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**The Role of Social Entrepreneurship towards Women
Empowerment: A Case Study of three Social Enterprises**

By

Natnael Berhe

**A thesis Submitted to the Graduate Programs of Addis
Ababa University in Partial Fulfillment of the Requirements
for the Degree of Master of Business Administration**

September, 2021

Addis Ababa University
College of Business and Economics
Master of Business Administration
(Regular Program)

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Advisor: Ethiopia Legesse (D.Sc.)

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College of Business and Economics
Master of Business Administration

ENDORSEMENT

This is to certify that Natnael Berhe has completed his thesis entitled “***The Role of Social Entrepreneurship towards Women Empowerment: A Case Study of three Social Enterprises***” is his original work and submitted to Addis Ababa University, College of Business and Economics, School of Business Administration for examination with my consent as thesis.

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DECLARATION

I hereby declare that the thesis entitled “***The Role of Social Entrepreneurship towards Women Empowerment: A Case Study of three Social Enterprises***” submitted to the School of Business and Economics, Addis Ababa University for the award of the Degree of Masters of Business Administration is based on my original research work carried out by myself under the supervision and guidance of Ethiopia Legesse (DSc.). I declare that this study is my original work and has never been presented or submitted either in part or full to this or any other higher learning institution for the purpose of earning any degree.

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Approval

This is to certify that the thesis prepared by Natnael Berhe entitled; “*The Role of Social Entrepreneurship towards Women Empowerment: A Case Study of three Social Enterprises*” in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, is with the regulation of the university and accepted standards with respect to originality.

Approved by Board of Examiners

As members of the Thesis Committee for this student, we approve the attached thesis		
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Final approval and acceptance of the thesis is contingent upon the submission of final copy of the thesis to council of graduate studies (CGS) through the departmental or school graduate committee (DGC or SGC) of the candidate

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Acronyms

BM- Business Model

C- Customer

CSP-Case Study Participant

FGDP- Focus Group Discussion Participant

ILO- International Labor Organization

IMF- International Monetary Fund

KII- Key Informant Interview

M1- Management 1

MoFED- Ministry of Finance and Economic Development

MoWUD- Ministry of Work and Urban Development

NGOs - Non-Governmental Organizations

OECD- Organization for Economic Cooperation and Development

SE- Social Enterprises

SEP- Social Entrepreneurship

SMEs- Small and Micro Enterprises

TK- Tamsalet Kitchen

TLHE- Timret Lehiwot Ethiopia

TPB- Teki Paper Bags

UN - United Nations

UNDP- United Nations Development Program

WCE- World Commission on Environment

Abstract

Women are widely acknowledged to play a critical role in household well-being and national economic development. Women's role, on the other hand, is hampered by their low status in many developing countries. Women empowerment is also the foundation for changing lives in the home and in society as a whole. In this regard, the purpose of this study was to examine the effect of social entrepreneurship on women empowerment. It attempted to explore and identify the benefits of pursuing the practice in bringing long-term solutions to the country's many societal issues related to women empowerment. Furthermore, the study modelled three pioneering local enterprises in Addis Ababa to investigate the nature and delivery of social services, women's empowerment mechanisms, as well as the innovative structure and business model of social enterprises. 32 interviews were done during the study's field work. The qualitative research method was used to answer the basic research questions, and the necessary data was gathered through Key Informant Interviews, Focus Group Discussions, Individual Case Studies, and Systematic Observation. The collected data were analyzed using a qualitative data analysis approach. Despite the country's favorable legal policy framework, the study found that social enterprises in Ethiopia are benefiting underprivileged women by providing them with a sustainable income to support themselves and their families, as well as assisting them in becoming self-reliant and self-confident through various trainings. Recommendations are followed.

Key words: *Women Empowerment, Social Entrepreneurship, Social Enterprises*

CHAPTER ONE

Introduction

In this part of the thesis, the background to the study is provided. The research problem, research objectives and questions, significance, scope and structure of the thesis are discussed.

1.1 Background of the study

One of the most pressing concerns our age has faced is resolving deep-rooted societal problems such as poverty, unemployment, gender inequalities, illiteracy, and climate change. While many NGOs, movements, foundations, and associations are dedicated to addressing one or more of these social concerns, a growing number of social enterprises are attempting to combine a commercial business with a social mission (Porter and Kramer, 2011).

Ethiopia believes that sustainable development can only be accomplished if development is pursued in a balanced manner in the socioeconomic, economic, and environmental spheres, with the advantages accrued being shared equally among the inhabitants (UN Rio, 2012). Poverty eradication is the Ethiopian government's principal development priority. As a result, all of the country's development plans and initiatives are focused toward this goal. Ethiopia is one of the fastest developing economies in the world. Ethiopia plans to achieve middle-income economic status by 2030, building on recent favorable developments. (IMF, 2011).

Women are, without a doubt, the poorest of the poor. Women make up the majority of the lower paid and unemployed in most economies, according to UNDP (2003) Human Development Reports. It is thought that assisting women in increasing their salaries improves the family's well-being. This is because women spend the majority of their earnings on their families. As a result, aiding women has a multiplier effect, increasing the impact of family needs and providing still another argument for prioritizing them.

Social entrepreneurship is thought to be a direct answer with its economic, social, and environmental influence in a society, helping to the development of long-term solutions to current social issues (Vipi & Tuja, 2015). The concept of social entrepreneurship is a new one that has just gained traction (Hand, 2016). The topic matter is a concept of social responsibility that has received insufficient attention in Ethiopian academia and business circles (British Council, 2017).

It focuses on societal issues or needs that aren't being met by the private sector or the government. It promotes the causes of sustainable development and holistic innovation, which are largely motivated by social advantages, and it generally works with market forces rather than against them (Bahari, 2016).

The necessity of discussing and researching the feasibility of combining the new and growing idea of social entrepreneurship with entrepreneurial innovation and leadership as a predictor of social inclusion and social transformation for a country like Ethiopia is emphasized in this study. It is also considered that social entrepreneurship, particularly when combined with local knowledge and wisdom, makes a significant contribution and has a significant impact on the country's ability to solve many of its social problems (MoWUD, 2016). Social innovation is frequently the product of an individual's, group's, or community's creative actions, which combine existing practice and know-how in a novel way. In a thorough understanding, social entrepreneurship perceives a familiar object from a new perspective (Julkaisut, 2015).

The practice of three local social enterprises named Tensalet kitchen, Timret Lehiwot and Teki paper bags are chosen and the research study is undertaken accordingly to explore, comprehend, and analyze the nature of social entrepreneurship and its practice and efforts towards offering solutions on empowering women.

Tensalet Kitchen, based in Sar Bet, was established in 2015 with the objective of giving unemployed women a job. Tensalet's purpose is to "train and employ disadvantaged young women in the restaurant industry as cleaners, chefs, waitresses and managers." Aside from serving Ethiopian and European cuisine, the restaurant hosts regular events such as card game nights and book releases. The company also provides external catering and home meal delivery services.

Teki Paper Bags is a deaf women-run social and environmental small business that was created for and by the deaf community. As an alternative to plastic, the company makes handcrafted paper bags. The company offers these bags to local companies and is working to alleviate Ethiopia's crippling usage of plastic bags. The social enterprise's mission is to empower deaf women by creating sustainable employment while building a plastic bag free Ethiopia.

Timret Lehiwot Ethiopia is an Ethiopian residences charity organization with a social enterprise wing that has been involved in a number of development activities since 2004 G.C. and has a

proven track record of success working with communities and partners to bring positive change to Ethiopia. The organization was founded with the purpose of supporting marginalized and hard-to-reach communities by offering economic, environmental, and psycho-social services, with the vision of Creating a Healthy, Empowered, and Inspired Society.

1.2 Statement of the problem

Empowerment has also been acknowledged by the World Bank as a fundamental component of poverty reduction and as a primary development goal (Malhotra 2000). Women's empowerment is promoted as a development goal based on the twofold argument that social justice is an important part of human welfare and is essentially worthwhile to pursue.

According to Naraya (2002), men's dominance of women is highest within the household in most poor nations. Women's negotiating power inside the household is seen to be strengthened by access to work and engagement in income-generating activities, allowing them to influence a greater number of critical decisions. Ethiopia is also one of the poorest countries in the world, with dismal living standards for women.

Various studies have found that progress in women's empowerment has multiplier impacts across the development spectrum (International Labor Organization, 2018; Choudhary, 2017). Specialized and creative support services are required to assist women in realizing their entrepreneurial potential.

According to Guloba, Ssewanyana, and Birabwa (2017), women encounter far more hurdles in business than their male counterparts. Lower education, a lack of financial and business skills, fewer female role models, socio-cultural hurdles, gender stereotypes, and a lack of resources and proper finance are just a few of these factors. Despite the existence of several specialized programs and funds aimed at making finance more accessible to small businesses under less restrictive criteria, women's engagement in entrepreneurship remains limited (Laeticia, 2016).

The promotion of social change through the solution of social problems is one of the values of social entrepreneurship. Many issues in Ethiopia are impeding local initiatives to engage in social entrepreneurship and contribute to the resolution of social issues. However, policies and legal procedures for providing social services that fulfill society's demands at both the micro and macro levels are either inadequate, non-existent, or poorly defined and administered (Mohammed, 2017;

British Council, 2012). This study investigates how local social enterprises might help women gain knowledge and confidence by engaging in social enterprises.

The researcher chose this specific research topic on social entrepreneurship in order to establish a conceptual framework for how social enterprises might contribute to women's empowerment. Furthermore, the research sought to contribute to the availability of research on social enterprises in Ethiopia.

In general, this research looks at the role of social entrepreneurship in providing women with employment and income options, as well as empowering them to participate actively in different aspects of their life.

1.3 Objective of the Study

The objectives of the study are explained under its general and specific details as follows.

1.3.1 General objective

The main objective of this research is to investigate the selected local social enterprises' innovative social entrepreneurial model, as well as their practical efforts to empower women, to identify the opportunities and challenges of social enterprises, and to suggest mechanisms for incubating them in Ethiopia.

1.3.2 Specific Objectives

Based on the general objective of the study, the specific objectives are

1.3.2.1. To investigate the selected local social enterprises' innovative social entrepreneurial business model as a pioneering local social enterprise in Ethiopia.

1.3.2.2. To explore the unique service provision of the selected local social enterprises 'and their practical efforts towards empowering women

1.3.2.3. To identify the main opportunities and challenges of the selected social enterprises towards empowering women through social entrepreneurship

1.3.2.4. To suggest mechanisms for incubating the same type of innovative social entrepreneurship practice of the selected social enterprises in the country

1.4 Research questions

The research questions are explained under its major and specific details as follows

1.4.1 General Research Question

The general research question is “what is the innovative social entrepreneurial model of the selected social enterprises with their practical efforts towards empowering women, the opportunities and challenges of the social enterprises and how to incubate the same in Ethiopia?”

1.4.2 Specific Research Questions

Based on the major research question, the specific research questions will be

1.4.2.1 What is the innovative social entrepreneurial business model of the selected social enterprises as one pioneering woman empowering local social enterprises in Ethiopia?

1.4.2.2 What are the unique service provisions of the selected social enterprises with their innovative social entrepreneurial practice and efforts towards empowering women?

1.4.2.3 What are the main challenges and opportunities of social entrepreneurship to empower women as practiced by the selected social enterprises?

1.4.2.4 What mechanisms are there to incubate the innovative social entrepreneurial model of the selected social enterprises in the country?

1.5 Significance of the study

This study is significant because it investigated and described the practice and efforts of social entrepreneurship in Ethiopia with the goal of empowering women. It looked into the social entrepreneurship practices of three selected local social firms in particular. The study's goal was to learn more about the nature and phenomena of social entrepreneurship, as well as the creative social entrepreneurial practices of local social enterprises around the country. In addition, the study presented important data and evidence on social enterprises' economic models, as well as their creative structure, practices, and activities. It is believed that this would contribute to a better understanding of Ethiopian social entrepreneurship activities and the potential contribution it may make to alleviate the burden of social problems in our society. The research study also underlines the enormous potential contribution of social entrepreneurship in offering long-term solutions to

many of the country's social problems. Furthermore, the study aimed to draw academics' and practitioners' attention to the shortage of research works in the field, as well as the necessity for more research projects.

The research is carried out in the hopes that the findings and outcomes would contribute to the enhancement of local social entrepreneurship understandings and practices in Ethiopia's efforts to empower women. The study could also be viewed as a supplement to the few and scarce literary works now available. In addition, the study can be used as a starting point for individuals who want to undertake more research on the practice of social entrepreneurship in the country, specifically on the works and activities of local social businesses.

1.6 Scope of the study

The study's scope was limited to studying the practice and efforts of social entrepreneurship in Ethiopia, as well as understanding the overall restrictions, problems, and opportunities, utilizing a qualitative research approach. Three local social enterprises' novel social entrepreneurial model, as well as their service offering and delivery, were used to examine, investigate, and comprehend the country's present social entrepreneurship practice. The enterprises' initiatives to providing innovative and sustainable women empowerment mechanisms were investigated. The significant opportunities, challenges, and limits that the enterprises face when providing services to their customers were also reviewed. The quality of the selected social enterprises services and possibilities, as well as their capacity-building activities and set of procedures for spreading their innovative social entrepreneurial practice to others, were evaluated. In evaluating the business model of the social enterprises' efforts to solve societal problems such as women unemployment in the country, collective social responsibility was given appropriate consideration.

Using Tamsalet kitchen, Timret Lehiwot and Teki paper bags as a case study, the research study aimed to collect and review accessible literature resources in order to understand the reality in the country. However, because the concept and practice of social entrepreneurship are new and emerging phenomena in Ethiopia (Mohammed, 2017; British Council, 2012), future researchers in the field are believed to have a golden opportunity to do more research on the topic because there is still much to assess and analyze.

It should be mentioned that the results of this study are just indicative of the urgent need for more research in this field. Academics are reminded to begin qualitative and quantitative research projects that are currently deficient in technical capabilities. They are supposed to practically establish the conditions for advancing the notion of social entrepreneurship by sensitizing practitioners on how it is actually practiced as well as the general public on the benefits and contributions it may bring to individuals and society. As a result, the study was not self-contained and did not attempt to generalize findings as conclusive.

1.7 organization of the paper

The research paper is divided into six chapters. Chapter One contains the background, statement of the problem, objectives and research questions of the study, significance and scope of the research study. The Second Chapter presents a review of relevant literature, both published and unpublished. Chapter Three focuses on methodological issues; the research paradigm, design, study area, study participants, procedures and tools of data collection and the method of data analysis as well as quality assurance and ethical considerations. Chapter Four concerns with the findings of the research followed by Chapter Five, the discussions of the data through qualitative research design. Chapter Six provides the summary of findings, conclusion and recommendation.

CHAPTER TWO

Literature Review

2. Introduction

This chapter reviewed the relevant literature by first discussing some conceptual definitions such as social entrepreneurship, social enterprises, social entrepreneurs, social innovation, Empowerment, women Empowerment and social development and sustainability. In addition, an overview of the social entrepreneurial structure and innovative business model of a typical social enterprise was provided together with discussion of the measurement used in the definition of social enterprises. The global practice and contribution of social entrepreneurship and its understanding in Africa is briefly presented. Its emerging phenomenon and practices with focus to Ethiopia also explored. The concept of Empowerment, women Empowerment and the linkage between social entrepreneurship and women Empowerment were also briefly discussed.

The study reviewed some literature works already done on the area of research in hand. Literature review was needed to explore and understand the meaning, nature, theoretical and conceptual framework of the practice and contribution of social entrepreneurship towards women Empowerment so that the research could be properly articulated. The research study tried to get available academic peer-reviews from the leading journals, Online Library which are interdisciplinary databases covering leading articles and journals of social sciences. YouTube video presentations were also used to get insights for both global and local practices of social entrepreneurship. Articles were selected from these databases that make explicit use of one or more of the following key terms; **Social Entrepreneurship (SEP), Social Enterprise, Social Entrepreneur, Social Problems, Social Innovation, Empowerment, Women Empowerment, Social Development and Sustainability**. The research questions were the main domains for the research study. The literature review is categorized into the following general themes.

2.1 Understanding Social Entrepreneurship

The genesis of social entrepreneurship may be traced back to three factors. First, as Thompson (2000) and Blackburn (2005) stated, the growing interest in resolving social issues has led to a

constant search for effective, innovative, and long-term solutions to deal with the complexity of social problems and a way to relieve modern societies of illnesses such as unemployment, inequalities in access to health care and social services, poverty, and crime. Second, there is growing worry about an expanding number of service areas that are not serviced by the public sector but where the private sector is not appealing enough. Sheifer (1998) goes on to say that, under this situation, neither the government nor the private sector have the right incentives to develop or offer social services. Third, there is a growing respect among business or commercial entrepreneurs for their involvement in the social sector, which aims to increase global social wealth and create community wealth (Zahra, 2008; Wallace, 1999).

SEP helps to alleviate poverty by creating jobs, building community trust, and strengthening local networks. It empowers communities by increasing self-sufficiency, self-esteem, self-worth, and confidence; it also creates a market for locally created goods and services rather than importing them. Furthermore, social entrepreneurship provides for the preservation of local wealth (Paul, 2015).

Over the last two decades, social movements have begun to promote SEP. The Ashoka Foundation, the Skoll Foundation, and the Schwab Foundation are examples of such organizations. Its concept and theoretical framework emerged in the 1980s as a result of Bill Drayton's work at the Ashoka Foundation, which funds social innovators throughout the world, and ED Skloot's work at New Ventures, which assists non-profit organizations in exploring new revenue streams (Dees, 2001). Despite the concept's novelty, the practice of using entrepreneurial skills to solve social problems has been around for decades. Only recently has social entrepreneurship been a hotly debated topic among policymakers, civil society organizations, enterprises, financial institutions, and university academics (Nicholls & Young, 2008; Dees, 1998).

M. Yunus, the founder of Grameen Bank and the father of microcredit, lay the groundwork for modern social entrepreneurship by identifying a stable equilibrium for poor Bangladeshis' limited possibilities for obtaining even the smallest amounts of credit (Mair & Marti, 2006). Yunus provided inspiration, creativity, direct action, courage, and fortitude to his venture, the two deliberated on the cornerstone of social entrepreneurship. Yunus demonstrated the viability of social entrepreneurship, and his model was reproduced or adopted by a global

network of organs in different countries and cultures, thus establishing microcredit as a global industry.

According to Mair and Marti (2006), SEP is an emerging topic with a literature gap, a lack of consensus on definition, a lack of frameworks, and a lack of empirical evidence (Nicholls and Young, 2008). The emergence and development of social entrepreneurship can be divided into two categories, according to Poon (2011). There are two types of social enterprise: market-based and hybrid-based. The hybrid model combines economic and social enterprise. According to Mohammed (2017), the term "social entrepreneurship" has gained growing acceptance in the world in general, and in Ethiopia in particular, over the last two decades. He went on to say that essential areas need to be identified in order to make social enterprises and the practice of social entrepreneurship in Ethiopia more functional.

2.2 The Meaning and Nature of Social Entrepreneurship

Many scholars and authors have attempted to define social entrepreneurship in a variety of ways based on the function it is supposed to serve. It's an emerging notion with a creative strategy for coping with complex social requirements, according to Phipps and Friedrich (2012). According to Austin (2006), Roberts and Woods (2005), social entrepreneurship is defined as entrepreneurial activity that primarily serves a social goal. On the other hand, Fowler (2000) described it as the development of viable socioeconomic structures, interactions, institutions, organizations, and practices that provide and sustain social benefits.

Others attempted to define and explain the subject matter as well, although from various angles. Traditional entrepreneurship's ingenuity is combined with a mission to influence society in social entrepreneurship (Seelos & Mair, 2005). According to Mair and Marti (2006), social entrepreneurship is a process that catalyzes social change and serves critical social needs without being dominated by direct financial gains for the entrepreneurs. It is also defined as a procedure that entails the identification of a specific social problem as well as the development of a specific remedy. Researchers such as Zahra (2008) defined social entrepreneurship as "the activities and procedures done to uncover, define, and utilize opportunities to create social wealth through the creation of new companies or the innovative management of existing businesses."

” Any attempt at new social enterprise activity or new enterprise creation by an individual or team of individuals with social or community goals as its base and where the profit is reinvested in the activity or venture itself rather than returned to investors,” according to Ashoka (2009), a leading association that promotes the field of social entrepreneurship. Social entrepreneurship, according to Fuqua School of Business (2013), is a method of identifying and resourcefully pursuing opportunities to build social values and designing new approaches to resolving urgent social problems. It is a process in which citizens create or modify institutions in order to push answers to societal problems. Social entrepreneurship, according to the Said School of Business (2013), is a practice of combining innovation, resourcefulness, and opportunities to address critical social and environmental challenges, such as marginalization and environmental degradation, as well as the resulting loss of human dignity, which are the root causes of poverty and exclusion.

According to Kent and Anderson (2003), the ability to develop a linkage between social and community ideals while attempting to adapt continuously to assure social growth is the essence of social entrepreneurship. According to Naya (2009), social entrepreneurship is the deployment of an innovative company model that contributes to labor market integration, social inclusion, and economic development by meeting both social and economic objectives. Entrepreneurial innovation describes social entrepreneurship as a process rather than an event. Individual social entrepreneurs play a crucial part in the enterprise's development, but it is also a collective effort of a complete team of individuals. Social entrepreneurs are aware of current social issues, but they also aim to comprehend the larger context of a problem that spans disciplines, fields, and ideologies. Gaining a better grasp of how a problem affects society allows social entrepreneurs to come up with new solutions and mobilize resources to make a difference in the larger world.

Another researcher and academician, Mathew (2009), presents a definition of sustainable development in which social entrepreneurship is defined as development that meets current needs without jeopardizing future generations' ability to satisfy their needs. Paul (2015) outlined why to use the phenomenon of social entrepreneurship in his book "introduction to social entrepreneurship." Massive social and economic issues, he claimed, defy traditional remedies. Social entrepreneurship expresses its beliefs by being mission-driven rather than profit-driven.

It encourages social and environmental innovation as a means of resolving issues. It avoids politics by taking a business-oriented strategy. The free market is used by social entrepreneurship to create social values. It transforms, resulting in long-term advantages through systemic transformation. By networking for resources, it creates, maintains, and utilizes social capital. It is not bureaucratic, but rather nimble and quick to move. The social entrepreneur's work is passionate and personal. It is responsible to the general public, not to private shareholders. It promotes growth by ensuring social stability and being equitable. By innovating and being innovative, social entrepreneurs get things done despite hurdles and natural disadvantages (Paul, 2015).

We may deduce from the aforementioned definitions and explanations that the word "social entrepreneurship" refers to the provision of social services in the context of addressing and resolving societal issues. It's both a concept and a set of attributes that distinguishes an entrepreneur's ability. Sustainable development and comprehensive innovation are aided by social entrepreneurship. A social innovation is a novel mode of operation that solves an individual's or a community's social requirements, hence improving quality of life and wellbeing (Julkaisut, 2015).

According to several studies, social entrepreneurship is a natural outgrowth of commercial entrepreneurship. What drives and motivates their activities are the main differences between the two professions (Dees, 2001). According to Leadbeater (1997), social entrepreneurship has been recognized as a new style of entrepreneurship around the world that is focused on creating social wealth rather than generating economic riches. Social entrepreneurial activities, according to prominent researchers and Nobel Prize winners like Yunus, have far-reaching economic effects, enhancing growth, reducing poverty, and improving large-scale social development (Yunus 2009; Zahra 2008). Overall, social entrepreneurship is defined as a process including innovative, social value-creating activity that can take place within or across the non-profit and government sectors (Austin & Stevenson, 2006). This is a new kind of invention that blends profit and long-term social responsibility (Johnson, 2000).

The basic goal of social entrepreneurship, in general, is to widen social, cultural, and environmental aims. According to Shaw and Carter (2007), all extant definitions of the phenomenon and concept of social entrepreneurship are based on the following qualities. Social

entrepreneurship is defined as resolving social problems or demands that are unfulfilled by the private market or the government, and it is motivated largely by social benefits. It also works with market forces rather than against them.

The application of strategies by start-up companies and other entrepreneurs to generate fund and employment solutions to social, cultural, and environmental challenges is known as social entrepreneurship. The concept can be applied to a wide range of groups with varying sizes, goals, and beliefs (Audiopedia, 2018). Social entrepreneurship, like for-profit businesses, evaluates its performance using business metrics such as profits, revenues, and stock price gains. However, businesses that follow the principles of social entrepreneurship have a different goal in mind: they want to generate a positive return on investment for society, so they use a different matrix to try to further and broaden social, cultural, and environmental goals associated with the voluntary sector in areas like poverty alleviation, health care, and community development (Audiopedia, 2018). Because it is seen as an innovative way to exploit social opportunities or to use and combine economic and other resources for social change, social entrepreneurship is advocated as a solution to social problems (Mair & Marti, 2006).

The internet, particularly social networking and social media websites, has aided social entrepreneurship in the twenty-first century. This allows social entrepreneurs to reach out to a large number of people who are not physically close but have similar goals and encourage collaboration. Learn about the concerns, share information about the group's events and activities, and collect funds through crowd fundraising on the internet. Social entrepreneurship is a type of social innovation. It has an impact on altruistic forms of entrepreneurship in modern society, which focuses on the advantages of a society and on the reality of caring more about the needs and pleasure of others than our own. Simply put, entrepreneurship becomes a social endeavor when it converts social capital in a constructive way that benefits society. Many elements connected to social repercussions that regular corporate company does not prioritize are critical to the success of social entrepreneurship (Thompson, 2000).

Unlike standard corporate firms, social initiatives place a greater emphasis on achieving social pleasure rather than profit. We must make the transition from achievement to relevance. Humanizing business by thinking beyond business and realizing that people are the only source of differentiation and value creation (Dipak & Dean, 2010).

To summarize, social entrepreneurship is viewed as a tool for social responsibility and as a means or solution for alleviating or resolving societal issues that the globe faces today. As a result, the purpose of this research study is to emphasize that social entrepreneurship is based on social responsibility and that its primary goal is to solve societal problems, and that it is the best way to try to find a long-term solution for developing countries like Ethiopia to the many and complex social problems that exist as well as those that have recently arisen.

2.3 Theoretical Foundation

The theories that explain the emergence of social entrepreneurship are discussed in this section. This research identifies two theories that explain the growth and sustainability of social enterprises: the Social Innovation Theory and the Social Enterprise Theory.

The Social Innovation Theory

Climate change, socioeconomic disparities, and population aging are all key societal concerns that societies around the world are grappling with. Social entrepreneurs (Dees 2001) take it upon themselves to discover new solutions to societal problems that governments, for-profit and non-profit organizations have failed to address.

Shumpeter's Creative Destruction Theory established the foundation for the concept of social innovation by describing an entrepreneur as someone who creates new combinations or innovations in order to shift markets (Shumpeter, 1949). The entrepreneur's reform function in the economic system, which disturbs current inventive practices, is this creative response.

Using innovation to enhance the social landscape, many social entrepreneurs seek to realize this concept of creative destruction (Nicholls, 2006). Individuals who create ways for maximizing social value by investing resources in ventures with higher returns for the good of society, according to Dees and Anderson (2006), are referred to as social entrepreneurs. Social innovation is defined as "innovative acts and services motivated by the goal of relieving a social need" (Mulgan, 2006). Peredo and McLean (2006) define this situation as one in which an individual operates with the primary goal of significantly changing society by creating social value, and works to achieve those goals by recognizing and exploiting opportunities, being innovative, willing to take risks, and willing to seek out the resources needed to do so.

As a result, the underlying motivation for social entrepreneurship is to create social value rather than personal or shareholder wealth (Noruzi, et al, 2010), and the activity of doing so is characterized by pattern-breaking change or innovation (Munshi, 2010), as evidenced by the creation of new combinations of, for example, products, services, organization, or production (Defourny & Nyssens, 2010).

Social innovations, according to the more radical proponents of this viewpoint, are a means of politically reshaping society by generating new social and power relations, such as through producing inventions to empower people or the marginalized (Ayob, et al, 2016).

Phillips et al. (2015) conducted a literature study to find connections between social innovation and social entrepreneurship. Both social innovation and social entrepreneurship are aimed at achieving a social goal or mission and entail a problem-solving opportunity to address a social need. Social innovation, on the other hand, indicates that the innovation is accompanied by social system modifications. While this may be true for some social entrepreneurs, it is not true for all of them. Furthermore, social innovation is not limited to social entrepreneurship; for-profit and non-profit businesses, as well as government agencies, can develop and implement new ideas for the greater good.

The consequences of social innovation can take the shape of products, manufacturing processes, technology, services, interventions, business models, or a mixture of these, with the degree of formalization varying (Choi and Majumdar 2015).

The Social Enterprise Theory

Drucker was a proponent of the social enterprise philosophy (1985). The notion encourages entrepreneurship that is not driven by profit, but rather by invention and resourcefulness with the goal of improving people's lives and generating opportunities.

What sets the field of social entrepreneurship different, according to Martin and Osberg (2007), is its conscious desire to make a change in society that will result in the resolution or improvement of a societal problem with long-term benefits.

Mair and Marti (2006) agree, attributing the distinction between social and commercial entrepreneurship to the vision and objectives that they attempted to achieve in order to bring about social value and development rather than focused on economic value. The business,

according to this school of thinking, is not just a business that strives to accomplish social good or solve societal problems, but also a non-profit organization.

2.4 Business Models of Social Entrepreneurship

Business models have arisen as a cognitive tool for executives to understand the reasoning behind how a company develops and generates value (Martins et al., 2015). While BMs were traditionally thought to be limited to commercial value, it has lately been suggested that the notion is capable of considering a variety of institutional logics (Laasch, 2017).

For the sake of this study, social enterprises can be divided into three categories: mission-oriented, level of integration between non-profit social programs and for-profit businesses, and desired target markets (Alter 2006).

Social enterprises must use the right organizational architecture when undertaking operations that generate both financial and social value. Alter (2006) proposed different organizational models for how social firms might seek both mission and profit while resolving any conflicts between the two.

- I. The embedded social enterprise model: demonstrates how social programs and enterprise operations are interchangeable, implying that activities are implemented in tandem to achieve the money-mission relationship. Because of the comprehensive linkage between the financial and social bottom lines, Alter (2006) deems this organizational model to be durable and viable.
- II. The integrated social enterprise model: demonstrates how social initiatives and corporate activities only overlap. There is no synchrony between business activity and social programs; instead, costs, assets, and qualities are shared. Money-making activities and social initiatives have a synergistic relationship in which both add value to one another (Alter, 2006).
- III. The external social enterprise model depicts social programs and commercial activity as separate entities. This is most common in enterprises that are fully divorced from their non-profits. Businesses are laser-focused on producing money, and they frequently finance the operations of non-profits. The latter is simply concerned with carrying out the social objective. According to Alter (2006), social companies can mix models to take advantage of greater opportunities in both commercial and social markets.

According to the aforementioned social enterprise business models, the interaction is one-sided at the external stage, similar to that of a charitable contributor and a beneficiary; there are no aspects of integrated plans or management functions. At the integrated stage, the flow of benefits becomes bilateral as resources are exchanged and learning becomes mutual, and at the embedded stage, the principles of the two types of enterprises have merged at the strategy and execution levels, resulting in social programs being managed with the efficiency of private business and for-profit projects being designed with accountability.

2.5 The Concept of Empowerment

The term empowerment refers to a person's ability to achieve his or her God-given potential via self-reliance and self-respect (Cheston and Kuhn, 2002). Empowerment, they add, is about change, choice, and power. Empowerment may also be defined as a change process in which people or groups with little or no authority develop the ability to make decisions that affect their life.

The definition of empowerment, according to Rowlands (1995), is bringing those who are on the outside of a decision-making process inside it. It's also defined as the ability to earn enough money to participate in economic decision-making. Individuals become empowered as they gain control over material and non-material resources, giving them the opportunity to make life decisions and affect the direction of change.

According to Oxaal and Baden (1997), the term empowerment is rooted in the concept of power. Power can manifest itself in a variety of ways. 'Power over' refers to a dominance/subordination relationship, but 'power to' refers to having decision-making authority to solve difficulties. People organizing with a shared purpose or understanding to achieve collective goals is referred to as 'power with,' whereas self-confidence, self-awareness, and assertiveness are referred to as 'power inside.'

Poverty is typically measured in terms of one's ability to meet basic needs. In terms of a dynamic approach, however, addressing one's demands today does not ensure that they will be addressed tomorrow. Vulnerability refers to the fundamental uncertainty that surrounds poor people's ability to achieve their basic requirements on a consistent and reliable basis. The impoverished appear to be more vulnerable than the rest of society due to a larger range of hazards and shocks (Kabeer, 2005).

2.6 Women Empowerment

Women are often connected with empowerment, not just because they have historically been denied access to financial resources such as credit, property, and money, but also because they have been denied access to social resources such as education and insider knowledge of particular enterprises (Zafar, 2002).

Women do not gain empowerment or equality simply because they have access to resources. They must also learn to use those resources to achieve their goals. Women must be able to use resources for the purposes of their choosing in order for them to be empowered. The efficient use of resources necessitates agency, which is defined as the process of making decisions, negotiating, and manipulating resources (Kabeer, 2005). Women who have been excluded from decision-making for the majority of their life frequently lack the sense of agency necessary to set objectives and act successfully to accomplish them.

Investing in women's empowerment leads to gender equality, poverty alleviation, and inclusive economic growth. Women contribute enormously to economies, whether they work in enterprises, on farms, as entrepreneurs or workers, or at home doing unpaid care work. Poverty, discrimination, and exploitation continue to disproportionately affect them. Women often wind up in precarious, low-wage employment as a result of gender discrimination, and they make up a small proportion of those in high positions. It restricts access to economic assets like land and credit. It restricts people's ability to shape economic and social policy. Furthermore, because women are responsible for the majority of household tasks, they typically have limited time to pursue economic prospects.

Women's empowerment movements broaden the opportunities open to individual women, and economic empowerment can elevate women's standing in their families and communities. Lack of empowerment, on the other hand, stifles economic and political development, just as a lack of progress in addressing people's basic needs does, because poverty is disempowering in and of itself (Skarlatos, 2004).

2.7 Dimensions of Women Empowerment

Social Women Empowerment A critical aspect of social empowerment of women is the promotion of gender equality. Gender equality implies a society in which women and men enjoy the same opportunities, outcomes, rights and obligations in all spheres of life.

Educational Women Empowerment It means empowering women with the knowledge, skills, and self-confidence necessary to participate fully in the development process. It means making women aware of their rights and developing a confidence to claim them.

Economic and occupational empowerment it implies a better quality of material life through sustainable livelihoods owned and managed by women. It means reducing their financial dependence on their male counterparts by making them a significant part of the human resource.

Legal Women Empowerment It suggests the provision of an effective legal structure which is supportive of women empowerment. It means addressing the gaps between what the law prescribes and what actually occurs.

Political Women Empowerment It means the existence of a political system favoring the participation in and control by the women of the political decision-making process and in governance.

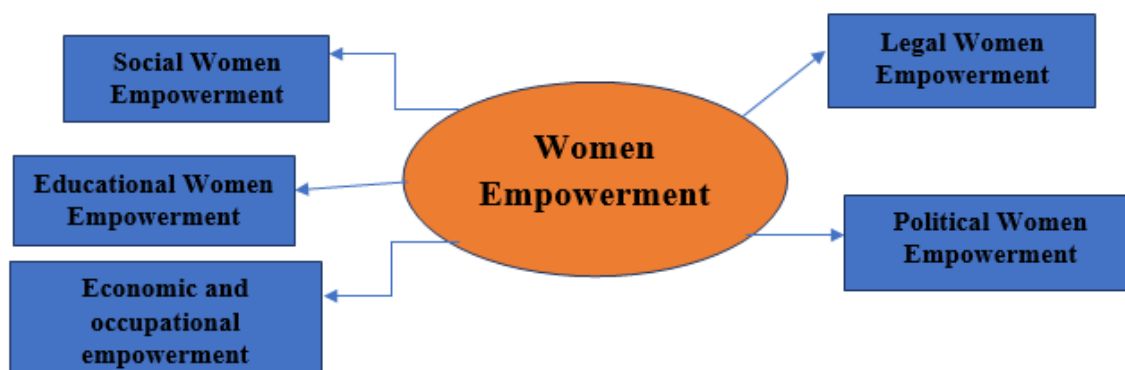


Fig.1 Dimensions of Women Empowerment

2.8 Social Enterprises as a medium for Women Empowerment

Women are critical to the growth of communities, nations, and the world (Clark, 2013). Female participation in the workplace promotes a more humane and cooperative working environment, as well as a higher standing in their homes and communities (Coughlin & Thomas, 2002). Social enterprises, in the framework of social entrepreneurship, “can continue the empowerment of the weakest social sectors, such as indigenous women, who face double discrimination” (Giovannini, 2012).

Given the importance of women in achieving local development, academics have looked into the obstacles they face in entrepreneurship, such as the lack of flexible work arrangements, limited access to resources, a lack of training and experience, and personal barriers such as child and family care (Mattis, 2004; Lockyer & George, 2012; Nguyen, Frederick, & Nguyen, 2014). Entrepreneurship, according to academics, is “one of the strongest tactical approaches within the strategic domain for empowering women and elevating them to the equal status they are entitled to” (Coughlin & Thomas, 2002).

The field of social entrepreneurship is encompassed by the concept of social enterprise within management theory. “Organizations seeking business solutions to social problems” are what social enterprises are defined as (Thompson & Doherty, 2006). They seek community well-being through social purpose, employee participation in governance, and a balance of social and financial returns (Thompson & Doherty, 2006). Indigenous communities' social enterprises are widely regarded as very effective, owing to the cultural traits that allow the establishment of these businesses (Giovannini, 2012). The major challenge for social enterprises is to create governance procedures and structures that facilitate the accomplishment of equitable duties while also promoting community well-being (Perez, 2013).

The World Bank (2011) defines empowerment as the process of strengthening an individual's or a group's capability to make decisions and translate those decisions into desired actions and outcomes. One of the primary aspects of social entrepreneurship that distinguishes it from other industries appears to be the empowerment of actors both outside and inside corporate boundaries. This means that social entrepreneurs frequently develop methods and tools that lessen stakeholders' reliance on the organization while also increasing their ability to contribute to the solution and their own well-being (Santos, 2012). Levander (2010) provides a theoretical framework from neo-institutionalism to conceptualize the social enterprise as a technique of empowering marginalized individuals or disadvantaged groups, such as women, while providing a long-term solution to structural concerns across society. An examination of various definitions of social enterprises reveals six basic aspects that can be divided into three categories: nature, implementation, and impact.

Social enterprises have two characteristics: a social goal and a long-term solution based on social needs. The first refers to the venture's social mission as a primary purpose, which takes

precedence over profit maximization (Campbell, 1997; Peredo & McLean, 2006; Younus, 2010). The second component entails looking for a solution to the problem at hand. That is, the business model is designed to provide a long-term solution to a social problem by establishing a new equilibrium that ensures long-term benefits (Bugg-Levine, Kogut, & Kulatilaka, 2012; Dees, 2007; Martin & Osberg, 2007; Sullivan Mort, Weerawardena, & Carnegie, 2003). When presented with a choice between "problem-solving" thinking and a culture of charity or philanthropy, the social entrepreneur opts for the former (Dees, 2012).

Social enterprises are defined by two characteristics at the implementation level: social innovation and scalability. An innovative use of resources that contributes to the fulfillment of social goals is defined as social innovation, which is described as a beneficial change at the conceptual, process, product, or organizational level (Borins, 2000; Mair & Marti, 2006; Megre, Martins, & Salvado, 2012; Peredo & Chrisman, 2006). The ability to successfully replicate the company model in other locations in order to continue providing social benefits is referred to as scalability in social entrepreneurship (Martin & Osberg, 2007; Younus, 2010). Due to a lack of resources, infrastructure, and appropriate policies, the scalability of social enterprises is typically constrained (Dees, 2007).

The third level is concerned with the intended outcomes of social enterprises: value creation and long-term viability. The term "value creation" refers to when the benefits of starting a new business outweigh the costs, resulting in a beneficial impact on the parties involved (Peredo & Chrisman, 2006; Weerawardena & Mort, 2006). The concept of sustainability is established when value creation delivers economic, social, and environmental advantages at the same time (Elkington, 1994).

Women's empowerment has benefited greatly from social entrepreneurship around the world (Akhtar, 2017). Entrepreneurs use social entrepreneurship to develop, finance, and implement solutions to social, cultural, and environmental issues (OECD, 2014). Women are more vulnerable than men to low-wage jobs, jobs with little labor rights or no formal contracts, and positions with inadequate social safety. Women's leadership and social entrepreneurship can be released through social entrepreneurship, which provides an unrivaled opportunity to address some of the issues that women confront (Mantok, 2016). This is accomplished by providing women with training and development, mentorship, networking, and financial help (Gupta,

2016). Social entrepreneurship is a growing field that uses business, investment, and commerce to achieve environmental and social goals, and it is increasingly being recognized as a key driver of women's empowerment. Women may also transcend poverty and achieve economic independence by starting and operating a business, according to Vidovic, Peric, and Jozanc (2015), by acquiring assets and improving their own and their communities' and families' well-being.

2.9 Who are Social Entrepreneurs?

Social entrepreneurs are defined by Dees (2001), Nandan, and London (2013) as inventive, opportunity-oriented, resourceful, value-creating, and social change agents with a goal to improve the system when a section of society is not working properly to solve the problem. Social entrepreneurs, according to Dees (1994; 1998), are private persons dedicated to solving social problems and helping those in need. Social entrepreneurs, according to Phipps and Friedrich (2012), are people with a vision who promote solutions and persuade entire societies to take new steps. According to Nandan and London (2013), social entrepreneurs seek to balance economic and social aims by considering social concerns and establishing a goal to provide social value and promote social justice.

By seeing chances to support that objective, a social entrepreneur is a change agent in social value (Bornstein, 2004). Social entrepreneurs, according to Bornstein, are people with unique ideas to solve important problems, just like commercial entrepreneurs are to the economy and social change. They are innovative people who challenge the current quo, seize new chances, never give up, and change the world for the better (Bornstein, 2004). A social entrepreneur, according to Dees (1998), is an individual who has a mission to create and sustain social value by recognizing and pursuing new opportunities to support that mission, engaging in continuous improvement, acting boldly without being limited by existing resources, and demonstrating an increased sense of accountability to stakeholders.

We can understand a social entrepreneur as someone who can bring a group of people's interests together to form a strong commitment to a specific project through a variety of perspectives and explanations. Rather than solely financial goals, this deep devotion is founded on social principles (Thompson, 2002). Thompson went on to say that the social entrepreneur had many of the same attributes and manners as the business entrepreneur. However, because they work

in different business situations, the aim of their labour varies greatly. Because they place such a high importance on social causes, they are engaged in the community and impact people's lives. The essence of social entrepreneurship is innovation that aims to improve societal well-being and is supported by organizations with entrepreneurial capabilities (Nichols & Young, 2008).

Leadbeater (1997) discusses the various entrepreneurial talents that social entrepreneurs possess in general. He says that these abilities are the fuel that propels the social entrepreneur's actions and are critical to the organization's survival. The talents of entrepreneurial, innovative, and transformative talents are common entrepreneurial capabilities that describe the social entrepreneur. The ability to be entrepreneurial in general is dealt with by the entrepreneurial talent. It refers to how people take on unused abandoned resources and figure out how to put them to good use to meet unmet needs. The ability to develop something new that is innovative is referred to as innovative skills. It may be necessary to develop new services and products. New approaches to solving problems, which are frequently achieved by combining ideas that have historically been kept distinct. The transformative skill is concerned with how social entrepreneurs alter companies. They get active in the communities and neighborhoods they serve by providing opportunities for self-improvement. They also acknowledge that economic dislocation and globalization have contributed to the current social crises to some extent.

A social entrepreneur, according to Stipanicev (2016), is one who successfully balances the enterprise's economic, social, and environmental aims. A social entrepreneur identifies social issues and using entrepreneurial abilities to bring about constructive improvements such as environmental protection, employment development, and addressing public needs. Social entrepreneurs make improvements feasible and contribute to societal transformation by including the most vulnerable people of the community.

Through the practice of social entrepreneurship, social entrepreneurs achieve more than just profit and can have a positive impact on their own community while maintaining a steady income (Stipanicev, 2016). Brooks (2008) attempted to discuss social entrepreneurs' personalities as change agents in the social sector. In practice, this means they adopt a mission to create and sustain social value, not just private value; recognize and pursue new opportunities to serve that mission; act boldly without being constrained by current resources; and

demonstrate a heightened sense of accountability to the constituencies served and the outcomes created. Brooks (2008) also claimed that the social entrepreneur is confronted with difficulties that are extremely complex. They may, however, weave these issues into a compelling vision that, once achieved, will transform public perceptions.

In his various presentations and talks, Bill Drayton, the founder of Ashoka, emphasizes that "everyone is a change maker." Social entrepreneurs are crucial in this transformation because they have a vision and a large impact." He also states that "97% of people are afraid to see the problem." People will be more willing to see it if they appreciate the notion of solving the problem." Social entrepreneurs are pioneers who think outside the box. They use synergetic ways to solve social problems, resulting in an outcome that is considerably greater than the sum of individual ideas. They have an influence because they work together internationally to influence laws, regulations, and frameworks by devoting time and ingenuity. The following are the most important policy objectives that social entrepreneurship programs and projects have achieved: Creating new jobs; Improving living standards; Inventing new products and services; Activating citizens participation in decision-making at all levels; Nurturing democratic processes; Integrating new comers, marginal groups, immigrants, and vulnerable populations; Developing intercultural understanding; Empowering people to alter their lives and become inspired by utilizing regional resources in an innovative and effective manner (Drayton, 2002).

Pakistani actor Hamid Khan and Nobel Laureate Muhammed and founder of Grameen Bank Yunus were pioneers of the notion of microcredit for supporting innovations in impoverished countries across Africa, Asia, and Latin America (Ashoka, 2009). Ashoka defines social entrepreneurs as people who come up with novel solutions to society's most serious social problems. They are determined and ambitious, tackling important societal concerns and proposing innovative solutions for widespread change. Rather than delegating societal requirements to the government or private sector, social entrepreneurs identify what isn't working and fix it by altering the system, disseminating the answer, and persuading entire populations to take new risks (Ashoka, 2009). By creating a profit while meeting a social need, social entrepreneurs bridge the value gap between economic gap enterprises. They don't operate in the same way that regular corporations do. They also contribute to greater societal change by

applying creativity to societal challenges, and they stimulate innovation by doing so (Ashoka, 2009).

In general, sustainable development thought is motivated by a desire to reduce inequality between people and the ecosystems that support life. It is primarily concerned with three themes: economic, ecological, and social and cultural sustainability. On a global, regional, and local level, social development is defined as social change that occurs and is guided. Its goal is to guarantee a good living for current and future generations. It plays a crucial role in a country's government's strategies and programs (Julkaisut, 2015). The social impact conveys the story of the impact, which is made up of the acts' repercussions. The outcomes of organizations' actions to address identified social needs are referred to as social impact (Hockerts, 2006). It's also being defined as the portion of the entire outcome that occurred as a result of the venture's activity over and beyond what would have occurred regardless. Financial effect measures the entrepreneurial venture's financial performance in terms of return on equity, return on investments, operating income, profit after tax, sales revenues, and turnover (Harding, 2004).

In a summary, social entrepreneurs have personalities, qualities, ideals, and visions. Social entrepreneurs are motivated by more than simply profit; they also want to make the world a better place for everyone. "We cannot solve problems using the same kind of thinking we used to create them," Albert Einstein reportedly said. This means that we are currently confronted with a slew of social issues, including global warming, poverty, rising economic disparity, starvation, and terrorism, all of which require a novel, long-term solution (Baogous, 2009).

2.10 Social Development and Sustainability

Sustainable development thought stems from a concern for inequity between people and the health of the ecosystems that support life. It emphasizes economic, social, and environmental sustainability. It primarily addresses and guides social change at the global, regional, and local levels. Its goal is to ensure that current and future generations have the opportunity to live a happy life. Sustainable development is a critical component of government initiatives and development plans. One of the focal aspects of social development is social sustainability. Its goal is to reduce social inequity by ensuring that everyone's basic necessities, such as food, education, and freedom of speech, are provided, and by establishing conditions that allow individuals to take responsibility for their own well-being (MoFED, 2010). When individuals come together to implement programs to improve the

quality of life in their communities, they are referred to as sustainable community development. A planned endeavor to build assets that strengthen inhabitants' abilities to improve their quality of life is known as community development. Several types of community capital, such as physical, human, social, financial, and environmental capital, may be included in these assets (Phillips & Pittman, 2009). The Grameen Bank has empowered the poor by offering small loans to entrepreneurs and small businesses, allowing them to produce additional income and contribute to long-term community development (Borzaga, 2013). The World Commission on Environment and Development, on the other hand, defines social progress as "development that meets current needs and ambitions without jeopardizing future generations' ability to fulfill their own needs" (WCE, 1987).

2.11 The Practice of Social Entrepreneurship

2.11.1 The Global Perspective

Entrepreneurship is the methodical application of creativity and innovation to market requirements and possibilities. It entails applying targeted tactics to fresh ideas and insights in order to develop a product or service that meets the demands of customers or solves their problems (Zimmer & Scarborough, 2005). As a result, social entrepreneurship is derived from the concept of entrepreneurship, which refers to the creative application of resources to confront and support social change (Mair & Marti, 2006).

The rapid increase in competition and rivalry among organizations motivates innovative ideas and techniques. Innovative ideas and techniques are becoming critical components for the growth of societies, according to Weerawardena and Mort (2006), not just in for-profit enterprises but also in non-profit organizations. Furthermore, the competitive environment, combined with a surge in the number of non-profit organizations in need of cash via visa-visa score donations, led non-profit organizations to come up with new strategies to fill the funding gap (Muhammed, 2017). Social entrepreneurship activities can positively influence societal economic growth and social development by eliminating poverty and increasing large-scale economic development while addressing and promoting change (Zahra, 2009). However, as indicated in the work of Muhammed (2017) by Nega and Schneider (2015), the effects of social entrepreneurial activity is at the micro level and does not have a significant impact on poverty alleviation.

Social enterprises provide innovative solutions to social and environmental challenges, thereby improving people's lives in communities and societies. By addressing the social needs of people who are disregarded by other institutions, social entrepreneurs maximize the social value and effect (SERI, 2016). Many worldwide organizations encourage and support the practice of social entrepreneurship around the world. The US Ashoka Foundation, the Schwab Foundation, the Aspen Network of Development Entrepreneurs (ANDE), and the Skoll Foundation are among them (SERI, 2016). Over the last two decades, social groups such as the Ashoka Foundation, the Skoll Foundation, and the Schwab Foundation have emerged to promote social entrepreneurship (Perrini & Vurro, 2006).

The worldwide social enterprise initiative of the British Council builds on the UK's social business expertise to promote its expansion around the world. Building sector capacities, forming international networks, and assisting policymakers to establish ecosystems in which social enterprise and social investment can thrive are all part of the program. The initiative promotes constructive social change, inclusive growth, and long-term development while also fostering trust and opportunities between the United Kingdom and other nations (British Council, 2016). These worldwide organizations launch a variety of support initiatives to promote, invest in, and expand the social enterprise sector around the world (SERI, 2016).

Social entrepreneurship is a sort of sustainable "doing business" that seeks both social and economic profit. Globally, interest in social economy and social entrepreneurship is expanding, with some academics even claiming that these economic sectors are the only ones that can support long-term labor market growth (UNWTO, 2014). The creation and development of social economy and social entrepreneurship has a significant influence, resulting in greater employment prospects for vulnerable people, improved access to public and private services, and development incentives for small scale actors working in diverse domains. At the societal level, social enterprises provide services in all three sectors – public, private, and non-profit (NGOs). Social enterprises work with disabled people rather than for them, with the goal of making them feel valued as human beings. In certain nations, social businesses are described as organizations that help long-term unemployed and disabled individuals find work (Galliano, 2009).

2.11.2 The Practice in Africa

Despite the backing of many countries and governments in the sector, there is currently no particular legal structure for social enterprise in Africa, according to both SERI (2016) and the British Council (2017). Non-profit organizations, public benefit groups, and donor deductible status are just a few of the alternatives that provide you flexibility. The African Diaspora Network connects and collaborates on social entrepreneurship projects across Africa by providing a knowledge sharing platform for investors, social entrepreneurs, volunteers, and donors. Similarly, the Social Enterprise Academy Africa, which was founded in 2012, provides learning and development for social entrepreneurs in order to assist them expand their social impact, assure financial sustainability, and obtain international recognition (SERI, 2016; British Council, 2017).

Institutions in South Africa are starting to include the concept of social enterprise in practical and experiential learning courses. In South Africa, there is also considerable evidence of local and international collaborations between higher educational institutions and social entrepreneurs, with a particular focus on community development, job creation, and sanitation access. The types of social enterprises most likely to support developing a specific community, supporting vulnerable adults, children, and young people, improving health and wellbeing, addressing social exclusion, promoting education and literacy, creating employment opportunities, and contributing to international development goals are the ones most likely to be found in Africa (SERI, 2016; British Council, 2017).

2.11.3 The Practice of Social Entrepreneurship in Ethiopia

Social entrepreneurship, according to Montero (2016) and Haugh (2007), is not about conferences, accelerators, charity and philanthropy, or wealth transfer. It's about distributing power among the poor so that they can empower themselves and become self-sufficient. Nega and Schneide (2015) believe that social entrepreneurship in Ethiopia can contribute significantly to the country's growth. It has the capacity to change structures and alleviate poverty. It can also highlight support for government-led development and democratic changes, making social entrepreneurship an effective microeconomic method for contributing to development in minor ways.

There is a major shortage of evidence-based study articles on the practice of social entrepreneurship in Ethiopia for this research. The British Council (2010, 2016, 2017), Muhammed (2017), Reach for Change (2013), Micro and Small Enterprises are the only research materials and articles available

(2014). As a result, these few and limited research papers are analyzed below to explore and comprehend the level of knowledge and practice of social entrepreneurship in the country.

According to Wearawardena and Mort (2006), the phrase "social entrepreneurship" is gaining prominence around the world. In Ethiopia, some awareness is raised in particular (British Council, 2010). Even though the practice of imparting social values to the population has been around for years, the concept of social entrepreneurship is rarely explored in Ethiopia. Only in the last several years has the notion gained traction and piqued the curiosity of social entrepreneurs (Mohammed, 2017). Numerous social enterprises are estimated to be operating in the country, according to a 2017 British Council publication that describes the general situation needed to accelerate the sector's development. These enterprises are mostly in the areas of education, poverty, rural development, and environmental sustainability, as well as employment for the marginalized and at risk. According to the report, Ethiopia's social business sector has been predominantly driven by isolated groups in a single geographic location or topic.

According to a study undertaken by the British Council (2017), there is no specific legal structure or registration process for social companies in Ethiopia. Furthermore, Small and Micro Enterprises (SMEs) account for the majority of social enterprises in Ethiopia, followed by lone entrepreneurship, cooperatives, partnerships, and charities. The country's main issue is that the practice does not receive adequate attention, despite the fact that it is extremely beneficial in resolving many social and other issues. Lack of access to capital and financial institutions was also cited as a major stumbling block in getting grant funds in the survey (British Council, 2017). Due to the lack of a legal framework for social enterprises in Ethiopia, social entrepreneurs must be careful not to misinterpret the core essence of social enterprises. Furthermore, there is a scarcity of research on social enterprises in Ethiopia that might inform us about their practices, challenges, and prospects (British Council, 2017). Nonetheless, major stakeholders agree that social entrepreneurship has the potential to tackle many social problems by combining the best of the for-profit and non-profit sectors, highlighting the country's existing "hybrid" approach (British Council, 2012). The publication went on to emphasize the necessity for coordinated efforts from a variety of entities to raise awareness about social enterprises and the practice of assisting communities with diverse social entrepreneurship initiatives. There is also a need to educate the public and the community about the

value and potential of the social business sector in supporting long-term social economic growth across the country.

Another study published by the British Council (2016) examined the current situation in Ethiopia, as well as the legislative framework problems and opportunities that social enterprises face. The presence of social entrepreneurial activities in the country, as well as the developing character of the social enterprise, were confirmed in the research. The survey also aims to provide an overview of the existing size and scope of Ethiopia's social entrepreneurship sector. It was discovered that social enterprise operations are mostly carried out in four sectors in the country: service, business development and enterprise support, agricultural, fishing, and retail.

Furthermore, it was indicated that the survey's results would serve as a baseline for actions to track development and identify viable interventions to help the sector flourish. Finally, the report's main recommendation addressed the need for better information and understanding of the social enterprise sector, as well as strengthening the capacity of social enterprise institutions and practitioners, such as social entrepreneurs, CSO leaders, intermediaries, and educators, as well as raising the awareness and capacity of government officials and policy influencers. The survey also revealed that there is a scarcity of research in Ethiopia on social entrepreneurship and social companies.

The majority of extant research on social enterprise in Ethiopia focuses on Micro and Small Business Development. A 2015 survey on urban micro and small enterprises in Ethiopia was commissioned by the Ethiopian Ministry of Urban Development and Construction and the Ethio-Canada Cooperation Office with the goal of better understanding the role, status, and issues of SMEs in Ethiopia. Both analyses concluded by emphasizing the sector's scarcity of research-based evidence and the need for a better understanding of the potential and problems facing SMEs in Ethiopia.

In Ethiopia, an organization called Reach for Change did a mapping of social entrepreneurship activities and social companies in 2013. The findings indicate that Ethiopia has significant social needs, and both existing and aspiring social entrepreneurs are seeking to address these needs through innovation (Reach, 2013). Another excellent attempt at a literature study is Mohammed (2017)'s research, which claims that the phrase "social entrepreneurship" is gaining some knowledge and recognition in Ethiopia in recent years.

Mohammed explained his decision to undertake the literature study by claiming that social injustice exists in developing nations as a result of financial disparities, the lack of a consistent definition for social entrepreneurship, and the legitimacy issue surrounding social enterprise. As a result, he researched the literature to uncover the contentious problems surrounding the definition, legitimization, and school of thought around the social entrepreneurship concept, as well as to chart a course for Ethiopia's future. The review study discusses the definition and idea of social entrepreneurship, as well as schools of thought and legal forms of social entrepreneurship in the country. Mohammed, while attempting to present the practice of social entrepreneurship in Ethiopia, only highlighted the types of social enterprises that operate in the country, claiming that the social enterprises are not truly social enterprises due to a lack of legitimacy. Mohammed went on to say in his research paper that there is a need to identify key areas that can be used to improve the functionality of social enterprises and the practice of social entrepreneurship in Ethiopia.

According to the British Council (2012), it is difficult to distinguish social enterprises from corporate firms in Ethiopia today because there is no unique legal form for social companies. The Ethiopian Social Entrepreneurship Forum (ESEF) was founded in September 2016, with the goal of advancing a sector with the potential to transform lives across the country. The idea of bringing together innovators, entrepreneurs, investors, and actors from government, business, and NGOs to empower social entrepreneurs to create long-term positive change was born (British Council, 2016).

In a brief discussion of Ethiopian social entrepreneurial practices, Havertkort stated that it is usual for individual entrepreneurs to start a business as a social company. There are, however, some well-established social companies that provide products and services in addition to employment and training for underprivileged young boys and girls, and they have had a significant impact on society over time (Havertkort, 2016).

CHAPTER THREE

Research Methodology

3. Introduction

According to Jane and Lewis (2003), research methodology must be appropriate for the study's subject and setting. As a result, this section of the paper goes on the research methodology used. Hence, this part of the study details the research methods used. Accordingly; it explains the study design, description of the study area, study participants, data collection tools and procedures. In addition; data analysis methods, quality assurance and ethical consideration are also discussed in the section.

3.1 Research Design

The goal of this study is to investigate and examine the practice of social entrepreneurship in the context of women's empowerment. The method chosen is qualitative. According to Alston and Bowles (2003) and Creswell (2007), qualitative methods provide for greater understanding of the issue while attempting to depict social reality. When a topic needs to be investigated and addressed, qualitative research is used. It is preferable to investigate a problem rather than rely on preconceived data from prior research investigations. The qualitative approach is used to answer research questions that call for an explanation or understanding of a social phenomenon and its environment, such as the theoretical and conceptual framework of social entrepreneurship and its impact on women's empowerment. The study employs an exploratory case study research approach to determine the impact of social entrepreneurship on women's empowerment. Exploratory investigations, according to Kreuger and Neuman (2006), are employed in situations where little is known or published about a topic. According to them, exploratory research answers what questions and whose goals are to become familiar with basic facts, setting, and concern about a topic. Because there is little research on social entrepreneurship in Ethiopia, a qualitative research technique and the use of an exploratory study are required to investigate local social entrepreneurship practice and efforts.

A qualitative researcher, according to Denzin and Lincoln (2000), analyzes things in their natural environments, aiming to make sense of or interpret events in terms of the meanings individuals assign to them. Bryman agrees with this viewpoint (1988). One of the major purposes of qualitative

research, according to Bryman, is for individuals to investigate, analyze, and interpret their social reality. As a result, the goal of this study is to investigate and comprehend the practice of social entrepreneurship and its attempts to empower women in a community.

Several scholars, including Denzin and Lincoln (1998), Marshall and Rossman (1999), have argued that qualitative evidence is required if the primary goal of the study is to better comprehend the nature and context of the subject matter. As a result, the qualitative technique will be the most effective way to answer a research issue. The exploratory nature of a qualitative study is one of the key motivations for conducting one. This usually signifies that there hasn't been much written about the subject under investigation, and the researcher wants to listen in order to participate and construct an understanding based on what he or she hears.

A good qualitative research study design has a clearly stated aim, and there is coherence between the research questions and the methods or approaches offered, resulting in accurate and reliable results (Bechhofer & Paterson, 2000). A case study is highly related with qualitative research, according to Bryman (2001). Several stories are chosen and used to investigate the phenomenon of social entrepreneurship and its role in addressing social issues. According to Kreuger and Neuman (2006), qualitative research design allows researchers to comprehend and interpret the social environment of research participants by learning about their viewpoints and experiences.

This research study is planned to be a qualitative study in order to acquire a thorough grasp of the subject matter of social entrepreneurship, with a focus on women's empowerment. According to Creswell (2007), the research process entails developing questions and processes, collecting data in the participants' environment, inductively analyzing the data, constructing from broad themes, and producing interpretations of the data's significance. As a result, qualitative research was employed in this study to investigate and comprehend the meaning and phenomenon of social entrepreneurship.

3.2 Study Area

Qualitative research is almost always restricted to a small geographic community or reorganizational site. This is partly due to the fact that the study undertaken isn't well-known, as well as resource and efficiency considerations (Jane & Lewis, 2003). Tensalet Kitchen, Timret Lehiwot Ethiopia and Teki paper bags are served as the research's data gathering and study areas.

3.3 Study Participants

The management, chosen key staff, and women beneficiaries of the social enterprises, as well as willing service users, were all participants in this research study. The social enterprises' management were asked to outline the organizations' philosophy, strategy, and business model. Employees directly responsible for various programs and activities linked to service delivery were consulted and asked to provide information on their particular fields of service supply and delivery.

Benefited women who are currently employed at the social enterprises at various levels were also interviewed to learn more about the advantages they have received as a result of the companies' innovative social entrepreneurial business models. Furthermore, the enterprises' service users were encouraged to participate in individual case studies and discussions to explain the types of services they received, the reasons for selecting the enterprises as their service providers, and their satisfaction with service delivery. A thorough field observation was conducted to supplement the aforesaid data collection technique and provide a general grasp of the social enterprise.

The selection criteria for study participants were based on various pre-determined selection points. The social enterprises founders, owners and CEOs were chosen for their organizational resourcefulness. They know everything there is to know about the social enterprises, from their beginnings to the present. The FGDs were actively engaged in by key workers from the operational and support departments. They were chosen for their direct involvement and responsibility for the full activities of the enterprises.

Those case study participants in TK were chosen based on their level of progress in the kitchen as a result of Tamsalet Kitchen's social entrepreneurial concept and chances. The other women beneficiaries from the remaining social enterprises were selected through recommendations from the enterprises. In the individual case study sessions. Service users were also met and asked to sit for discussion. They were chosen because they had used and benefited from the company's services.

Table – 1 –Temsalet Kitchen Study Participants and Criterion of Selection

Code	Position	Gender	Educational Background	Reason for selection
M1– TK	Founder	Female	MA	Very rich in the whole process of the social enterprise
FGDP1– TK	PR	Female	MA	Theoretical knowledge and practice in the social enterprise
FGDP2– TK	Operational Manager	Female	BA	Well informed about the service
FGDP3– TK	Supervisor Head	Female	BA	Well informed about the service
FGDP4– TK	Service supervisor	Female	BA	Well informed about the service
CSP1– TK	Master Chef and store keeper	Female	BA	Good example from the beneficiaries
CSP2– TK	Chef	Female	Grade 12 Complete	Good example from the beneficiaries
CSP3– TK	Waitress and Barista	Female	Grade 10	Good example from the beneficiaries
C1– TK	Customer	Female	BA	Consistent customer of the service provided by TK
C2– TK	Customer	Male	BA	Consistent customer of the service provided by TK

Table – 2 –Timret Lehiwot Ethiopia Study Participants and Criterion of Selection

Code	Position	Gender	Educational Background	Reason for selection
M1-TLHE	Founder	Male	BA	Very rich in the whole process of the social enterprise
M2-TLHE	Manager	Male	MA	Very rich in the whole process of the social enterprise
FGDP1-TLHE	Project manager	Female	BA	Very rich in the whole process of the social enterprise
FGDP2-TLHE	Supervisor	Male	BA	Theoretical knowledge and practice in the social enterprise
FGDP3-TLHE	Social worker	Female	BA	Well informed about the service
FGDP4-TLHE	Counselor	Female	MA	Well informed about the service
FGDP5-TLHE	Training facilitator	Male	BA	Well informed about the service
CSP1-TLHE	Craftswoman	Female	–	Good example from the beneficiaries
CSP2-TLHE	Craftswoman	Female	–	Good example from the beneficiaries
CSP3-TLHE	Craftswoman	Female	–	Good example from the beneficiaries
C1-TLHE	Customer	Female	BA	Consistent customer of the service provided by Teki paper bags

Table – 3 –Teki paper bags Study Participants and Criterion of Selection

Code	Position	Gender	Educational Background	Reason for selection
M1- TPB	Founder	Female	BA	Very rich in the whole process of the social enterprise
M2- TPB	Founder	Male	MA	Very rich in the whole process of the social enterprise
FGDP1- TPB	Manager	Female	BA	Very rich in the whole process of the social enterprise
FGDP2- TPB	Project coordinator	Female	BA	Theoretical knowledge and practice in the social enterprise
FGDP3- TPB	Quality controller	Female	BA	Well informed about the service
FGDP4- TPB	Project lead	Female	BA	Well informed about the service
FGDP5- TPB	Service supervisor	Female	BA	Well informed about the service
CSP1- TPB	Bag producer	Female	–	Good example from the beneficiaries
CSP2- TPB	Bag producer	Female	–	Good example from the beneficiaries
CSP3- TPB	Bag producer	Female	–	Good example from the beneficiaries
C1- TPB	Customer	Female	BA	Consistent customer of the service provided by Teki paper bags

3.4 Data Collection Tools

This research project used a range of data collection technologies for triangulation purposes. Data was collected using both primary and secondary sources. Primary data is unique and relates directly to the topic being researched. They are more pertinent to the research issue and increase the study's accuracy. Furthermore, primary data is current and might provide a more accurate perspective on the subject at hand (Maxwell, 2008).

Primary data was collected through in-depth interviews with key informants, focus group discussions with personnel who directly work in organizational service provision and operation, and case studies with service recipients. In addition, secondary data was gathered through reviewing journals, papers, dissemination materials, and video presentations connected to the study. To assure the authenticity of the data acquired, this study used a variety of primary data collection methods. Sources and methods are triangulated in this study. These includes Key Informant Interview (KII), Focus Group Discussions (FGD), Individual Case Studies (ICS) and Systematic Observation.

The study used qualitative data from the study location, both primary and secondary. Qualitative data, as defined by Miles and Humberman (1994) and Silverman (1993), deals with phenomena that are related to characteristics or kinds. It is based on facts conveyed through words, descriptions, and accounts, as well as people's thoughts and feelings. The primary data was gathered using the data gathering procedures and methodology outlined in the sections below.

3.4.1 Primary Data Collection Tools

Primary data was obtained for this research project and throughout the data collecting field work using Key Informant Interviews (KIIs), Focused Group Discussion (FGD), Individual Case Studies (ICS), and observation.

Key Informant Interviews (KIIs)

According to Mikkelsen (2005), the purpose of a Key Informant Interview was to gather specialized expertise and comprehension of a topic. The information gathered from important informants is frequently complementary. KII was utilized to investigate the notion of social entrepreneurship and the nature of the selected local social enterprise's innovative social entrepreneurial business model. The Key Informant Interview is a two-way process that allows for

the exchange of information and ideas. Interviewing is basically a social interaction process (Bechhofer & Paterson, 2000). Members of the social enterprise's management were approached as key informants in the study and asked to discuss everything about the company in order to supplement the data acquired through other methods. Open-ended guiding questions based on the study's unique objectives were written and utilized to perform KII.

Focused Group Discussion (FGD)

As Kitchin and Tale (2000) said, in many qualitative research, one-on-one interviews are supplemented with focus groups, which are groups of four to twelve people who discuss a topic with the help of a moderator who encourages interaction and steers the discourse. FGDs have been shown to be effective tools for illustrating and exploring the inter-subjective dynamics of group members' ideas, speech, and understanding (Pratt, 2001). The study's researcher will mediate and guide the full FGD, as well as handle the note-taking. The business model is anticipated to be collected through FGD information on themes such as context, the practice of social entrepreneurship by the social enterprise, the contribution and impact of the service provided, and the business model. The focus group was held with a group of key personnel who are directly responsible for service delivery across the organization's various programs and activities. In terms of attitudes, feelings, beliefs, experiences, and realities of group participants, the use of FGD was critical in gathering data regarding the topic that would not be achievable using other approaches. It aided in the study's triangulation of data collecting from various sources (Suhonen, 2009). Furthermore, a focus group discussion (FGD) is a group perspective and shared understanding of the subject among participants (Maxwell, 2008). Questions provided based on the study's unique objectives guided the FGD.

A focus group discussion is a sort of group interview that focuses on a detailed examination of a specific theme or issue. The group is usually made up of persons who have prior experience with or knowledge of the study's topic, or who have a particular interest in it (Kothari, 2004). The interviewer's position is a difficult balancing act, and he or she should be viewed as a moderator of the resulting discussion rather as a dominant question; someone who initiates the conversation without overly dictating its path. Furthermore, the moderator should deliver an appropriate opening and conclusion to the sessions, including information about the research and what is to be done with the data (Kothari, 2004).

Individual Case Studies (ICS)

Case studies were used to investigate the role of social enterprises' innovative nature in offering long-term solutions to the community. Some of the social enterprises' service beneficiary women were contacted and interviewed using guided questions to learn how they learned about the social enterprises and their services, as well as their satisfaction with the enterprises' service providing. During the field work, all information gathered from each case were documented using field notes.

Observation

When observation serves a defined research aim and is systemically organized, recorded, and subjected to checks and controls to verify the data's validity and reliability, it becomes a scientific tool and a method of primary data collecting (Nicolas, 2008). When using this tool, the researcher should consider what should be observed, how observations should be recorded, and how the observation's accuracy may be ensured (Holloway & Wheeler, 1996).

Systematic observation is a qualitative data gathering methodology that was used in the field to better understand the general conditions of the social enterprise's unique entrepreneurial nature and service delivery techniques. The enterprise's various programs and service offerings were evaluated using a systematic observation approach of data collecting to determine the true contribution of the enterprise's various programs and service offerings in empowering women throughout the community (Morse, 1991). Furthermore, all data gathered through different techniques was analyzed and validated during the observation. As a result, a field observation guideline was created to gather and document observations in the field. Field notes were obtained during the field observation to further assess the conformity or deviation of data acquired through other means and to gain a better understanding of the social enterprise's day-to-day activities and service offering in relation to the study community.

Observation is a checklist of points to look for in members of the setting's behavior. A type of non-participant observation aimed to represent a situation in which the observer watches but does not participate in what is going on in the social setting, according to Bryman (2001). Non-participants are frequently the focus of structured observation (Bryman, 2001).

3.4.2 Secondary Data Collection Tools

Secondary data was gathered through literature reviews on social entrepreneurship and women's empowerment, as well as visits to the archives of social enterprises. Brochures, reading materials, and publications from the virtual world were heavily utilized.

3.5 Data collection procedures

The research study drew on both primary and secondary data from a variety of sources. The primary data was mostly acquired using KIIs, focus groups, and individual case studies, which, according to Kitchin and Tale (2000), allow a study to develop a rich and varied data collection in a less formal context with a deeper analysis of experiences, feelings, and opinions. In addition, rigorous observation as well as referring to and assessing the social enterprises' Resource Centre were used to bolster the data acquired from primary sources. In addition to primary data collection sources, relevant secondary data sources were consulted and used, including books, academic journals, electronic soft copies, YouTube video materials and presentations, related conceptual and theoretical framework, and various research studies, as well as locally written and presented documents. This helped to identify the research gaps in terms of secondary data analysis. In order to grasp and understand the core organizational philosophy, business model, and service provision, as well as its performance in the socioeconomic sector, the research consulted several brochures and promotional materials on TK (TK, 2015-2021), Teki using their company's official website and TLH organizational profile document and annual reports.

A variety of data collection tools were used, and a significant amount of time was spent acquiring information in the natural context. Only through a field effort established at the enterprises' main offices were it feasible to conduct Key Informant Interviews, Focus Group Discussions, and Observations. Individual Case Studies with the enterprises' women beneficiaries and customers were undertaken by contacting and inviting each individual to the enterprises' facilities. The study was designed to be as unobtrusive as possible, thus KII and FGD participants were consulted to choose a time that was convenient for them to participate without interfering with their routine activities and obligations.

3.6 Method of Data Analysis

Data analysis entails a number of activities that are all closely related. These are carried out with the goal of summarizing and organizing the data in such a way that they respond to the study's

research objectives and estimate the values of the population's unknown parameters (Sharma, 1983; Silverman, 1993). Data analysis is the process of examining organized data in order to uncover hidden realities. Data analysis is a difficult and time-consuming part in the qualitative research process. It necessitates a combination of imagination and methodical use of techniques (Ritchie & Lewis, 2001).

The acquired data was manually recorded and transcribed after the field activity was concluded. Based on the research objectives, the transcribed raw data was categorized into distinct pre-determined topics. The practice and contribution of social entrepreneurship were carefully considered during the analysis. Unique instructive and demonstrative statements by study participants were incorporated in the thesis work as quotes to substantiate what has been commented and discussed previously, in order to illustrate the multi-faceted effect and nature of the context in which the social enterprises operate.

Qualitative raw data can be found in a variety of formats. They are typically made up of verbatim transcripts, interviews, and observational notes. Whatever form they take, the substance will almost certainly be highly detailed but interconnected. As a result, data management and organization are critical. As a result, the research identifies the initial topic or concept, labels or tags the data, sorts the data by theme or concept, and summarizes or synthesizes the data, which includes framework, indexing, and charting (Jane & Lewis, 2003).

Several visits to the study region and contact with study participants yielded raw data in the form of text and field notes. The raw data was organized and processed for analysis after that. The researcher examined, grasped, and thermalized all of the data that had been collected and organized. Several interconnected motifs were inductively developed. Finally, the meaning of each theme that ensures the information's occurrence was deciphered. The data analysis in this study was based on information gathered and produced from primary sources, which was complemented by secondary sources. Additionally, through KII and FGD talks, the ideas, opinions, and explanations from the social enterprises' management and other concerned staffs were analyzed utilizing descriptive narrations. The interview data analysis began shortly after the data collection to focus on the research questions and study paradigm. Each interview transcription was reviewed for consistency using the research questions as a guide.

The findings were grouped according to a list of important topics that had been created. All acquired data was organized and summarized in accordance with the study's objectives and guiding research questions. Following data summary and categorization based on study questions and specific goals, it was analyzed using a triangulation of data sources to increase the trustworthiness of the study findings by paying close attention to the study participants' nonverbal expressions. As a result, all data received through various data gathering technologies was analyzed and presented in a suitable and comprehensible manner during the analysis process. In addition, significant conceptual and theoretical frameworks of social entrepreneurship were critically analyzed in the literature review to reinforce and validate the study's conclusions.

3.7 Quality assurance

Good research is well-defined, with coherence between research topics and method, resulting in valid and reliable data that can be obtained with the resources available. However, because social research usually includes a known aspect, qualitative research has the advantage of flexibility (Bechhofer & Paterson, 2000).

Validity refers to the soundness, legitimacy, and applicability of a study hypothesis or theory, as well as its inquiry (Kitchin & Tale, 2000). The repeatability or consistency of a discovery, on the other hand, is referred to as reliability. This research is primarily concerned with validity because it is a qualitative study. In qualitative research, the importance of validity above reliability is generally understood. Silverman (1993), referenced in Kitchin and Tale (2000), emphasized the need of validity in qualitative research when he noted that qualitative research must be more than "telling convincing stories & rigorous in nature so that its conclusions can be accepted more confidently." The goal of this research study is to investigate the practice of social entrepreneurship and the effects it has on women empowerment in the community, as stated in the introduction section of this research report. It's possible that this won't be easily duplicated in other similar experiments, making it unreliable.

Credibility, dependability, transferability, and conformability are all components of trustworthiness that must be established in qualitative research. The first aspect or criterion that must be established is credibility. It is regarded as the most crucial factor or criterion in determining trustworthiness. Because credibility necessitates a clear link between the research study's findings and reality in order to verify the research study's findings' veracity, Triangulation

and member checking are two of the most used methods for establishing credibility. To acquire a fuller picture of the events, triangulation entails using several methods, data sources, and observation. It's a means of assuming the validity of research that collects data on the same issue utilizing a range of approaches. Triangulation and member checks aid in the establishment of credibility and contribute to the trustworthiness of an organization. Member check occurs when the researcher asks participants to review the data collected by the interviewer and the researcher's interpretations of that data. Triangulation asks almost the same research questions of different study participants and collects data from different sources using different methods to answer the same question, whereas member check occurs when the researcher asks participants to review the data collected by the interviewer and the researcher's interpretations of that data. The member check procedure is often appreciated by participants since it allows them to double-check their comments and fill in any gaps left by previous interviewers. From the standpoint of the study participant, credibility entails proving that the findings of qualitative research are trustworthy or believable. Because the goal of qualitative research is to describe or comprehend phenomena of interest via the perspective of the participants, they are the only ones who can properly appraise the results' trustworthiness (Yvonna, 1985).

The degree to which qualitative research findings can be generalized or transferred to different contexts or settings is referred to as transferability. Transferability is primarily the duty of the person conducting the generalizing from a qualitative standpoint. The qualitative researcher can improve transferability by thoroughly articulating the research context and the key assumptions that guided the study.

The research study presented proof of social entrepreneurship's practice and impact in Ethiopia, which could be useful. Using Temsalet kitchen, Timret Lehiwot and Teki paper bags as a case study, the researchers disregarded generalizability, which means that a small group of people is representative of the entire population, and instead opted for transferability, which allows the conclusions to be applied to other situations. According to Yvonna and Egon (1985), conformability in qualitative research can be used to reproduce previous work, and when that is the goal, it is critical that the data categories be made internally consistent. In qualitative research, each researcher is assumed to provide a distinct perspective to the topic. The degree to which the

results could be confirmed or validated is referred to as conformability. However, there is no comparable study in Ethiopia that is identical to this one on the same topic.

Dependability is the trait of being dependable and trustworthy. It is a value that demonstrates dependability to others by integrating the truthfulness of information that can be trusted in which trust or confidence may be placed (Glaster, 1967). The research study attempted to avoid faults and limit damage in order to become more easily dependable and accountable. Because the research study was qualitative, the study effort attempted to be dependable in terms of data stability over time and situations. It basically asks if we'd get the same results if we could observe the identical thing repeatedly. But we can't assess reliability by measuring two separate things. To get around this fact, qualitative researchers create numerous hypothetical motions. It underlines the importance of the researcher taking into account the ever-changing context in which research takes place. The researcher is in charge of detailing the changes that occur in the setting and how these changes influenced the way the study was conducted.

Throughout the research process, efforts have been made to ensure that the findings are consistent with the tangible reality on the ground. On the other hand, the research employs a variety of data collection tools to achieve validity, credibility, transferability, conformability, and dependability. In line with this, Alain (2010) stated that triangulation is one method of assuring validity in qualitative research, which entails checking results by consulting multiple and diverse sources. Data was acquired from a variety of sources, including interviews and observation, to ensure internal validity. Throughout the analytical process, the data gathered serves as a check.

3.8 Ethical consideration

Any research study raises ethical consideration, and qualitative research studies are no exception (Jane & Lewis, 2003). Before the start of the KII, FGD, and Individual Case Study Interview sessions, all research study participants were properly informed about the study's goal and their willingness and agreement were gained. This included informing them about the study's goal, which was to investigate and comprehend the social enterprises' programs and services in terms of delivering actual benefits to women and service users while ensuring their unambiguous satisfaction. And how the data will be used, which will be solely for educational purposes in this case. It was also discussed what level of participation they would be expected to provide. Each

participant was told how much time they should spend and how their involvement would help the research study better grasp the enterprises' social service and contribution.

Participants' informed consent should be founded on the notion that participation is optional, as addressed by Holloway and Wheeler (1996). The organization, as the service provider and employer, was initially asked for permission to approach potential participants (chosen women beneficiaries and concerned personnel). The researcher and facilitator safeguarded the secrecy and identity of each participant to protect their right to privacy. Names were kept anonymous in all situations, and each study participant was assigned a coded name.

Anonymity, as defined by Jane and Lewis (2003), refers to the participants' identities not being known outside of the research work area. It was assumed that taking part in the study would cause no harm to participants because the study's chosen topic was the practice of social entrepreneurship, which is not sensitive. Before the field work and data collection process began, Temsalet kitchen, Timret Lehiwot and Teki paper bags received a letter of support from the school of master of business administration. Participants were informed that they had the entire right to stop the interviewer at any moment if they did not understand what the interviewer was asking or if they did not feel comfortable, and that they could also skip questions during data collection activities. In other words, the issue of willingness was resolved, as was the right to privacy.

CHAPTER FOUR

Findings

Introduction

There are organizations for a wide range of resources. Some people want to make money, while others want to improve society as a whole. Any organization, regardless of its purpose or objective, must be correctly aligned with its environment in order to be effective. However, there are differing perspectives on how to create this alignment and how an organization can properly pursue and use revenues or profits. Some businesses are obsessed with maximizing profits, growing at all costs, and focusing solely on the company's best interests. Others approach business and activity in a very different way, working for the welfare of society even if it means less profit for the owners. Clearly, the corporate world is evolving in unprecedented ways today. The set of responsibilities that a corporation has to safeguard and promote the social context in which it operates is known as social responsibility (Ricky, 2016).

The findings of the research study are presented in the following four themes in line with the research questions.

4.1.1 What is the innovative social entrepreneurial business model of Tensalet kitchen, Timret Lehiwot and Teki paper bags as pioneering woman empowering local social enterprises in Ethiopia?

In terms of a basic overview of Tensalet kitchen, first-hand information from the kitchen's proprietor was obtained and summarized as follows: *“TK is a private enterprise that aspires to function on the basis of social entrepreneurship.”* (# M1-TK). The current CEO, who is also the owner and founder, came up with the idea for the company. The founder was a driven young woman who wanted to make a difference in her country. She said *“I began to consider how to develop a respectable job for local women in order to address the national problem of female unemployment.”* She and her friends, who used to be Co-founders, pushed the notion of how to address this social issue, which requires considerable attention from all stockholders.

The name "Tensalet" comes from an Amharic word meaning "exemplary." (# FGDP1-TK) said *“our goal is to provide employment possibilities for women who are in need of financial assistance due to a variety of circumstances.”* Tensalet staff provide a variety of trainings, ranging from professional trainings such as cooking and waitressing to life-skill trainings such as self-leadership,

so that they can put it to better use for a longer period of time than they could with simply a money handout. Tensalet believes in providing opportunities for women to be their best selves. *“We feel that the concept of empowerment is not in our hands, but in the hands of the women themselves,”* (# M1–TK). Instead of a professional relationship atmosphere where people take care of one other's problems, the Tensalet team works together as one huge family. The money raised from consumers and supporters goes straight to a Tensalet Women investment. They named the location "Tensalet" so that it may serve as an example for the good actions they undertake and from which others could learn. (www.tensaletkitchen.com)

Another organization Timret Lehiwot Ethiopia aspires to provide fundamental social transformation and empowerment to impoverished and vulnerable women and girls by boosting access to and control over diverse income, enhancing confidence and self-esteem, and engaging males to unlock women's decision-making potential.

Shega is a joint social enterprise between Timret Lehiwot Ethiopia (TLHE) and design lab that was founded in 2013 to meet the needs of underprivileged artisan women by empowering them to fulfill their socioeconomic requirements. *“Our Initiative is being registered to get a formal certificate of operation, taking advantage of new law that encourages civil society participation in profit-making schemes. To make the most of this chance,”* (# M2–TLHE).

“Shega has collaborated on a thorough business plan with a select group of partners. Shega has since established itself as a social enterprise, which is a newer wave of firms that have emerged from non-profits or hybrid models that integrate social principles with financial goals.” (# M1–TLHE).

The study's third case study destination were Teki, the name of the organization, is an Amharic term that means "replacing." There are currently 26 persons working there, including 18 deaf people and two full-time interpreters. Women make up about 90% of the workforce. Employees have created over a million paper bags by hand since the group began four years ago, utilizing interpreters to offer products in sign language. Teki has also donated 200,000 paper bags to local women-owned companies as a social effort. Teki paper bags were honored with the Pioneer of the Year Award by the American Chamber of Commerce in Ethiopia in 2019.

The founder, a deaf Ethiopian woman, honed her design skills as a child in an orphanage and as a student at the Alpha Special School for the Deaf. *“My first try at a company consisted of selling bags and hats that I had knitted myself,”* she explained. *“I was unable to crochet quickly enough to build a market for my creations. When a Swiss entrepreneur, who is hearing person, came to visit my school in 2016, I met him. When he saw the crocheted bags I designed, his concept of founding an organization to empower the deaf population came together. Then, not long after, we launched Teki Paper Bags.”* (# MI-TPB).

Social enterprises create jobs that are exclusively for their beneficiaries, as well as occupations that are required to run the business. These classifications occasionally cross across. Ones developed particularly for beneficiaries by social enterprises are likely to be better than jobs established by for-profit corporations. They're usually entry-level occupations that give work for those who would otherwise be unemployed, and they usually provide training and development.

Temsalet Kitchen, founded by Ethiopian women, has created a unique paradigm for development and empowerment for low-wage female workers. *“More than 30 women have been trained to work full-time in the kitchen as a result of our efforts.”* (# FGDP2-TK). *“Temsalet has improved the skill of its members through capacity training and community programming, in addition to delivering healthier cuisine.”* (# FGDP4-TK). Women in the city have earned financial independence and increased their prospects for a better life for themselves and their families as a result of Temsalet's business and development policies. At the same time, the enterprise has pioneered new ideas for community development and poverty reduction in Ethiopia, making it one of the country's leading social enterprises. *“We branded our self within the niche market of firms owned by women for the empowerment of women, in addition to instilling quality in our production processes.”* (# FGDP2-TK). As a result, Temsalet places a premium on the financial and social well-being of a group of producers who have traditionally been on the periphery of the country's economy: low-wage but competent female employees. To achieve these goals, women in the kitchen are given scholarships or grants to help them further their education, including funds to help them move forward in education and improve their literacy. Members have also been given grants to assist them enhance their capacity to use information technology tools like computers. Furthermore, these payments are frequently extended to the women's families, particularly their children.

“We are dedicated to long-term, innovative, and inclusive growth. Our social entrepreneurship model has created a road to self-sufficiency and empowerment for women. It has taken advantage of the women's unique capabilities in order to provide beneficiaries with long-term revenue sources. Cleaning staff, waitresses, baristas, and kitchen chefs are all women”. (# FGDP3–TK).

The process of planning, organizing, operating, and assuming the risk of a business venture is known as entrepreneurship. An entrepreneur, on the other hand, is someone who engages in the business of entrepreneurship. The entrepreneur establishes a new company, which may be owned by himself or a small group of people and provides services or products that have a significant environmental impact (Ricky, 2016). Continuing the debate, Ricky (2016) social enterprises are distinguished by their practice and contribution as measured in terms of their influence on major areas of the socioeconomic system, such as job generation and innovation. Businesses are major sources of new employment. Entrepreneurial business success is more important than the size of the company, and it accounts for the majority of new job creation.

We can safely conclude that TK, TLHE and Teki are truly striving and contributing to the general public based on the above evidence-based analysis and looking through the social entrepreneurial lens, the organizational effective business strategy in place, innovative business structure and model in hand, as well as the overall performance of their entrepreneurial practices and contribution to the general public since their establishment, Furthermore, through their in-house trainings as waitresses, cleaners, baristas, chefs, artisans and cricketers to serve the firms, the companies have demonstrated their genuine social commitment in the employment creation program for underprivileged women.

4.1.2 What are the unique service provisions of Tensalet kitchen, Timret Lehiwot and Teki paper bags with their innovative social entrepreneurial practice and efforts towards empowering women?

Women play an essential and respected role in our society. Women's efforts were previously overlooked, but they are now evolving and posing a challenge to society. They have begun to exhibit interest in starting their own business in order to be self-sufficient. They come with product and innovative ideas, and they build small and medium businesses, changing society's perceptions via their hard work and dedication. As a first stage, women's empowerment is a commitment and development strategy that provides priority to identifying women's participation and knowledge.

Women need social assistance to overcome their feelings of inefficiency and fear in order to improve their self-esteem and status. Many social enterprises are actually created to support women and girls. According to British Council report (British Council, 2017) The impact of social enterprises for female empowerment in different countries, women-led social enterprises can have a big effect on other women's lives mostly through education, training, counselling, health, skill development, job creation, campaigning, affordable childcare, tackling human trafficking, combatting gender stereotypes, accessing finance and giving women a voice in their communities. Across the world, women leaders of social enterprises are identifying the areas in which women and girls are lacking and introducing new programs and projects to tackle those gaps. Women employed by female-led social enterprises also tend to have more opportunities for advancement, even though they tend to have fewer financial resources than for-profit enterprises or NGOs. Out of the three Social Enterprises, Tamsalet Kitchen and Teki paper bags are examples of a push that aims to encourage women's business and empowerment, as well as sisterhood and development protection and carefulness. Specially Tamsalet is a one-of-a-kind organization founded by women, for women. It is an organization that represents a woman's strength. Only women are allowed to join the organization.

Tamsalet Kitchen was founded by a young Ethiopian woman who noticed a need for uplifting women who had experienced adversity in their lives. *"My vision has created a safe place for these women to broaden their horizons, broaden their perspectives, and live life to the fullest."* (# M1-TK). *"Tamsalet, which means "Exemplary," is not only the name of our social enterprise restaurant, but it also encapsulates the methodology that we have been employed to include it. Hiring experienced women who are passionate about mentoring younger women creates a hands-on learning atmosphere and creates life-changing partnerships."* (# FGDP3-TK). Tamsalet Kitchen, like icing on a cake, offers delectable cuisine in a unique family-friendly setting. *"We offer a great eating experience for corporate meetings, private gatherings, lunch breaks, and take away meals for any gatherings, from exclusive Ethiopian foods to unparalleled Italian cuisine and freshly produced smoothies."* (# FGDP1-TK). As per FGDP3-TK said, *"Our Mission is to provide unique, healthful local food and provide exceptional customer service while offering a physically secure and emotionally healthy space for women who are socially responsible in many ways, economically empowered, and independent."*

Through its restaurant and catering business, Tamsalet Kitchen in Addis Ababa, Ethiopia, employs disadvantaged women. The founder and her team, like so many other social entrepreneurs, were concerned about the pandemic's impact on the community. *"We discovered that many people had lost their daily income, and most homeless people who relied on leftovers from restaurants and hotels were the hardest hit by the crisis,"* (# M1-TK) adds. *"We felt it as our job to operate as a social enterprise."* They started feeding roughly 100 local folks every day using their own resources and stock. They worked with a number of local artists and photographers, and proceeds from the Prints for Ethiopia collection are being utilized to support Tamsalet's feeding program.

The goal of Tamsalet kitchen is to put women in the spotlight and demonstrate that teamwork triumphs over competition. They want to do so through empowering women, bringing attention to what they're doing for the business, and fostering a network of strong women who can support one another for the greater good. *"I believe it is changing, and the key to success for women is to demonstrate that we are just as talented as men,"* adds (# CSP2-TK), and *"to demonstrate that we can equally match the world's finest male chefs with talent, dedication, patience, and respect."* she continued.

TLHE employs vocational skill training centers as entrance points to economically empower women and social groups, and collaborates with other women to be empowered and actively participate in decision-making at all levels of decision-making.

Handcrafting in Ethiopia has its origins in ancient civilizations' rural crafts, and many specific crafts have been practiced for millennia, while others are new innovations or popularizations of crafts that were previously only practiced in a small geographic area. *"Shega is a program by TLHE aimed at ensuring the quality of Ethiopian handicrafts and contributing to one of the world's largest businesses and fastest growing areas of global trade, tourism, while also empowering local craftsmen with the goal of improving the quality of Ethiopian crafts."* Another respondent added *"Shega has intended to economically empower artisan mothers and girls who live in poverty by researching the relationship between comparable schemes in order to generate future alliance chances while also promoting this creative industry."* (# FGDP1-TLHE)

In Ethiopia, life can be difficult for deaf women, with little prospects for employment and independence. Due to a lack of employment options, people are socially excluded and stigmatized. Teki's mission is to make a significant and lasting difference in deaf women's lives by offering

meaningful employment, a social life, and the capacity to start a family and care for their children through entrepreneurship.

“It is good to create jobs for deaf people, but we must ensure that there is adequate work for everyone. So, at Teki, we devised our own two-step strategy, which we called the Teki Movement. The first stage entails selling our paper bags, particularly to large corporations eager to support our cause. With the help of interpreters, we market our items in sign language. The second step in our movement is to provide free paper bags to women-owned small enterprises. With the assistance of the Swiss Embassy in Ethiopia, we began distribution in Addis Ababa in 2017. As a thank you for fighting against plastic bags and supporting us, these women businesses were given complimentary paper bags. We’ve already given away over 200,000 complimentary paper bags, and their popularity has exceeded our highest expectations.” (# FGDPI–TPB)

“Our team is made up of incredible deaf women who work together as a family. Our tools and production tables were created to help us overcome our limitations and make the best paper bags possible. We use sign language interpreters to assist and support us on our journey. Despite their desire to engage with deaf individuals, interpreting positions are scarce. They’ve found a home at Teki, where they can be happy and put their skills to good use as the company’s spokesperson.” (# FGDP4–TPB)

4.1.3 What are the main challenges and opportunities of social entrepreneurship to empower women as practiced by TK, TLHE and Teki paper bags?

A growing amount of evidence suggests that businesses can help women gain access to formal work opportunities, services, training, and financial resources. It is widely acknowledged that the more economically active women are, the more prosperous countries and society will be. Aside from the importance of traditional entrepreneurship in changing women's employability, there has been a surge in interest in social entrepreneurship in recent years as a means of solving some of society's most pervasive social issues. However, little attention has been paid to how social enterprises—which, by definition, are driven by business considerations and the quest of social transformation—affect women's empowerment.

Women are universally acknowledged to play a critical role in household well-being and national economic development. Women's role, on the other hand, is hampered by their poor status in many

developing countries. Women are also more vulnerable to poverty due to historical and cultural barriers. The current state of women, in addition to being a human rights issue, necessitates adopting steps to empower them. Women's empowerment is also the foundation for changing lives in the home and in society as a whole. In this regard, one of the approaches to women's empowerment is through social enterprises. Some of the major opportunities of TK, TLHE and Teki paper bags to improve women lives are stated as follows:

Access to Income

Economic independence can be a starting point for empowerment. Women must be involved in a constructive activity that allows them to have some financial independence. Women's self-confidence grows as a result of their increasing wealth and awareness, and they become more involved in personal and family decisions. *“After securing a reliable source of income from my employment, I am now able to support myself.” (# CSP1–TLHE).* *“A woman's income gives her the confidence to express her opinion and share her viewpoints in family decisions. For example, a woman's economic contribution in a family makes her participation expected and accepted by family members, particularly by the family heads.” (# CSP3–TLHE).* Women's self-assurance and financial strength may drive and enable them to join in various social events and organizations. In this situation, income-generating activities are thought to start a process in which women begin to create their own-self, their place in the family, and society, which is related to empowerment ideals. *“I take part in several social activities in my community, such as Ekubs and special events, which necessitate financial contributions.” (# CSP1–TPB).* People must drive development, not the other way around. People must be fully involved in the decisions and processes that shape their lives, but this promotes a rather instrumentalist view of empowerment; investing in women's capabilities and empowering them to exercise their choices is not only valuable in and of itself, but it is also the most reliable way to contribute to economic growth and overall development. The focus is on developing venues for women to participate in decision-making.

Intended to empower women by offering jobs within the current social framework, where going to work was a serious worry. *“TK's team is entirely made up of women who wanted to take advantage of current job opportunities and use their existing culinary abilities to support their families. It provides opportunities for self-employment that can help women gain social inclusion and empowerment.” (# FGDP1–TK)* The program has managed to maintain a continuous increase

in members' income while also instilling pride and a sense of financial self-sufficiency in them. Their earnings help them to become empowered women in all aspects of life: personal, economic, social, and political. *“Our plan paves the way for women's economic and social empowerment by giving them access to and control over a range of revenue streams, thereby strengthening their decision-making power at all levels.”* (# FGDP3–TK)

“Shega believes that empowering local craftswomen to engage fully in economic life across all sectors is crucial to building stronger economies and achieving internationally agreed goals, with the purpose of creating distinctive blueprints for future market-based undertakings. The project's main goal is to economically empower the women, making them self-sufficient and generating money. It is also expected to provide steady employment, the ability to capture a larger share of a huge worldwide market, and the preservation of distinctive cultural assets. Furthermore, crafts are a tremendous tool for making a catalytic difference in the lives of women, underprivileged communities, and entire families involved in the industry.” (# FGDP1–TLHE)

Access to Mentoring

Having good bonds within mentoring relationships enable the women to make significant positive contributions towards personal and professional development and growth. Effective mentoring enables women to enhance their decision making and at the same time getting inspired and having an expert to share their feelings with. *“We bring successful business women to our kitchen to share their experience with our staff and also to build a mentoring relationship.”* (# FGDP1–TK). The ongoing development of female entrepreneurs can be credited to the good relationships that these women have with their mentors. Moreover, mentorship enables the women in TK to develop transformational leadership styles that enable them to learn how to deal business stakeholders and analyses challenges. The women who participated in the case study indicated that having mentors who provided honest feedback and shared insights on the way forward enabled them to enhance their leadership abilities through shared decision-making. *It is a great privilege for me to have such an amazing woman in which I can get an advice and guidance to through my life paths.”* (# CSP2–TK) Similarly, (# CSP1–TK) *“our manager is the perfect mentor for me being a motivation for me to reach to my present level.”*

“Participating in self-help groups allowed me to meet some incredible women who guided and counseled us. This relationship has helped me deal with the obstacles I have as a woman in my

daily life.” (# CSPI–TLHE) “I used to believe that because I am deaf, I would be unable to earn a living. But, after seeing our mentor and the enterprise's founder, my hope resurfaced, and I began to live my life again via being a member of this loving family.” (# CSPI–TPB)

Access to Training

Skills and training are the keys to success which improves productivity. Today, it is considered as an important and indispensable tool for women empowerment. *“One effective approach to enhancing women skills for economic empowerment is training. When seeking to empower women, it is essential to enable the women to have access numerous training opportunities that they could not previously access.” (# MI–TK)* This, therefore, means to prepare offer them employment opportunities which are not normally open to them, provide them with opportunities to open market-oriented projects that can generate income and impart leadership training to women seeking to enter into business. Moreover, enhancing women's literacy is essential to empower them to participate in decision making at a personal, family and societal level with the aim of improving individual, family and community well-being (Datta & Gailey, 2012).

Training is linked to empowerment by its capacity to impart business management and personal development skills and thus enhancing the capabilities of groups and individuals to make informed choices and to transform their visions into action. *“Shega provides training in self-esteem, negotiating, confidence, decision-making, and men's engagement, as well as using media, art, and sports as implementation platforms. The project employs vocational capacity building centers as entrance points to economically empower women and social groups, and it partners with other women to empower themselves and take an active role in decision-making at all levels. As a result, it is envisioned as a comprehensive tool for preparing and empowering all-around empowered women and girls with all of the necessary tools and talents to become community mobilizers, decision-makers, change agents, and society's voices.” (# FGDP5–TLHE)* Training should be focused on empowering women and developing them on a personal level and as a member of a group. *“The training I'm getting here has helped me improve my abilities and build my self-confidence while also increasing my productivity.” (# CSP3–TPB)* This prepares them for their improved roles in politics, economics and in social spaces.

The trainings' long-term objective at the social enterprises is to enhance self-reliance and empowerment amongst women.

Access to Education and Skills Development

Education enhances a person's functional and analytical abilities while also broadening their intellectual horizons, interests, and possibilities for empowerment and a higher quality of life, as well as providing opportunities to make a living. Education is regarded as an essential instrument for empowerment of female as it enhances their skill set and capabilities. A respondent stated that *“Education is the most significant tool for bringing socioeconomic transformation to a country's people. It has a critical role in supporting social and economic advancement. It was a significant role in ending women's prejudice and giving them the strength to live a good life in a male-dominated society.”* (# M1–TK) Education not only affects human development, but it also raises awareness of women's rights and status. Learning, knowledge, skill, values, and beliefs are all aided by it. As a result, education decides the country's destiny and enables women to participate in various skill development programs and training facilities. A respondent mentioned that *“I was able to continue my studies after starting this job, and I am now in a good position to study while also managing my family life.”* (# CSP2–TK) Education is widely acknowledged as a potent driver for societal transformation. It is a mechanism for bridging social gaps within social groups. It is recognized as a method of achieving all of the Sustainable Development Goals. It is commonly stated that educating a woman entails educating the family and the country.

Women's empowerment requires skill development. Women's skill development not only prepares them for jobs, but also elevates their prestige. In comparison to the male population, this practice renders them self-reliant and self-sufficient. Knowledge and skill development are essential components of any country's economic and social progress. Women's productivity and living conditions rise as a result of skill development. Skill and knowledge are the driving elements behind any country's economic and social progress. Because more skilled human potential exists, the economy becomes more productive, innovative, and competitive. Women are the most bold and energetic group of people on the planet, as well as the most important human resources.

Developing the skills and knowledge of women is critical for women empowerment is imperative as it enables women to understand their rights and enhance the livelihoods in their households, community and the economic advancement of the nation.

Developing skills of women is also significant in enabling them to effectively participate in creating employment, poverty reduction, enhancing efficiency and productivity and making significant contributions in education, health and economic growth.

A respondent from TLHE highlighted that *“Project participants have participated in life skills development trainings and other social stages that allow them to practice leadership in group and decision-making to achieve high level of project outcome. One of the very good platforms that has contributed to the social empowerment of targeted women is the SHG approach and the development of SHGs. Monthly SHG meetings, for example, enabled women to exercise leadership, openly discuss ideas, engage in small committees (exercise group leadership), and increase their self-esteem and confidence.”* (# FGDP3–TLHE)

It is recommended to have training and development programs for women to enable the 50% of the population to play its rightful role in economic growth and advancement. When business management and personal development skills are imparted to women, they can utilize the opportunities that they encounter and make significant contributions towards their families and the country.

Challenges of Social Enterprises in Ethiopia

The major challenge facing social enterprises like TK, TLHE and Teki paper bags is that there is currently no legal framework that supports ‘social enterprise’ in Ethiopia. There is no distinct legal form or registration process for social enterprises. It is not yet possible to register as a social enterprise under Ethiopian business law. Different enterprises register as entities that they believe best suits their purpose but regard themselves as social enterprises. This is one of the issues that made it difficult to identify social enterprises. *“The idea of Social enterprise by itself is a new concept for anybody. So, there is no legal procedure put in to place in which we can operate as a social enterprise, the options we had is to register as a P.L.C. which means we have to pay equal tax like any other commercial business established for profit”.* (# M1–TK) Social Enterprise Ethiopia is working hard to advocate for that. Once that is in place, it will make it much simpler for social enterprises to register their organizations in a way that reflects the nature of their work, and for enabling policies to be developed which support the sector. Clear policy on social entrepreneurship should be integrated with the social policy of Ethiopia. The legal base to

distinguish the unique and innovative business model of social enterprise from other forms of organization should be legislated.

Another major challenge has been raising knowledge and understanding of social enterprise in Ethiopia since the beginning. Of fact, Ethiopians have always run enterprises that improve people's lives. Ethiopian social entrepreneurs have existed for generations. However “*when we first began up, the word "social enterprise" was rarely used, and the sector was relatively new, so there was a lot of misunderstanding about what we and other social enterprises were attempting to accomplish. Some people believe that profit and impact cannot (or should not) coexist.*” (# M1–TLHE) However, these social entrepreneurs argue that in order for an organization to have a long-term positive impact on society, it must be able to earn enough cash to survive. Profit also allows for expansion. If a company has a solid business strategy and a strong social impact model, it should follow that the more money they make, the better their people' lives will be.

A key hurdle to the establishment of social businesses is a lack of government assistance. Currently, the government is not assisting in the promotion of these social cause ventures in any way. The government's policies and regulations for social entrepreneurs are complex and demanding, and there are no tax advantages or subsidies available for a social business, all of which operate as a big impediment to their growth.

Participants in the focus group discussions, in general, cited the following challenges that their enterprises encounter and provided possible solutions to the problems: a respondent mentioned that “*The community and the government do not comprehend or pay attention to the nature and phenomenon of social entrepreneurship in the country. Academics and practitioners should work harder to make social entrepreneurship more accessible to the general public.*” (# M1–TPB) Another stumbling block is the lack of a defined policy on social entrepreneurship. Ethiopia's social policy should include a clear policy on social entrepreneurship. Whereas another respondent stated that “*In the country, there is a lack of legalization (legal basis) and confusion in defining and registering social enterprises as NGOs or charity organizations. The legal basis for distinguishing social enterprise's distinctive and innovative business model from other types of organization should be codified.*” (# M2–TPB)

To summarize, social entrepreneurs, like all organizations, confront obstacles when they scale up. Most of them have to do with money, people, processes, and technology. In order to expand, the

founders must first recognize the problems and attempt to solve them. It is undeniable that social enterprises bear the self-imposed burden of meeting the demands of disadvantaged minorities, putting a strain on their already few resources. However, because there is no social business legislation in Ethiopia and knowledge of the concept of social enterprises is relatively limited, they face numerous hurdles.

4.1.4 What mechanisms are there to incubate the innovative social entrepreneurial model of the selected social enterprises in the country?

Education, training, counseling, health, skill development, job creation, campaigning, affordable childcare, combating human trafficking, combating gender stereotypes, accessing finance, and giving women a voice in their communities are all ways that women-led social enterprises can make a significant difference in the lives of other women. Women also put money into developing new social roles for other women and girls. Women social entrepreneurs, rather than being the sole leaders, empower other women to take on leadership roles and develop answers to community challenges using their own resources.

In 2018, Social Enterprise Ethiopia was created in Addis Ababa, Ethiopia, with the purpose of creating a strong social enterprise ecosystem that will help the country become more sustainable and inclusive. In conjunction with the British Council and Reach for Change, Social Enterprise Ethiopia is offering a variety of experience sharing, awareness-raising, and capacity-building platforms to the general population. In addition, Social Enterprise Ethiopia partnered with the British Council to host the Social Enterprise World Forum 2019 (SEWF2019) in Addis Ababa, which brought over 1300 people from 77 countries and territories. Social enterprise Ethiopia is working to realize an enabling atmosphere where social enterprises can flourish in making their impact on society and the environment. Ethiopia has a youthful and vibrant social enterprise movement: 75% of social enterprises have only been operational since 2010, and nearly half of all leaders are under the age of 35. The British Council has functioned as a catalyst for Ethiopia's burgeoning social entrepreneurship movement, with significant interest and support from Ethiopian government leaders, thanks to funding from the European Union. (SEWF 2019). In addition to this social enterprise Ethiopia is hosting different policy discussion and dialogue programs for inclusion of social enterprises for growth in Ethiopia collaborating with job creation

commission, ministry of finance, ministry of innovation & technology and ministry of trade & industry.

Because the bulk of social enterprises are registered as non-profits, they are frequently subjected to stringent legal and bureaucratic requirements that limit their ability to become successful or scale up. Furthermore, many social entrepreneurs indicate a lack of awareness of existing legislation and how to use the provisions of these laws effectively, such as developing income-generating activities for long-term sustainability. Social entrepreneurs have the same challenges as any other entrepreneurs, including legislative regulation, access to capital, and infrastructure. One of the current involvements that TK, TLHE and TPB are working together with other social enterprises under the umbrella of SEE is on assisting businesses in developing the resilience and technical skills needed to overcome these obstacles.

Awareness-raising is especially important because many people who manage social enterprises may not consider themselves to be social entrepreneurs because they have never heard the term. SEE want to make sure that these people are aware of it so that they may take use of the organization's programs and other accessible resources.

Finally, TK believes that working on the youth and empowering them aside the women is vital for country's growth. As (# M1-TK) stated *"As a social business, we find it to be necessity to empower the youth to take local actions to global issues that's why throughout this initiative we partner with other different volunteer groups who provide follow-up programs for the street children by giving simple self-development trainings, planting trees and teaching them how to take care of the environment - to slowly help them re-integrate their way out of their current situation"*.

CHAPTER FIVE

Discussion

Social enterprises are currently a significant and flourishing part of the entrepreneurial ecosystem in Ethiopia. Social enterprises face similar challenges to other businesses but may access different business development services, training and types of funding than those currently available to mainstream Ethiopian entrepreneurs. There are growing efforts to both mobilize specific support for social enterprises (e.g., funding/financing, accelerators, workspaces) and create strong networks (e.g., forums, product showcases) in order to raise awareness of social enterprise among policy makers and advisers. It is important to also remember that social enterprises can also access capacity building and other initiatives which foster mainstream SME development. Social enterprise is indeed a growing sector in Ethiopia.

Empowerment and social entrepreneurship are critical features in boosting women's freedom of action and choice, as well as supporting socially conscious business activity. As a result, social entrepreneurship is a thriving phenomenon that expresses local demands while also promoting social and economic growth. It's not about philanthropy or income redistribution when it comes to social entrepreneurship. According to the findings, it is all about creating job possibilities and distributing power (Blattman et al., 2013). Individual empowerment is essential for increasing social inclusion, health, and education, as well as reducing gender-based disparities and social pressures that prevent women from working and starting businesses.

Women's empowerment is likely to improve when empowerment is increased, according to the research. These findings back up those of Amorós et al. (2013), who found that mentorship helps women grow and succeed in their life. Furthermore, the current study's findings were consistent with those of Isaga (2019), who found that mentorship helps women to grow personally.

The participants in this study acknowledged that they had access to women who had succeeded in social entrepreneurship and who served as mentors. When women mentees benefit from a mentor's experience, they are less likely to make poor life decisions. According to Laukhuf and Malone (2015), the role of mentors as role models is critical because they provide direction to women regarding their current status and help them to make decisions about their future position. As a result, mentorship allows women to see what is achievable and possible.

According to the findings, the participants agreed that they had received training in discovering and exploiting new opportunities and innovation. This is consistent with recent findings by Ghosh et al. (2018), who found that skills and training are crucial and indispensable tools for women empowerment since they boost the productivity of women.

Participants in the study stated that they had taken part in training that provided them with various life skills as well as training that helped them develop negotiation abilities. Datta and Gailey (2012) bolster these findings by stating that training is an important tool for female empowerment because it improves their skill set and capabilities. Furthermore, Kimbu and Ngoasong (2015) found that training, in addition to offering skills and personal value, allows women to meet other likeminded women in professional contexts. According to Atuase (2018), training is linked to empowerment because of its ability to transmit business management and personal development skills, boosting the abilities of groups and individuals to make informed decisions and put their goals into action.

To support their organizational aims and assure their long-term sustainability, social enterprises produce sustainable revenues. Earned income allows them to be more flexible with their programs and provides them with much-needed unrestricted cash for additional program investments. It also allows groups to stay mission-driven rather than relying on donations for finance.

However, running a social enterprise is not easy. Real business acumen is required to balance the need to operate a successful business in competitive marketplaces while also meeting a social or environmental imperative. For example, social impact investors may be willing to accept lower financial returns in exchange for the certainty that their investment will benefit others, but their social purpose requirements may be too high, given the realities of complicated, often structural imbalances.

There is evidence that social enterprises are bridging the gap between "the empowerer" and "the empowered." If traditional interventions focus on women as recipients, social enterprise has the potential to empower women as customers, employees, or business owners with a true interest in the future. This is a great supplement to more traditional programs because it adds a new degree of "agency" and trust. Indeed, it has been continuously demonstrated that more gender balance in decision-making produces more creativity, transparency, and risk awareness than male-dominated leadership in many established institutions. It also boosts women's self-esteem and gives important new role models for the future generation.

Social entrepreneurship can be reasonably explained using criteria instead of a definition. It has a larger societal meaning or conception. It is a societal issue. This means that social entrepreneurship isn't restricted to specific demographics. According to the British Council (2010), social entrepreneurship in Ethiopia has become more concerned with community issues.

When it comes to social innovation, the field of food and restaurants has produced some of the most intriguing work. Restaurateurs are not only pioneering environmentally sustainable meals, but they are also forging a trail in social justice, developing innovative models to help people find work and get back on their feet using the power of food. The goal of social entrepreneurship is to maximize social output rather than profit. Social enterprises' societal purpose does not exclude them from producing money. They are not non-profit organizations. They have long-term business models and make money through selling items or providing services. TK intends to expand its services to other places and assist more women as a business.

In general, Ethiopia's social entrepreneurship ecosystem is considered to be in its infancy. By producing jobs and empowering youth, women, and underprivileged groups, social entrepreneurs have played an important role in society. They also strive for a positive social and environmental impact as well as a successful business. Nonetheless, despite their significant contributions to the solution of social problems, their existence and activities are undervalued.

Lack of understanding, an unsupportive community and culture, a weak distribution channel, limited access to low-interest financing, an uninspiring tax system, initial capital limits, high labor costs, and a lack of working space were all issues that negatively influenced social entrepreneurs (British Council, 2013).

Furthermore, social entrepreneurs face regulatory challenges such as a lack of a clear legislative framework for social entrepreneurs/enterprises in Ethiopia, ineffective government policies, an unfavorable political atmosphere, and a bureaucratic environment that is inhospitable to them. Despite these obstacles, the country has some successful examples of social entrepreneurial businesses.

Start-up companies and entrepreneurs use social entrepreneurship to develop, fund, and execute solutions to social, cultural, and environmental challenges. This notion can be applied to a variety of groups of various sizes, goals, and values. Profit, revenues, and stock price growth are common

business measures used by for-profit entrepreneurs to gauge their success. Social entrepreneurs, on the other hand, are either non-profits or businesses that combine for-profit ambitions with a beneficial "return to society." As a result, they must employ alternative measurements. In sectors including poverty reduction, health care, and community development, social entrepreneurship often aims to achieve broad social, cultural, and environmental goals often associated with the volunteer sector. Profit-making social enterprises may be developed to assist an organization's social or cultural goals, but not as a goal in and of itself.

CHAPTER SIX

Summary of findings, Conclusion and Recommendation

This chapter summarized and concluded the general findings of the study and made recommendations to policy makers, researchers in the academician circles as well as practitioners or social entrepreneurs in the social entrepreneurship sector. The analysis and discussions of the data allowed for conclusions and suggestions to be made. The findings of the study have important implications for appropriate actions to be considered for the current academic curriculum across our higher institutions.

6.1 Summary of findings

The three social firms' innovative social entrepreneurial business models were studied in depth. Tamsalet Kitchen's innovative business model is upon offering work opportunities for local women who are in need of financial support due to a variety of conditions through its restaurant and catering service. The staff works as one big family, and their strong sisterhood bond has made them a role model for other women who want to join the company. The other organization, Timret Lehiwot Ethiopia, works with underprivileged artisan women through its social enterprise wing, Shega Crafts, to help them meet their socioeconomic needs by enabling them to produce high-quality Ethiopian handcrafts and contributing to one of the world's largest and fastest-growing areas of global trade. The third enterprise, Teki paper bags, was started by a deaf woman to provide job opportunities for other deaf women in her neighborhood by creating handcrafted paper bags to replace polluting plastic bags. The enterprise sells its products through the aid of interpreters who acts as the spokesman of the women.

The opportunities provided by the studied enterprises include job opportunities for a stable income, mentoring programs, various types of trainings to improve women's self-confidence, self-esteem, and leadership ability, and arranging favorable conditions for access to education and skill development. Due to the lack of a legal policy framework that defines social enterprises as social enterprises rather than for-profit or nonprofit businesses, the social entrepreneurship sector is encountering hurdles. Another obstacle that impedes the advancement of social enterprises' activities is a lack of community understanding about how they operate.

Social Enterprise Ethiopia is an organization made up of social entrepreneurs who work together to promote social entrepreneurship in Ethiopia. It offers training and mentoring to aspiring social entrepreneurs in order to help them turn their innovative ideas into viable businesses while also solving societal issues.

In general, Ethiopia's social entrepreneurship ecosystem is considered to be in its infancy. By producing jobs and empowering youth, women, and underprivileged groups, social entrepreneurs have played an important role in society. They also strive for a positive social and environmental impact as well as a successful business. Nonetheless, despite their significant contributions to the solution of social problems, their existence and activities are undervalued. (British Council, 2013)

6.2 Conclusion

“When women advance, the family, the town, and the nation advance as well.” It is critical because their values and thought patterns guide the development of a decent family, society, and, ultimately, a good nation. Perhaps the best approach to empower women is to include them in the development process. Women's empowerment will only be true and successful if they are given enough money and property to stand on their own two feet and establish their own identity in society. Women's empowerment has become one of the most pressing issues of the twenty-first century, not only on a national but also on an international basis. Initiatives by the government alone would not be adequate to attain this goal. Society must take the initiative to create a climate in which there is no gender discrimination and women have full autonomy in making their own decisions and participating in the country's social, political, and economic life on an equal footing.

Social entrepreneurship is drawing a new generation of leaders, many of whom are under the age of 35. Many of them are zealous and energetic. Many of them aspire to make a positive impact on society. In Ethiopia, social entrepreneurs are capable individuals and groups who have learned and practiced how to prioritize their needs based on the initiatives they pursue. According to the study, social entrepreneurship is gaining traction in Ethiopia. From job and aid matching to sustainability, poverty alleviation, and women's empowerment, these firms are transforming the region and empowering people. They show true dedication to their objective as well as a thorough awareness of their unique difficulties and support requirements. Across the country, social entrepreneurship is making a significant contribution to social inclusion, community strengthening, and positive

impact. Fostering social entrepreneurship can be done by incorporating social entrepreneurship into entrepreneurship education activities in schools, universities, vocational education and training, and non-formal education, or by assisting students in developing the necessary skills to succeed in both the business and social spheres. Both public and private agencies should promote and support start-up social enterprises in overcoming challenges related to finance, support services, and regulatory frameworks in order to encourage young people and emerging social entrepreneurs to continue their various social programs and projects in the long run. Given the hurdles that social entrepreneurs experience in launching and scaling their social enterprise activities and implementation, the government and private sectors must work together to develop the entire ecosystem for social entrepreneurship. The government, educators, and corporate private organizations should think about counting and implementing the study's strategic measures to nurture and sustain social entrepreneurship initiatives of diverse firms on a long-term basis.

6.2 Recommendation

So that their work is highly acknowledged, social enterprises should build their relationships with the local community. They should devise projects that involve various members of the community. In terms of exposure, the firms should focus on public relations, particularly through rebuilding their websites and offering relevant and plentiful materials. They should use effective blogs to market themselves on social media, as well as news about their work and influence.

Despite the fact that social enterprise Ethiopia is working to develop a legislative policy framework that properly directs social enterprises; it should coordinate with the Job Creation Commission to encourage young social entrepreneurs to get involved in the sector and develop innovative business ideas. It should also encourage future scholars to conduct research in this new field by presenting research implications. Since the researcher came to the office and was unable to obtain any useful documents to help his research, the office should keep track of prior research studies so that others can easily access the resources.

Higher educational institutes and universities should be encouraged to embrace and integrate social entrepreneurship as part of their actual project work in order to complement theoretical classroom learning. They must begin performing social entrepreneurship research studies as part of their Undergraduate and Graduate Areas of Concentration so that the discipline can be integrated into higher educational curricula and taught as part of social science studies and research endeavors.

The world's best minds and businesses are needed to address today's social issues. The institutions that foster tomorrow's leaders (our universities) should give students the tools they need to achieve real change. The social entrepreneurship programs, as well as the related concentrations and courses, will prepare students to become part of the next generation of thought leaders who will alter society, and therefore the globe. Such courses and research endeavors assist students in realizing and implementing their unique ideas for social good.

Students learn how to apply commercial skills and market expertise to generate social solutions through such programs. Students can focus on a wide range of topics, as well as have the opportunity to specialize on a specific industry within the social sector. Students can focus on environmental sustainability, health, economic opportunity, or education during their studies. Students can also pursue their area of interest in whatever way they deem fit, whether through non-profit leadership or social enterprise/business (SEWF, 2018).

Government and social enterprises should collaborate to expand the use of social entrepreneurship teaching in schools, with a particular focus on addressing gender disparity. This is something that should start in elementary school.

A policy framework that acknowledges social entrepreneurs is advantageous. Evidence reveals that there are numerous barriers for the development of social enterprises, as revealed in the research findings. Lack of policy, for example, had an impact on legal registration and licensing. A policy framework can help create a more conducive climate for registration, tax incentives, and other associated concerns.

It is recommended that the policy framework, such as the registration and tax system, be improved (with consideration of the fact that the main characteristic of social enterprises is the re-investment of their profit within the organization). It is also recommended that social businesses enhance their capabilities and that the public and larger society become more aware of them. There are a variety of current packages for mainstream entrepreneurs, most of which are government-led; educating social entrepreneurs about these can be advantageous.

Individuals involved in policymaking could be a good place to start. Second, an evidence-based social enterprise document is required to explain and persuade all important stakeholders on the significance and challenges of social enterprise. Third, it is necessary to raise knowledge about

social enterprises among various stakeholders, including the general public. Finally, it is recommended that social enterprises and other key players increase their capabilities.

Governments should cooperate with intermediaries, funders, and investors to facilitate the aforementioned ideas, as well as assist social enterprise growth by creating supportive policies, convening stakeholders, and giving funding.

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Appendix I: Informed consent

Confidentiality and anonymity: The information gathered through this study endeavor will be kept private and anonymous. Participants have the ability to refuse or withdraw from this research at any time if they do not desire to participate. Participants will also have complete freedom to resign from the project at any moment without forfeiting any of their rights.

I am a postgraduate Student of Addis Ababa University; College of Business and Economics; School of Business Administration. This consent form is prepared for the main aim to explain for study participants that the collection of data through several data collection methods is solemnly for educational study. The findings and results of the research study is used as a partial fulfilment for a Master's Thesis work in MBA in management regular program.

Incentive: Participation in this study work does not come with any incentives. The willingness to give, on the other hand, is critical and greatly valued. Participants may not profit directly, but their participation can help close the knowledge gap created by the country's inadequate SE research.

Risks/ Discomfort: Participants may spend some of their time (about 60–90 minutes) participating in this study activity. However, when weighed against the possible benefit, it is not excessive. Participation will make a significant contribution to the country's general improvement and efforts to understand present practices of women empowerment in SE and to recommend strategies for scaling up the practice and experience. Participating in this research project carries no risk at all.

Name of Facilitator: Natnael Berhe

Name of Participating Organization: Temsalet Kitchen

Name of Sponsor: Self sponsored

Appendix II: Interview questions

I. Key Informant Interview Guide (Management / Program Staffs)

General Introduction:

This interview will be used to collect data about the concept of social entrepreneurship by taking the organizational structure, philosophy and business model of Tensalet Kitchen. Interviewees are expected to provide information on how Tensalet as one pioneering social enterprise focusing on women empowerment organized to provide its innovative services to tackle social problems in Ethiopia. This interview guide is prepared only for academic research purpose to fulfill part of a Master of Business Administration program in Addis Ababa university college of business and economics. Being a key informant contributing to this interview part, you are kindly requested to provide any available information which helps the research study in understanding the practices, contribution and activity of Tensalet Kitchen as one social enterprise in Ethiopia. The information provided will be kept confidential during and also after your participation in this interview.

Thank You in advance for your participation and time

Part – I. Key Informant profile related questions.

1. Position & Role in the Organization _____
2. Age _____ Sex _____
3. Educational Background & Qualification: _____
4. Year of Service: _____
5. Contact Details _____
6. Place of Interview: _____
7. Date of Interview: _____
8. Starting Time: _____
9. Finishing Time: _____
10. Name of Interviewer/Facilitator: _____

Part – II. Questions Related to Basic Information on Tamsalet Kitchen

- 11. Who is Tamsalet Kitchen? _____
- 12. When was it established? _____
- 13. How was the idea of forming Tamsalet envisioned and established? _____
- 14. Who founded Tamsalet kitchen? _____
- 15. what was the motive to establish Tamsalet? _____
- 16. How is the organizational structure of Tamsalet kitchen looks like? _____
- 17. what is the vision, mission and organizational philosophy of Tamsalet Kitchen?
- 18. what type of leadership and management style is practiced by Tamsalet Kitchen?
- 19. Staff Data of Tamsalet Kitchen

Staffs

At management level _____

Employees at program level _____

Employees at service provisions _____

Support staffs & subordinates _____

Volunteers _____

Other

Part – III. Questions Related to Programs, Services Provision and Trends of Tamsalet Kitchen

- 20. what is the service provision and main program of Tamsalet Kitchen?
- 21. Who are its End Users & Service clients?
- 22. what is the service strategy of Tamsalet Kitchen?
- 23. Can you explain the social business model of Tamsalet Kitchen?
- 24. Can we say that Tamsalet Kitchen is really a social enterprise? How?
- 25. How Tamsalet Kitchen addresses the major social problems of a given society?
- 26. How Tamsalet Kitchen is attaining its social responsibility through its innovative social

enterprise concept?

27. Can you explain the impact and valuable contribution of Tensalet Kitchen at national level?
28. How do you measure the achievement and performance of Tensalet Kitchen?
29. What are the challenges facing Tensalet Kitchen?
30. How do you define the future of Tensalet Kitchen?
31. How is the idea of empowering women integrated to the organization?
32. How is Tensalet working to be a role model for others to incubate and spread its innovative social entrepreneurial reputation?
33. How Tensalet Kitchen is ensuring a sustainable program and service?
34. What mechanisms Tensalet Kitchen is using to tackle its challenges?
35. Any additional points you would like to add?
36. Any comments or questions?

II. Focused Group Discussion

Part – I. Questions Related on Basic Information of FGD Participants

1. Number of FGD Participant _____
2. Male: _____ Female _____
3. Educational Background & Qualification _____
4. Years of Service: _____
5. Positions & responsibility _____
6. Place of Interview: _____
7. Date of Interview: _____
8. Starting Time: _____
9. Finishing Time: _____
10. Name of Interviewer/Facilitator: _____

Part – II. Questions Related to Information Programs and Service Provisions

11. How do you explain Tensalet Kitchen's service provision and main program?

12. Who are Tamsalet Kitchen's Service Users & Clients? _____
13. What is the strategy of Tamsalet Kitchen in providing its service? _____
14. How many departments/sections are there in Tamsalet Kitchen? _____
15. In which department do you work? _____
16. How do you explain the job duties of your department/ section? _____
17. What methods are there to reach Tamsalet Kitchen? _____
18. How is women empowerment practiced in Tamsalet Kitchen? _____
19. Can you explain how women are benefiting from your business strategy? _____

Part – III. Questions Related to Capacity, Performance & Challenges of Tamsalet

20. What makes Tamsalet Kitchen's service unique? _____
21. How do you express the relationship between the management team and the staffs?
22. What are the key opportunities of Tamsalet Kitchen to change lives? _____
23. What challenges are you facing while working in your department? _____
24. What actions do you take to mitigate those challenges? _____
25. Are there any capacity building programs for the women? _____
26. what is the job hiring system practiced by Tamsalet Kitchen? What kind of qualifications are needed from the women? _____
27. what programs and services would you like to be implemented in Tamsalet Kitchen?
28. Do you have any Question? _____

Thank You Very Much for Your Time

III. Case study questions

Guiding Questions for Case Study of women beneficiaries

Part – I. Questions Related with the Profile of Case Study women beneficiary Participant

1. Designated number of case study participant _____

2. Age _____
3. Marital status
 Unmarried married divorced widow
4. Do you have children? _____ If yes, how many? _____
5. Place of Interview: _____
6. Date of Interview: _____
7. Starting Time: _____ Finishing Time: _____
8. Name of Interviewer: _____

Part – II. Questions Related with impact of the organization on beneficiary women

9. What is your duty in Tamsalet Kitchen?
10. How do you run your life before joining Tamsalet Kitchen?
11. What challenges have you faced and are you facing before and after joining Tamsalet Kitchen?
12. What opportunities and benefits does Tamsalet Kitchen brought to you?
13. How do you explain your current life status?
14. Can you explain your economic and social life that you're running today?
15. What behavioral and psychological change you faced on your personality?
16. How do you participate in different activities among your village?
17. Any other points that you would like to add?
18. Any questions?

Guiding Questions for Case Study of service user

Part – I. Questions Related with the Profile of Case Study women beneficiary Participant

1. Designated number of case study participant _____
2. Age _____

3. Gender _____
4. Place of Interview: _____
5. Date of Interview: _____
6. Starting Time: _____ Finishing Time: _____
7. Name of Interviewer: _____

Part – II. Questions Related with Service Provision for service user

1. What type of service you get from Tamsalet? _____
2. How and when do you get service from Tamsalet? _____
3. How long have you been as a Tamsalet service user?

4. On average, how much will you pay for the service provided to you? Do you think that it is fair? _____
5. What makes you to be served at Tamsalet kitchen since there are lots of restaurants around the city? _____
6. Can you explain your satisfaction with Tamsalet kitchen’s service?

7. Do you think that you are a loyal customer of Tamsalet kitchen? How? _____
8. What is your knowledge of understanding about social enterprises like Tamsalet kitchen which are serving their community? _____
9. What do you recommend or suggest for Tamsalet Kitchen and its impact on empowering local women? _____

Note: The interview questions stated above as a sample is a company specific and the name of the company’s section in each page were edited by the name of the social enterprise in which the study was going to be conducted during field study.