because of lack of funds and communication trouble with their close ones. The reality is, many a times women find it difficult to discuss the issue related to their bodies because of the existing norms in their cultures and traditions, where it is considered a taboo. As a result, they fall victim to various life-threatening diseases and get disabled to work outside and even occasionally at home. Not only this might force them to drop-off from schools and make them illiterate, but also might cause them to make many mistakes unknowingly. In fact, in many times, they are not aware of their rights and are kept violated by people around them. Furthermore, as they lose opportunities to earn, they also lose the chance to become independent and at times might end up being a burden to their family. The consequence frequently meets with early marriage and early conceiving of babies. Thereby, resulting in inferiority, subjugation and depression. For some entrepreneurs, these are the market gaps that they can work on and for others it is an opportunity to help others while some others consider it as a good cause to earn money. Considering these as the basis of acts, social entrepreneurs bring several enablers into play namely technology- application of knowledge to practical purpose like digital interactive games, new cheap machine and tools, resources- sources of support to practical purpose such as money, consumer products, skill- ability to perform something well that creates utility for example photography, communication, information- catalysts that carries meaning for its receiver in some context for instance knowledge on sexual and reproductive health right, entrepreneurial knowledge, partnership- association of two parties that benefits both namely co creation of space, mentorship, creativity- new alternatives to provide solutions for existing problem in particular story telling through art(photography), creating new brand identity for particular product(sanitary napkin), and trust- assertive reliance on someone's truth of ability, strength and being which are dependent of biography, space, time, culture, socio-economic state, technological condition like providing customer service – were in operative in the explained cases. Therefrom, social entrepreneurs design

their programs with the help of these tools as brokers of change that includes development of skills through teaching and imparting training, creation of safe interactive space where mutually beneficial communication process takes place, facilitation of innovative solutions and capital where it requires, sharing of knowledge and managing the puberty life. As a consequence, women can afford to meet their needs, can be in a much comfortable position to effectuate their private and public life, can be well-off in terms of physical and mental strength, can be learned and developed in soft and hard skills that can be carried in other life areas, can get recognition of their existence, needs and worth and can get proper honor, as well as relationship with other can get deeper and virtues can be upheld.

As matter of fact, earlier investigations suggest social enterprises built on women empowerment context has been able to benefit women with providing such means or opportunities to improve their situation (Maguirre, et al., 2016). Although this is true, the existing literature and other theoretical knowledge within the social entrepreneurial framework also typically evinced these means or opportunities to be mere dimensions of the underlying challenge, not the fundamental challenge itself to the process of empowerment. Indeed, the existing tension around the standard understanding of the empowerment construct in terms of theory and measurement recognizes a greater need of scrutiny of the case cause as it is accepted that the perception or meaning of personal control and the capability or potential to affect others might be existent in some areas of life while nonexistent in others (Cattaneo & Goodman, 2015). Thereupon, the researcher understood that the phenomenon ‘empowerment’ needs to be comprehended as domain specified and so are the challenges around it must be translated through the domain contexts. That is to say, social entrepreneurs respond to the domain demands that eventually play their part in the empowerment system. Incorporating the ideas, the researcher conceptualized: social entrepreneurs can ease the empowerment process for women by addressing the challenges in the realm of education, health, solvency, empathy and safety.

However, the close inspection revealed social entrepreneurs didn’t exclusively venture into one single dominion rather in most of the cases it was inclusive of others. In other terms, the domains are mutually independent and at the same time collectively perfunctory. To make it clear, the undertakings are autonomic in nature but can exert influence on other domains as well. For example, advancing in the education domain also have an impact on women’s health by making them conscious about their haleness and be healthy as well as allow them to carry the knowledge to engage in an income generating activity to be solvent financially which further favor them to obtain social empathy by virtue of their elevated position and additionally protect them from social menaces. Nonetheless, this overlapping effect does not necessarily mean to cover all the domains concurrently. To explain,

helping women overcoming violence do ensure some sort of safety as well as improvement in their health condition but does not axiomatically qualify them to be educated or solvent. Important to realize, even if the effects can be found in all other domains a woman cannot be told to be fully empowered as she might be experiencing trouble with some other aspects of those other dominions. Thus, the researcher acknowledges social entrepreneurs only endeavor in any of the domain(s) in a bid to empower women but do not guarantee complete empowerment. As a matter of fact, they just try to help smooth the process by creating opportunities in dealing with those challenges. This is in congruence with the existing knowledge from the prior research discussed in chapter 2.

To make better discussion on the findings, it is essential to look into the qualitative properties of the discovery. To begin with, securing social empathy appeared to be the most sought-after challenge that the social entrepreneurs attempt to address and also the most Influencing one. An important and interesting discovery in this respect was to find out that many entrepreneurs chose to address men together with women because they think it has a payoff that goes to women ‘*anyway*’ [R5] as they are a part of a family living in the society. As expected, engaging men while working for women might draw better co-operation and sharing of activities at the household level along with changes in attitude and behavior towards gender-based violence at the community level (Slegh, et al., 2013). Quite similar to the trend of empathy domain, the solvency domain and the health domain also surveiled to be among the leading pursued challenges and also showed to have significant potential to influence other domains. However, uniquely, making women educated was observed to be the least wanted challenge social entrepreneurs tried to address although it was precisely to be the second most affecting dominion among others. Engrossingly enough, the case was contradictory for the security dominion where it was seen securing safety for women has little influence on other domains; the least to be exact even though it was among the leading challenges directed to be addressed. Given the effort-impact construct of the dominions, it is reasonable to maintain that there is no room to undermine any of those and it was also not the focus of the study. However, It could be an topic of future research to provide with more directions for the stakeholders such as what challenge should be in the top priority for a social entrepreneur when aiming at empowering women. Following, **Figure 7** is the representation of the uncovered domains with their effort and influence aspect. For the readers, the calculation of the effort variable was made on the basis of its frequency of appearance in the entrepreneurs’/decision makers’ statements and the potential impact has been calculated in light of the estimated promising upshots established in Figure 5: Post coding data structure. Nonetheless, it is necessary to keep this fact in mind that an estimation is never an ascertainment; therefore, the figure is not a perfect presentation of analytics of the qualitative aspects of the domains but still claiming to be a good demonstration of its dynamics.

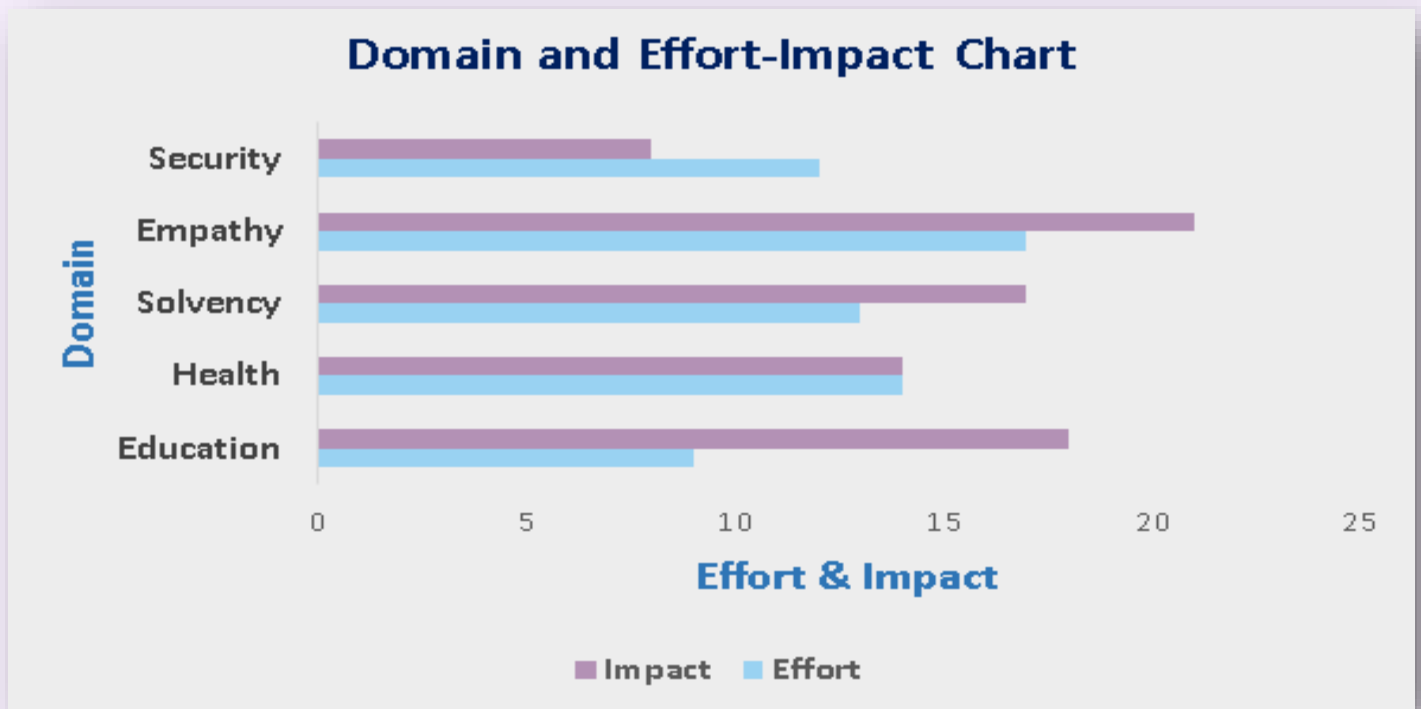


Figure 7: Domain & Effort-Impact Chart

Although, extant literature put forward several spheres where women empowerment can take place, those were observed under a broad context unlike this study which is built particularly on social entrepreneurship construct. Still, they are helpful in further discussion on the findings. Taking those as the building blocks, yet the researcher argue that the physical, sexual, psychological, political, religious, and moral dimensions can be merged into one single domain which is health by looking at the whole person: body, mind, spirit for his/her overall wellness. Further, education and economic dimension can be on terms with education and solvency domain found in this study respectively suggesting the economic implies one's capacity to meet her demand(s) with given ends and scarce means. What is more, information being a mere product of the education can be subsumed in education itself. Furthermore, agricultural dimension is a transformational aspect of the economy side, thus, comes under solvency domain. Even further, the dimensions social, cultural and legal can come under the purview of empathy domain concerning the acquiescence of women existence in the society and beyond. Thence, the domain of safety came as an emergent domain that might add to the existing literature.

To go even further, approaching toward an inductive theory building embedded on grounded theory analysis resulted the study discovering some of the schemes that have complemented the extant literature which was discussed earlier in the Introductory and Theoretical Concept section (Chapter 1 and 2). Still, it is to notify the patient reader that the new uncovered affairs including the ones entrenched in the prevailing knowledge were complementary and reinforcing to each other while contributive to respective and cross-cutting domain heads. Among the 31 action variables (central codes), 12 has been found again namely alleviating poverty, creating jobs, access to innovation, improving family savings, helping in building network, access to energy, entrepreneurial engagement, access to finance, ensuring equal treatment, skill development independence and mobilization – mostly belong to the solvency domain. Interestingly, no new action variable has emerged in the solvency domain from the study. However, the rest of the variables might be counted as the entirely new variable of actions observed to the women empowerment phenomenon in social entrepreneurial construct.

Please check **Figure 8**, below as the graphical representation of the contribution of the study toward the social entrepreneurship literature with respect to previous findings built on the women empowerment phenomenon. The organized demonstration is instrumental for a better understanding of how the elements interact to appear as more constructive and more informative. As per the figure, the study comes up with the discovery of the core challenges namely making women educated, making women healthy, making women financially solvent, making women socially empathized and making women safe as the barriers of women empowerment that the social entrepreneurs aim to address expressed through their domain distinct by incorporating both the newly discovered and previously observed actions variables to their fundamental dominion which will fully pass on its integral idea. In this matter, the researcher claims to present a better view as to how social entrepreneurs should be aiming to empower women by challenging the existent sketchy view that does not fully communicate the impression. By studying what social entrepreneurs actually do, the research provide a new operationalization and a new understanding of what and how women empowerment could be achieved within the construct. This is also helpful in particular for the investors in providing with a better classification of the challenges to the women empowerment phenomenon when it is often seemed that they do not possess a clear understanding of it which might kill the prospects for the social enterprises that live on such investments.

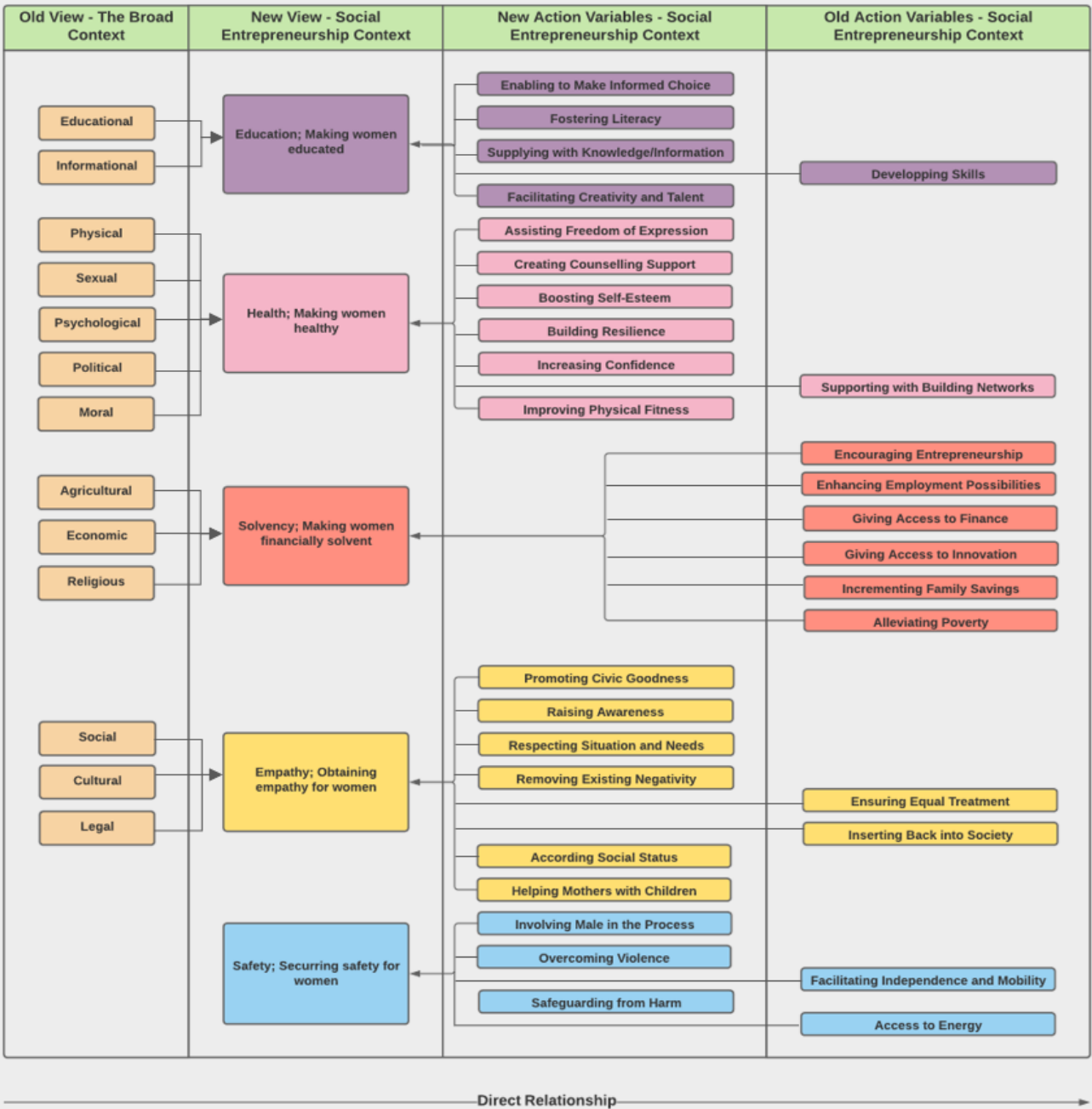


Figure 8: Study Contribution Elements Interaction

All in all, addressing these challenges can lead up to the achievement of sustainable development goals. As it happens, making women educated corroborate to the SDG 4 that calls for the inclusive education and promotion of lifelong learning opportunity. Then, making women healthy has to do with the SDG 3 that makes the call for ensuring healthy lives for all. Then again, making women financially solvent sees to the SDG 8 which asks for employment for all and ensuring an inclusive economic growth. Further, making women socially empathized uphold the SDG 16 call for an inclusive society and ensuring justice for all and finally securing safety for women has connection with in some part of SDG 6 and SDG 7 that appeal for clean water, sanitation and clean energy. What is more, apart from directly contributing toward those aforementioned SDGs, those SDGs are also concomitantly play their part in reaching some other SDGs. To exemplify, good education is conducive to responsible consumption and sensitizing with life on earth (SDG 15), life below water (SDG 14) and the climate condition (SDG 13). Moreover, financial solvency can satisfy hunger (SDG 2) as well as instrumental in eliminatating poverty (SDG 1). Altogether, these also vouch for the SDG 5 that is dedicated to women empowerment. Hence, the researcher wants to comment that the craved goal of women empowerment for the vision 2030 can be achieved by empowering women!

6. CONCLUSION

This thesis puts forward a new insight into the social entrepreneurship literature by introducing a new paradigm of social entrepreneurs' endeavors to empower women that is at odds with the extant literary works. Although the existing literature saw women empowerment from a vantage point, this paper found facilitation of women empowerment to be domain specific. That is to say, social entrepreneurs venture into one or more of the five domains uncovered in an effort to instill some sort of authorization in women which had not been there previously. In this regard, the dissertation found social entrepreneurs committed to 31 leading independent activities or variables that converged into to come up with the theoretical knowledge of domains that also share simultaneous interlocking relationship among them. However, this unique kinship among the pursuits decodes those maneuvers only to be the part of the empowerment process rather than the complete-end result itself. Still, addressing the issues present in the domain's women find them experiencing in their lives can eventually contribute to the sustainable development goal agenda 2030 that the world is after. Thus, the study proposes social entrepreneurs work at making women educated or/and healthy, or/and economically solvent or/and socially sympathized for her being and safe both in her private and public life using various activities that are conducive to realizing the propitious ambition of sustainable development.

To add more, this research like other explorative studies, was conducted to explore the problem around the phenomenon and not to derive conclusion in actuality. That is to say, drawing an utter generalization from the study result would be wrong. Rather, the study is a good foundation to be built upon for the further descriptive and causal research into the women empowerment phenomenon in social entrepreneurial construct. Still, the uncovering of the study is an offering to the social entrepreneurship literature to be understood in depth that is inadequately there and promises to deliver more in addressing concerns that are obstacles to a sustainable future.

Even more, the study advances significant practical implications for the social entrepreneurs themselves, educators and the policy makers in gaining deep intuitive understanding of women empowerment in social entrepreneurial background. For entrepreneurs, the research accentuates the diverse recourses available they can delve into, which are consistent with their already-successful ones in reinforcing the power endowment process. As for the educators, they can expound the new set of ideas to the scholars which is power incrementing facilitation should be done in the life domains rather than in naturalistic imagination that add to the inadequate literature in existence for further awareness of the phenomenon. This allows pedagogues to pitch in in favor of social enterprises as well as makes room for further research into the cogency of women empowerment as a

catalyst to the sustainable development. In regard to the policy makers, the thesis further heightens the importance of women empowerment along with drawing support for social enterprise while bringing the issue of financial constraint that these entrepreneurs constantly find themselves in to the foreground. The researcher recommends more attention and investment in the women empowerment concern and also calls for subsidy or any other sort of financial assistance to the social entrepreneurs considering their contribution toward the comprehensive development process that is in the best of economy, society and environment - necessary if they truly resolute to reach the goal of sustainability.

In view of this study being an explorative one aiming to build theory inductively, the investigation provided enough discernment to substantiate the findings. In spite of this, the study does acknowledge some limitations that open avenues for future research opportunity. In the other way round, it can be seen as a strength of the study. To speak off, the study took a mixed sample of business entities (including four non-profits and just one each of profit motivated and hybrid) in order to generate a comprehensive knowledge but still that does not fully tell us if the affairs are as much successful as in the exclusively profit making/non-profit making/hybrid entrepreneurial context. This was due to lack of access to the contacts that made the researcher to settle with the real-time-responded participants irrespective of their business nature. In this respect, it is advisable to incorporate more systematic sampling by the future researchers to generate definite knowledge. Moreover, the aspect of time as outlined by Denzin (2017) might play an instrumental role in weakening the research claims. The study data was collected in a frame of 3 months that might pose an obstacle to the dynamics of the evolving nature of the degree of problems women face especially with the recent inclusion of Covid-19 plights. This was attributed to the limited bestowed timeframe available in the project. In that sense, it is wise for future analysts to collect data over a large period of time as well as at different period of time to ensure the breadth of knowledge. Yet, the researcher predicates the limited time frame can be useful in elucidating on the start-of-a-change aspect in the phenomenon. Again, the researcher also holds face to face physical meeting would be more useful in decoding the entrepreneurs' perspectives-maintained to their practices. The online interviews put the respondents to stress on using technology as well as on using language that is not native to them disable them to fully express their views. Equally important, interviews that were not visual made it even harder to read the body language of the respondents that could add insight to their production. The persisting global pandemic made it really hard for the researcher to travel to the participants workspace let alone taking an interview. This extent calls for taking physical interviews and compare the difference in the quality to the that of generated from the virtual ones. Last but not the least, *method triangulation* such as involving observation would have given extra edge to the findings that was again not possible due to the existing global reeling circumstance.

To conclude, the study postulates social entrepreneurs take up to enlighten women correlatively to put them in good shape physically and psychologically or emotionally in addition to making them financially sound besides winning social empathy and ensuring security in all spheres of their life by way of various novel actions. Successively, they help achieve the coveted vision of sustainability.

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APPENDIX

A. Interview Guide for Social Entrepreneurs

1. Tell us a bit about you (your name will be anonymous so you don't need to tell your name) and how you chose to be an entrepreneur?
2. Can you tell us a bit about your enterprise? What does it do?
3. What was the motivation for starting the venture? Has the motivation still be the same?
4. What is the mission and vision of your enterprise?
 - (The mission defines the purpose of the business, and the vision is a preferred future state of the business. What you aim to achieve in the future.)
5. What is the main goal of the firm?
6. Why this goal was chosen and why is it important to you?
7. Did anyone help you with the project? If yes
 - how did they contribute?
 - Why is their contribution important to you?
 - How did you mix them with the project team?
8. What resources do you use to achieve the goal?
9. What do you do for the proper use of your resources? Proper use = achievement of the goal
10. What are the key activities/actions/projects that you do to achieve the goal?
11. How successful are you with these actions/activities/projects in achieving the goal?
12. How do you measure the success?
13. What are the challenges that you have faced while doing this?
14. What are the future activities that you are thinking of doing for the same purpose?