



# Women in social entrepreneurship in Kazakhstan

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**Abstract.** The Institute of Social Entrepreneurship was legally regulated in the law system of the Republic of Kazakhstan in 2021. The state policy is aimed at ensuring entrepreneurs' participation in creating solutions in the community, assisting in the employment of socially vulnerable segments of the population providing equality for all citizens. The state addresses certain vulnerabilities of some to ensure the protection of their rights. A Kazakhstani social entrepreneur who launched an online store "Invamade" marketing items handmade by people with special needs and representatives of socially vulnerable groups proves the success of that policy. The advanced entrepreneur is aware of the problems of vulnerable people who might encounter challenges in accessing resources and tries to facilitate them by providing jobs and incomes. Particularly single mothers struggle to provide children with essential needs on the background of male dominance in more prestigious and profitable areas of construction, industry, and agriculture. Women have to be involved in lower-paid educational and social areas. Social enterprise fosters these women to reach financial independence, allowing them to combine their vulnerability with entrepreneurial activity. The article uses approaches of qualitative content analysis assessing women's participation in social entrepreneurship to resolve the gap between local methods and those of developed countries. The study reveals that legal domestic regulation of social entrepreneurship does not contribute to the active participation of women compared with developed nations mainly due to low financial education, lack of leadership skills, insufficient state financing, and gender inequality. Legal mechanisms are proposed to stimulate the involvement of Kazakhstani women in social entrepreneurship.

**Keywords:** social entrepreneurship, female entrepreneurs, women's rights, gender equality.

## 1 Introduction

Social entrepreneurship is a worldwide phenomenon that combines economic and social spheres which can assist in solving such problems in society as low living standards, poverty, unemployment, alcoholism, and social tension. In Kazakhstan, social entrepreneurship was legally regulated in 2021. According to it, social entrepreneurs are divided into 4 categories in order to reduce the number of social problems. Firstly,

these are those enterprises that provide jobs to socially vulnerable segments of the population including the disabled, parents raising a disabled child, pensioners, low-income and single-parent families, mothers of large families, orphans, persons who are released from institutions of the penitentiary system (prison), etc. Secondly, social entrepreneurs who sell goods and services produced and provided by the above-mentioned categories of employees. Thirdly, those enterprises that produce commodities, perform work, and provide services for the disabled to help them to overcome the limitations of their life. Finally, the activities which might involve psychological, pedagogical, cultural, educational, environmental, and other areas of society [1]. Having analyzed these categories of socially vulnerable segments of the population, on which the activities of social enterprises are directed, it has been found within the research that many of them were represented by women (mothers with many children, single mothers, etc.).

The ability to employ social entrepreneurship as a potential tool for fighting poverty can be crucial for women in difficult life situations.

According to Christmann G. B., Ibert O., and Luna F. women should be classified as vulnerable segments of the population, thus actively they should be involved in social entrepreneurship. Since it is social entrepreneurship that is aimed at resolving social issues of the vulnerable women to gain financial independence, and as a result, economic risks are reduced [2, 3].

Md. Nor, Z., & Ramli, Z. noted that female participation in social entrepreneurship revitalizes economic activity, as well as increases the financial stability of families, ultimately contributing to the development of the country's economy [4]. Alam, S., Senik, Z., & Jani, F. believe that social entrepreneurship allows women to break out of the poverty trap [5].

Gender is a paramount concern, according to the United Nations, women, especially single mothers and elderly women, are at a higher risk of poverty than men in similar household types [6]. According to Goodman, L., Smyth, K., and Banyard, V., the reason for this lies in women's limited access to resources, exclusion from household economic decision-making, and social expectations, which lead to increased powerlessness [7].

The issue of women's participation in social entrepreneurship is becoming more relevant today. According to the UN, at the current rate of progress, it could take another 286 years to repeal discriminatory laws and close existing gaps in the legal protection of females of all age groups [8].

In 2015 "sustainable development goals", known as the "Global goals", were adopted by the UN to eliminate poverty, protect the planet and ensure that by 2030 all people would live in peace and wealth. However, regarding Sustainable Development Goal 5 "gender equality", it is reported the world is still not on track to achieve gender equality [9].

According to UN Women, in Central Asia, Kazakhstan leads in the field of gender equality including improvement in economic opportunities in pay equity, as well as in increasing proportion of women in leadership positions. However, though the number of women in government and parliament institutions continues to grow, there is still

little progress [10]. Moreover, the pay gap between genders is common: in 2016, females in Kazakhstan earned on average 31.4% less than males [11], and in 2021 this gap made 21.7% [12].

The hypothesis of this article is the assumption that the legal regulation of social entrepreneurship in the Republic of Kazakhstan does not contribute to the active participation of women.

## **2 Problem Statement**

One of the goals of the Sustainable Development Goals (SDGs) is gender equality. Engaging women in society has been proven to increase productivity and economic growth. However, according to the UN, humanity has a long way to go to achieve full equality of men and women in terms of their rights and opportunities. The foreign analysis of the practice of applying women's rights shows that not all countries have equal rights for women. The level of women in entrepreneurship is not high either. At the same time, the main problem of women is still to combine their traditional household duties with childcare and their jobs.

## **3 Research Questions**

“How to achieve the 5th goal of “gender equality and the empowerment of all women and girls” through social entrepreneurship of the Sustainable Development Goals (SDGs)?

## **4 Purpose of Study**

The main goal of this study is to identify the main state-legal means of expanding the economic rights of women who are socially vulnerable in Kazakhstan through the tool of social entrepreneurship.

## **5 Research Methods**

### **5.1 Content analysis**

The most relevant research method in legal disciplines is the method of content analysis. The purpose of this is to organize and reveal the meaning of the collected data and draw realistic conclusions from them [13]. Using this method, the article analyzes the legislation of foreign countries and Kazakhstan. Conclusions are drawn about the impact of the positive experience of developed countries on the expansion of women's economic rights in Malaysia and Canada and the negative experience of Sudan is drawn, demonstrating errors in law that do not allow promoting economic rights and women's social entrepreneurship. This made it possible to formulate effective patterns

and propose ideas for adjusting the current legislation of Kazakhstan in order to improve the status of women in the country.

## **6 Theoretical basis**

### **6.1 The concept of vulnerability**

The conceptual basis of this study is based on the concept of vulnerability. Following it, the state recognizes certain vulnerable groups of people in a given situation. By recognizing their vulnerability, the state system responds to changes and helps to improve the situation of a particularly vulnerable group of people who are discriminated against and those who need additional protection of rights.

Vulnerability is a kind of risk in the economic and social spheres in which certain groups of people may find themselves and the ability of these people to cope with the upcoming negative consequences.

As Proag V. states, vulnerability is the degree of negative response during the occurrence of a hazardous event. Thus, people become "vulnerable" if their access to resources becomes the main factor in achieving a secure existence and survival. For example, wealthy households usually are the fastest to recover after a natural disaster, making the poorest even more vulnerable who have no choice but to find a better position and are left in insecure conditions as a result [14].

According to Luna, women need to be classified as vulnerable segments of the population, while actively involving them in social entrepreneurship. Since it is aimed at resolving social issues of vulnerable people, thereby helping women gain financial independence and reduce economic risks [3].

Women often face economic vulnerability due to limited access to financial resources, employment opportunities, and social protection. Social entrepreneurship can provide women with new opportunities to generate income, create assets, and become more financially independent. This can help reduce economic vulnerability and provide a path out of poverty.

### **6.2 Theory of Embeddedness**

The theory of Embeddedness demonstrates the important role that women entrepreneurs can play in building more inclusive, fair, and sustainable economies.

As Granovetter M. states the economy is not a differentiated sphere that only obeys its own laws, rather, economic and other social structures are very closely intertwined [15].

Karl Polanyi's claims that markets in a capitalist market society are separated from society and threaten to take over the whole of society and subject it to the logic of money and the market imperative [16].

Granovetter M. using the term «Embeddedness», on the contrary, opposes Karl Polanyi's point of view and believes that today's markets are still heavily embedded in society.

Roos A. states women entrepreneurs by embedding themselves in the local community managed to take responsibility for the development of entrepreneurial networks and dared to challenge gender structures. *Bridging Gender and Embeddedness* provides a new perspective on how women entrepreneur networks are built and how they can promote gender equality in entrepreneurship. Therefore, being rooted in context can be a path to gender equality [17].

Women's participation in social entrepreneurship will help overcome and transform gender-based institutional barriers that limit women's access to economic opportunities. By creating new social institutions supporting women entrepreneurs, social entrepreneurship will foster to building of more inclusive and equitable fair economies.

The theory of Embeddedness suggests that economic activity is shaped by institutional norms and values and explains the importance of women's participation in the creation and strengthening of social networks and institutions that may support economic development. This article provides an attempt to provide women with a new approach to economic empowerment.

### **6.3 Human capital theory**

The theory of human capital considers the process of accumulation of skills and knowledge in people and their benefits [18]. These important resources are one of the components of successful commercial and social entrepreneurship [19].

Sahasranamam S. and Nandakumar M. K., for instance, argue about the direct impact of individual capital (all three of its forms: financial, human, and social capital) on entry into social entrepreneurship. At the same time, the conditional influence of formal institutions on these relations is noted [20]. Then most scientists observe that women are prone to demonstrate altruistic behavior [21]. So, Eagly, A.H. and M. Crowley [22] report women are more likely to exhibit long-term helping behaviors. Others have found that compared to their male counterparts, women are more likely to volunteer [23] and volunteer more hours per week than males [24].

Applying this theory, we would like to demonstrate how social entrepreneurship can provide women with opportunities to develop their human capital through training and mentoring programs.

## **7 Foreign experience and social entrepreneurship in Kazakhstan**

### **7.1 Malaysia**

Poor women in urban centers of Malaysia genuinely interested in economic activity make up almost 50% of women of working age. Malaysia's economic program encourages women's participation in the economic sector. Thus, after the Fourth World Conference on Women, the government strengthened favorable conditions for the advancement of women in Malaysia. In accordance with the objectives of the National Policy,

national mechanisms were improved, and close cooperation was ensured in the implementation of activities for women and families, as well as in the development of new directions for the advancement of women and the strengthening of the institution of the family [25].

Since the 1970s, Malaysia set out to transform itself from an agricultural country into an industrial one. Foreign direct investment and the creation of manufacturing and electronics industries have further expanded employment opportunities for women. The Malaysian culture was observed to shift to including women in employment to improve the economic situation and quality of life of family units, although they are also expected to play an equally important role as a wife, mothers, and family managers running the household. In addition to socio-economic factors, political and legal factors have contributed to the increase in female labour force participation. The government has always supported the development of the female workforce through its educational, economic, and personnel policies to support the economic growth agenda. With higher education, women compete with men in technical and non-technical disciplines, covering all fields of activity, such as engineering, medicine, teaching, management, etc. Virtually, the Employment Act of 1955 was revised to include special provisions for employers to respect the welfare of working women. For example, working women can now claim maternity leave at 28 weeks of pregnancy. Women were given the legal right to enjoy 60 days of paid maternity leave, with an additional 90 days on April 1, 2012. Additional provisions have been included in the Dignity Sexual Harassment Questions to protect their dignity at work. While these developments can be seen as a strength as well as an opportunity to sustain Malaysia's continued economic growth, they have also helped build respect for women and women's rights in the context of employment [26].

Various laws have been amended to eliminate discrimination against women. A chapter on women and development has been included in the Five-Year National Development Plans, including the Eighth Development Plan and all subsequent ones. In particular, in order to reduce the threats of violation of women's rights, appropriate mechanisms and institutional frameworks have been created for the gradual inclusion of women in the mainstream of social and economic activity. The inclusion of a chapter on women and development in the Five-Year National Development Plan has helped raise awareness among policymakers, planners, and those who implement the policies. In 1996, an action plan for the advancement of women was created. In 2001, to clearly demonstrate the commitment and recognition of the important role of women in Malaysian society, the Ministry of Women and Family Affairs was established as the coordinating agency for women and family development. It maintains gender mainstreaming as a strategy to ensure that the concerns and experiences of women, as well as men, are considered in the design, implementation, monitoring, and evaluation of policies and programs in all areas.

The Department for the Advancement of Women was established in it. Women's development offices were set up at the state level to improve the situation further. The National Women's Integration Council, established under the Nairobi Forward-looking Strategies, has been further strengthened to increase its effectiveness as an advocate and adviser on women's issues. The Government has also established the National Council for Women and Family Development at the state, parliamentary, and district

levels. The Council is the coordinating mechanism for women's and family development between the federal and state governments by identifying issues and concerns affecting women and families and developing programs and activities to increase women's participation in development [25].

The main focus of the article is on the female population, as studies have shown that women tend to be more active in the social entrepreneurship sector [27] and create social changes in unusual ways [28].

Komuniti Tukang Jahit (KTJ) as an example, which is a Malaysian-based community of single women, single mothers, housewives, etc., provides the opportunity to work and earn a steady income through sewing orders, while not depriving women of the comfort of their own home in the process of working. The KTJ platform provides certified professional development training designed for the B40 women's community (citizens with low family incomes representing the bottom 40% of Malaysian household incomes) [29]. Its mission comprises conditions to provide sewing skills to housewives, enabling them to secure a stable income while being fully committed to household chores [30].

Providing housewives, single mothers, and disadvantaged women from poor families with low opportunities with financial, educational assistance, and skills development, solves a number of tasks necessary to achieve the "Sustainable Development Goals" (SDGs), particularly, gender equality and empower all women and girls (goal 5), end poverty in all its forms everywhere (goal 1), provide decent work and economic growth (goal 8) and other goals [10].

Galbraith stated the economies of developing countries could be improved through the development of entrepreneurship [31]. At the same time, he noted that economic development was multidimensional, and merely taking into account the economic factors of production, such as culture, gender and type of enterprises was not enough. The legal arrangements put in place in Malaysia have contributed to sustaining continued economic growth and have also helped to achieve respect for women and women's rights in the context of employment.

## **7.2 Canada**

The Canadian Human Rights Commission is not alone in identifying violations of the social and economic rights of women and other disadvantaged groups as one of the most pressing equality issues and has recommended that social and economic rights be included in federal human rights law [32].

In Canada, the financial practice is focused exclusively on women entrepreneurs, for example, investment funds for high-tech firms led by women in Canada [33].

Since 2017, Canada has pursued a feminist trade policy that aims to: (1) mitigate the gendered impact of international trade rules and leverage the power of international trade to promote gender equality domestically and through Sustainable Development Goals (SDGs); (2) developing best practices for enforcing gender-based non-discrimination provisions in bilateral free trade agreements (FTAs), which could serve as a new

international legal standard on gender and trade; and (3) enforcement of gender provisions in multilateral trade agreements. Overall, Canada's leadership on gender and trade is highly assessed and recognised [34].

Canada is considered one of the countries with "the most efficient" business practices, infrastructure, and business opportunities. The Global Entrepreneurship and Development Index (2018) ranks Canada third out of 137 countries in terms of entrepreneurial ecosystem. Women entrepreneurs in Canada are 10% more likely than men to report starting their own business, which suggests and proves sufficient support from the Canadian government. The Global Entrepreneurship Monitor 2019 reports that Canada is one of five countries with gender parity in the early stages of entrepreneurship, contributing to literate media coverage of women entrepreneurs. By promoting gender equality and women's participation in the economy, Canada can increase its GDP to \$150 billion. Only 17% of Canadian SMEs are owned by women, and the Canadian government is working to change that situation for the better. The government is advancing women's economic empowerment through the first-ever Women Entrepreneurship Strategy, launched in 2019 with nearly \$7 billion in investment and commitment to provide women-owned businesses with the funding needed to access new markets [35].

The human rights and fundamental freedoms of all Canadians are guaranteed by the Canadian Charter of Rights and Freedoms. At the initiative of the women's movement and under its unrelenting pressure, in 1985 an article on the equal rights of women and men was included in the Charter of Rights and Freedoms. In addition, Section 35 of the Constitution Act of 1982 recognizes and affirms existing treaties and aboriginal rights in Canada. These rights are guaranteed equally to both [36].

In recent decades, after the adoption of the 1993 Vienna Declaration on Human Rights, there has been a return to the original concept of the Universal Declaration of Human Rights and the assertion of the indivisibility of all human rights. More attention has been paid to the importance of economic, social, and cultural rights, especially in the context of the 2030 Agenda for Sustainable Development and in managing and preventing conflicts and crises around the world, including the COVID-19 pandemic [6]. According to Cukier W. et al., removing barriers to entrepreneurship for women encourages the growth of social entrepreneurs who contribute to all of the Sustainable Development Goals. For example, the Canadian social enterprise SheEO offers an innovative business support model for women. The company provides funding, advice, and networks to women-owned and led organisations that empower them to make a difference in their own communities locally and globally. SheEO primarily promotes the goal of gender equality by creating a level playing field for diverse female entrepreneurs while prioritizing social impact as an outcome for all businesses it considers to achieve the SDGs (Sustainable Development Goals) [37].

In another example, in Vancouver, Sister's Closet, a social enterprise, has established Eco-friendly fashion, second-hand boutique, providing affordable clothing to its customers and raising funds to support The Battered Women's Support Society, which had become victims of abuse. It provides local women artisans with access to retail space. This organization helps raise awareness about violence against women and girls.



Work can not only bring income to citizens but also outlines the prospects for social and economic progress, and empowers female individuals, family, and society. However, such progress depends on working conditions. Decent work implies greater opportunities for personal development and social inclusion, the right of people to voice their concerns, organize and participate in decisions that affect their lives giving equal opportunities for women and men. Decent work is a criterion for the eradication of poverty [6].

In this regard, Canada's positive experience in the legal regulation of economic rights and gender equality contributes to the development of women entrepreneurs and the growth of social entrepreneurs.

### 7.3 Sudan

Women's participation in economic life is a key sign of the realization of their rights which reinforces their role in decision-making in their households and entirely influences their community [38].

However, the status of women's rights in Sudan still lags behind other countries and Sudanese women are fighting for equal rights, 70% of the protesters are women. They unite in a movement "Women's Revolution" and oppose laws and officials that restrict their rights. For example, the Personal Status Law of 1991 allows child marriage and states that women can marry if only allowed by a father or a male guardian. Besides, other restrictions, such as the prohibition of wearing trousers, and enjoying equality and representation in government take place there. Sudanese girls have no possibility to avoid child marriage. Military and government officials beat, rape, and kill women for years for speaking out against mistreatment and inequality. In January 2020 West Kordofan launched its first "The No to Women Oppression Initiative". So it is only of its kind that could lead to further cooperation among women's rights organizations across Sudan in the hope of achieving equal rights. Sudan has a long way to go in achieving equal rights for women [39].

According to an analytic brief note (January 2023), scientists conducted a study on movement and cross-border mobility in South Sudan. The study revealed that migration (including displacement and return migration) is a gender-based movement affecting men and women differently. It has been established that women face serious problems on their way to migration – there are difficulties in accessing justice, restoring housing, land, and property when returning to their homeland, as well as violence at home by armed soldiers. Insecurity affects mobility (border movement) for women, while men move more freely. As a result, the gender division of households affected the family as a whole, as women could not see their husbands for months and years [40].

On May 24, 2022, under the leadership of the Ministry for Gender, Child and Social Welfare (MGCSW), in partnership with the World Bank and UN Women, the South Sudan Women's Social and Economic Empowerment Project was approved. The goal of the project is to increase girls' and women's access to livelihoods, entrepreneurship and services to combat gender-based violence, as well as to strengthen the government's capacity to provide these services [41].

It is often difficult for women to run a successful business in Sudan due to discrimination, lack of finance, and illiteracy. For example, a Sudanese named Sara, who has a qualified education and works in academia, after the birth of a child, decided to go into business while caring for a newborn child. She launched the Tajirat al-Facebook business with her friends to sell cosmetics at home via internet platforms. Her partners are well-educated women who graduated from prestigious universities in Sudan and other countries. This type of home business is not available to everyone, but only to educated women from wealthy areas of Sudan and those who have a relatively stable and comfortable economic situation due to the well-paid work of their husbands and other male relatives [42].

Therefore, gender inequality is the biggest violation by the State of Sudan. Failure to fulfill obligations to respect social rights (difficulties in freely crossing borders, violence, difficulties in protecting their rights, child marriage, the ban on wearing trousers, enjoying equality and representation in the Government, etc.) undoubtedly affects women's economic rights (access to finance and education).

While South Sudan's transitional constitution (Article 17) emphasizes children's rights, there is no clear mechanism for implementing this law as communities remain dependent on traditions and social customs [43].

Despite the existence of Article 29 of the Transitional Constitution of South Sudan stating that education is a right for every citizen and all levels of government must ensure access to education without discrimination based on religion, race, ethnicity, health status including HIV/AIDS, gender or disability, the law is not yet implemented, especially in rural areas with no schools [44].

In this regard, the interrelated restriction of social and economic rights directly affects the development of women's entrepreneurship in Sudan, as evidenced by the example of the participation of solely wealthy women in the social enterprise "Tajirat al-Facebook".

#### **7.4 Kazakhstan**

Women in Kazakhstan are also involved in social entrepreneurship. For example, Aizhan Khalilova, a female entrepreneur, organized the Invamade online store, which sells handmade products made by people with special needs and representatives of socially vulnerable segments of the population. She sells not only hand-made toys, jewelry, and souvenirs, but, like a real entrepreneur, she tries to increase the efficiency of this business and attract even more buyers, for example, inviting designers to cooperate so that they provide ideas, and Invamade masters implement these ideas, resulting in truly designer products [45].

There is a great number of government programs in Kazakhstan used as tools to support women's entrepreneurship such as the Program for the Promotion of Productive Employment and Mass Entrepreneurship for 2017-2021 ("Enbek"), the "Employment Roadmap for 2020-2021" and the "National Entrepreneurship Development Project for 2021-2025", as well as other optional programs of international organizations and the Damu Entrepreneurship Development Fund provides the support to women entrepreneurs.

State-sponsored initiatives and agreements with international development organizations such as the European Bank for Reconstruction and Development, United Nations Development Program, World Bank, UN Women, Conventions on the Elimination of All Forms of Discrimination against Women ratified in 1998, Beijing +25, "On the Political Rights of Women", "On the Citizenship of a Married Woman", Agenda 2030, Gender Equality Strategy 2006-2016, Family and Gender Policy Concept 2030, etc. [46], are also used to promote the development of women's business in the republic.

The "National Entrepreneurship Development Project for 2021-2025" is the main tool for promoting women's entrepreneurship. The development of the domestic Kazakhstani economy was significantly influenced by women's entrepreneurship, resulting in its stabilization and rapid economic growth [47]. Thus, out of 1.3 million registered individual entrepreneurs, more than 600 thousand are women, which constitutes 50% [48]. Statistics, however, show that the development of women's business in Kazakhstan still lags behind comparable indicators in highly developed countries.

Moreover, their contribution to the indicators of economic activity, growth, and well-being of the republic is much lower than their potential. Increasing women's access to jobs has not significantly reduced the income gap between men and women. This is due to the gender segregation of vocational education [49].

Women's business in Kazakhstan is concentrated mainly in the service sector. Industries with female dominance are mainly related to areas running social household issues that do not require specific technical degrees, expanded employment, or big investments. The ethnocultural specificity of the Kazakh society also leaves its mark on the development of women's business; women are responsible for housekeeping and caring for family members [50].

In regions, as well as the national average, women's wages are 30-35% lower than men's. In 2020, women's wages were 75% of men's wages. At the same time, since January 1, 2020, the salaries of teachers have been increased by 25%, due to the adoption of a new law on the status of teachers [51], in connection with which there was a sharp drop in the ratio of wages of men and women by 9.2 percent [50, p.69].

Another factor that women are underrepresented in many sectors of the Kazakh economy is the gender stereotypes widespread among the locals which affect professional self-determination [50, p. 71].

The legislation of Kazakhstan provides for the maintenance of the "Register of Social Entrepreneurship Entities" [52]. On April 11, 2023, 129 social entrepreneurs were recorded in the register. Despite the fact that there are 600 thousand female individual entrepreneurs, only 92 officially began to engage in social businesses [53].

The above data indicates the insufficiency of the ongoing state policy to involve women in social business.

## 8 Findings

The content analysis of the legislation of the observed countries made it possible to reveal the following patterns:

The positive experience of social entrepreneurship development in Malaysia and Canada and the involvement of women is based on the observance of the social and economic rights of women. For example, the Employment Act of 1955 in Malaysia regulates more loyal working conditions for women during maternity leave. In Canada, the financial practice is focused exclusively on women entrepreneurs, supported by feminist trade policy. The Women Entrepreneurship Strategy was legislated in 2019 to provide funding for women-owned businesses. Equality between men and women is recorded in the Canadian Charter of Rights and Freedoms 1982, Constitution Act 1982.

Legislative regulation of gender equality of social and economic rights of women has nominated these countries to the top 30 countries for the development of social entrepreneurship according to the Thomson Reuters Foundation, which, together with the German multinational investment bank Deutsche Bank, conducted the first global survey of experts in order to select the best country for social entrepreneurship [54].

A separate Ministry of Women and Family Affairs established in Malaysia is interested in women's issues and considers gender issues to include adequate legal provisions in the legislation, contributing to targeted assistance in the development of this segment. According to G. Nyussupova, to empower women further, it is necessary to develop gender statistics since although the existing data are available, some of them are not available at the micro level, which hinders the analysis of regional gender processes. [49 p.71].

On the contrary, the analysis of Sudanese legislation helped to confirm the fact of discrimination against women. Thus, according to statistics, in general, in the MENA (Middle East and North Africa) region, the world's largest gap in entrepreneurship between men and women is recorded: 12% of women run their own businesses against 31% of men [55]. This situation is confirmed by numerous protests either, where 70% of protesters are women.

Hence, infringement of women's rights, lack of finance, and illiteracy became reasons for the low level of entrepreneurial activity.

## 9 Conclusion

Thus, one of the crucial mechanisms in legal regulation that contribute to the involvement of women in social entrepreneurship is the interconnected observance of their social and economic rights. To improve the main state-legal means of expanding the economic rights of women who are socially vulnerable in Kazakhstan through the tool of social entrepreneurship, it is necessary:

- 1) to issue a by-law regulating equal rights for men and women to reduce barriers to exercising women's economic rights, especially in increasing representation of women in politics and leadership positions that will maintain ensuring equality in incomes and use tools to expand the areas of women's activities (in construction, industry, agriculture, etc.)
- 2) to involve more actively socially vulnerable women (mothers of large families raising a disabled child, single mothers, and elderly women) in social entrepreneurship, since only this type of activity will allow them to combine

business and homework, to provide in the Entrepreneurial Code of the Republic of Kazakhstan a number of conditions regarding the education of this category of population

- 3) to provide the maintenance of gender statistics and gender issues in the Social Code of the Republic of Kazakhstan, which will allow social businessmen to focus on more sensitive areas for entrepreneurial activity.

Based on these empirical results, the study also recommends researching other categories of citizens (the disabled, the convicted of a criminal offense, etc.), in order to expand the circle of such participants in social entrepreneurship. This will help achieve the goals of the Sustainable Development Goals and contribute to the development of the community and national unity.

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