



**Cooperatives and the Empowerment of Disabled People: The case of
Zamani Disabled People's Organization in Esikhawini, Kwa-Zulu Natal**

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Abstract

The study was about cooperatives and the empowerment of disabled people. It investigated the extent in which participation, capacitation and satisfaction with management contribute in enabling cooperatives to empower disabled people. The Capability Approach proposed that the most vital thing to deliberate when valuing well-being is what people are actually able to do. Capacitation to disadvantaged people is very important in that it ensures services and assistants directly meet their needs. Participatory planning can be regarded as an instrument for identifying the needs of all persons within a community, a way of constructing harmony, and means of empowering deprived or marginalised groups. Empowerment is a varied practices enabling people to maintain themselves by providing power that they might use in dealing with issues they declare important. Satisfaction with management is determined by the work environments that satisfy the social, economic and personal fundamentals of the individual. Benefit of membership is a combination of personal adaptive technologies and modifications in a workplace attitudes and configurations can enable even those who have very significant impairments to work effectively. The assimilation of Perceived Level of Empowerment (PERLEMP), Perceived Level of Participation (PERLEPAR), and Perceived Level of Capacitation (PERLECA) showed that Satisfaction with Management of a Cooperative (SAMACO) mediates on Perceived Benefits of Membership (PERBEME). Thus the study showed that benefit of membership in a cooperative is determined by participation, capacitation and satisfaction with management of a cooperative.

The study hypothesised that perceived participation, capacitation, empowerment and satisfaction with management will determine the benefit of membership in a cooperative. Where disabled people seek empowerment they will join a cooperative. Where they seek their benefit in a cooperative, they will consider their level of participation, empowerment, capacitation and satisfaction with management will as well be considered. A survey was conducted using a Five-Level Likert scale to decipher respondents' perceptions of level of participation, empowerment, capacitation, satisfaction with management and perceived benefits. In the beginning of analysis, responses (N=28) were reduced using Principal Components Analysis (PCA) to determine how questionnaire items contributed to variables under consideration. Afterwards, variables extracted were correlated and regressed. While bivariate correlation was used to test the simple relationship between variables. A linear regression analysis was used to describe how satisfaction with management mediates the relationship between participation, empowerment and capacitation. MANCOVA was used to test the mediation effects of independent variables PERLEPAR, PERLEMP and PERLECA. The results showed that PERLECA was the desired description for cooperatives for the empowerment of disabled people at Zamani Disabled People's Organization. On the basis of the results, cooperatives have a potential of empowering disabled people and that is achieved through democratic operation, where members equally participate in the daily business and inclusion in decision-making.

Declaration

I, Jeremia Guambe (201051216), the undersigned do hereby declare that this thesis is a presentation of my original research work. Where there are contributions of others involved, every determination is made to indicate that clearly, with due reference to the literature, and acknowledgement of collaborative research and discussions. The work was done under the supervision of Dr Kehinde Davies Ige, at the University of Zululand.

Signature.....

Date.....

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Lastly I highly appreciate my family for the support and tolerance they gave me throughout the study.

Dedication

This is dedicated to my late father, my mother and the entire family, for their unconditional love, perseverance, and tolerance in supporting me in my studies. This also extends to the Zamani Disabled People's Organization for being the pillar of strength as this research, I hope would make a humble contribution to them. This is also my endeavour to make a contribution to the community of South Africa at large.

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Abbreviations

ANOVA: Analysis of Variance

BBBEE: Broad Based Black Economic Empowerment

BTS: Bartlett's Test of Sphericity.

CA: Capability Approach

df: degree of freedom

DTI: Department of Trade and Industry

ICA: International Cooperatives Alliance

ICF: International Classification of Functioning

ILO: International Labour Organization

KMO: Kaizer-Meyer-Olkin

MANCOVA: Multiple Analysis of Covariance

MANOVA: Multiple Analyses Of Variance

NEDLAC: National Economic Development and Labour Council

PCA: Principal Components Analysis

PERBEME: Perceived Benefits of Membership

PERLECA: Perceived Level of Capacitation

PERLEMP: Perceived Level of Empowerment

PERLEPAR: Perceived Level of Participation

SALGA: South African Local Government Association

SPSS: Statistical Package for the Social Sciences

WB: World Bank

WHO: World Health Organization

Chapter Outline

This research report consists of 9 chapters.

Chapter 1 of the report gives a general introduction of the study. This chapter also argues that empowerment of disabled people in cooperatives is made possible, firstly, by their decision to participate. And their participation will develop their capabilities which will then mean they have been empowered. This chapter further gives a synopsis of the quantitative research paradigm as the method adopted in the study, which is elaborated upon in chapter 6.

Chapter 2 of this report is the literature review chapter. It argues that a cooperative does empower disabled people, advocating that disabled people and disadvantaged people should regard cooperatives as suitable businesses to enhance their empowerment.

This study is based on cooperatives and their empowerment of disabled people, thus Chapter 3 gives synopsis on participatory development and empowerment being the factors determining benefits in cooperatives. The chapter emphasises that, when disabled people are given their privileges to participate in different spheres of society, they will be empowered and be able to sustain themselves.

Chapter 4 of the study argues that a cooperative's management should acquire necessary training and be skilful so as to play an important role in making a cooperative competitive.

The Capability Approach as a framework of the study is dealt with in Chapter 5. The central argument of the chapter is that the quality of life is analysed in terms of the core concepts of

functionings and capability, thus the CA focuses directly on the quality of life that individuals are actually able to achieve.

Chapter 6 of covered the research methodology. This chapter discuss that the researcher has adopted quantitative paradigm, on the basis that, quantitative research is on collecting and analysing numerical data; it concentrates on measuring the scale, range, frequency and correlations of phenomena.

After research methodology, it was chapter 7 which was the presentation of the results. The chapter argued that participating in cooperatives increases the level of empowerment. In that regard, cooperatives are important in empowering disabled people.

Chapter 8 of the study argued that membership benefit in cooperatives will result from the achievement of desired empowerment that is acquired through participation and capacitation.

The last chapter, chapter 9, is the conclusion chapter. This chapter gave the overall summary of the argument of the study that, participation of disabled people in cooperatives will enhance their capacitation and empower them to function in different spheres of life and giving those freedoms to choose courses desired for their lives.

Chapter 1: General Introduction

1.1. Introduction

Considering factors that contributed to cooperatives being suitable to empower disabled people had been very crucial in achieving the objectives of this study. The study advocated that participation of disabled people should be as equal to normal people. Participation has thus been conceptualised by different scholars as instrumental, ideological, and identity-based motives induce individuals to participate in civic activities (Mansuri & Rao, 2013). Despite the recent upsurge in interest, participatory development policy is beset with a lack of conceptual clarity. Allocations of many millions of dollars are justified by little more than slogans, such as empowering the poor, improving accountability, building social capital, and improving the demand side of governance. Part of the conceptual challenge lies in understanding what these notions mean, how they fit within broader conceptions of development policy, and how they differ across diverse contexts and over time (Basu, 2011; Rao & Sanyal, 2010; Appandurai, 2004). That had been very important in outlining the basis in which disabled people will continue to be at disadvantage in participation in the different spheres of life and community. Since the study had argued that there had been few of studies focusing on the effect of participation in cooperatives, participatory paradigm has demonstrated that exclusion of disadvantaged people in planning and decision-making processes decreases the value and importance of engagements because parties concerned are excluded.

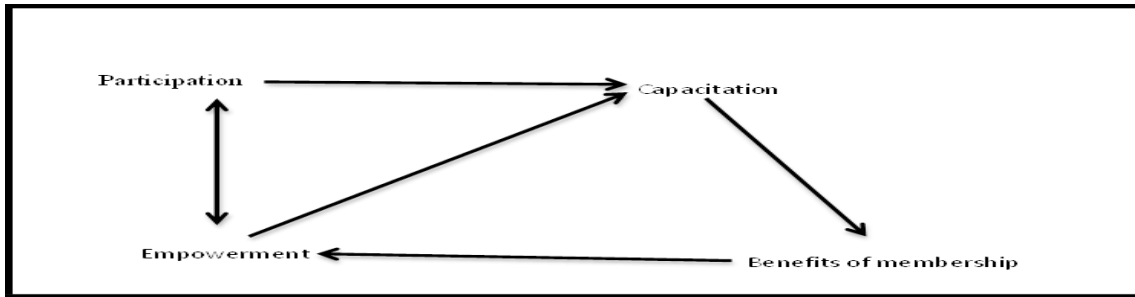


Figure 1.1 Model of Participation, Empowerment and Capacitation

Figure 1.1 above demonstrates a theoretical assertion that participation enhances capabilities that leads to the empowerment of disabled people in cooperatives. When disabled people have a feeling of empowerment by participating in cooperatives, it is when they will realise the benefit of being a member of a cooperative. The debate of the present study had established that participation has a major contribution to empowerment. Scholars had conceptualised empowerment as both a process and an outcome (Alsop & Norton, 2004). Others take only an instrumentalist view of empowerment, focusing more narrowly on the importance of process. On the other hand, those who take a transformative approach question the way in which participation alone can be empowering without attention to outcomes. These distinctions have obvious operational implications (Warren, 1995; Broun, 1998; Gaventa, 2003). Empowerment as the approach has shown that an emphasis on process leads to a focus on organisational capacity building or an increase in participation of previously excluded groups in the design, management and evaluation of development activities (Mayoux, 2003); Mosse, 2005; Alsop & Norton, 2004). (CA) developed by Sen is a normative evaluative framework in which social arrangements should be analysed for their ability to support capabilities (Nassbaum, 2006; Sen, 2005; Klein, 2014). It was thus, from that understanding, that functioning of an individual depends on participation and empowerment, it is through

participation and the process of empowerment that will determine the capabilities for functioning.

Different scholars had provided basis in which satisfaction with management is understood. According to Diener et al, 1999; Clark & Oswald, 1996; Frey & Stutzer, 2002, when normative expectations are met by the experienced outcome, the experienced utility gap is positive and people are satisfied with the outcome. On the other hand, when experienced outcome falls short of normative expectations, the experienced utility gap is negative and people are dissatisfied with the outcome. The current study takes that further. Directing satisfaction with management precisely on its effect on benefit of membership in a cooperative had been very crucial. Sen (1996) had asserted that people often express judgments of satisfaction or dissatisfaction towards their own past experience.

Therefore, this study theorises that satisfaction with management is a psychological analysis of behaviours and attitude of the management which form the culture of a cooperative which is practised on daily basis. This had been very crucial in the study to understand what attitudes and different behaviours can cause huge effect positively or negatively in the process of empowerment. This study had adopted CA as a theoretical framework for the study on the basis that it is best suitable to explain the usefulness of expanding human freedoms through opportunities (Sen, 1999:3) that the members of a society enjoy. The capability approach can provide a framework for thinking about particular measures of wellbeing. The aim of the capability measures would be to identify capabilities over functionings, that is, what people can choose to do over what they actually do (Klein, 2014; Forrest, 2014; Pearson, 2011).

1.2. The significance of the study

Many initiatives have taken place in Africa to address the issue of disability and equality, to ensure that disabled people are given opportunities to participate in their communities. Through these initiatives local governments have to consider basic needs disabled and disadvantaged people need as everyone has the rights to enjoy the facilities government provides (South African Local Government Association, 2009). People with disabilities have to be granted an opportunity to showcase themselves as they, as well, possess skills and that will enable them to become big businesses and be able to sustain themselves and families they come from (Food and Agriculture Organization , 2013). According to Disability World (2003) disabled people themselves have to fight for change they desire, and that could be attained through the empowerment of disabled people and children who still have the future ahead. Cooperatives in Kenya have been existing since the country got independence, they have played an important role in economic development, job creation, etc. and adhering to cooperative principles has played an important role in sustainability of cooperatives (Gunga, 2010). Disability has to be seen as a human condition that requires full attention because it makes many skills remain unutilised because the disabled remain excluded in various spheres of life. To achieve this, all stakeholders will be required to create an environment that will include disabled people, regarded of whether disadvantaged and vulnerable. Laws in South Africa that regulate cooperatives, require that cooperatives be registered and operate under principles of cooperation, and further ensure that they meet local and international standards.

A.K. Sen's capability approach has been used as the theoretical framework for the study since this study investigated the importance of cooperatives in empowering disabled people. Mitra (2006) argued that the relationship one has with society is not the only cause of disability, the resources available may cause a type of disability if one may not be able to utilize them. Being

impaired is needed to define disability but the environment and one's characteristics may cause deficit to capabilities. Wells (2012) stated that Sen's capability approach argues that people can be differentiated by their abilities to use the available resources to valued functioning.

CA had been utilised internationally for analysing the relationship between gender exclusion, disability and poverty and has been very useful to define disability and formulation of policies for disability (Mitra, 2006). One cannot see capabilities, but they are applied opportunities, as being disabled, results to impairment and then practical opportunities are deprived (Mitra, 2006). Capability approach puts consideration to a person on his individual terms of having freedom and capabilities. According to Deneulin (2002), this is important in studying wellbeing and development. This study has used Sen's CA to highlight that people with disabilities have abilities and that it is important to capacitate them for empowerment. Disabled people in our society had been facing challenges of not being given the first preferences like normal people; this is due to the general belief that they do not possess equal capabilities like normal persons. This problem tends to contribute in, e.g. unemployment, and the large population depending on social grants. This study, thus, advocates that people with different disabilities have to be empowered to increase their capabilities and functionings in the society. A preponderance of past studies on disability had been concerned with the rights of the disabled or the nature and causes of disability, Boezaart (2011), or were interested in the challenges faced by disabled in accessing social infrastructure (Schildrick, 2011). There has, therefore, been limited attention in the literature to the economic initiatives of the disabled to empower themselves and positively contribute to the society Cornwall (2005); Delvin & Michael (2010); Kenworthy & McCall (2008). Cooperatives have been regarded as a platform where these people can join together to share their experiences and strategies for

them to be productive. The proposed study, therefore intended to study the efforts of cooperatives in capacitating and empowering disabled people.

1.3. Cooperatives and disability

Cooperatives in South Africa are encouraged by government as they are part of Broad-Based Black Economic Empowerment (BBBEE) that aims to address the inequalities caused by the apartheid government. It is precisely on this basis that the disabled population has to be considered and included whenever there are initiatives that seek to empower disadvantaged people (Guthrie & Sait, 2001). According to DTI (2004) the BBBEE gives attention to all programmes that advocate the empowerment of disadvantaged people and cooperatives, thus, it becomes the suitable sort of enterprise that accommodates people with a common goal of empowering themselves. Globalisation has caused huge changes in businesses that make it difficult to analyse cooperatives on their advantages and disadvantages, their operations are determined by a country's policies, they change with technology and varies by sector (Simmons & Birchall, 2008).

Statistics South Africa in 2014 announced that 4.3 % of the South African population is disabled, that is why there is a need that the problem of disability in the country has to be attended to. The South African constitution provides the rights that every individual has, therefore, it is important that the state utilise properly the resources it has to satisfy its people. There are labour legislations in place that seek to address the issue of disability in the workplace, however, Guthrie & Sait (2001) argue that these legislations have not been effective, which led to continued joblessness in the country and disabled people remained vulnerable as workplace environment is still not conducive for them. It is necessary that when a cooperative is established, members have to be equipped through training with skills that

will ensure their productive participation in an organization, because if they do not possess these skills the cooperative is unlikely to sustain and develop because the more a member is skilful, the more he or she will develop and adapt to globalization (Siebert, 2001). Cooperatives will adapt to technology if that will contribute to the development of a cooperative and its suitability in empowering the members for competitiveness (Asiabaka & Owens, 2002). Cooperatives have played an important role in uplifting the living standards of disadvantaged people, through skills development, accessing of services and job creation. Being disabled restricts people from participating effectively in their society (ILO, 2012). In South Africa cooperatives are called projects or self-help organizations, as they are registered legally and membership becomes ownership, thus they are regarded as formal organizations. Cooperatives in South Africa play an important role in addressing the inequalities that resulted from colonial times and apartheid. Therefore, as they form part of BBBEE, they ensure that people who were excluded during these periods are now benefiting from the programmes and resources of the country (SALGA, 2009).

1.4. The limitations and delimitations of the study

The study advocates that empowerment of disabled people will occur rapidly by their participation in cooperatives because it is where they will be capacitated with required skills for them to be competitive in various spheres of life (Babalola & Tiyamiyu, 2013). Disability may result from different health issues that may require specific expertise. This study has been limited by conceptualising disability in its general definition, without giving attention to different types of disability that will need each cooperative to have members with specific expertise to deal with specific type of disability on daily basis to ensure empowerment of membership and effective role of a cooperative to empower its disabled membership (Lawless & Reynolds, 2004). Further to that, whilst this study had gave much emphasis on disabled

people to participate on cooperatives to enhance capacitation and empowered; attention to social facilities like proper accommodation and transportation had been given a least focus (Van Rooy et al. 2012). Considering that disabled people may not be located in the same community and interest in cooperatives may be determined by the services or production the cooperative make. And further to that, the availability of mechanisms that cater for specific type of disability (Gore et al, 2011). A census study method had been adopted in this study from its accuracy in providing results when the population is small. However, the accuracy of the census method had been devalued in this study as the registered membership of Zamani Disabled People's Organization, with the total population of (50) had been reduced to (28) due to relocation and resignation from the cooperative of others (Mr Fodo, 2014).

1.5. Intellectual property rights

No part of this writing may be reproduced without the prior permission in writing from the author.

1.6. Aims and objectives

1.6.1. To establish the extent to which participation affects members' perceived level of capacitation.

1.6.2. To establish the extent to which members' perceived level of participation predicts their level of empowerment.

1.6.3. To establish the extent to which benefits of membership of cooperatives affect their perceived level of empowerment.

1.6.4. To establish the extent to which participation predicts the perceived benefits of membership of cooperatives.

1.6.5. To establish the extent to which the perceived benefits of membership of cooperatives account for members' satisfaction with the cooperative's management.

1.7. Research questions

1.7.1. To what extent does participation in cooperatives affect the perceived level of capacitation?

1.7.2. To what extent does the perceived level of participation among cooperative members determine their level of empowerment?

1.7.3. To what extent do benefits of membership account for the perceived level of empowerment?

1.7.4. To what extent does participation influence the perceived benefits of membership of cooperatives?

1.7.5. To what extent do perceived benefits of membership account for the satisfaction with cooperative's management?

1.8. Research hypotheses

1.8.1. There is correlation between participation and perceived level of capacitation.

1.8.2. There is correlation between levels of participation and perceived level of empowerment.

1.8.3. There is correlation between benefits of membership and perceived level of empowerment.

1.8.4. There is correlation between participation and perceived benefits of membership.

1.8.5. There is correlation between benefits of membership and satisfaction with cooperative's management.

1.9. Research method

This study adopted a quantitative research paradigm. The quantitative method was used in this study because it enables the researcher to test hypothesis and to measure relationships between variables. Devos et al. (2011) argued that quantitative research necessitates that data collected be stated in numbers or quantified. The methods used in conducting this research, quantitative research are explanatory, descriptive and experimental, involving the systematic collection of quantifiable information. According to Babbie (2013), paradigm is the logical assumption of the way we can comprehend the world and researchers use these assumptions when studying society. The study used positivist ontology, following its assumed advantage over the inductive ontology, as the study sought to test hypotheses. The research instrument for the study was, therefore, adapted from existing literature utilizing the deductive methodological approach and its concomitant quantitative/survey design.

1.9.1. Population

Zamani Disabled People's Organization was chosen for this study, because its entire membership is disabled. In addition, Zamani is one of the foremost organisations catering to the needs of the disabled people within the uThungulu District Municipality. According to Mr Fodo (2014), Project coordinator, Zamani Disabled People's Organization has 50 members; its membership is constituted of people who are physically disabled, some using wheel chairs for movement. The cooperative specialises in leather products, sewing of traditional attires, school uniforms and beadwork.

1.9.2. Sampling and sample size

Zamani Disabled People's Organization has a total of 50 members. Therefore the researcher decided to use a census study method, which entails a study of every unit, everyone or everything in a population and, in this method, there would be higher degree of accuracy in data as census method is accurate when the population is small (Australian Bureau of Statistics, 2014). The researcher had decided that the membership that is registered in the cooperative be the one suitable for being selected. The list of all registered members of the cooperative was obtained from the project manager, to include them as sample elements for the study.

1.9.3. Data collection method

The instrument that was utilised for data collection was a structured questionnaire. The questionnaire for this study consisted of seven (7) sections on a Likert scale of 1 - 5, (where 1= strongly agree, 2=agree, 3=neutral 4=disagree and 5=strongly disagree. Section A was on demographic factors, section B on perceptions about level of capacitation, and section C was on the respondents' levels of participation. Section D would elicit responses on respondents' perceptions about empowerment, section E would be on the perceived benefits of membership and section F would focus on satisfaction with management of the cooperative. The questionnaires were hand delivered to the participants.

1.9.4. Data analysis

According to Mupambwa (2013), analysing data involves structuring data into order so that it could provide meaningful information. The statistical analysis of the data was done through the employment of the Statistical Package of Social Sciences (SPSS) 22. Statistical methods of descriptive frequency tables were used to interpret interval and nominal data. PCA was calculated

in describing that there are relationships between variables. To report correlation (r) would show negative or positive relationship -1.0 or $+1.0$ (Seeley, 2011). In the first stage of analysis, responses ($n = 28$) were reduced using Principal Components Analysis (PCA) to determine how questionnaire items contributed to variables under consideration. Afterwards, variables extracted were correlated and regressed. While bivariate correlation was used to test simple relationships between variables, a simple regression analysis was used to decipher how satisfaction with management mediate the relationship between participants perceived level of participation and capacitation as determinants for cooperatives to empower disabled people. Also the Multivariate Analysis of Covariance (MANCOVA) was used to test the mediation effects of benefits of membership and satisfaction with management on the relationship between perceived level of participation, capacitation and empowerment.

1.10. Ethical considerations

The participants of this research were mainly disabled people; therefore, it was of the ultimate importance that the researcher bears in mind the ethics of research. The researcher ensured the privacy of the participants has and that their participation in the project was voluntary. The researcher also ensured that consent and honesty to participants, and that the data they provide would be confidential and their identity would remain anonymous. In the case where participants being regarded as under age, the consent form would be produced, requiring permission from parents.

1.11. Definition of key concepts and variables

1.11.1. Cooperative: is defined as an organization formed and owned by a group of individuals for the purpose of improving their participation in economic and social activities of its members based on the cooperative principles (Babalola & Tiyamiyu, 2013).

1.11.2. Disability: a deficit resulted from a certain accident limiting individual's functioning (Mitra, 2006).

1.11.3. Perceived level of capacitation (PERLECA): a variable used for capacitation. The CA focuses on the capabilities that disabled people desire to live their valuable life.

1.11.4. Perceived level of participation (PERLEPAR): a variable used for participation. According to Bhandari (2012), disadvantaged individuals have to amalgamate to articulate the problems they face on daily basis.

1.11.5. Perceived level of empowerment (PERLEMP): a variable used for empowerment. Empowerment generally means the provision of capacity to disadvantaged people to sustain their lives in their respective communities (Muigua, 2015).

1.11.6. Satisfaction with management of cooperative (SAMACO): a variable used for satisfaction with management. When disabled people are satisfied with how a cooperative is managed, they will likely regard a cooperative as suitable organization to empower themselves (Cranny et al., 1992).

1.11.7. Perceived benefits of membership (PERBEME): a variable used for benefits of membership. Disabled people join a cooperative because they intend to achieve what is impossible as individuals, thus, a cooperative is regarded as platform suitable for them to address their issues of employment, poverty and also incapacitation (Atherton et al., 2012).

1.12. Conclusion

This chapter has established a core argument of the study, that once a cooperative is established, workers may also require training in basic skills, such as organizing a meeting, how to participate in a democratic process, team decisions, how to deal with conflict, and others. This chapter has also given the aims and objectives of the study, as well as hypotheses. It has argued in support of the thesis that in recent decades, cooperatives have improved the lives of many women and men with disabilities. A growing number of disabled people are participating in society, increasing their independence and making decisions about their lives and futures through participation in cooperatives, many of which provide access to essential services and employment. Alkire (2005) further argued that capacitation to disadvantaged people is very important in that it ensures services and assistants directly meet their needs. Empowerment is a varied collective practices enabling people to maintain themselves by providing power that they might use in dealing with issues they declare important (Muigua, 2015). Satisfaction with management is determined by the work environments that satisfy the social, economic and personal fundamentals of the individual (Howard & Frick, 1996). According to Campbel (2013), benefit of membership is a combination of personal adaptive technologies and modifications in a workplace attitudes and configurations can enable even those who have very significant impairments to work effectively. The chapter has also given the theoretical framework of the study in which it is outlined that the Sen's Capability Approach is the framework of this study. Also this chapter has revealed that the study is quantitative in nature and utilizes self-administered Likert Scale survey questionnaire for data collection. However, the methodology of the study will be fully discussed in chapter 6. The following chapter will focus on cooperatives and their ability to empower disabled people for social change.

Chapter 2: Cooperatives and the Imperative of Empowerment for Disabled People

2.1. Introduction

The overall aim of this study was to investigate the role of cooperatives in empowering disabled people. The results of this study indicate that a cooperative does empower disabled people. What it means is that disabled people and disadvantaged people should regard cooperatives as suitable businesses to enhance their empowerment. This highlights the argument of Othman, et al. (2012) that cooperatives help people to achieve goals that would be impossible to achieve as individuals, through democratic control and voluntary membership there is equal participation enhancing the achievement of that goal. The previous chapter highlighted that disabled people had been facing a problem of exclusion in the workplace and participation in various initiatives in communities, thus it is of importance that the understanding of disability has to develop positive minds and attitudes to the community at large to provide strength and courage to the disabled. The present chapter attempts to discuss cooperatives from a self-help point of view and business perspective. This helps, because cooperatives have to empower disabled people from personal level, social and economic levels. The chapter further discusses disability on its types and classification, advocating that disability is a deficient human condition regarded as impairment that, however, could be cured, and that necessary interventions should meet the specific needs of the disabled people. The chapter discusses the positive role of cooperatives in enhancing participation of disabled people, it argues against the argument of Cater (2006), that there is no assurance that participation will increase commitment and capabilities of disabled people. The chapter, however, begins with a discussion on cooperatives.

2.2. Overview of a cooperative

The study sought to investigate the role played by cooperatives in empowering disabled people. It was, therefore, important to recall the historical aspect of the cooperative business and how the cooperatives have the ability for sustainability and being a suitable platform where disadvantaged people especially the disabled, could amalgamate to deal with the issues they face on daily basis. According to Cooper, Green, Tregilgas (2013), cooperatives had been existing centuries back when people were living in small groups when their living depended on hunting of animals and gathering of edible plants. During this time decision making needed the participation of all community members as there were no elected leaders or chiefs. This gives an insight of cooperative being the type of the organization that does not consider the appearance of an individual, but the willingness to participate for the good purpose and desire for empowerment. This provides an understanding that from the nature of cooperatives, they are not only suitable to unite people who are in the interest of making profits, but cooperatives can be formed just to address social issues that one cannot deal with as an individual. Ceremonies played an important role in uniting the group members as they joined together for hunting and sharing of resources. Cooperatives are regarded as one of the first businesses to emerge, were guided by the principles of humanity as there were no elected governments to guide in laws (Cooper, Green, Tregilgas, 2013).

According to ICA (2012) cooperatives are associations of people voluntarily as a means to address various issues they face on daily basis, voluntary participation, and democracy is what drives these types of organizations. Thus, disabled people should find cooperatives being the platforms that they can use to mobilize resources, and also, share knowledge about their daily experiences, as cooperatives are democratic and no one may regard himself or herself as superior. Cooperatives are businesses, but they ensure fairness in economic participation through voluntary membership (Babalola & Tiyamiyu, 2013). Othman, et al. (2012) state that cooperatives operate in different

sectors of the economy providing different services, therefore, suitable to meet the needs of its members and communities they serve (Birchall, 2003). According to Babalola & Tiyaamiyu (2013) cooperatives share characteristics with other businesses in terms of property rights, economic challenges and they have to abide to legislations. But where members are owners they demonstrate that there are some differences cooperatives have with other organizations. Being democratic of cooperatives gives members more strength for participation (Babalola & Tiyaamiyu, 2013) for the benefit of the organization and membership.

Like any type of business, proper decision making is very important, and, as for prosperity, a cooperative will need people with knowledge and needed expertise. Such people may not be members of a cooperative, but their interest will be the development of a cooperative they are in. Cooper, Green, Tregilgas (2013) state that a company makes decisions that will enable more profit, while a cooperative make decisions that enable members to be active and commit themselves in the business of a cooperative. A cooperative is not easy to form because it needs the joining of people who really face similar challenges and who have the common goal, and further to that, who will abide by legislations and principles of cooperation. According to Othman, et al. (2012) cooperatives help people to achieve goals that would be impossible to achieve as individuals, but through democratic control and voluntary membership there is equal participation enhancing the achievement of that goal. Cooper, Green, Tregilgas (2013) pointed that cooperatives assist disadvantaged people to develop their lifestyle, access to services and empower them for competitiveness in a workplace.

In cooperatives, capital is contributed by the membership (Ekberg, 2008) in their volume, however, there may be other input from, e.g. government capital, which would help members of the cooperative to be able to maintain their finances. The contribution members make means they are determined by their high level of commitment in a cooperative. Therefore in order for members to

receive benefits they perceive, this requires their full attention and participation in the business and they should be ready to work as a collective and with humanity (Ekberg, 2008). Wanjare (2008) argued that cooperatives as businesses have to satisfy their members and community, and (Fairbairn et al., 2003) argue that this will only be achieved if there is democracy and humanity within cooperatives. Commitment of membership of a cooperative plays an important role in the performance of the cooperative. For a cooperative to succeed it needs not only management, but the membership that invest their minds and time in the business, therefore, growth and collapse of a cooperative are in the hands of both parties. The youth is said to have more interest in participation in the cooperative, unlike elders.

2.3. Co-operatives as a precursor to social change

Cooperatives provide social change as their voluntary membership ensures that every skill is utilized as Stiglitz (2002) points out that expected results are effected from transparency and effective participation. Cooperatives, from their natures articulate social challenges, therefore, promote social development, so, cooperatives of disabled people become important. Wylie (2001) argued that cooperatives provide services that may specifically not be provided by private companies, and they are made to fulfil the needs of local communities and ensure quality of services (Wylie, 2001). Cooperatives are social businesses suitable to overcome inequality and exploitation and overcoming injustices experienced in societies (Lawless & Reynolds, 2004). Shaffer (1999) has argued that cooperatives provide equal responsibilities to their members to participate in the processes of the organization. Fairbairn et al. (2003) argue that cooperatives respond to services needed in the community as their formation is from the desire of services that are not easy to access. Democracy in cooperatives enhances equal power sharing and accountability of members in the functioning of a cooperative, considering the position of each one in a cooperative. Spear (2002) argued that cooperatives play an important role in communities of

providing healthcare and social services in general, especially to disabled and disadvantaged people (Wanjare, 2008).

2.4. Cooperatives from a business perspective

Agbo & Chidebelu (2010) argued that there are cooperatives that are formed just because they see opportunities of money from the government. Finding that there is no purpose of business of social development in them, such cooperatives are seen by collapsing once they were unable to receive finances they were after. Agbo & Chidebelu (2010) further argued that new cooperatives find themselves in a good position for assistance because of their alignment with current policies and programmes for assistance. Nwankwo et al. (2012) argued that since cooperatives are economic businesses, they play an important role in economic empowerment competition with other big businesses. Cooperatives are important in development of a community as they can mobilize resources that are necessary for achieving their common goal (Fairbairn et al. 1991) as they exist in all countries fitting in all sectors of economy (Wilkinson & Quarter, 1996). According to Zagozewski (2008) globalization has changed the understanding of the workplace, meaning there is a need for new skills development with technology. (Zagoweski, 2008) argues that people with relevant skills are likely to be competitive and are able to adapt in technological changes and policy developments seeking to solve current problems (Zagozewski, 2008). According to Banton et al. (2012) the success of cooperatives depends on the commitment of the members, the way they understand the business they are in and principles guiding the cooperative business.

2.5. Cooperatives from local and worldwide overview

According to ICA (2006) cooperative businesses are said to be easier to sustain than private businesses, and had long been contributing into economic development in the world. 45% of

Kenyan economy is contributed by cooperatives (ICA, 2006), while 22% of New Zealand's economy is contributed by cooperative enterprises. Canada had made sure that there is positive relationship between cooperatives and government. The cooperatives create the environment conducive for cooperatives to operate through drafting of relevant legislations. The legislations ensure that all sectors are considered and not restricted to business (DTI, 2012). Factors contributing to success include positive interrelationship between departments in government, forming centres in universities to study cooperatives, and providing training and research about cooperatives (ILO, 2006). In the constitution of Spain, the government is entitled to promote cooperatives. Therefore, all government departments have programmes that seek to develop cooperatives and these departments' works hand in hand. Social grants had been introduced as a way of assisting those unemployed and disadvantaged to form cooperatives to empower themselves and to create employment. India is a leading country in the world with cooperatives. Governments had contributed more in the success of cooperatives in India through legislations (National Economic Development and Labour Council, 2004).

2.6. Conditions of cooperatives in South Africa

NEDLAC (2004) stated that in South Africa cooperatives started during colonization to unite and strengthen White monopoly colonists and overtime these cooperatives controlled agricultural production and later big corporations, as they were supported by then government. African owned cooperatives did not enjoy any state assistants even if they existed because policies were oppressive and these cooperatives were unable to last longer (DTI, 2004). The democratic new legislations supported even Black owned cooperatives, and there was evident increase in registrations of new cooperatives. The support initiatives in democratic government contributed in the number of registrations. South African government has played an important role in encouraging cooperatives, but there is still the need to put more effort to ensure that these

cooperatives are sustained (DTI, 2012). Cooperatives in South Africa are dominated by people who are unemployed and not skilful and cooperatives are collapsing because there is no training to empower these people. In all cooperatives, regardless of businesses they are in, members need to be equipped with skills to enhance success of cooperatives. Lack of managerial skills plays an important role in the collapse of a cooperative. Equal participation in the operation of cooperatives remains lacking in the cooperative sector in South Africa, leading to imbalance in decision-making. Decision making is very important as it has to balance interests of the employees and the business (DTI, 2012).

2.7. Disability and its models

Poor people's choices and decisions must be understood as shaped by the many negative factors that influence their lives (Van Rooy et al. 2012). The complexity of the barriers which unfold throughout a person's life course create difficult situations and may prevent the person from accessing health-care services even when the services are available. Looking at each factor separately without understanding the connection between them can easily make us think that some of them are rather trivial. By taking a deeper look into the situation, it is evident that the interplay between the many different elements creates situations with significant obstacles. According to Gore et al. (2011), the combination of the many factors creates barriers to accessing health care services that may be too challenging to overcome even with well-functioning local based health care services in the area. When offering health care services to people who live in resource-poor settings services should take into consideration the needs as well as the resources and abilities of the family group (Gore et al. 2011). Rethinking the notion of access to health services in under-resourced areas, calls for a need to transcend a narrow medical institutionalisation of health professional's training, and to also include a social element in their understanding and practice.

Further, in line with an extended health professional approach there is a need to develop the training and the tasks of the local, often unskilled, health workers accordingly.

Yeo (2006) asserted that the close link between disability and poverty cannot be underemphasized and should be acknowledged and integrated with health policy and strategies. The future development of health care services should focus on bringing medical services and treatment out to the disabled person and the families; with a stronger emphasis on involving skilled and specialised medical and health professionals higher up in the hierarchy in outreach and home-based services. In cases where this is not possible, there is a need to strengthen accessible transport facilities in order to bring the patient to the hospital. According to Townsend (2006), when focusing solely on the limited resources in the health care services and the lack of compliance of the patient, there is a risk of ignoring the resources of the family and the community. A family perspective requires looking for innovative models that integrate the skills of health professionals with the contextual knowledge and individual experiences of disabled people and their family members. Such resources lay dormant at community level and should be recognised and utilised (Townsend, 2006). According to Mitra (2006) disability is a health condition caused by different accidents affecting the normal functioning of a person and they further stated that other people may have more than one disability. According to Goodley (2010) disability should be understood from its models. There is a medical model that concentrates on the diagnosis of disability and social model emphasises that disability is not a challenge, but attitudes people have towards disability cause problems (Department of Labour, 2002).

Mitra (2003) stated that models of disability are used to differentiate and define disability. The medical model deals with the physical condition of a person that needs rehabilitation and treatment (Parsons, 1975). Pfeiffer (2001) explained that if a person has an impairment that restricts him or her from functioning normally and that could not be cured, rehabilitation is, thus, needed as means

to bring functions of that individual to normality. The medical model requires that government should provide social services to the disabled (Amundson, 2000). Social model does not deal with disability from the functions of the individual, but of the society, therefore, to deal with disability requires change in society and, in order for that to be achieved, political industry should intervene with human rights. According to Pfeiffer (2001) impairment becomes disability by being uncivilised of the society, meaning the community oppresses people with impairments leading to disability (Oliver, 1990). The exclusion of people from participation in society leads to disability.

According to Oliver (1983) the social model considers that the given economic environment makes a person with impairment disabled, especially if he/she could not adapt to the environment and may need specific assistance. Therefore, the physical condition of an individual in social model is not a focus, but the environment is considered in that if it is suitable it may eradicate the issue of impairment as disability, thus enhancing the inclusion of every individual for a healthy society (Hahn, 1986). The social model gives attention to social barriers existing, which prevent disabled people from being given fair treatment and participation in their respective communities. The attitude that people have in society has to be positive towards disabled people that will enable disabled people to be confident of themselves, and they will be able to participate without shame or hesitation (Oliver, 1996). People with disabilities have issues of being unable to practise their rights in communities and/ or workplace, facing injustices from their condition, challenge of accessing empowerment programmes, especially in rural areas and have narrow line of making choices (Barton, 1993). The society has to be inclusive of people with disability, the physical conditions of an individual may lead to disability as a problem if the society is unable to accommodate people with disabilities. People with disability are empowered through social model as it focuses on that the society has to remove the restrictions it has towards disabled people and enhance equal participation.

The International Classification of Functionings (ICF) contemplates that an individual has a range of health issues experiences that cause deficiencies in human functioning (WHO, 2001). According to the ICF disability combines individual, social institutions, and social factors that make the living environment a person with impairment. In terms of ICF all body functions are referred to as functioning and disability is a term used to define limitations to functioning (WHO, 2001). Mitra (2006) argued that there is a relationship between functions and institutions that have to enhance participation and activity. This means that participation has to consider functions and not what determines them. According to Baylies (2002) the main purpose of the ICF is classification and is limited in terms of policy designing and promotion of participation. Disability and functioning work hand in hand, as disability means impairments, limitations and restrictions to participation, while functionings mean participation and activities of an individual. The ICF model plays an important role in the assessment of an individual in activities that can be executed in a given environment (Mankoff; Hayes & Kasntz, 2010).

2.8. Conclusion

The current chapter has discussed a cooperative as the institution for empowerment and human development, of which it is suitable for people with disability to participate for a common goal. A clear understanding of a cooperative is that it is an autonomous organization where disabled people can amalgamate and share expertise and develop themselves. The chapter has highlighted that knowledge, trust between members and their co-operative, ideas, the capacity for innovation, managerial capabilities, organizational routines, the unique ways people work together, scientific capabilities, and worker co-operatives' reputation for their goods or services and how they interact with people such as customers, and suppliers are all examples of intangible resources (Cummings & Worley, 2001). Since this chapter has provided the understanding of what a cooperative is, it was necessary to understand also, that co-operatives succeed mostly because of the input of their

members, their strong understanding of co-operative principles and values, and because the product or service offered meets the needs of their market (Banton et al. 2012). A discussion of the cooperatives as the institutions for empowerment and economic development to disabled people has provided the need to develop cooperatives in South Africa. It has been noted in this chapter that one of the defining characteristics of co-operative organizations is the goal of establishing relationships of trust based upon common principles and mutuality. These relationships help to build up social capital in co-operative societies, which, in turn, empower disabled people and strengthen the broader civil society (Wylie, 2001). This chapter has provided an understanding of what disability is through the disability models, medical, social and the ICF model. The chapter has discussed that rehabilitation must be made available as a core component of essential health care, and integrated into all programmes and planning at primary care level. It was highlighted in the chapter that human resources for rehabilitation in the public sector are subject to the same challenges as other cadres of healthcare workers, including international migration, attrition, freezing of posts and migration to the private sector. The chapter has argued that if disabled people can unite and participate in progressive cooperatives their empowerment can be achieved rapidly. The chapter supports the argument of the previous chapter, that cooperatives are autonomous organizations where disabled people are not restricted to participate. This chapter has argued that disability may lead to poverty; therefore, necessary interventions should take place without delay to increase the level of empowerment and capacitate disabled people for equality and poverty alleviation. Therefore, disability is regarded as a human condition that needs attention in a way that it can lead to poverty and depression if not dealt with appropriately, but that can lead to healthier society if there are proper interventions by all stakeholders of society. This chapter has dealt with disability, and the following chapter will look at the participatory development paradigm.

Chapter 3: Participatory Development and Empowerment

3.1. Introduction

The current chapter's point is on participatory development as a process through which stakeholders can influence and share control over development initiatives, and over the decisions and resources that affect themselves. The chapter addresses the role of participatory development in strategizing and mechanizing programmes to overcome problems of disability and usefulness of cooperatives as organizations to execute such empowerment interventions. The previous chapter has argued that poverty cannot be overlooked when discussing disability and disabled people are in the majority because people with impairments are often poor because they are excluded from the productive process, from education, access to appropriate support, the mainstream life of the community (Finkelstein, 1980; Hurst, 1999; Sheldon, 2010) and this chapter emphasises that when disabled people are given their privileges to participate in different spheres of society they will be empowered and be able to sustain themselves.

As stated by Oltheten (1999), participatory planning is the initial step in the definition of a common agenda for development by a local community and an external entity or entities. To achieve the aim of the study, this chapter will offer advantages, principles, challenges and applicability of participatory paradigm linking to cooperatives as organizations and disability as member's health condition. On that note this chapter argues that the core aims of participatory development planning are to give people a say in the development decisions that may affect them and to ensure that development interventions are appropriate to the needs and preferences of the population that they are intended to benefit (Oltheten, 1999). Participatory planning can be defined as a tool for

identifying the needs of all individuals within a community, a way of building consensus, and a means of empowering disadvantaged or marginalized groups (World Bank, 2011).

The current chapter argues that improving empowerment is a very important goal in the rehabilitation of disabled people as this provides them with the tools they need to attain independence and self-determination and that stigmatization and prejudice, and extrinsic factors such as institutions, organisations, and society do not enable people with disabilities to take responsibility for their own life. The chapter addresses the importance of empowerment in achieving the aim of the study. The chapter provides that empowerment is a social-action process that promotes participation of people, organizations, and communities towards the goals of increased individual and community control, political efficacy, improved quality of community life, and social justice. This chapter argues that when disabled people are empowered they will not feel any sense of exclusion and alienation, but they will always regard themselves as important people in the society.

The previous chapter has argued that when disabled people unite and share the challenges they face on daily basis it will be easy for them to outline the services and assistants important to them depending on a cooperative they are in and this chapter argues that when people with disability are empowered they will not only identify their needs but they will be competitive even to normal people in terms of participation. Thus the general focus of this chapter is of the view that empowerment is an outcome and it is achieved by disabled people after joining a cooperative. The current chapter's argument is that empowerment of disabled people will take place rapidly when participating in cooperatives.

3.2. Participatory development paradigm

Knack (2005) stated that the main effect of oppression and disempowerment is that they prevent people from even considering that there can be an alternative to the situation they are in. Power can operate through consent as well as coercion. For example, many women who are abused for holding certain opinions will soon start to suppress them. Knack (2005) further argued that a practical implication of this is that, as women internalise cultural subordination, their own perceptions cannot be trusted, and change can only occur with some external influence. Related to the distinctions in the different definitions of empowerment and forms of power, there is some debate over the extent to which outsiders can actually empower others, either at an individual or at a group level. According to Oakley (2005), many of those perceiving empowerment as a capacity, believe that it is problematic to attempt to empower from the outside. Therefore, devising any form of external programme is problematic, owing to the danger of manipulation.

On the other hand, by its very nature, disempowerment creates disadvantages through the way power relations shape choices, opportunities and wellbeing (Fiedrick et al. 2003). Owing to the internalisation of oppression, the process of demanding increased rights or change cannot be expected to emerge spontaneously from within and to easily challenge entrenched inequalities, discrimination and structural causes of disempowerment. According to Marchand & Runyan (2000), those who advocate external intervention, suggest that it is the role of external institutions to facilitate these necessary internal strategic and practical change processes. According to Gaventa (2005) this puts the development agency or facilitator in a difficult position and on the one hand, it must challenge the disempowered to change their values and behaviour; on the other hand, it should not be perceived as imposing its own values and the potential for disempowerment that this brings (Brown et al. 1998).

According to Bhandari (2012) participation advocates that all community stakeholders should be the role players in the decision making especially on issues affecting them. That entails that programmes initiated have to deal with issues affecting local community and members of the community should be involved. According to Oltheten (1999), the participatory development plays an important role in the inclusion of people, especially those disadvantaged in decisions for development and articulating issues that affect them on a daily basis. Social inclusion through participation helps in building unity and empowerment to those disadvantaged (World Bank, 2011). Oltheten (1999) stated that inclusive participation is the important step in defining development agenda. World Bank (2011) stated that the advantage of initiating participatory programmes at local level is that it can speak directly to problems of local people and its ability to resource mobilization and access to assistants. Proper planning widens the opportunities for participation and provides clear processes to be followed, and accountability. Participation is important in bridging a gap of superiority and inferiority between government, donors and beneficiaries. Empowerment is experienced when beneficiaries are participating in key decisions.

3.3. Advantages of participation

According to Alkire (2003) participatory development has created the need that there should be inclusion of everyone concerned in the decision making that enables the utilization of all ideas and experiences especially of the poor in rural communities and that they should have influence in the decision making process. Anstein (1971) argued that participation may in other cases lead to conflicts and instability when there will be conflicts of interests among community members, which may cause unnecessary delays and disapproving participation. Anstein (1971) stated that participation is a process to happen because there should be one person responsible for execution and he/she should allow others in their capacity to participate. Problems are likely to arise in participation when other members are not ready to partake or have different agenda because

(Lucius & van Rensburg, 2000) in the community there is a range of interests that may not be easy to prioritize. Robeyns (2003) explained that participation may include inexperienced members who might not be capacitated enough to tackle complex issues, their training for empowerment is much needed to create confidence of poor and disadvantaged people and to generally bring on board new ideas for balance in decision making.

3.4. Principles and challenges of participation

Thomas (2013) argued that participatory development will be useful in the development projects by the way it is utilized. Participation allows the involvement of all stakeholders without considering the status of a person that makes participation suitable to be used in all development projects (Mayo & Craig, 1995). For participatory development to be effective the method used for implementation determines the success of participation (Rahman, 2002). Martinussen (1997) argued that though participation has practicality in itself, it does not have enough frameworks, because it may contradict with development programmes in place that were important to development agenda and which are likely to be opposed as they bring new philosophies that might clash with some societal interests. For participation to be effective there must be empowerment of those with incapacity and understanding of their interests (Martinussen, 1997) because those with power are prepared in their associations. If local people are not included in resource management and decision making, they are likely to be used in an improper way (Shepherd, 1997).

Thomas (2013) argued that communal contribution is viewed as crucial to the progress and distribution of suitable and satisfactory programmes of wellbeing. Philosophies around partaking in developments are grounded on admiration of people at grassroots level and understanding and intuitive act by societies (Cornwall, 2003). Partaking is moreover beheld as the way to allow people with less knowledge to work with experts as partners (Arnstein et al, 1969). Change

specialists need to be persuasive in presenting involvement programmes that allow public expressions, and amalgamate their knowledge with those programmes (Chambers, 1994). Also, it is evident that people are benefiting from partaking by evolving their poise (Wallerstein, 1999). This may deliver productive grounds for articulating health wise issues for a long run (Laverack, 2006). The community at large had ignored the participation of poor people, about their needs (Rifkin, 1996).

3.5. Applicability of Participation

Politicians resist that involvement has the possibilities to direct to the course of optimistic alteration by devising a setting of anticipated variations in persons' capabilities (Warren, 1995). Value of partaking was summarized by Hirschman (1970) who argues that expression consumes central and influential significance as (Appadurai, 2004) stated that the ability to desire is not consistently dispersed. Partaking and the capability to engross an imperative manner in which participating interferences can graft, is by exchanging the foible of daily relations a process that, over time, reshapes social relationships (Basu, 2011). Oates (1972:55) outlined that one of the challenges of developments is to grow public programmes at all spheres of society (Mansuri & Rao, 2013:85).

3.6. The concept of empowerment

According to Luttrell et al. (2009) the subject of empowering has developed as crucial to the exertion of various movements, describing that to empower is to emancipate means in which the deprived are endowed to express their privileges, access to social assistants, full participation in programmes seeking to reorganise the society and decision-making. Bakker & Van Brakel (2012) argued that the term empowerment entails internal and external aspects, the one's obligation to control his or her life and social institutions create an environment accommodating people for their lives. Muigua (2015) states that empowerment is described as the diverse collective practice

enabling people to maintain themselves by providing power that they might use in dealing with issues they see important. Empowerment as the theory had been regarded as an optimum in capacitation of disadvantaged people in improving their standard of living and participation. Empowerment has the relationship between participation and controlling as participation means individual's ability to contribute in society, and control means the capacity to influence decision making. Empowerment is the process where local people are capacitated to partake more effectively in all spheres of society. Rights that people have cannot be taken away and they exist to give every individual dignity and respect in the society. Disrespecting human rights can lead to poverty, inequality, racism and conflicts. Thus, in order to enhance harmony amongst people, there should be proper administrations and proper management systems covering the interests of disadvantaged and ordinary people, including the disabled. Injustices to disadvantaged groups in communities is still evident, because there is still a slow processes of empowering these people, especially in the rural areas, and as a result, poor people are entitled to live their lives in despair from poor management systems and incapacitated administrations (Muigua, 2015).

3.7. Principles of empowerment

Empowerment is a process for achievement that needs the inclusion of legal modifications, politics, economy and poverty reduction mechanisms that will make disabled people to participate on engagements that seek to satisfy their needs (Bertelsen et al. 2006). Empowerment can never be achieved if there is less participation of marginalised and disadvantaged groups (Cornwall & Brock 2005). For empowerment and participation to be effective in rehabilitating the community, there must be change in relations of power at all levels of leadership. Empowerment means people can participate for their own benefits. This may widen the channels of developments that may have been overlooked, in that laws advocating social inclusion have to be encouraged by all jurisdictions. Advancement in trade relations between big and small scale businesses strengthens

economy relations and enhancement of job creation. Strategies for equality and inclusion can be easily ruled out and be reduced to uselessness. Transforming ability of empowerment can lose its meaning if it can be improperly interpreted. It is not necessary to focus on actors in processes because they may not change their positions easily, but focusing on processes may give a way on necessary interventions that one may engage on.

3.8. Conclusion

In conclusion, this chapter attempted to give a thorough discussion of what participatory development paradigm is. The chapter has tried to offer an insight of the importance of cohesion to disabled people forming membership of a cooperative and their ability to set out common goals leading to joining a cooperative. In this chapter it was established that participation has also been used to try to reduce social, political, and economic inequality. By reserving leadership positions in civic bodies for women or other disadvantaged groups, participatory interventions have explicitly attempted to redress discrimination by promoting more egalitarian notions of leadership and breaking the power of traditional elites. Using civic groups to help reduce poverty usually involves far less conflict with elites, because it does not challenge the basis of their authority (World Bank, 2011). Therefore, when disabled people unite and share the challenges they face on daily basis it will be easy for them to outline the services and assistants important to them, depending on a cooperative they are in. This chapter showed that there are advantages of joining a cooperative and there are principles that members have to adhere to. Further to that, in the process of application of participatory development, there are challenges that are with the approach. Participatory development has been argued in this chapter that it has the potential to force agents of the state to act against their private interests and for the public good. The chapter has dealt with empowerment of the disabled people, and the following chapter will deal with the satisfaction of management of a cooperative.

Chapter 4: Satisfaction with management and Benefits of membership

4.1. Introduction

The focus of this chapter is on the view that the way in which a cooperative is managed, plays an important role for inclusion and openness for participation, because the extent to which members participate determines the level of empowerment. This chapter addresses the fact that, since a cooperative is an organization, though autonomous, but there are ones serving in management, possessing necessary skills will be important for a healthy organization. The previous chapter has argued that empowerment focuses on enabling individuals to gain access to assets, information, choices and opportunities so that they are able to improve their own situations, and this chapter argues that characteristics of empowerment are made visible when members demonstrate sense of satisfaction in their management of a cooperative. This chapter argues that management training is a determining factor in the quality of business management and, subsequently, its results. In the case of cooperative firms, it is generally argued that lack of good managers makes it difficult for these types of businesses to survive.

The current chapter argues that a cooperative's management should acquire necessary training, be skilful so as to play an important role in making a cooperative competitive. The chapter will offer theoretical aspects of management and job satisfaction. This chapter highlights that there is a link between satisfaction with management and empowerment in a cooperative. Since the study argue that cooperatives empower disabled people, it is important to understand the benefits that disabled people achieve by being members of a cooperative. This chapter, therefore, serves as a discussion of the reasons that make disabled people join a cooperative. This chapter argues that a cooperative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly owned and democratically controlled

enterprise. This study argues that when people had joined a cooperative they must benefit in a cooperative, be empowered and not be restricted in participation. Therefore, for the purpose of this study, the benefit of membership is the outcome expected from joining a cooperative. This chapter highlighted that when disabled people have joined a cooperative, they must feel a sense of empowerment, they must be able to outline changes in their lives, learn new things and be able to sustain their lives, without depending on social grants. Below, the chapter will embark on satisfaction with management.

4.2. Satisfaction

Garboua (2007) argued that satisfaction is judged by past experiences one has gone through in life, it might relate to workplace, society, or in family and life in general. Kahneman et al. (1997) argued that work environment and social inclusion have a high impact on motivation and satisfaction. Kahneman et al. (1997) stated that there are many different human resource practices that an organization can adopt to create a better and more effective work environment and such practices can then affect the level of motivation and employee satisfaction. According to Bentham (1997) a cooperative should not only attract disadvantaged people, but it is very important that it attracts qualified and abled people, for it to work effectively. Diener & Diener (1996) allude that this will create a fair working system where everybody is able to contribute and get to be rewarded accordingly. A healthy organization must always try to attract the most qualified workers, to offer a competitive pay, to try to provide comfortable working conditions and to sustain a positive work environment. According to Oswald (1997) a cooperative can create a positive work environment by listening and responding to their employees' suggestions (Diener & Diener, 1996) thus an employee satisfaction survey should be given on repetitive basis. Garboua (2007) states that the use of human resource management practices have resulted in higher labour performance, especially in capital-intensive organizations. Huselid (1995) argues that high performance work

practices are associated to lower turnover, higher performance, and higher long- and short-term financial performance (Diener & Diener, 1996).

4.3. Philosophy of satisfaction

Howard & Frick (1996) argued that satisfaction is determined by the work environments that satisfy the social, economic and personal elements of the individual. Schermerhorn (1993) argues that satisfaction is the response on daily experiences at work and benefits Landy (1989) argued that division of labour may cause satisfaction. According to Metle (2005) it is important to study satisfaction as it encompasses a relationship between participation, empowerment and capacitation. Sempane et al. (2002) outlined that organizations should be equipped with employees that are worth of quality to ensure that good servicing is provided to clients. According to Landy (1989), the analysis of a workplace is very important as it will direct the management to a position of having important information to strategize on how to satisfy the membership and development of an organization. Cherrington (1994) stressed that staff members achieving expected satisfaction are likely to commit more in the organization in different forms and make the organization a healthy working environment, while on the other hand; this might lead to absenteeism, unionism, and instability in the workplace by not conforming to organizational policies. Robbins et al. (2003) add that employees who are not satisfied by their management and jobs will show no interest, while those with high satisfaction will portray a positive attitude. Robbins (2012) further argued that the degree of worker gratification reproduces their increasing level of employee anticipations, therefore workers incline to have anticipation for their work to offer various expected benefits (Porter & Steers, 1973). According to Meyer (1999) workers without commitment will lead to collapse of an organization as will be unable to be productive. Ting (1997) argues that remuneration, promotion and organizational policies have huge factors in satisfaction (Barrows & Watson, 2013).

4.4. The leader and the group

James & Sykuta (2005) emphasised that the leader has an important role of uniting the members of the organization. Ortmann & King (2007) argued that the leaders in the organization will device ideas and provide an opportunity to members to voice their opinions and be prepared for criticism. Albizu (2010) argued that cooperative members may play different roles simultaneously (Kor, 2003). On the one hand, they are owners and thus, they provide capital. Acquaah (2003) argued that depending on the characteristics of the cooperative, they may also be buyers, sellers, controllers, and so on. Kor (2003) stated that, as a result, the members of a cooperative may have various reasons for belonging to the cooperative, as well as different objectives from each other, and not all of these objectives may be likeminded. According to Lado & Wilson (1994) conflicts in the cooperative arise not only from the relationships between cooperative members, but also from the relationships between members and the management. Mahoney (1995) argued that the management of the cooperative usually have great ability for decision-making, due to the private information they have (Castanias & Helfat, 2001) in a cooperative, due to the conflict of interests among members, their discretion is even greater. Cooperatives have shown the significance of the participation of members in the life of the cooperative and as well as the importance of members' trust in the managers of the cooperative (James & Sykuta, 2005; Barraud-Didier et al, 2012). In addition, information and control are two key factors that may help in reducing conflicts in any firm, and thus in a cooperative. (Mahoney, 1995) argued that members' satisfaction from belonging to a cooperative is an appropriate measure of the success of the member-cooperative relationship, as it supports the desire of members to continue in the cooperative and, thus, the survival of the cooperative. As proposed by Hernández-Espallardo et al. (2013), satisfaction with management increases a positive relationship among members and interest of maintaining that relationship.

Hansen et al. (2002) suggested that it is important that members have proactive mechanisms in order to protect themselves from the opportunistic behaviour of management, so that they can reach a higher level of satisfaction with the cooperative and Zuraini (2012) argued that information, control and trust are shown to be good mechanisms for this purpose. As a consequence, cooperative management should take proper decisions to develop these aspects. In order to satisfy cooperative members, it is important that they have as much information as possible. Barraud-Didier et al. (2012) argue that if cooperatives communicate more and share information with their members, the outcomes will be more attached to the cooperative as sharing information reduces information irregularity and leads to greater satisfaction of members. Othman et al. (2012) argue that it is important to improve all channels of communication with cooperative members to ensure that information flows quickly, especially channels related to information technology and communications, such as the use of web sites. Luthans (1989) maintains that by using these strategies conflicts between the management and the members can be reduced.

According to Nilsson et al. (2012) most cooperatives are traditionally organized, but for competitiveness, they had been growing in size. This increase in size also leads to obvious challenges, one of them has already been highlighted, and it is that it produces greater information unevenness. In addition, it also makes it more difficult to control managers. Nilsson et al. (2012) pointed out that, in general, cooperative members think that cooperatives are too large and complex, and they have difficulty understanding their operation. Birchall & Simmons (2004) add that they do not believe that the cooperative can be altered to strengthen member control. Epstein (2002) maintains that some measures could be adopted; it is important to provide members as much information as possible and meetings should be held at suitable times and in accessible locations, and be managed by a wise and effective chair.

Russo et al. (2000) highlight that managers' power is inversely correlated to members' participation in the cooperative. Thus, the more active members are in the annual meetings and in the decision making of the cooperative, the less power the managers have, reducing agency conflicts.

This study highlights the importance of the trust that the cooperative inspires in its members. Nilsson et al. (2012) emphasise that when two persons or groups trust each other it is easy to have more coordination and to engage in collaboration. Trusting is risky. Hansen et al. (2002) argue that even when information unevenness is reduced, if members are dissatisfied and uninvolved, trust could be negatively affected. This situation is difficult to reverse. The impact of opportunism and divergent objectives may be minimized in the presence of trust, thus the positive relationship between trust and satisfaction is very important in the success of a cooperative (Anderson & Narus, 1990). Barraud-Didier et al. (2012) argue that in order to build up trust, the cooperative can adopt altruistic or helpful behaviour towards members, and show members that it is reliable and competent in its everyday actions, for example, through advice that it gives to members technical, economic or strategic advice and capital budgeting or marketing decisions (Barraud-Didier et al. 2012). According to Hansen et al. (2002) it is important that cooperatives have the appropriate human and material resources to provide quality services to their members in order to help them to achieve their goals.

4.5. The concept of benefit

Rayner & Baines (2011) argued that a growing number of disabled people are participating in society, increasing their independence and making decisions about their lives through participation in cooperatives. According to Glasby & Taylor (2006) the power to participate directly in the decision-making, design and delivery of a service is perceived as essential to a

cooperative philosophy. Restakis (2008:11) argues that there is evidence of appropriate use of direct payments with cooperative organisations and principles. Ferguson (2007) argued that cooperatives provide the potential for greater control and collective dynamics, because it is cooperative principles and structures which bring together direct payment processes to offer alternative visions for social care support. According to Lemon & Lemon (2004) cooperatives can offer genuine alternatives to privatisation or direct state services. West (2013) argued that through direct payments, holders are able to exert greater choice and purchaser power as a collective for the purposes of obtaining administrative and other support, and for shaping the pattern of local services. Spandler (2004) stated that the cooperative models hold massive potential to empower disabled people and foster social inclusion and solidarity in the community.

Conaty (2014:6) maintained that disabled people's organisations can also play a role in improving the well-being of disabled people through the promotion and capacity building of cooperatives. Barnes & Mercer (2006) asserted that the challenges of applying cooperative approaches to the provision of services to disabled people are in many ways reflective of the challenges in using cooperative models to provide services. According to Priestley et al. (2010) the current infrastructures of disabled people's organisations are often not well understood or supported by commissioners and social care managers. Cooperatives UK (2004) stated that disabled people are similarly unlikely to have experience of cooperatives; as a result, the development of cooperatives continues to be hampered by a lack of knowledge and understanding of the cooperative models and insufficient awareness about how cooperatives can respond to needs of specific groups of service users. Rayner (2009) states that there is need to consider how social care cooperatives might communicate with each other and with the wider cooperative movement and to what extent we can assist this process. As maintained by Atherton et al. (2012) the limited awareness and government support for new delivery

models in social support leave developers of cooperatives scrambling to access limited sources of financing. According to ICA (2012:3) cooperatives are often small-scale organisations that may struggle to survive in a competitive market because of their generic difficulty of keeping the balance between profits and community interests, thus cooperatives should have to navigate chronic shortages of ready and appropriately structured capital for investment and growth (Borzaga & Spear, 2004). According to Bailey (2012) policy and legislation continue to limit the formation and growth of cooperatives, particularly in the area of the provision and delivery of social services. Bidonde & Leviten-Reid (2011) argued that there remain barriers to the roll out of cooperative direct payment models that deserve attention in national and local policy directives. Birchall & Simmons (2009) asserted that Cooperatives should not be regarded as an alternative to properly funded public services, but rather as complementary and additional to service users (Jans, 2007).

4.6. Cooperatives and social support

According to Sumelius & Tenaw (2010) poor democratic governance is a crosscutting reason for hindering co-operative development and (Glasby & Taylor, 2006) argue that cooperatives can have poorly informed or unengaged members, who then make poor directors. Spandler (2004) emphasises that members might not attend annual general meetings and take seriously the individual accountability each has for the co-operative. Sass & Beresford (2012) argue that directors, in turn, do not take their role seriously, leading to policy and business decisions being made by very few persons. As a result, Lund (2012) argue that cooperatives can be taken over by elites, either through members of the community, the region, or the country and, when this happens, a co-operative starts only responding to the needs of specific communities or to particular political interests. Cooperatives can become tools of these communities or interests, alienating the cooperative and the co-operative model from the community. This is

especially true in countries where cooperatives were used to mobilize support during conflict. Government and donors can have a negative impact. Ineffective or inappropriate government legislation can contribute to co-operative failure. According to Valkila (2009), lack of understanding about government's role in regulating, supervising, and taxing co-operatives has led to laws that undermine a co-operative's ability to respond to member needs and succeed as a business. Additionally, administrations have managed cooperatives from the top down, using co-operatives as vehicles to provide employment, deliver subsidized foods and services to the population, or distribute benefaction. Holloway et al. (2000) argued that cooperatives in developing countries, in particular, may be overly reliant on outside support (Bernard et al 2008) and external donors may create cooperatives as means to deliver aid projects, without focusing on commitment of membership to the co-operative, or the cooperative commercial viability. Moustier et al. (2010) deliberated that memberowned, democratically-governed, well managed and networked cooperatives with realistic business plans can meet these challenges, thereby improving their communities' lives, creating wealth and reducing poverty (Barham & Chitemi, 2009).

4.7. Members as owners

According to von Ravensburg (2010) cooperatives are successful values-based businesses that are owned by their members. Whether they are customers, employees or residents, the members get an equal say in the business and a share of the profits. Porter & Scully (1987) argued that these objectives range from selfhelp, grassroots participation, income distribution, exploitation of economies of scale, social control over resources to mobilization of rural population and increasing its productivity. Hackman & Cook (1997) emphasised that the strengthening of the rural institutions has become one of the key areas in the rural and agricultural development efforts in sub-Saharan Africa. In particular, the informal types of

cooperative societies play an important role in promoting sustainable development at the local level. Thus it is justified to consider them as a real potential source of enhancing development (Hackman & Cook, 1997). Vitaliano (1983) asserted that the benefits of forming cooperatives for entrepreneurs consist of positive economic effects for enterprises, for the individual member businesses and for the cooperative itself. Members of cooperatives can benefit from cooperation through economies of scale in production by selling products and buying inputs, through a greater opportunity for diversification by making the value chain longer and by the reduction of transaction costs. Campbell (2013) argued that it has been shown that savings made in production costs themselves are not enough to justify the cooperation in entrepreneurs' cooperatives. Only when the benefits from lower production costs outweigh the increased organizational cost of the cooperatives will the entrepreneurial cooperative be successful. It is, therefore, very important for the cooperative to quantify its coordination, organizational and production costs objectively, since members can choose to leave the cooperative, otherwise. The social and other indirect benefits that exist are harder to assess quantitatively (von Ravensburg, 2010).

According to Hackman & Cook (1997) in most African countries, the majority of people who are employed in the informal sector usually have little training (Campbell, 2013), the informal economy is a largest feature of labour markets in developing countries. Usually the informal sector consists of small family enterprises that are labour intensive and have low earnings. Porter & Scully (1987) maintain that they do not comply with existing labour market regulations and, further to that, the majority of workers in the world entering the labour markets today are in the informal economy. Vitaliano (1983) argues that not only could family entrepreneurs employed in the informal sector take advantage of the benefits mentioned, the cooperatives could make women and the disabled participate more fully in working life, provided that the targeting is done correctly. Von Ravensburg (2010) argues that doing

cooperative business may possibly offer the advantages of participation, sustainability, identity, legal framework and access to capital. People aspire to live in dignity and security. A certain level of wealth and stability is necessary to create and maintain a living environment where individual and community dignity and security are possible.

4.8. Conclusion

In conclusion, this chapter attempted to discuss the benefits that disabled people expect to achieve when joining a cooperative. It was established in this chapter that cooperatives demonstrate that working together and combining resources achieve sustainable results. It is highlighted in this chapter that cooperatives as organizations encourage active membership participation, thus helping people to help themselves. For the purpose of this study, benefits of membership have been made the expected outcomes of joining a cooperative in that any member participating in a cooperative has been empowered in one way or the other. This chapter pointed that cooperatives are successful businesses that are owned by their members. This chapter has focused on the way in which human and resources of cooperatives are managed, characteristics of the cooperative being suitable for empowerment and capacitating disabled people. The general argument of this chapter was that members should be placed on suitable positions in a cooperative and management is fully committed in the daily functioning of a cooperative. The chapter indicated that management should familiarise themselves with internal and external environments, that may affect the organization, either positively or negatively. The current chapter has dealt with the role played by management of a cooperative for the achievement of benefits. Thus, the following chapter will allude on Capability Approach as being the framework of the study.

Chapter 5: The Capability Approach

5.1. Introduction

This chapter discusses the theoretical framework of the study on cooperatives and the empowerment of disabled people. This study applies the Capability Approach (CA) in an attempt to understand the need and importance of capabilities to disabled people as membership of a cooperative. The core argument of the chapter is that the quality of life is analysed in terms of the core concepts of functionings and capability, thus the CA focuses directly on the quality of life that individuals are actually able to achieve. Capabilities have a focus on achieving social justice above a threshold, recognising peoples' agency and diversity (Sayer, 2012). Therefore, evaluates not only what people do but what substantive alternatives people can achieve. Participation in defining social justice goals by those experiencing social injustice is inherent. It was evident in this chapter that capabilities can be applied to evaluate how public services and partners work together as positive social conversion factors to transform social injustice into social justice outcomes (Sen, 2009). Capabilities evaluates wellbeing and quality of life in terms of what people can actually do and be, whilst acknowledging that wellbeing is inherently multidimensional (Walby, 2012). The underlying argument is thus to show how cooperatives contribute to the empowerment of disabled people.

5.2. The Capability Approach (CA)

According to Adler (2007) the Capability Approach is best suitable to emphasise the importance of individual's capabilities in attaining the livelihood that one desires and values. Adler (2007) further argued that capabilities are well-defined according to functionings and freedoms in a good health

status and positive relationship with other people, most importantly to have access to services that are regarded inaccessible. A Sen developed Capability Approach and has been used widely for human development by various international agencies. Binder (2012) argues that poverty has to be regarded as deprivation of capabilities to good, and development as expansion of capabilities. In the academia CA has attracted many scholars who studying justice and human development (Agner, 2010). According to Robeyns (2005) CA tries to articulate numerous apprehensions Sen consumed about contemporary development approaches evaluating wellbeing. (Robeyns, 2005) argued that people may differ on the abilities to materialize the given resources into valued functionings. Disabled people may need external support to function, a deaf individual may need sign language for communication and one who cannot walk may need a wheelchair for movement, therefore, in order to evaluate wellbeing it is important to consider how proper the services are, whether they meet the needs of the disadvantaged. Damasio (2006) argued that people with impairments need to understand their circumstances so that they do not desire what they can never expect to achieve. Robeyns (2005) added that evaluation that focuses only on subjective mental metrics is insufficient without considering whether that matches with what a neutral observer would perceive as their objective circumstances.

Kuklys (2005) stated that whether or not people take up the options they have, the fact that they do have valuable options is significant. For example, even if the nutritional state of people who are fasting and starving is the same, the fact that fasting is a choice not to eat should be recognized. Therefore, evaluation must be sensitive to both actual achievements and effective freedom. Reality is complicated and evaluation should reflect that complexity rather than take a short-cut by excluding all sorts of information from consideration in advance. Sumner (2006) maintains that although it may seem obvious that happiness matters for the evaluation of how well people are doing, it is not all obvious that it should be the only aspect that ever matters and so nothing else

should be considered. Graham (2011) argued that evaluation of how well people are doing must seek to be as open-minded as possible.

5.3. Functionings and Capability

According to Duncan (2010) the most vital thing to deliberate when valuing wellbeing, is what people are actually able to be and do. The commodities or wealth people have or their mental reactions are an unsuitable focus because they provide only limited or indirect information about how well a life is going. Alkire (2003) argues that services are achieved by those who try to access them; however they would not be achieved if that individual is not capacitated to use them. In that manner, we could say that even if that person observes the availability of services, but he will not appreciate the services provided to him. Therefore, capacitation to disadvantaged people is very important so that it is ensured that services and assistants directly meet their needs (Alkire, 2005). According to Wells (2012) functionings are states of being and doing, such as being well-nourished and having shelter. They should be distinguished from the commodities employed to achieve them, for instance, one who cannot move will need a wheelchair for locomotion. Appandurai (2004) argued that capability refers to the set of valuable functionings that a person has effective access to. Thus, the individual capability represents the effective freedom to choose between different functioning combinations, concerning different kinds of living one has a reason to value. Sen (2001) refers to capabilities in the plural instead of a single capability set, and this is also common in the wider capability analysis (Damasio, 2006). This allows exploration to focus on sets of functionings related to particular aspects of life including literacy, health, or security.

Campbell (1981) argued that resources are considered as an input, but their value depends upon individuals' ability to convert them into valuable functionings, an individual's capability set is the set of valuable functionings that an individual has real access to. Achieved

functionings are those they actually select. Diener et al. (1999) asserted that an individual's capability set may include access to different functionings. The functioning they actually select to get to work may be the public bus. Utility is considered both an output and a functioning. Utility is an output because what people choose to do and to be natural has an effect on their sense of subjective well-being. However, the Capability Approach also considers subjective well-being as a valuable functioning in its own right and incorporates it into the capability framework.

Hicks (2013) argue that the correct focus for evaluating how well off people are, is their capability to live a life we have reason to value, not their resource wealth or subjective well-being. But in order to begin to evaluate how people are performing in terms of capability, we first need to determine which functionings matter for the good life and how much, or at least we need to specify a valuation procedure for determining this. Robeyns (2005) alludes by that one way of addressing the problem is to specify a list of the constituents of the flourishing life, and do this on philosophical grounds. Sen rejected this approach because he argues that it denies the relevance of the values people may come to have and the role of democracy (Sen, 2004). Wells (2012) emphasizes that philosophers and social scientists may provide helpful ideas and arguments, but the legitimate source of decisions about the nature of the life we have reason to value must be the people concerned. Sen (2004) therefore, proposes a social choice exercise requiring both public reasoning and democratic procedures of decision-making.

According to Mitra (2003) one reason that social scientists and philosophers are so keen to specify a list is that it can be used as an index; by ranking all the different constituents of the flourishing life with respect to each other it would allow easier evaluation of how well people are doing. Sen's social choice exercise is unlikely to produce collective agreement on a

complete ranking of different functionings. Mitra (2006) argues that substantial action-guiding agreement is possible first, different valuation perspectives may intersect to reach similar judgments about some issues, though by way of different arguments. Alkire (2003) further argues that such agreements may be extended by introducing ranges of analysis on functions and capabilities. Wells (2012) suggests that in many cases a sub-set of crucially important capabilities associated with basic needs may be relatively easily identified and agreed upon as urgent moral and political priorities. These basic capabilities, such as education, health, nutrition, and shelter up to minimally adequate levels, do not exhaust the resources of the capability approach, only the easy agreement on what counts as being scandalously deprived. Nussbaum (2001) maintains that they may be particularly helpful in assessing the extent and nature of poverty in developing countries. Taking a basic capability route has implications for how the exercise of evaluating individuals' capability can proceed, since it can only evaluate how well people's lives are going in terms of the basics (Nussbaum, 2001).

5.4. Applying Sen's Capability Approach

According to Rawls (1971) the concept of a capability has a global-local character in that its definition abstracts from particular circumstances, but its realization depends on specific local requirements. For example, the same capability to be well-nourished can be compared for different people, although it may require different amounts and kinds of food depending on one's age, state of health, and so on. This makes the CA applicable across political, economic, and cultural borders. Sen (1985) points out that being relatively income poor in a wealthy society can entail absolute poverty in some important capabilities, because they may require more resources to achieve the capability, for employment may require more years of education in a richer society. Sen (1999) stated that many capabilities will have underlying requirements that vary strongly with social circumstances although others, such as adequate

nourishment, may vary less. Sen (2000) argued that the ability to appear in public without shame seems a capability that people might generally be said to have reason to value, but its requirements vary significantly according to cultural norms from society to society and for different groups within each society, such as by gender, class, and ethnicity as (Sen 2000) asserted that women must have the company of a close male relative to appear in public, and they require a chauffeur and private car to move between private spaces since they are not permitted to use public transport or drive a car themselves.

According to Stiglitz (2009) the CA leaves open whether such expensive capabilities, if considered important enough to be guaranteed by society as a matter of justice, should be met by making more resources available to those who need them, like subsidized cars and chauffeurs, or by revising the relevant social norms. Stiglitz (2009) further argues that the CA only identifies such capability failures and diagnoses their causes. However, if there is general agreement in the first place that such capabilities should be equally guaranteed for all, there is a clear basis for criticizing clearly unjust social norms as the source of relative deprivation, and thus, as unreliable with the spirit of such a guarantee. Pettit (2012) maintained that the CA takes a multi-dimensional approach to evaluation, often it may seem that people are generally well-off, yet a closer analysis reveals that this all-things-considered judgement conceals surprising shortfalls in particular capabilities, for example, the sporting icon who can't read. Pettit (2012) further argues that capability analysis rejects the assumption that unusual achievement in some dimensions compensates for shortfalls in others.

From a justice perspective, the capability approach's relevance here is to argue that if people are falling short on a particular capability that has been collectively agreed to be a significant one, then justice would require addressing the shortfall itself if at all possible, rather than offering compensation in some other form, such as increased income. According to Sen

(1980) capability evaluation is informational demanding and its precision is limited by the level of agreement about which functionings are valuable. Even where only elementary evaluation of quite basic capabilities is possible this can still provide much more, and more relevant, action-guiding information than the standard alternatives. According to Sen (1980) by making perspicuous contrasts between successes and failures the capability approach can direct political and public attention to neglected dimensions of human well-being. Countries with similar levels of wealth can have dramatically different levels of aggregate achievement, and inequality on such non-controversially important dimensions as longevity and literacy. On the other hand, countries with very small economies can sometimes score as highly on these dimensions as the richest. According to Nussbaum (2003) this demonstrates both the limitations of relying exclusively on economic metrics for evaluating development, and the fact that national wealth does not pose a rigid constraint on such achievements that gross domestic product is not destiny (Nussbaum,2003).

5.5. Challenges of Capability Approach

Deneulin (2002) maintained that liberal critics of Sen often identify the focus of the CA and the ability to achieve the kind of lives we have reason to value, as problematic because it appears to impose an external valuation of the good life, whatever people may actually value. Rawls (1971) noted that the reason for liberals to focus on the fair allocation of general purpose resources rather than achievement is that this best compliments each individual's ultimate right to pursue his or her own idea of the good life. Rawls (1971) conceptualised justice as political rather than philosophical, stating that it is not the task of justice to assess people's achievements, but rather to ensure the fairness of the conditions of participation in a society. Justice should be neutral with regard to judging different people's conceptions of the good. Rawls (1971) contended that neutrality seems unsuited with the CA concerning the

assessment of people's achievements, which would seem to require a much more substantive view of what counts as a good life than one needs for assessing general purpose resources. Rawls (1971) proposes that this establishes the favouring of a specific non-political inclusive notion of rational advantage or the good.

Sen (2004) points to the variability in people's abilities to convert the same package of resources into valued functionings. Theories of justice that focus on the distribution of means implicitly assume that they will provide the same effective freedom to live the life one has reason to value to all, but this excludes relevant information about the relationship between particular people and resources, Sen (2004). Even if one extracts from existing social inequalities or the results of personal choices, one will still find extensive and pervasive variation in the abilities of different members of a society to utilize the same resources whether of specific goods, like education or general purpose goods, like income. According to Alexander (2008) that means that even if it happened that everyone had the same notion of the good, and the same availability of resources, the fact of heterogeneity would mean that people would have differential real capability to pursue the life they had reason to value. Sen (2004) thus argues that a theory of justice based on fairness should be directly and deeply concerned with the effective freedom, capability of actual people to achieve the lives they have reason to value. Pogge (2002) points out that Sen does not say which capabilities are important, or how they are to be distributed and argues that those are political decisions for the society itself to decide. Pogge (2002) further argues that many philosophers have contended that without an objectively justified list of valuable capabilities the nature of the life we have reason to want is unclear and so it is hard to identify the goal that a just society should be aiming towards, to assess how well a society is doing, or to criticize particular shortfalls. (Alexander, 2008) argued that different capability academics have taken different approaches to the valuation of capabilities, from practical explanations to ones based on functional understandings of human

nature (Pogge 2002). According to Sen (2004), key reaction to such criticisms has been to admit that the CA is not a theory of justice, but rather, an approach to the assessment of effective freedom.

According to Wells (2012), emphasis on individual effective freedom as the main concern of the CA has been criticized as extremely individualistic. There are several components to this family of criticisms. Some see Sen's account as lacking interest in and even sometimes, overtly hostile to, communal values and ways of life, because of an excessive focus on individuals. According to Gore (1997) the CA only considers states of affairs and social arrangements in terms of how good or bad they are for an individual's wellbeing and freedom (Gore, 1997) but this excludes consideration of certain other goods which individuals may have reason to value which are social, because they cannot be reduced to properties of individuals, such as a shared language, set of norms, or political structure. A related criticism argues that Sen's emphasis on individual freedom is unclear and fails to consider how one individual's freedom may affect others'. Nussbaum (2001) pointed out that an unprejudiced society requires balancing and even limiting certain freedoms, such as regarding the expression of racist views, and in order to do so must make commitments about which freedoms are good or bad, important or trivial, Nussbaum (2003) and freedom yet broad, is a poor way of hypothesizing certain inter-personal goods, such as friendship, respect, and care. A third line of critique takes issue with Sen's agency based picture of persons as too abstract and rationalistic. It is said to be founded too closely in Sen's personal dialectical relationship between economics and philosophy, and not enough in the perspectives and methods of anthropology, sociology, or psychology (Giri, 2000; Gasper, 2002).

Sen (1979) argues that capabilities do not only enter into the analysis instrumentally, such as in the requirements for appearing in public without shame, but also as part of the lives people

have reason to value. Nonetheless, Sen is vibrant in his opinion that the value of social goods is only derivative upon the reflective choices of those concerned (Sen, 2004). So, if people on reflection don't value such social goods as the traditional religious institutions of their society or continue to speak a minority language, then that should trump the right of those institutions to continue. With regard to freedom, Sen distinguishes the ability to choose between different options from the value of those options.

According to Sen (2004), these two together make up effective freedom or capability. Freedom to choose may be vulnerable to the objection that it is compatible with invidious freedoms, but the CA is concerned with people's ability to live a life they have reason to value, which incorporates an ethical evaluation of the content of their options. It is not concerned only with increasing people's freedom as power. Nussbaum (2003) argues that Sen's CA is particularly concerned with grasping the dimensions of human well-being and advantage missing from standard approaches. This relates to its concern with tracing the causal pathways of specific deprivations, with how exactly different people are able or unable to convert resources into valuable functionings (Nussbaum, 2003). Campbell (1981) views that the Capability Approach is founded on the idea that much more information about the quality of human lives can and should be taken into account in evaluating them. Binder (2012) argued that the Capability Approach is supposed to be interested in assessing how people fare on many dimensions of life, including some which seem very difficult to obtain information about, such as people's real choice sets or such complicated capabilities as the ability to appear in public without shame or to form relationships with others. It also requires detailed information on the real inter-personal variations in translating commodities into functionings. It is not clear, however, whether those informational ambitions could ever be realized.

Moreover, even the effort of trying to collect such detailed information about people's lives and their 'real' disabilities can be seen as invasive. Adler (2007) argues that it has succeeded in demonstrating that capability related information can be used systematically as a credible supplement to economic metrics. According to Roy (2012), social institutions and social competencies are critically important in determining individual capabilities because, they have a direct impact on them. Ranci (2011) asserted that, since most individual capabilities could not exist without social competencies; societal institutions have a critical role in forming the character of individuals and consequently they affect the choices people make within any capability set and the behaviour of individuals towards others.

Thus, affecting other people's capabilities; social institutions and competencies affect the functioning of all other societal institutions, including both state and market institutions; and they affect the power and influence of particular groups at the macro and micro-levels (Ranci, 2011). At macro-levels, they influence the policy choices governments make, and thereby the level and distribution of capabilities (Mahmud, 2002). Similar effects can be observed at micro-levels. Moreover, they also influence the terms individuals experience in market activities wages and conditions, generally. According to Gott (2005), societies vary enormously in the number, functions, effectiveness and distributional consequences of social institutions, and consequently in the range of social competencies that may contribute to advancing human development (Gott, 2005).

Sen (1979) accepts that some information about capabilities is easier to obtain, than others. Firstly, he argues that we already have quite extensive information about some basic capabilities, even for many quite poor countries, such as about health, that can and should be systematically assessed. There is, therefore, no need to limit our assessment to economic metrics which, firstly count the wrong things and also come with significant measurement

error despite their apparent numerical precision Sen (2002) further argues that if scholars accept the capability space as the new priority for evaluation that will motivate the development of new data collection priorities and methods. That will enable more information to become available about how people are faring on the currently missing dimensions of the lives we have reason to value, for example, relating to employment or gender equality in domestic arrangements. Nussbaum (2003) contends that the CA is not concerned with information collection for its own sake, but rather with the appropriate use of information for assessment.

5.6. Conclusion

In conclusion, this chapter attempted to discuss the importance and the need of capabilities to disabled people as the membership participating in a successful cooperative. In this chapter it was established that capabilities will give disabled people full rights to equally participate in a cooperative, and also, to the outside environment without disability being an obstacle. CA provides foundations for theories such as a Capability Theory of justice that would explicitly specify which capabilities are valuable and rule how the capabilities are to be distributed. The chapter has shown that people with disability are suitably capacitated when they fully participate and commit themselves in a cooperative, and thus are empowered for all life challenges. The current study only utilized CA as a theoretical framework. The current chapter has dealt with the theoretical framework of the study on cooperatives and the empowerment of disabled people. The following chapter will thus deal with the methodology of the study.

Chapter 6: Research Methodology

6.1. Introduction

The aim of this chapter is to highlight the specific methodologies that the researcher utilised in eliciting data for the study. The main aim of the study is to establish whether Zamani Disabled People's Organization has empowered disabled people. The MANCOVA results of this current study have confirmed the aim of the study. Specifically, the study investigated the role of cooperatives in empowering disabled people. The study, thus sought to assess the perceptions of the membership of Zamani Disabled People's Organizations on empowerment, participation and capacitation. Further to that, their satisfaction with management and benefits of membership by joining a cooperative. To achieve these objectives, this chapter outlines the overall methodology adopted in the study. Further discussed in this chapter, is the procedure used to collect and analyse quantitative data for the study. The chapter also gives a brief overview of quantitative research design.

6.2. Quantitative research design

The aim of this study was to investigate the role of cooperatives in empowering disabled people, precisely for that reason, the researcher has adopted quantitative paradigm as (Collins & Hussey, 2003) have stated that quantitative research is on collecting and analysing numerical data; it concentrates on measuring the scale, range, frequency and correlations of phenomena. This type of research, although harder to design initially, is usually highly detailed and structured, and results can be easily organized and presented statistically. Collins & Hussey (2003) further argued that deductive research moves from general ideas/theories to specific particular situations; the particular is deduced from the general, e.g. broad theories. Inductive research moves from particular situations to make broad general ideas/theories.

On a deductive approach it is, therefore, clear that a researcher would want to have a clear theoretical position prior to the collection of data. A researcher might, therefore, research the subject and discover a number of definitions of “professionalism” from, for example, a number of professional associations, and then test this definition on a range of people, using a questionnaire, structured interviews or group discussion. A researcher could carefully select a sample of people on the basis of age, gender, occupation, etc. The data gathered could then be organised and the results analysed and presented. This approach offers researchers a relatively easy and systematic way of testing established ideas on a range of people.

6.3. Rationale for the Choice of Methodological Orientation

The study sought to investigate the role played by cooperatives in empowering disabled people. To achieve this overall aim, the researcher has formulated the research hypothesis. Since this dissertation is an investigation, it wanted to test and explain the relationship that exists between independent and dependent variables. The most appropriate methodology for such a test, therefore, is the quantitative paradigm. The researcher has adopted the quantitative study because literature on cooperatives and disability has shown that most past studies have been qualitative, and have not tested the relationship that exists between perceptions of participation in cooperatives, perceived empowerment and perceived level of capacitation. Also, most studies on the subject have not tested the effect of satisfaction with management as a contributor to the perceived benefits of membership in a cooperative. According to Neuman (2000) quantitative research, on the other hand, includes a substantial amount of literature at the beginning of a study to provide direction for the research questions or hypotheses. In planning a quantitative study, the literature is often used at the beginning of a study to introduce a problem or to describe in detail the existing literature. In addition, the literature is included in the end of a study in which the researcher compares the results of the study with

the existing finds in the literature. In this model, the end of a study in which the researcher compares the results of the study with the existing finds in the literature. In this model, the quantitative researcher uses the literature deductively as a framework for the research questions or hypotheses (Crotty, 1998). Therefore the researcher had decided to utilize quantitative research as this methodology is best suited for establishing causal relationships and correlation between participation, empowerment, capacitation, satisfaction with management and perceived benefits of membership in a cooperative (Paul, 2004).

6.4. Positivistic Approach

Positivism began as a logical paradigm in the 19th century with Comte's refutation of metaphysics and his declaration that only scientific knowledge can divulge the truth about reality (Crotty, 1998). The positivist paradigm proclaims that real occasions can be observed empirically and explained with logical analysis. The criterion for evaluating the validity of a scientific theory is whether our knowledge claims are consistent with the information we are able to obtain using our senses. Laws are then prescribed based on conclusions derived via the scientific method (Paul, 2004). According to Neurath (1973) positivistic approaches to research are based on research methodologies commonly used in science. They are characterised by a detached approach to research that seeks out the facts or causes of any social phenomena in a systematic way. Positivistic approaches are founded on a belief that the study of human behaviour should be conducted in the same way as studies conducted in the natural sciences (Collis & Hussey, 2003: 52). Blaxter et al. (1998) argued that positivistic approaches seek to identify; measure and evaluate any phenomena and to provide rational explanation for them. This explanation will attempt to establish causal links and relationships between the different elements or variables of the subject and relate them to a particular theory or practice. There is a belief that people do respond to stimulus or forces, rules that are

external to themselves and that these can be discovered, identified and described using rational, systematic, and deductive processes. Blaxter et al. (1998) further outlined that positivistic approach may use the surveys, experimental, longitudinal, and cross-sectional studies. For the purpose of this study a researcher has chosen a questionnaire survey (Denscombe, 2002) as it involves representatives and unbiased sample of subjects drawn from the group you wish to study. There are two main types of survey, namely a descriptive survey; concerned with identifying and counting the frequency of a particular response among the survey group, or an analytical survey, to analyse the relationship between different elements and variables in a sample group. Good for research projects, for example, they are descriptive in nature, i.e. identify and quantify the element parts of any phenomena, the aspects of research standardisation make ordering and codifying of gathered data easier to analyse and to reproduce, and possible for other researchers to test the conclusions (Denscombe, 2002). Therefore, the assimilation of independent and dependent variables is scientifically important in order to arrive at empirical conclusions.

6.5. Population of the study

Zamani Disabled People's Organization has been chosen for this study because its entire membership is disabled. In addition, Zamani is one of the foremost organisations catering to the needs of the disabled people within the uThungulu District Municipality. According to Mr Fodo (2014), Project coordinator, Zamani Disabled People's Organization has 50 members; its membership is constituted of people who are physically disabled, others using wheelchairs for movement. The cooperative specialises in leather products, sewing of traditional attires, school uniforms and beadwork. The membership of Zamani Disabled People's Organization has no other employment other than participation in the cooperative. The cooperative accommodates both males and females, which has shown that there is gender equality. Zamani

Disabled People's Organization is constituted of all ages, but it was evident that the youth is a dominating membership, which demonstrates the need to strengthen the existence of cooperatives. Zamani Disabled People's Organization is made up of a board of directors that do not attend on daily basis, but avail themselves when there is a meeting convened. This gives rights to one chairperson who attends on daily basis and oversees the overall functioning of the cooperative. It is situated at Esikhawini, however, its membership is not only constituted of Esikhawini residents, and there are other people from remote areas.

6.6. Population and Census study

Zamani Disabled People's Organization, has a total of 50 members, therefore, researcher decided to use a census study method, which entails a study of every unit, everyone or everything in a population and, in this method there will be a higher degree of accuracy in data as the census method is accurate when the population is small (ABS, 2014), so the researcher decided that the membership that is registered in the cooperative will be the one suitable for being selected. According to Henry (1990) sampling and sample size are crucial issues in pieces of quantitative research, which seek to make statistically based generalisations from the study results to the wider world. To generalise in this way, it is essential that the sampling method used and the sample size are appropriate, such that the results are representative, and that the statistics can distinguish associations or differences within the results of a study. In a positivistic study, when seeking the views of a group of fifty or less, Henry (1990) argues against any form of sampling, a researcher should distribute questionnaires and collect data from the entire population, if possible.

To elicit the views of larger groups, some form of sampling is usually necessary to attempt to gather opinions that are likely to be representative of the whole group. The list of all registered members of the cooperative was obtained from the project manager to include them as sample

elements for the study. Setchell & Curtis (2003) stated that when designing your study, a key issue is whether your study objectives genuinely demand an absolute estimate of the population density from a census, a total count or a survey, in which density is estimated from statistically valid samples. In practice, no population survey or census is completely bias-free and many studies may find that a reliable relative population estimate or index is more achievable than a reliable absolute of the population size (Setchell & Curtis, 2003).

6.7. Variables and scales

Independent variables of the study included Perceived Level of Participation (PERLEPAR), Perceived Level of Empowerment (PERLEMP), and Perceived Level of Capacitation (PERLECA). Dependent variables consisted of Satisfaction with Management (SAMACO) and Perceived Benefits of Membership (PERBEME).

PERLEPAR sought to measure the extent to which members are included in the decision-making and planning process in a cooperative. Responses were measured on a Likert Scale 1-5, where 1=strongly agree, 2= agree, 3= neutral, 4= disagree and 5= strongly disagree. The highest possible score was 79 indicating the perception of the level of participation. Reliability of scale was with KMO .723. PERLEMP sought to measure the extent to which members are empowered with expected skills for competitiveness. Responses were measured on a Likert Scale 1-5, where 1=strongly agree, 2= agree, 3= neutral, 4= disagree and 5= strongly disagree. The highest possible score was 82, indicating the perception of the level of empowerment. The reliability of scale was “middling” with KMO .718. PERLECA sought to measure the extent to which members had been capacitated with abilities enabling them to perform different functions. Responses were measured on a Likert Scale 1-5, where 1=strongly agree, 2= agree, 3= neutral, 4= disagree and 5= strongly disagree. The highest possible score was 81,

indicating the perception of the level of capacitation. Reliability of scale was “unacceptable” with KMO .232.

SAMACO sought to measure the extent to which members are included in the decision-making and planning process in a cooperative. Responses were measured on a Likert Scale 1-5, where 1=strongly agree, 2= agree, 3= neutral, 4= disagree and 5= strongly disagree. The highest possible score was 77, indicating the extent to which members are satisfied with their management. The reliability of scale was “mediocre” with KMO .673. PERBEME sought to measure the perceptions of the members in terms of their benefit by participating in a cooperative. Responses were measured on a Likert Scale 1-5, where 1=strongly agree, 2= agree, 3= neutral, 4= disagree and 5= strongly disagree. The highest possible score was 75, indicating the perception of the level of benefits. Reliability of scale was “middling”, with KMO .784.

6.8. Data collection

The researcher in this study decided to utilize the structured questionnaire as a method of data collection, and Gill & Johnson (1997) stated that the validity, which is the extent to which the data precisely measures what they were intended to measure, and reliability is the extent to which the data collection method will yield consistent findings if replicated by others of the data you collect, depending on the design of the questionnaire and the words that you use. Gill & Johnson (1997) argued that questions can be either open or closed, and further outlined that in open questions: a question is posed, but space is left for the respondent’s own answer, while on a closed question there is a limited number of an alternative response provided to the questions. These can be in list, category, ranking, scale/rating, grid, or other quantitative form. They can be preceded on a questionnaire to facilitate analysis and (Gill & Johnson, 1997) also stressed that all questionnaires should be piloted, if possible, with a small group before the main research to assess their value, validity, and reliability (Gill & Johnson, 1997).

As the researcher has stated above, the instrument that was used to obtain data for this study was the closed-ended questionnaire, it consisted of seven (7) sections on a Likert scale of 1 to 5, (where 1= strongly disagree and 5= strongly agree). Section A was on demographic factors, section B was on perceptions about level of capacitation, and section C was on the respondents' levels of participation. Section D elicited responses on the respondents' perceptions about self -empowerment, section E was on the perceived benefits of membership and section F focused on satisfaction with management of the cooperative. The questionnaires were delivered by hand to the participants.

6.9. Data analysis

For purpose of this study, the statistical analysis of the data was done through the employment of the Statistical Package of Social Sciences (SPSS) 22. Statistical methods of descriptive frequency tables were used to interpret interval and nominal data. In the first stage of analysis, responses (n = 28) were reduced using Principal Components Analysis (PCA) to determine how questionnaire items contributed to variables under consideration. Borden et al. (2009) argued that the systematic arrangement of data in a table or other summary format showing the number of responses to each response category, a frequency distribution or tabulation can address many research questions as long as a question deals with only one categorical variable, and tabulation is probably the best approach. Johnson & Christensen (2008) outlined the bivariate correlation tests, whether the relationship between two variables is linear, that is, as one variable increases, the other also increases, or as one variable increases, the other variable decreases. This type of bivariate correlation test requires that the variables both have a scale level of measurement that there is a rank order for the values and the distance in between the values can be determined. Borden et al. (2009) stressed that the most popular technique for indicating the relationship of one variable to another is correlation.

6.10. Bivariate Pearson Correlation

Johnson & Christensen (2008) argued that a correlation coefficient is a statistical measure of co-variation, or association between two variables. Covariance is the extent to which a change in one variable corresponds systematically to a change in another. Correlation can be thought of as a standardized covariance. When correlations estimate relationships between continuous variables, the Pearson product moment correlation is appropriate. The correlation coefficient, r , ranges from -1.0 to 1.0 . If the value of (r) equals 1.0 , a perfect positive relationship exists. Perhaps, the two variables are one and the same. If the value of (r) equals -1.0 , a perfect negative relationship exists. The implication is that one variable is a mirror image of the other. As one goes up, the other goes down in proportion and vice versa. No correlation is indicated if (r) equals 0 . A correlation coefficient indicates both the magnitude of the linear relationship and the direction of that relationship (Borden et al. 2009). According to Mupambwa (2013) data analysis involves the process of bringing order, structure and meaning to the quantity of collected data. Pearson Product-Moment Correlation was calculated to describe statistically the association between variables; it is the degree to which two variables share a common relationship (Seeley, 2011). Kaiser-Meyer-Olkin (KMO) is a measure of sampling adequacy. KMO takes values between 0 and 1 , with small values indicating that overall, the variables have too little in common to warrant a Principal Components Analysis (PCA). Historically, the following labels are given to values of KMO (Kaiser, 1974) 0.00 to 0.49 unacceptable, 0.50 to 0.59 miserable, 0.60 to 0.69 mediocre, 0.70 to 0.79 middling, 0.80 to 0.89 meritorious, and 0.90 to 1.00 marvellous (Kaiser, 1974).

6.11. MANOVA and MANCOVA

Afterwards, variables extracted were correlated and regressed. While bivariate correlation was used to test simple relationships between variables, a simple regression analysis was used to decipher how satisfaction with management mediate the relationship between participants

perceived level of participation and capacitation as determinants for cooperatives to empower disabled people. Also the Multivariate Analysis of Covariance (MANCOVA) was used to test the mediation effects of benefits of membership and satisfaction with management on the relationship between perceived level of participation, capacitation and empowerment. According to Cooley & Lohnes (1971), Multivariate linear model is often used to implement two long-established statistical procedures, (MANOVA) multiple analysis of variance, and (MANCOVA), multiple analysis of covariance. Cooley & Lohnes (1971) argued that MANOVA and MANCOVA both deal with analyses where there is more than one outcome variable explained by one or more independent variables; unlike MANOVA, MANCOVA also supports use of continuous control variables as covariates. George & Dunteman (1984) outlined that multiple analyses of variance are used to see the main and interaction effects of categorical variables on multiple dependent interval variables as variables are typically treated as a set because they are correlated. According to Garson (2015) MANOVA uses one or more categorical independent variables as predictors, like ANOVA, and there is more than one dependent variable. ANOVA tests the differences in means of the interval dependent variable for various categories of the independent variables, and MANOVA tests the differences in the direction of means of the multiple interval dependents, for various categories of the independent variables (Morrison, 1967). According to Overall & Klett (1972) MANOVA or MANCOVA compares groups formed by categorical independent variables on group differences in a set of interval dependent variables. They improve model meanness using lack of difference for a set of dependent variables as a criterion for reducing a set of dependent variables to a smaller, more easily modelled number of variables. They identify the independent variables which differentiate values in a set of dependent variables the most. Tabachnick & Fidell (1996) argued that multiple analysis of covariance (MANCOVA) is similar to MANOVA, but continuous independent variables may be added as covariates.

These covariates may be seen as additional predictor variables or may serve as control variables for the independent factors, thereby serving to reduce the error term in the model. Like other control procedures, MANCOVA can be seen as answering analysis, on a question asking what would happen if all cases scored equally on the covariates, so that the effect of the factors over and beyond the covariates can be isolated (Garson, 2015).

6.12. Reliability statistics

Table: 6.1 Reliability statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.924	.924	5

Table 6.11 above, give results on the reliability and validity of scale; the overall alpha is .924, showing the reliability and validity of the scale.

6.13. Ethical considerations

Kevin (1992) emphasised that the voluntary participation and harmlessness be ensured during a research process. Thus, in this study the researcher has put into consideration the ethical issues. The researcher has ensured that participants in this project are aware that their participation in the study is voluntary, that they have the freedom to withdraw from the study at any time without any unfavourable consequences, and they are not harmed as a result of their participation or nonparticipation in the project. Furthermore, Kevin (1992) stated that all participants must receive and sign an informed consent form that clearly describes their right to not participate and right to withdraw, before their responses in the study can be recorded. To protect participant's interests and future well-being, the research has ensured that their identity must be protected in a scientific study that is done using the principles of anonymity and confidentiality. The researcher ensured that the

readers of the final research report or paper cannot identify a given response with a specific respondent. Under such circumstances, subjects should be guaranteed confidentiality, in which the researcher can identify a person's responses, but promises not to divulge that person's identity in any report, paper, or public forum (Bhattacharjee, 2011).

6.14. Pilot study

Leon et al. (2011) mentioned that the main purpose of conducting a pilot study is to examine the feasibility of the intended approach the researchers will use in the main study, thus, before the execution of this actual study, the researcher distributed questionnaires to pre-test the instrument. Researchers face different research perspectives when conducting a research and some of them find such perspectives as obstacles, which make them confused to determine which way they should follow (Hazzi & Maldon, 2015). In order to reveal that the instrument will be reliable and valid and to further test the willingness of the participants to answer the questionnaire the researcher had to conduct a pilot study. Questionnaire is one of the most widely used data gathering instrument in many fields, including business, management, market research, psychology and sociology (Polit et al. 2001). In conducting a pilot study an (89) question items survey questionnaire was administered to a sample of 10 respondents (N=10) as approximated 10% of the total population. Zamani Disabled People's Organization had 50 members by (Fodo, 2014) and the researcher had opted to use a census study for this project. Primarily, the importance of the pilot study lies in improving the quality and the efficiency of the main study.

6.15. Problems encountered

Membership of Zamani Disabled People's Organization thought that the research is government related since the cooperative manager is a ward councillor. It then took a researcher persistence to emphasize orally that the research is for academic purposes. During

the pilot study, the participants were interested in participation despite their understanding of the nature of the research, because they believed that even if the research is for academic purposes, but it can be related to government aid schemes that they need. It was another case when the researcher was back for actual data collection, most members then did not show interest to participate as they said it would have been better if the researcher was a government official. The researcher had to distribute 28 questionnaires because other members had been relocated and come when there is a convened meeting and others simply refused to participate in the research. Even though the researcher observed literacy on the participants, those that volunteered to participate wanted the researcher to orally explain the items in the questionnaire for their better understanding. Upon completion with the questionnaires the respondents requested the researcher to consult with the government about their needs.

6.16. Conclusion

This chapter has provided a general overview of the methodological strategy that was adopted in the study. The study, being deductive in nature had to use a quantitative research design traditionally closely linked to the positivist paradigm. The pilot study conducted prior to the actual study ensured that the instrument was able to elicit the required information. The results generated from the survey will be shown in the following chapters. This would indicate that participation in cooperatives has contributed in the empowerment of disabled people at Zamani Disabled People's Organization, from the fact that the respondents of this study are of the view that participation has resulted in empowerment and capacitation. The current chapter has given clearly the methodology of the study; therefore, the following chapters will deliver the overall results of the study.

Chapter 7: Membership and participation in a cooperative

7.1. Introduction

The current chapter presents the results on cooperatives and the empowerment of disabled people, focusing on Zamani Disabled People's Organization. The chapter will present results on perceptions about empowerment, participation and capacitation. The chapter will further present results on satisfaction with management and perceived benefits of membership. From the findings of the study it can be argued that participating in cooperatives increases the level of empowerment. In that regard, cooperatives are important in empowering disabled people. This is supported by the argument of Luttrell et al. (2009) that the theme of empowerment has become central to the work of many development organisations and they conceptualise empowerment as an emancipation process in which the disadvantaged are empowered to exercise their rights, obtain access to resources and participate actively in the process of shaping society and making decisions.

The previous chapters 2, 3 and 4 have attempted to give a synopsis of the dissertation on cooperatives and the empowerment of disabled people. Chapter 2 gave a synopsis on cooperatives and disability, it was argued that cooperatives are autonomous organizations with voluntary participation, thus, disabled people without classification on their disability, are able to participate. Chapter 3 discussed participation and empowerment. It was argued that people, who are will likely to be empowered, are those who had participated in a cooperative. Chapter 4 discussed satisfaction with management and benefits of membership, and the argument was that the attitude and behavioural aspect of management plays a major role in the success and collapse of the organization. Chapter 5 gave a synopsis of the theoretical framework of the study. It was

established in chapter 5 that Capability Approach is the best theoretical framework to utilize when studying wellbeing and human development (Sen, 2002). Chapter 6 dealt with the methodological issues of the study. It was discussed in this chapter that the study is quantitative in nature and the participants were mostly disabled. The core objective of the study was to demonstrate that cooperatives contribute in the empowerment of disabled people, especially when the perceived level of participation is achieved. This chapter (7) extends the arguments put forward in the previous chapters through the empirical results produced from the perceptions survey conducted at Zamani Disabled People’s Organization. The chapter, thus, provides the demographic features of the study.

7.1.1. Distribution of respondents by gender

Table 7.1. Gender

	Frequency	%	Valid %	Cumulative %
Valid Male	20	71.4	71.4	71.4
Female	8	28.6	28.6	100.0
Total	28	100.0	100.0	

The table above shows that 71.4% (N=20) of the respondents were male and 28.6% (N=8) were female. This section has demonstrated that there is need for recruitment of women to participate in cooperatives, however, Hackman & Cook (1997) argued that in most African countries, the majority of people are employed in the informal sector usually they have little training (Campbell, 2013) and the informal economy is a largest feature of labour markets in developing countries. Usually, the informal sector consists of small family enterprises that are labour intensive and have low earnings. Porter & Scully (1987) maintains that they do not

comply with existing labour market regulations and further to that the majority of workers in the world entering the labour markets today are in the informal economy.

7.1.2. Distribution of respondents by race

Table 7.2. Race

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Black	28	100.0	100.0	100.0

Table 7.2 above has demonstrated that the cooperative is made up of almost Black people. Black people were deprived of their human rights and empowerment, thus, cooperatives provide social change as their voluntary membership ensures that every skill is utilized, as (Stiglitz, 2002) points out that expected results were effected from transparency and effective participation. Cooperatives, from their nature, articulate social challenges which promote social development, so cooperatives of disabled people become important. Wylie (2001) argues that cooperatives provide services that may specifically not be provided by private companies, and are made to fulfil the needs of local communities and ensure quality of services (Wylie, 2001). Cooperatives are social businesses suitable to overcome inequality and exploitation and overcome injustices experienced in societies (Lawless & Reynolds, 2004).

Shaffer (1999) has argued that cooperatives provide equal responsibilities to their members to participate in the processes of the organization. Fairbairn et al. (2003) argue that cooperatives respond to services needed in the community as their formation is from the desire of services that are not easy to access. Democracy in cooperatives enhances equal power sharing and

accountability of members in the functioning of a cooperative, considering one's the position in a cooperative. Spear (2002) argued that cooperatives play an important role in communities of providing healthcare and social services in general, especially to disabled and disadvantaged people (Wanjare, 2008).

7.1.3. Distribution of respondents by age

Table 7.3. Age

	Frequency	%	Valid %	Cumulative %
Valid 18-27	7	25.0	25.0	25.0
28-37	17	60.7	60.7	85.7
38-47	3	10.7	10.7	96.4
58+	1	3.6	3.6	100.0
Total	28	100.0	100.0	

The results showed that 25.0% (N=7) of the respondents are in the age group 18-27, 60.7 % (N=17) the age group 28-37, 10.7 % (N=3). However, age group 58+ had 3.6% (N=1) of the sample. It is the international problem that the youth is facing unemployment and disability is a contributing problem. This study having argued that cooperatives are the driving force to equality and empower, (Agbo & Chidebelu, 2010), however, argued that there are cooperatives that are formed just because they see opportunities of money from the government funding, and that there is no purpose of business of social development in them, such cooperatives are seen by collapsing once they are unable to receive finances they were after.

Agbo & Chidebelu (2010) further argued that new cooperatives find themselves in a good position for assistance because of their alignment with current policies and programmes for assistance. Nwankwo (2012) argued that since cooperatives are economic businesses, they play an important role in economic empowerment competing with other big businesses. Cooperatives are important in the development of a community as they can mobilize resources that are necessary for achieving their common goal (Fairbairn et al. 1991) as they exist in all countries and fitting in all sectors of economy (Wilkinson & Quarter, 1996). According to Zagozewski (2008) globalization has changed the understanding of the workplace, meaning there is a need for new skills development with technology, and the youth with disability have to be included in those development programmes.

7.1.4. Distribution of respondents by level of education

Table 7.4. Level of education

	Frequency	%	Valid %	Cumulative %
Valid Primary school	9	32.1	32.1	32.1
High school	13	46.4	46.4	78.6
Matriculated	4	14.3	14.3	92.9
Tertiary	2	7.1	7.1	100.0
Total	28	100.0	100.0	

The table 7.4 above showed that 32.1% (N=9) of the respondents had primary school level in education, 46.4% (N=13) at high school, 14.3% (N=4) matriculated and 7.1% (N=2) tertiary. The education statistics above show that disabled people are prepared for empowerment as it is evident from the results that there is literacy in them that is suitable to assist them in accepting development programmes and various interventions. According to the DTI (2012),

new legislations supported Black owned cooperatives and there was evident increase in registrations of new cooperatives.

The support initiatives in democratic government contributed in the number of registrations. South African government has played an important role in encouraging cooperatives, but there is still the need to put more effort to ensure that these cooperatives are sustained. Cooperatives in South Africa are dominated by people who are unemployed and not skilful and cooperatives are collapsing because there is no training to empower these people in cooperatives. In all cooperatives, regardless of businesses they are in, members need to be equipped with skills to enhance success of the cooperatives. Lack of managerial skills plays an important role in the collapse of a cooperative. Equal participation in the operation of cooperatives remains lacking in the cooperative sector in South Africa, leading to imbalance in decision-making. Decision making is very important as it has to balance interests of the employees and the business (DTI, 2012).

7.1.5. Distribution of respondents by disability

Table 7.5. Type of Disability

	Frequency	%	Valid %	Cumulative %
Valid Sight disabled	2	7.1	7.1	7.1
Hearing disabled	6	21.4	21.4	28.6
Physically disabled	19	67.9	67.9	96.4
	1	3.6	3.6	100.0

Table 7.5 above shows that 7.1% (N=2) are sight disabled, 21.4% (N=6) are hearing disabled, 67.9% (N=19) are physically disabled and 3.6 % (N=1) reported other impairments. According to Mitra (2006) disability is a health condition caused by different accidents

affecting the normal functioning of a person, and further stated that other people may have more than one disability. Goodley (2010) outlined that disability should be understood from its models. There is a medical model that concentrates on the diagnosis of disability and the social model emphasises that disability is not a challenge, but attitudes people have towards disability cause problems (Department of Labour, 2002). The medical model requires that government should provide social services to the disabled (Amundson, 2000). Social model does not deal with disability from the functions of the individual, but of the society. Therefore, to deal with disability requires change in society and in order for that to be achieved; political industry intervenes with human rights. The social model gives attention to social barriers existing, which prevents disabled people from being given fair treatment and participation in their respective communities. The attitude that people, have in society has to be positive towards disabled people that will enable disabled people to be confident in themselves and will to participate without shame or hesitation (Oliver, 1996). People with disabilities have issues of being unable to practise their rights in communities and/or workplace, facing injustices from their condition, challenge of accessing empowerment programmes, especially in rural areas and have narrow line of making choices (Barton, 1993). In terms of ICF all body functions are referred to as functioning and disability is a term used to define limitations to functioning (WHO, 2001). Mitra (2006) argues that there is a relationship between functions and institutions that have to enhance participation and activity. This means that participation has to be considered on functions, not on what determines them. According to Baylies (2002) the main purpose of the ICF is classification and it is limited in terms of policy designing and promotion of participation. Disability and functioning work hand in hand with disability as it means impairments, limitations and restrictions to participation, while functioning, means participation and activities of an individual.

According to Mitchell (1999), the ICF model plays an important role in the assessment of an individual in activities that can be executed in a given environment. People with disabilities experience inequalities, for example, when they are denied equal access to health care, employment, education, or political participation because of their disability (Ridell, 2010). They are subject to violations of dignity when they are subjected to violence, abuse, prejudice, or disrespect because of their disability. Some people with disability are denied autonomy, when they are subjected to involuntary sterilization, or when they are confined in institutions against their will, or when they are regarded as legally incompetent because of their disability (Peters et al. 2008).

7.1.6. Distribution of respondents by marital status

Table 7.6. Marital status

	Frequency	%	Valid %	Cumulative %
Valid Married	4	14.3	14.3	14.3
Single	19	67.9	67.9	82.1
Divorced	2	7.1	7.1	89.3
Widowed	2	7.1	7.1	96.4
Total	28	100.0	100.0	

The table showed that 14.3% (N=4) of the respondents are married, 67.9% (N=19) are single, 7.1% (N=2) divorced and 7.1% (N=2) widowed. It is evident from the results that marital status had varied among members; however Ekberg (2008) argued that the most important thing is the contribution from the members that will make their high level of commitment in a cooperative. Therefore in order for members to receive benefits they perceive, thus, requires

their full attention and participation in the business and be ready to work as a collective and with humanity (Ekberg, 2008). Wanjare (2008) argued that cooperatives as businesses have to satisfy their members and the community, Fairbairn, et al. (2003) argue that this will only be achieved if there is democracy and humanity within cooperatives. Commitment of membership of a cooperative plays an important role in the performance of the cooperative. For a cooperative to succeed, it needs not only management, but the membership that invests their minds and time in the business. Therefore, growth and collapse of a cooperative is in the hands of both parties. The youth is said to have more interest in participating in the cooperative, unlike elders.

7.2. Perceived level of capacitation

Campbell (1981) is of the view that the Capability Approach is founded on the idea that much more information about the quality of human lives can and should be taken into account in evaluating them. Binder (2012) argued that the Capability Approach is supposed to be interested in assessing how people fare on many dimensions of life, including some which seem very difficult to obtain information about, such as people's real choice sets or such complicated capabilities as the ability to appear in public without shame, or to form relationships with others. It also requires detailed information on the real inter-personal variations in translating commodities into functionings. It is not clear; however, whether those informational ambitions could ever be realized. Moreover, even the effort of trying to collect such detailed information about people's lives and their 'real' disabilities can be seen as invasive. Adler (2007) argues that Capability Approach has succeeded in demonstrating that capability related information can be used systematically as a credible supplement to economic metrics. Sen (1979) accepts that some information about capabilities is easier to obtain than others.

Table 7.8. KMO and Bartlett’s Test for PERLECA

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.232
Bartlett's Test of Sphericity	Approx. Chi-Square
	476.417
	Df
	105
	Sig.
	.000

The study also sought to find out the perceptions disabled people have about the level of capacitation in cooperatives. A variable, known as PERLECA, was computed electronically through PCA from a list of five items. The PCA revealed that KMO = .232, BTS, X² = 476.417, (df = 105), p < 0.05 indicating that the sample was not adequate for factor reduction. PCA extracted only one factor named SUPPOLAR, which accounts for 27.784% of variance (shown in table 5.14). The scree plot (see figure 2), depicts that other factors become irrelevant for extraction purposes once the variable SUPPOLAR has been extracted. The table 7.9 below shows that the most important item in the describing PERLECA is *‘I have been capacitated with skills that make me competitive’*, mean=3.18, SD=1.442.

Table 7.9 Descriptive statistics for PERLECA

	Mean	Std. Deviation	Extraction
Disability is not a challenge	2.86	1.508	.698
I can use all sort of technology	2.32	1.278	.851
My disability has given me strength	2.64	1.471	.638
Disability does not mean inability to do something	2.93	1.562	.811
I have many capabilities	2.71	1.357	.927
I have an ability to appear in public without shame	2.54	1.290	.869
Disability may lead to poverty	2.43	1.425	.858
I have been capacitated with skills that make me competitive	3.18	1.442	.763
Disability is a lack of capabilities	2.82	1.278	.826
Capabilities are required to develop myself	2.71	1.301	.855
Disability differentiates normal and disabled people	2.21	1.315	.868
The freedom to have choices is of primary importance	2.21	1.258	.802
Capabilities increase the level to choosing between different functioning	1.82	.983	.745
In judging equality, we should consider what people are able to do	1.68	.945	.885

Table 7.8 Total variance explained for PERLECA

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.403	36.018	36.018	5.403	36.018	36.018
2	3.244	21.627	57.645	3.244	21.627	57.645
3	2.175	14.501	72.145	2.175	14.501	72.145
4	1.388	9.255	81.400	1.388	9.255	81.400

Extraction Method: Principal Component Analysis.

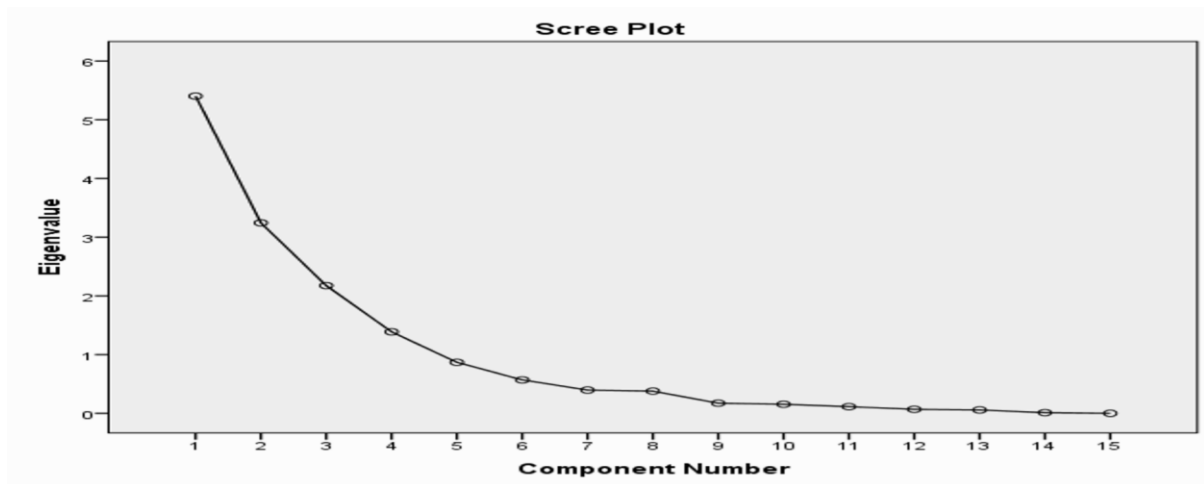


Figure 7.1: Scree plot for PERLECA

7.3. Perceived Level of Participation

According to Alkire (2003) participatory development has created the need that there should be inclusion of everyone concerned in the decision making that enables the utilization of all ideas and

experiences, especially of the poor in rural communities, to have influence in the decision making process. Anstein (1971) argued that participation may, in other cases, cause conflicts and instability when there are conflicts of interests among community members, which may cause unnecessary delays and disapproving participation.

Anstein (1971) stated that participation is the inclusive processes that allow others members in their capacity to participate. Problems are likely to arise in participation when other members are not ready to partake or have different agenda because (Lucius & van Rensburg, 2000) argued that in the community there is a range of interests that may not be easy to prioritize. Robeyns (2003) explained that participation may include inexperienced members who might not be capacitated enough to tackle complex issues, but their training for empowerment is much needed to create confidence of poor and disadvantaged people and to generally bring on board new ideas for balance in decision making.

Table 7.11. KMO and Bartlett's Test for PERLEPAR

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.723
Bartlett's Test of Sphericity	630.974
Approx. Chi-Square	
Df	105
Sig.	.000

The study also sought to find out the level of participation disabled people perceive by participating in a cooperative. A variable known as PERLEPAR was computed electronically through PCA from a list of fifteen items. The PCA revealed KMO = .723, BTS, X2 =

630.974, (df = 105), $p < 0.05$ indicating that the sample was adequate for factor reduction. PCA extracted only one factor named PERLEPAR, which accounts for 70.196% of variance. Other factors become irrelevant for extraction purposes once the variable PERLEPAR has been extracted. It is deduced in table 7. 12, the most important item for PERLEPAR is the statement; *'Members are able to sustain projects and problems by themselves after the projects resources have been exhausted'*, mean=2.46, SD=1.201. Fig 7.2 shows the scree plot distribution of PERLEPAR which reflects that other factors become irrelevant in extraction once the variable PERLEPAR is extracted. Recent discourses about the local within development studies revolve around a binary opposition between the state and civil society (Mayo & Craig, 1995).

Civil society is understood as an alternative to inefficient and unresponsive state institution or as the primary site of resistance against the state and the market. This is in opposition to recent trends within studies of politics and development, which are characterised by a growing emphasis on state and society relations rather than seeing the state and civil society as separate spheres. According to Stokke (1998), the relationship between the state and society can be characterised by strategic engagement or disengagement, but the image of the state and society as discrete spheres cannot be sustained. In a similar way, the new localism in development studies has tended to essentials' the local as discrete places that host relatively homogeneous communities or, alternatively, constitute sites of grassroots mobilisation and resistance (Mohan, 1996). Empowerment has become a central objective for many organisations, but, like power, it can have many different meanings relating to individual and collective participation, capability, choice, autonomy and freedom (Cornwall & Brook, 2005). The results showed that after joining a cooperative disabled people can participate in any programme in their communities.

Table 7.12 Descriptive statistics for PERLEPAR

	Mean	Std. Deviation	Extraction
I can generally change things in my community	2.25	1.351	.534
Zamani has made me to be confident	1.96	1.201	.808
Members are given training on how to carry out the projects	1.93	1.152	.808
Members are able to manage their own projects	2.18	1.249	.915
Members are able to sustain projects and problems	2.46	1.201	.764
Zamani members gain planning, implementation and monitoring skills.	2.18	1.124	.817
I can generally contribute or change things in my community	2.04	.962	.825
Zamani has managed to be inclusive of different groups	2.14	1.208	.912
I am not affected by the result of a decision making process	2.21	1.197	.781
The skill and ability I have fulfil the right to participate	2.04	1.036	.739
I can create a climate helpful to open communication	1.89	.994	.901
Participating in the cooperative has increased my confidence.	1.93	1.120	.863
Cooperatives are open to all persons	1.93	1.152	.725
Lack of member's motivation in collective action may lead to cooperative to fail	2.14	1.044	.809

Table 7.13. Total Variance Explained for PERLEPAR

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% Variance of	Cumulative %	Total	% of Variance	Cumulative %
1	10.529	70.196	70.196	10.529	70.196	70.196

Extraction Method: Principal Component Analysis.

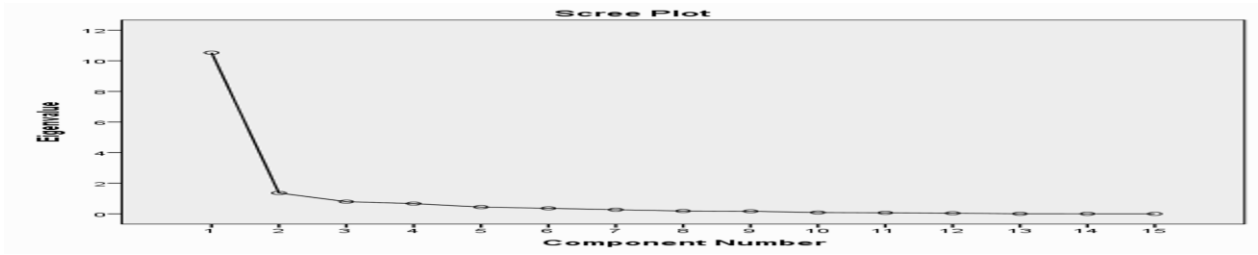


Figure 7.2: Scree plot for PERLEPAR

7.4. Perceived Level of Empowerment

According to Luttrell et al. (2009) the subject of empowering has developed as crucial to the exertion of various movements, describing that to empower is to emancipate means in which the deprived are endowed to express their privileges, access to social assistants, full participation in programmes seeking to reorganise the society and decision-making. Bakker & Van Brakel (2012) argued that the term “empowerment” entails internal and external aspects of one’s obligation to control his or her life; and social institutions create an environment accommodating people for their lives.

Table 7.14 KMO and Bartlett’s Test for PERLEMP

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.718
Bartlett's Test of Sphericity	Approx. Chi-Square
	638.926
	Df
	105
	Sig.
	.000

The study also sought to find out the level of empowerment disabled people perceive by participating in a cooperative. A variable known as PERLEMP was computed electronically

through PCA from a list of fifteen items on the questionnaire. The PCA revealed $KMO = .718$, $BTS, X^2 = 638.926$, ($df = 105$), $p < 0.05$ indicating that the sample was adequate for factor reduction. PCA extracted only one factor named PERLEMP, which accounts for 74.439 % of variance. The scree plot depicts that other factors becomes irrelevant for extraction purposes once the variable PERLEMP has been extracted. As can be deduced from the descriptive statistics on table 7.15, that the most import item for PERLEMP is the item ‘*My life as an individual, family, or community has changed with my membership of Zamani*’, $mean=2.32$, $SD=1.389$ ’.

Table 7.15 Descriptive statistics for PERLEMP

	Mean	Std. Deviation	Extraction
Membership of Zamani has increased my self-esteem and self-confidence.	2.04	.999	.796
Participation in Zamani projects has brought about sustainability (income, skills, etc. to my family).	2.04	1.319	.862
My life as an individual, family, or community has changed with my membership of Zamani	2.32	1.389	.719
I am now able to participate in local decision making	2.32	1.219	.804
Disabled people are given training on how to carry out the projects	2.29	1.117	.838
Zamani membership has increased my skills, both at home and in the community	2.11	1.166	.877
Resources and information are accessible to everyone	1.96	1.201	.912
Professional people, like attorneys, academics and business advisors are needed to succeed cooperatives	1.96	1.232	.892
There is a need for supporting mechanisms, such as special policies and strategies that strengthen cooperatives	2.00	1.018	.887
Access to finance is commonly a major limitation for our cooperative	2.21	1.134	.728
A cooperative had empowered me as a disabled person	2.07	1.152	.801

Table 7.16 Total Variance Explained for PERLEMP

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.166	74.439	74.439	11.166	74.439	74.439
2	1.175	7.833	82.272	1.175	7.833	82.272

Extraction Method: Principal Component Analysis.

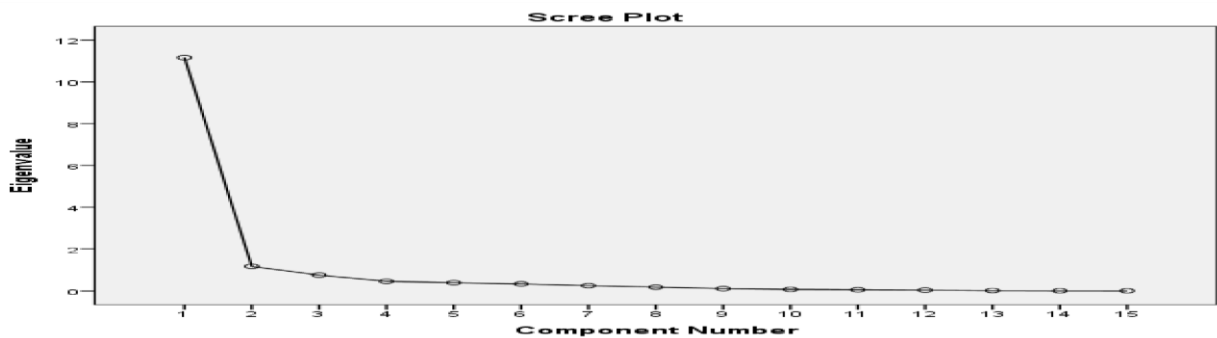


Figure 7.3: Scree plot for PERLEMP

7.5. Satisfaction with Management of a Cooperative

Howard & Frick (1996) argued that satisfaction is determined by the work environments that satisfy the social, economic and personal elements of the individual. Schermerhorn (1993) argues that satisfaction is the response on daily experiences at work and benefits, and (Landy, 1989) argued that division of labour may cause satisfaction. According to Metle (2005) it is important to study satisfaction as it encompasses a relationship between participation, empowerment and capacitation. Sempene et al. (2002) outlined that an organization should be equipped with

employees that are worth of quality to ensure that good servicing is provided to clients. According to Landy (1989) the analysis of a workplace is very important as it will direct the management to a position of having important information to strategize on how to satisfy the membership and development of an organization. Cherrington (1994) stressed that staff members achieving expected satisfaction are likely to commit more in the organization in different forms and make the organization a healthy working environment, while on the other hand; this might lead to absenteeism, unionism, and instability in the workplace by not conforming to organizational policies. Robbins et al. (2003) add that employees who are not satisfied by their management and jobs will show no interest, while those with high satisfaction will portray a positive attitude.

Table 7. 17. KMO and Bartlett's Test SAMACO

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.673
Bartlett's Test of Sphericity	Approx. Chi-Square
	480.369
	Df
	105
	Sig.
	.000

The study also sought to find out the level of satisfaction with the management of a cooperative level of participation disabled people perceive by participating in a cooperative. A variable known as SAMACO was computed electronically through PCA from a list of fifteen items. The PCA revealed KMO = .673, BTS, $X^2 = 480.369$, (df = 105), $p < 0.05$ indicating that the sample was adequate for factor reduction. PCA extracted only one factor named SAMACO, which accounts for 58.018% of variance. Other factors become irrelevant for extraction purposes once the variable SAMACO has been extracted. It is deduced from the table 7. 18, that the most import item for SAMACO is the statement; *'Every day behaviour*

assists in the cooperative to succeed', mean=2.43, SD=1.136. Fig 7.4 shows the scree plot distribution of SAMACO which reflects that other factors become irrelevant in extraction once the variable SAMACO is extracted.

Table 7.18. Descriptive statistics for SAMACO

	Mean	Std. Deviation	Extraction
I am satisfied with the willingness to help me over and above formal requirements	2.07	1.052	.726
I am satisfied with attendance of Zamani officials to their work	2.14	.970	.802
Disabled people are treated with courtesy and kindness	2.18	.945	.839
Members' requests are treated with efficiency and timeliness	2.32	1.020	.866
The physical conditions at work are excellent	2.11	.994	.786
We are able to express our views in meetings	2.14	.970	.919
Appropriate skills of management contributed in the success of the cooperative	2.04	.962	.550
Low level of satisfaction among cooperative members may cause a cooperative to fail	2.07	1.052	.644
A cooperative does not hire any additional people to assist in the business	2.43	1.069	.603
Every day behaviour assists in the cooperative to succeed	2.43	1.136	.888
Education is crucial to the management	2.11	1.227	.884
Sometimes assistance is needed from normal persons	2.00	1.217	.837

Table 7.19. Total Variance Explained for SAMACO

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.703	58.018	58.018	8.703	58.018	58.018
2	1.567	10.445	68.464	1.567	10.445	68.464
3	1.385	9.232	77.695	1.385	9.232	77.695

Extraction Method: Principal Component Analysis.

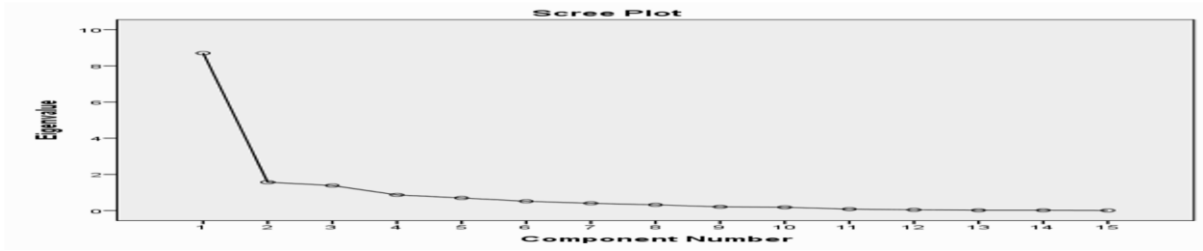


Figure 7.4: Scree plot for SAMACO

7.6. Perceived Benefits of Membership

Spandler (2004) stated that the cooperative models hold massive potential to empower disabled people and foster social inclusion and solidarity in the community. Conaty (2014:6) maintained that disabled people's organisations can also play a role in improving the well-being of disabled people through the promotion and capacity building of cooperatives. Barnes & Mercer (2006) asserted that the challenges of applying cooperative approaches to the provision of services to disabled people are in many ways reflective of the challenges in using cooperative models to provide services. According to Priestley et al. (2010) the current infrastructures of disabled people's organisations are often not well understood or supported by commissioners and social care managers.

Table 7.20. KMO and Bartlett's Test for PERBEME

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.784
Bartlett's Test of Sphericity	Approx. Chi-Square	561.985
	Df	105
	Sig.	.000

The study aimed to determine the benefits of membership in a cooperative disabled people had achieved. A variable known as PERBEME was computed electronically through PCA from a list of fifteen items derived from the questionnaire for the study. The PCA revealed KMO = .784, BTS, $X^2 = 561.985$, (df = 105), $p < 0.05$ indicating that the sample was adequate for factor reduction. PCA extracted only one factor named PERBEME, which accounts for 75.245% of variance (shown in table 7.22). Other factors become irrelevant for extraction purposes after the variable PERBEME has been extracted. As can be deduced the most import item in the describing PERBEME is '*I can participate in any programme in my community*', mean=2.46, SD=1.453.

Table 7.21 Descriptive statistics for PERBEME

	Mean	Std. Deviation	Extraction
The cooperative has equipped me with working skills	2.00	1.247	.681
I have found employment here	2.29	1.213	.673
I am able to put my skills into practice	2.43	1.345	.728
My ideas are not looked down upon	2.32	1.335	.832
I have gained a feeling of being useful	2.21	1.500	.712
I have a monthly income	2.07	1.274	.760
I can support myself	2.43	1.372	.689
I feel being physically fit	2.25	1.295	.761
I am positive of myself, despite my disability	2.04	1.261	.775
I am healthy and motivated	2.25	1.351	.714
I do not have feelings of inequality	2.11	1.257	.856
Working with other people had developed me	2.07	1.331	.692
I am having same abilities with normal people	2.29	1.301	.845
I can participate in any programme in my community	2.46	1.453	.727

Table 7.22. Total Variance Explained for PERBEME

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% Variance	of Cumulative %	Total	% of Variance	of Cumulative %
1	11.287	75.245	75.245	11.287	75.245	75.245
2	.987	6.583	81.828			

Extraction Method: Principal Component Analysis.

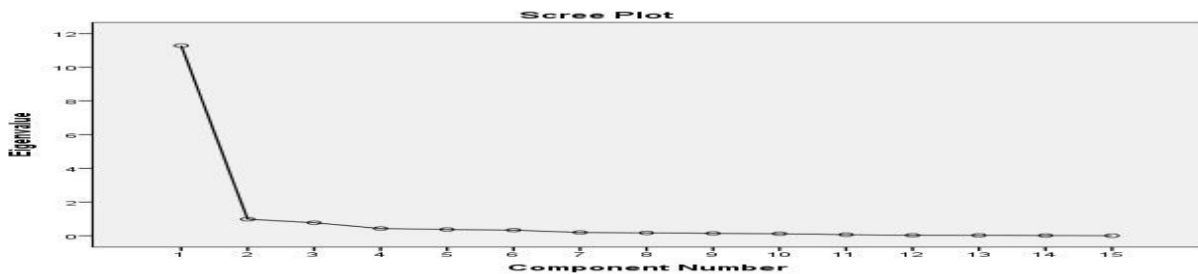


Figure 7.5. Scree plot for PERBEME

7.7. Conclusion

This chapter has presented the results on the demographic factors and perceptions of the participants. The findings of this chapter have shown that there is imbalance in gender, as it is evidenced by the results that males are dominating at Zamani Disabled People’s Organization. The results have demonstrated that the youth that are disabled are active in cooperatives. Nawaz (2013) argued that for doing proper participatory development, it is essential to address who is empowered, who is disempowered, who gains, and who loses. On the responses on satisfaction with management, it was evident that success of a cooperative also relies on the attitude and

behaviours forming the culture of the cooperative which are practised every day. Membership of Zamani Disabled People's Organization have shown to have benefited from the cooperative, as they are now confident to participate in any programmes initiated in the community. Participation is the involvement of a significant number of persons in situations or actions that enhance their well-being, such as their income, security, self-esteem, etc. It also tends to give more attention to decentralized development and recognition of the need to understand and use local approaches to development, Nawaz (2013). The results further showed that members have been capacitated with skills that make them competitive, and have been empowered with problem solving abilities. This chapter argues that participation in a cooperative has changed the lives of the membership, either socially, economically and personally. Positive attitude and everyday behaviour had played a major role in the success of a cooperative. Once disabled people have been empowered with skills they regard important to their lives, it is when they will declare a cooperative being beneficial to the disadvantaged people. Further to that, this study argued that even satisfaction with management, have a certain effect, either positive or negative in the benefit of membership in a cooperative. This means, the management of a cooperative should allow democratic governance, and be transparent in the daily operation of a cooperative. However, contrary to the argument of (Cater, 2006), who argued that it cannot be ensured that mass participation can increase commitment of members in a cooperative (Cater, 2006), other members may deliberately exclude themselves from decision-making assemblies, giving maximum rights to management. Since it is evident that many businesses collapse where decision-making and policies become concentrated to the elected leaders who tend to become controlling elites, the study argues that it is through capacitation that members will be able to participate in their fitting role. This chapter has delivered the results on the demographic factors and perceptions of membership of Zamani Disabled People's Organization, thus the following chapter will provide intensive analysis on correlation and association of theoretical variables.

Chapter 8: Capacitation, Empowerment and Participation as determining factors for benefit of membership

8.1. Introduction

Many studies on disability have shown interest in the rights and policies that cater for disabled people, the causes of disability; and had been showing interest in the challenges faced by disabled people in accessing social services (Othman et al. 2012; Agbo & Chidebelu, 2010; Goodley, 2010; Sherry, 2014; Whitehead, 2004). However, the current discourse on disability emphasises that strengthening of cooperatives will increase empowerment for disabled people. Thus, the study has argued from the beginning that cooperatives are suitable organizations to unite disabled people for capacitation and empowerment. This results from the fact that participation in cooperatives is voluntary and this type of business is autonomous in nature, therefore, democratic enough to include all types of people, especially the disabled and disadvantaged.

For that to be achieved, the study offers a synthesis of the Capability Approach with participation, empowerment and capacitation to explain the means to benefit disabled people. The core argument of the chapter is that membership benefit in cooperatives will result from the achievement of desired capacitation that is acquired through perceived participation and empowerment. Using the insights of Capability Approach, this chapter analyses and assesses participation, empowerment, capacitation and satisfaction with management as catalysts for the benefit of disabled people in cooperatives.

Table 8.1.KMO and Bartlett's Test for PERLEMP, PERLECA, PERLEPAR, SAMACO and PERBEME

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.480
Bartlett's Test of Sphericity	Approx. Chi-Square
	10.956
	Df
	10
	Sig.
	.361

All variables were computed electronically through PCA. The PCA revealed that KMO = .480, $\chi^2 = 10.956$, (df = 10), $p < 0.05$, indicating that the sample was least adequate for factor reduction. The variable, PERLECA, sought to test the level of capacitation disabled people perceive in a cooperative, the second variable, PERLEPAR, sought to test the level of participation perceived. The third variable, PERLEMP, sought to measure the level of empowerment. SAMACO, the fourth variable, sought to measure the satisfaction with management of a cooperative, and lastly, PERBEME investigated the extent to which cooperatives empower disabled people. The findings of the study showed that there is correlation between independent and dependent variables. Various benefits such as better firm performance, better access to external finance and lower costs of capital can be linked to more effective corporate governance standards. Good governance such as transparency, accountability, risk management and control enhances the overall performance of businesses in the private sector (Bond, 2009).

8.2. Correlations for PERLEMP, PERLECA, PERLEPAR, SAMACO and PERBEME

Hypothesis 1

H₀: Perceived level of participation is correlated with perceived level of capacitation.

H1: There is no correlation between perceived level of participation and capacitation.

Hypothesis 2

H0: Perceived level of participation is correlated with perceived level of empowerment.

H2: There is no correlation between participation perceived level of empowerment.

Hypothesis 3

H0: A perceived benefit of membership is correlated with perceived level of empowerment.

H3: There is no correlation between benefit of membership and perceived level of empowerment.

Hypothesis 4

H0: There is correlation between participation and perceived benefits of membership.

H4: There is no correlation between participation and perceived benefits of membership.

Hypothesis 5

H0: There is correlation between benefits of membership and satisfaction with management of cooperative.

H5: There is no correlation between benefits of membership and satisfaction with management of cooperative.

Table 8.2 Correlation for PERLEMP, PERLECA, PERLEPAR, SAMACO and

PERBEME

		PERLECA	PERLEPAR	PERLEMP	SAMACO	PERBEME
PERLECA	Pearson Correlation	1	-.179	-.138	-.186	-.196
	Sig. (2-tailed)		.361	.482	.343	.316
PERLEPAR	Pearson Correlation	-.179	1	.928**	.692**	.825**
	Sig. (2-tailed)	.361		.000	.000	.000
PERLEMP	Pearson Correlation	-.138	.928**	1	.749**	.825**
	Sig. (2-tailed)	.482	.000		.000	.000
SAMACO	Pearson Correlation	-.186	.692**	.749**	1	.816**
	Sig. (2-tailed)	.343	.000	.000		.000
PERBEME	Pearson Correlation	-.196	.825**	.825**	.816**	1
	Sig. (2-tailed)	.316	.000	.000	.000	

** . Correlation is significant at the 0.01 level (2-tailed). b. List wise N=28

The study sought to investigate the relationship between 5 variables, PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME. The results show that PERLEPAR and PERLEMP are correlated, $r = .928$, $p < 0.01$ (2 tailed), which means H_0 accepted and H_2 rejected. PERBEME and PERLEMP are correlated, $r = .825$, $p < 0.01$ (2 tailed) which means H_0 accepted and H_3 rejected. PERLEPAR and PERBEME are correlated, $r = .825$, $p < 0.01$ (2 tailed), meaning H_0 accepted and H_4 rejected. And PERBEME and SAMACO are correlated, $r = .816$, $p < 0.01$ (2 tailed), therefore, H_0 accepted and H_5 rejected. According to the results shown above, the membership of Zamani Disabled People’s Organization, perceive that their participation in a cooperatives has contributed in their empowerment. Therefore this study encourages disabled people to form cooperatives, as joining a successful cooperative is one of the ultimate means that could change their lives for the better. Participation to be effective there must be empowerment of those with incapacity and understand their interests (Martinussen, 1997) because those with power are prepared in their associations. If local people are not included in resource management and decision making, they are likely to be used in an improper way (Shepherd, 1997). Thomas (2013) argued that communal

contribution is viewed as crucial to the progress and distribution of suitable and satisfactory programmes of wellbeing. Philosophies around partaking in developments grounded on admiration for people at grassroots understanding and intuitive act by societies (Cornwall, 2003). Partaking is moreover beheld as the way to allow people with less knowledge to work with experts as partners (Arnstein et al, 1969).

Martinussen (1997) argued that though participation has practicality in itself, it does not have enough frameworks, because it may contradict with development programmes in place that are vital to development agenda and are likely to be opposed as they will bring new philosophies that might clash with some societal interests. For participation to be effective, there must be empowerment of those with incapacity and understanding of their interests (Martinussen, 1997), because those with power are prepared in their associations. If local people are not included in resource management and decision making, they are likely to be used in an improper way (Shepherd, 1997). Thomas (2013) argued that communal contribution is viewed as crucial to the progress and distribution of suitable and satisfactory programmes of wellbeing. Philosophies around partaking in developments are grounded on admiration for people at grassroots understanding and intuitive act by societies (Cornwall, 2003). Partaking is moreover beheld as the way to allow people with less knowledge to work with experts as partners (Arnstein et al. 1969). It was, thus, established in the results that participation leads to empowerment, and this study argues that people who are likely to be empowered rapidly are those who have decided to participate. The results further established that benefits of membership are determined by the extent to which members are empowered. Therefore, the way in which a cooperative had empowered a disabled person, would be regarded as suitable for empowerment and would create courage to people involved to continue participating in a cooperative. The results also revealed that satisfaction with management of a cooperative determines the benefits they have achieved. When members are satisfied with their management they will play an important role in developing positive attitudes

towards disabled people, and courage to themselves, as they would observe the sense of usefulness in themselves.

8.3. T-test for PERLEMP, PERLECA, PERLEPAR, SAMACO and PERBEME

Table 8.3. T-test for PERLEMP, PERLECA, PERLEPAR, SAMACO and PERBEME

	Test Value = 0					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
PERLECA	.000	27	1.000	.00000000	-.3877595	.3877595
PERLEPAR	.000	27	1.000	.00000000	-.3877595	.3877595
PERLEMP	.000	27	1.000	.00000000	-.3877595	.3877595
SAMACO	.000	27	1.000	.00000000	-.3877595	.3877595
PERBEME	.000	27	1.000	.00000000	-.3877595	.3877595

A t-test comparing means of different hypotheses was tested and the test accepts Ho hypothesis with $p < 0.01$ (2tailed). The t-test showed no changes in the hypotheses; therefore, the test assumes that participation has strong influence on capacitation, and participation influences empowerment. While perceived benefits of memberships have a relationship with empowerment, participation influences perceived benefits and also benefits of membership causes satisfaction with management of a cooperative.

Table 8.4. Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	SAMACO, PERLECA, PERLEPAR, PERLEMP ^b	.	Enter

a. Dependent Variable: PERBEME

b. All requested variables entered.

8.4. Model Summary for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Table 8.5 Model Summary for PERLEMP, PERLECA, PERLEMP, SAMACO and PERBEME

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.893 ^a	.797	.762	.488	.797	22.574	4	23	.000

a. Predictors: (Constant), SAMACO, PERLECA, PERLEPAR, PERLEMP

The R-square tells the overall goodness of the fitness of the model. The R-square for this model is .797, which means that PERBEME can explain about 7.97% of variance. PERBEME was infused into the equation, there was significant R =.797 and F=22.5, p<.001. PERBEME shows a significant addition to the equation indicating that PERBEME significantly contributes to the relationship between PERLEPAR, PERLEMP, PERLECA and SAMACO, and this result gives basis in which it can be assumed that change in these independent variables could cause 7.97% change on PERBEME. Disabled people may need external support to function, deaf individuals may need a sign language for communication and one who cannot walk may need a wheelchair for movement. Therefore, in order to evaluate wellbeing, it is important to consider how proper the services are, and whether they meet the needs of the disadvantaged. Damasio (2003) argued that people with impairments need to understand their circumstances so that they do not desire what they can never expect to achieve. Robeyns (2005) added that evaluation that focuses only on subjective mental metrics is insufficient without considering whether that matches with what a neutral observer would perceive as their objective circumstances. Vitaliano (1983) asserted that the benefits of forming cooperatives for entrepreneurs consist of positive economic effects for enterprises, for the individual member businesses and for the cooperative itself. Members of

cooperatives can benefit from cooperation through economies of scale in production by selling products and buying inputs, through a greater opportunity for diversification by making the value chain longer and by the reduction of transaction costs.

Campbell (2013) argued that it has been shown that savings made in production costs themselves are not enough to justify the cooperation in entrepreneurs' cooperatives. Only when the benefits from lower production costs outweigh the increased organizational cost of the cooperatives will the entrepreneurial cooperative be successful (Mahmud, 2002). The main advantages associated with participatory development lie in the better knowledge of local conditions and constraints that communities or user groups possess as well as the dense network of continuous interactions that constitute community life. According to Roy (2012), participation is also often confused with the concept of empowerment. Participation programmes can be effective tools for promoting empowerment but a political or superficial use of this tool is highly unlikely to do so.

8.5. ANOVA for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Table 8.6 ANOVA for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.519	4	5.380	22.574	.000
	Residual	5.481	23	.238		
	Total	27.000	27			

a. Dependent Variable: PERBEME

b. Predictors: (Constant), SAMACO, PERLECA, PERLEPAR, PERLEMP

The linear regressions F-test have the H_0 hypothesis that there is a relationship between variables. With $F = 22$ and 27 degrees of freedom the test is significant, thus, we can assume that there is a linear relationship between the variables in the model. The results show that PERBEME will differ

based on the change in independent variables. James & Sykuta (2005) emphasized that the leader has an important role of uniting the members of the organization. Ortmann & King (2007) argued that the leaders in the organization will device ideas and provide an opportunity to members to voice their opinions and be prepared for criticism. Albizu (2010) argued that cooperative members may play different roles simultaneously (Kor, 2003), on the one hand, they are owners and, thus, they provide capital. Acquah (2003) argued that depending on the characteristics of the cooperative, they may also be buyers, sellers, controllers, and so on. Kor (2003) stated that, as a result, the members of a cooperative may have various reasons for belonging to the cooperative, as well as different objectives from each other, and not all of these objectives may be likeminded. According to Lado & Wilson (1994) conflicts in the cooperative arise, not only from the relationships between cooperative members, but also from the relationships between members and the management. Sen (1999) stated that many capabilities will have underlying requirements that vary strongly with social circumstances, although others, such as adequate nourishment, may vary less.

Sen (2000) argued that the ability to appear in public without shame seems a capability that people might generally be said to have reason to value, but its requirements vary significantly according to cultural norms from society to society and for different groups within each society, such as by gender, class, and ethnicity, as (Sen, 2000) asserted that women must have the company of a close male relative to appear in public, and they require a chauffeur and a private car to move between private spaces, since they are not permitted to use public transport or drive a car themselves. According to Stiglitz (2009) the CA leaves open whether such expensive capabilities, if considered important enough to be guaranteed by society as a matter of justice, should be met by making more resources available to those who need them, like subsidized cars and chauffeurs, or by revising the relevant social norms. Stiglitz (2009) further argues that the CA only identifies such capability failures and diagnoses their causes.

However, if there is general agreement in the first place that such capabilities should be equally guaranteed for all, there is a clear basis for criticizing clearly unjust social norms as the source of relative deprivation and, thus, as unreliable with the spirit of such a guarantee.

8.6. Coefficients for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Table 8.7 Coefficients for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Model	Unstandardized Coefficients		Standardized Coefficients			95.0% Confidence Interval for B		
	B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound	
	1	(Constant)	-1.499E-16	.092		.000	1.000	-.191
	PERLECA	-.024	.097	-.024	-.247	.807	-.224	.176
	PERLEPAR	.428	.254	.428	1.683	.106	-.098	.955
	PERLEMP	.087	.276	.087	.314	.756	-.485	.658
	SAMACO	.450	.143	.450	3.151	.004	.155	.746

a. Dependent Variable: PERBEME

Beta weights compared the relative importance of each independent variable in standardized items. We founded that PERLEPAR and SAMACO have a higher impact while PERLEMP and PERLECA showed a lower impact.

8.7. MANOVA for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Table 8.8 MANOVA for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^c
Corrected Model	SAMACO	26.955 ^a	21	1.284	171.364	.000	.998	3598.635	1.000
	PERBEME	26.989 ^b	21	1.285	677.514	.000	1.000	14227.790	1.000
Intercept	SAMACO	.044	1	.044	5.829	.052	.493	5.829	.526
	PERBEME	.022	1	.022	11.473	.015	.657	11.473	.805
PERLECA	SAMACO	.000	1	.000	.058	.817	.010	.058	.055
	PERBEME	.000	1	.000	.229	.650	.037	.229	.069
PERLEPAR	SAMACO	.000	1	.000	.026	.877	.004	.026	.052
	PERBEME	3.416E-5	1	3.416E-5	.018	.898	.003	.018	.051
PERLEMP	SAMACO	13.911	19	.732	97.748	.000	.997	1857.219	1.000
	PERBEME	8.557	19	.450	237.425	.000	.999	4511.073	1.000
Error	SAMACO	.045	6	.007					
	PERBEME	.011	6	.002					
Total	SAMACO	27.000	28						
	PERBEME	27.000	28						
Corrected Total	SAMACO	27.000	27						
	PERBEME	27.000	27						

a. R Squared = .998 (Adjusted R Squared = .993)

b. R Squared = 1.000 (Adjusted R Squared = .998)

c. Computed using alpha = .05

The above table showed the overall model test of significance. The MANOVA showed that SAMACO and PERBEME were significant $p < 0.05$. Therefore, it significantly influenced the standardized variable of covariate PERLECA. According to Metle (2005), it is important to study satisfaction as it encompasses a relationship between participation, empowerment and capacitation. (Sempene et al. 2002) outlined that an organization should be equipped with employees that are worth of quality to ensure that good servicing is provided to clients. According to (Landy, 1989) the analysis of a workplace is very important as it will direct the management to a position of having important information to strategize on how to satisfy the membership and development of an organization. (Cherrington, 1994) stressed that staff members achieving expected satisfaction

are likely to commit more in the organization in different forms and make the organization a healthy working environment, while on the other hand, this might lead to absenteeism, unionism, and instability in the workplace by not conforming to organizational policies. Robbins et al. (2003) add that employees who are not satisfied by their management and jobs will show no interest, while those with high satisfaction will portray a positive attitude. (Robbins, 2012) further argued that the degree of worker gratification reproduces their increasing level of employee anticipations. Therefore, workers incline to have anticipation for their work to offer various expected benefits (Porter & Steers, 1973). According to (Meyer, 1999) workers without commitment will lead to the collapse of an organization as they will be unable to be productive. Some see Sen's account as lacking interest in, and even sometimes overtly hostile to, communal values and ways of life, because of an excessive focus on individuals. According to (Gore, 1997) the CA only considers states of affairs and social arrangements in terms of how good or bad they are for an individual's well-being and freedom.

According to WHO (2001), even though the ICF is now widely accepted, there persists an idea of defining a list within which persons with certain limitations are included or excluded. There is a need however to view the entire scale, the degrees of functioning, which are more gradual, in relation to the cultural context (Sen, 1985). It is the social parameters that determine when and if a given limitation in functioning becomes a disability. This is very clear when we take cases of limitations of functioning such as dyslexia or diabetes (Lorella, 2003). It is the social structure as well as the access to education and to health care that will determine whether this will constitute a disability. In a developed country, it is clear that these will have a high probability of being considered as milder forms of disability whereas in a developing country, in remote rural areas where the state services are close to non-existent, these problems will hardly be noticed (Raymond, 2001). In the same way, the question of including chronic illness within the definition of disability

arises only in a social setting where there is health care and the possibility of making a diagnosis, and, as a consequence, where there are solutions that are available (Dan, 2002).

8.8. MANCOVA for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Table 8.9 MANCOVA for PERLEPAR, PERLEMP, PERLECA, SAMACO and PERBEME

Multivariate Tests^a

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^d
Intercept	Pillai's Trace	.769	8.319 ^b	2.000	5.000	.026	.769	16.638	.753
	Wilks' Lambda	.231	8.319 ^b	2.000	5.000	.026	.769	16.638	.753
	Hotelling's Trace	3.328	8.319 ^b	2.000	5.000	.026	.769	16.638	.753
	Roy's Largest Root	3.328	8.319 ^b	2.000	5.000	.026	.769	16.638	.753
PERLECA	Pillai's Trace	.051	.136 ^b	2.000	5.000	.876	.051	.271	.062
	Wilks' Lambda	.949	.136 ^b	2.000	5.000	.876	.051	.271	.062
	Hotelling's Trace	.054	.136 ^b	2.000	5.000	.876	.051	.271	.062
	Roy's Largest Root	.054	.136 ^b	2.000	5.000	.876	.051	.271	.062
PERLEPAR	Pillai's Trace	.006	.016 ^b	2.000	5.000	.984	.006	.033	.051
	Wilks' Lambda	.994	.016 ^b	2.000	5.000	.984	.006	.033	.051
	Hotelling's Trace	.007	.016 ^b	2.000	5.000	.984	.006	.033	.051
	Roy's Largest Root	.007	.016 ^b	2.000	5.000	.984	.006	.033	.051
PERLEMP	Pillai's Trace	1.992	82.612	38.000	12.000	.000	.996	3139.242	1.000
	Wilks' Lambda	.000	102.727 ^b	38.000	10.000	.000	.997	3903.629	1.000
	Hotelling's Trace	1164.511	122.580	38.000	8.000	.000	.998	4658.044	1.000
	Roy's Largest Root	1014.716	320.437 ^c	19.000	6.000	.000	.999	6088.295	1.000

a. Design: Intercept + PERLECA + PERLEPAR + PERLEMP

b. Computed using alpha = .05

The MANCOVA shows that the outcome of PERLEMP significantly influences the standardized items, PERLECA and PERLEPAR, $p < 0.05$. Politicians resist that involvement has the possibilities to direct to the course of optimistic alteration by devising a setting of anticipated variations in persons' capabilities (Warren, 1995). Value of partaking can be summarized by (Hirschman, 1970) who argues that expression consumes central and influential significance, as (Appadurai, 2004) stated that the ability to desire is not consistently dispersed. Partaking, and the capability to engross an imperative manner in which participating interferences can graft, is by exchanging the foible of daily relations, a process that, over time, reshapes social relationships (Basu, 2011). Oates (1972:55) outlined that one of the challenges of developments is to grow public programmes at all spheres of society (Mansuri & Rao, 2013:85).

Empowerment is a process for achievement that needs the inclusion of legal modifications, politics, economy and poverty reduction mechanisms that will make disabled people to participate in engagements that seek to satisfy their needs (Bertelsen et al. 2006). Empowerment can never be achieved if there is less participation of marginalised and disadvantaged groups (Cornwall & Brock 2005). For empowerment and participation to be effective in rehabilitating the community, there must be change in relations of power at all levels of leadership. Empowerment means people can participate for their own benefits. This may widen the channels of developments that may have been overlooked, in that laws advocating social inclusion have to be encouraged by all jurisdictions. Advancement of trade relations between big and small scale businesses strengthens economy relations and enhancement of job creation. Strategies for equality and inclusion can be easily ruled out and be reduced to useless. Transforming ability of empowerment can lose its meaning if it is improperly interpreted. It is not necessary to focus on actors in processes, because they may not change their positions easily, but focusing on processes may give a way on necessary interventions that one may engage in. According to von Ravensburg (2010) cooperatives are

successful values-based businesses that are owned by their members. Whether they are customers, employees or residents, the members get an equal say in the business and a share of the profits. Porter & Scully (1987) argued that these objectives range from selfhelp, grassroots participation, income distribution, exploitation of economies of scale, social control over resources to mobilization of rural population and increasing its productivity. Hackman & Cook (1997) emphasised that the strengthening of the rural institutions has become one of the key areas in the rural and agricultural development efforts in sub-Saharan Africa. In particular, the informal types of cooperative societies play an important role in promoting sustainable development at the local level. Thus, it is justified to consider them as a real potential source of enhancing development (Hackman & Cook, 1997). Vitaliano (1983) asserted that the benefits of forming cooperatives for entrepreneurs consist of positive economic effects for enterprises, for the individual member businesses and for the cooperative itself. Members of cooperatives can benefit from cooperation through economies of scale in production by selling products and buying inputs, through a greater opportunity for diversification by making the value chain longer and by the reduction of transaction costs. Campbell (2013) argued that it has been shown that savings made in production costs themselves are not enough to justify the cooperation in entrepreneurs' cooperatives. Only when the benefits from lower production costs outweigh the increased organizational cost of the cooperatives will the entrepreneurial cooperative be successful. It is, therefore, very important for the cooperative to quantify its coordination, and organizational and production costs objectively, since members can choose to leave the cooperative otherwise. The social and other indirect benefits that exist are harder to assess, quantitatively (von Ravensburg, 2010).

8.9. Discussion of findings

The findings of this study show that cooperatives play an important role in empowering disabled people.

Disabled people, having experienced the problem of not being given first preferences like normal people, in the workplace or in diverse activities and programmes in their respective communities; will join a cooperative on perceptions that it will empower them and give them necessary capabilities for competitiveness. Empowerment is aimed at achieving the following: developing the ability to access and control material and non-material resources, and to effectively mobilize them in order to influence decision outcomes; developing the ability to access and influence decision-making processes in various levels including in the household, in the community, nationally and globally in order to ensure the proper representation of one's interests in gaining an awareness of dominant ideologies and of the nature of domination that one is subjected to in order to discover one's identity, and ultimately to develop the ability to independently determine one's preferences and to act upon them; and developing the ability to trust in one's personal abilities in order to act with confidence (Hicks, 2013; Eby et al. 2010). The results on demographic factors of Zamani Disabled People's Organization revealed that in gender, males had 71%, which means that the cooperative is dominated by men; it may be a reason that management is made up of men, therefore, the relationship will be favourable for communication and sharing gender related issues in conjunction with disability. The results revealed that the age of 28-37; on the basis of the results it can be assumed that the youth are eager for empowerment, they really have courage to develop themselves and have founded a cooperative to be a suitable organization to unite, this age group which contributed to 60.7% of the population. For others, power is embedded in all relationships, institutions and systems of knowledge, and is part of the way societies and cultures work (Pettit, 2012). This view of power focuses on the structure or the social norms and forces that enable and constrain thinking, action and behaviour. The results further showed that the membership with high school is 46%, (Gibson et al. 2005).

The results show the potential people with disability have for education, with reference to Zamani Disabled People's Organization, and this should encourage skills development programmes to also put high consideration to cooperatives, especially those constituted of disabled people. On the type of disability, physically disabled members are 67.9%. With attention being given to a cooperative, it will develop and be able to also increase the number of people with other disabilities, but it will depend on the healthiness of the cooperative in achieving its objectives by proper management of members and resources, including finances. The results on marital status showed that members who are single made up 67.9%. Empowerment is most effective when it draws on the full range of concepts and meanings of power, taking into account the intersection of agency and structure, formal and informal structures, and positive and negative forms of agency. One challenge for policymakers and practitioners is that theories used to understand power can be difficult to grasp and apply. Fortunately, there are useful conceptual and practical tools that can be used to reveal and respond to these multiple dimensions. Gender analysis offers a number of frameworks that link agency and structure, and that can be adapted to other discriminatory social constructs (Kabeer, 2001). According to Hayward (2000) this could be related to the economic status of the members, results from inability to be employed and, also, the results showed that most of the membership at Zamani falls under the youth category. By the results of the study it is evident that members have been capacitated with skills that make them competitive. The results of the study also showed that members are able to sustain projects and problems by themselves after the project's resources have been exhausted. The life of people at Zamani as individual, family or community has changed through their participation in the cooperative. By the results of the study, everyday behaviour has assisted in the success of a cooperative. Empowerment has become a central objective for many organisations, but, like power, it can have many different meanings relating to individual and collective participation, capability,

choice, autonomy and freedom (Cornwall & Brook, 2005). The results showed that after joining a cooperative disabled people can participate in any programme in their communities. There were five variables that were correlated in the study, PERLECA, PERLEPAR, PERLEMP, SAMACO and PERBEME. The independent variable, PERLECA, sought to measure the level of capacitation disabled people perceive; PERLEPAR measured the level of participation, while PERLEMP measured the level of empowerment. SAMACO sought to measure the satisfaction about the management of a cooperative and PERBEME measured the perceived benefits of membership.

Variables were correlated to establish the relationship they have as determinants for disabled people to join a cooperative for empowerment. The results revealed that the variables have a significant relationship with each other for the purpose of the study. From the results of the study, participation has a significant relationship with empowerment. According to Mansuri & Rao (2013) under the right conditions, effective local participation can be a powerful force for change and the achievement of various development objectives as local development moves from being participatory to empower when decisions made by ordinary people through deliberation are tied to policy decisions and actions. It is on the basis of the results that when disabled people join a cooperative for a common goal, that is to empower themselves, cooperatives are regarded as best suitable to achieve their aims. Participation in a cooperative is very encouraged in that it will enable a disabled individual to make introspection on what functions he or she can or cannot perform and be in a position to outline the necessary assistants from relevant institutions. Appandurai (2004) argued that the proposition underlying participatory development is the power of the group, the notion that individuals are far more effective when they work together toward a common objective than when they attempt to achieve the same objective on their own. By mobilizing citizens to work together for their collective well-being, participatory development has the potential to redress some failures of

the state and some failures of markets, while improving the capacity of individuals to bond and work together, (Levy & Fukuyama, 2010). The results showed that benefits that disabled people perceive will be determined by the level of empowerment the cooperative is able to provide benefits being what disabled people cannot achieve on their own, and empowerment being the ability to achieve what would be unlikely to be achieved without empowerment.

The results revealed that participation has a significant relationship with the benefits of membership. This proves that disabled people who are participating in cooperatives will be likely to benefit and experience a sense of empowerment for competitiveness. The accountability function of participation requires groups to mobilize in a manner that changes the incentives of the agents of the state, so that they act in the interests of citizens. State failure often occurs because the incentives of the individuals who comprise the state, and who function as its agents, are not aligned with the needs of citizens; instead, these agents seek to maximize their own interests, Hirschman (1970); Warren (1995). Participation in cooperatives plays an important role to disabled people, enabling them to identify what they can or cannot do. Capacitation, thus, plays a role of bridging a gap, in terms of functions and freedoms, from disabled and enabled people, the core argument of the capability approach being that the concepts of well-being and capability are two completely distinct concepts and well-being is not important in itself in explaining development, but what is important is capability, (Sen, 2002; 2009; Klein, 2014). The results of the study revealed that there is a relationship between the benefits of membership and satisfaction with management of a cooperative (Garboua & Montmarquette, 2004). Both good and bad surprises do not have much effect on satisfaction in the long run when they equally affect the utility of actual experience and alternatives. Even when this is no longer true, the effect of bad surprises on experienced utility can sometimes be offset by a revision of choice if there is enough time ahead of us. Proper

management of resources, finances and employees play an important role in the success of a cooperative, (Diener et al. 1999; Freeman, 1978; Hamermesh, 1971).

People will benefit from a cooperative when it is able to attract investors for sustainability of the cooperative, and also, the proper management of finances. A cooperative is formed on the principles of democracy; therefore, the cooperative should be inclusive in that there is equality in participation in any given activities. When the independent variables were regressed, the results of the study showed that independent variables could cause 7.97% change to PERBEME. Once people and organizations begin to realize what you have to offer and see that you are willing to contribute, cooperatives will likely make offers and present opportunities to become more involved. Like most endeavours, respect is earned through giving of your time and expertise. One method for creating a disability friendly cooperative involves a stewardship model in which one or more organizations sponsor the creation and establishment of the cooperative. When rehabilitation providers and policymakers choose to investigate the possibilities inherent in worker cooperatives, they move away from the model of sheltered workshop employment and advance toward a workplace characterized by self-determination.

ANOVA results show that PERBEME will differ based on the change on independent variables. The results further showed that independent variables PERLEPAR and SAMACO highly impacts on PERBEME, while PERLEMP and PERLECA showed a lower impact. In socioeconomic systems, people and their capabilities and opportunities cannot be properly understood just by considering their individual, physical and mental set-up as well as the resources and things to which they have rights; we need essentially to understand that each actor is also embedded in a network of social, economic and political interrelations. Inter alia, the evolution of the variety of local economic activities and social network structures e.g.

power, access to non-redundant information and finance, are decisive determinants of people being active agents and adapting to the evolutionary changes of the socioeconomic systems in which they are living. MANOVA showed that SAMACO and PERBEME significantly influence the standardized variables of covariate, PERLECA. MANCOVA showed that PERLEMP influences the standardized items, PERLECA and PERLEPAR.

8.10. Conclusion

This chapter has presented the findings of the study. The chapter presented the results of the correlation between independent and dependent variables. It demonstrated that capacitation, empowerment and participation influence change on satisfaction with management and benefit of the membership. Sen (1999) stated that many capabilities will have underlying requirements that vary strongly with social circumstances although others, such as adequate nourishment, may vary less. Sen (2000) argued that the ability to appear in public without shame seems a capability that people might generally be said to have reason to value, but its requirements vary significantly according to cultural norms from society to society and for different groups within each society, such as by gender, class, and ethnicity. The chapter further discussed that change in independent variables can cause change in perceived benefits of membership. The results of the chapter showed that participation and satisfaction with management have a higher impact on the perceived benefits of the membership. The major finding of the chapter shows that PERLEMP has significant influence on PERLECA and PERLEPAR. The next chapter (9) is the conclusion chapter; it gives a full summary of the whole study, including the core argument of the study and recommendations.

Chapter 9: Conclusion

9.1. Introduction

The main aim of the study was to investigate the role played by cooperatives in empowering disabled people. To achieve this aim, hypotheses were developed to stimulate the relationship of variables of the major thesis, including participation, empowerment, capacitation, satisfaction with management, and benefits of membership. The study has argued that participation, empowerment, capacitation, satisfaction with management, and benefit of membership showed that cooperatives have an important role in empowering disabled people. The thesis was established within the proposition that participation and empowerment are the factors of capacitation that will benefit the membership. Thus, participation of disabled people in cooperatives will contribute in their perceived level of empowerment capacitating them to function in different spheres of life and giving those freedoms to choose courses desired for their lives.

Mosse (2005) asserted that empowerment initiatives will be more successful if critical and reflective methods of power analysis are brought into discrete stages of development policy and practice. They can be used to stimulate internal debate and dialogue with partners, about theory of change and strategy options. Alsop & Norton (2004) argued that power analysis can also help to build the capacities of staff and partners to engage with complex issues and contexts Gaventa (2003). By provision of the reported results, it can be argued that cooperatives have a potential to empower disabled people, as responses on capacitation revealed that members had been capacitated with the skills they needed to make them competitive. It was evident that participation in cooperatives of disabled people had empowered them with problem solving abilities. However,

Cornwall & Brock (2005:6) have argued that one concern with this approach is that it can lead to enabling some individuals to better adapt to a fundamentally unfair situation, without addressing the conditions that produce poverty, in the first place. The results have shown that through empowerment they received in a cooperative, the way of living has changed for the better from individual, family and community level.

Nawaz (2013) argued that for doing proper participatory development, it is essential to address who is empowered, who is disempowered, who gains, and who loses. On the responses on satisfaction with management, it was evident that success of a cooperative also relies on the attitude and behaviours forming the culture of the cooperative which are practised every day. Membership of Zamani Disabled People's Organization have shown to have benefited from the cooperative, as they are now confident to participate in any programmes initiated in the community. Participation is the involvement of a significant number of persons in situations or actions that enhance their well-being, such as their income, security, self-esteem, etc. It also tends to give more attention to decentralized development and recognition of the need to understand and use local approaches to development, Nawaz (2013). The result shows that participation will cause empowerment for the achievement of capabilities.

This conclusion was based on the outcome of the argument put forward in this study that disabled people participating in cooperatives will be empowerment and capacitated with freedom to choose between different functions in society. The study argues that it is where their benefit of participation depends. The study consisted of 9 chapters that played an important role in the finalization of the dissertation by providing proper literature, arguments from previous scholars and assisting in the discussion of empirical findings. The function of chapter 1, was to identify and discuss, briefly, the research problem, where it was established that previous scholars, even though they had studied disability and cooperatives, but they had been minimal in focusing on the role

cooperatives can play to empower disabled people, and also, what are major elements to be put into consideration, as this study proposes that these are participation, empowerment, capacitation and the satisfaction with management. Chapter 1 further introduced the aims and objectives of the study, as well as the research hypotheses.

Since this study was about cooperatives and empowerment of disabled people, chapter 2 gave thorough information when discussing cooperatives and disability. It was shown in chapter 2 that cooperatives are autonomous organizations whose membership is voluntary. It was further outlined in chapter 2 that cooperatives are found at almost all sectors of business. This understanding of a cooperative as an organization was sought to complement disability. Chapter 2, thus, further discussed extensively disability, where it was understood that disability is a deficient human condition that causes impairment, thus limiting functioning. This chapter created a relationship between disability as a human condition which needs rehabilitation and cooperative as an organization which is suitable to provide rehabilitation. This study argued that participation leads to empowerment, thus, chapter 3 gave a thorough overview of participatory paradigm and empowerment. Participatory paradigm advocated that inclusion of disadvantaged people in planning and a decision making process is important as they will have an ability to address, properly, issues that affects them. Chapter 3 also played an important role for the understanding that empowerment is a collection of practices that one acquires through participation, and these practices give rights and confidence to perform any given function.

This study argued that satisfaction with management contributes to the success of a cooperative. Thus, the main function of chapter 4 was to provide a discussion on satisfaction with management as a contributor to the benefit of participating in a cooperative. It was discussed in chapter 4 that work environments and daily work behaviours are major factors causing satisfaction with management, and this was important in the understanding of the roles members have to play in a

cooperative. Chapter 5 provided the theoretical framework of the study. It was discussed intensively in this chapter that Sen's Capability Approach would be utilized as a framework for the study.

The study argued that participation will lead to empowerment; and empowerment will provide capabilities that will enable a disabled individual to perform given duties, either in a group or as an individual. The main argument of chapter 5 was that well-being should be considered in terms of freedoms and functions, and that is characterised by accessing services that are regarded as inaccessible. Chapter 6 provided the methodology adopted for the study, it was made visible that the study was quantitative because the researcher wanted to test the relationship variables had. Since the study sought to investigate the role cooperatives play in empowering disabled people, the researcher chose quantitative design because previous scholars had studied disability and cooperatives, but had been least in concentrating on its potential for empowerment of disabled people. It was on that basis that the researcher had to measure the relationship that exists between participation, empowerment and capacitation of disabled people in cooperatives.

Chapter 7 and 8 presented the findings of the study. The study has shown that there is a linear relationship between participation, empowerment and capacitation. Thus, change in perceived benefits of membership will be based on participation, empowerment and capacitation. This study further argued that participation and satisfaction with management will have a higher impact on benefits of membership. However, the overall results showed that the perceived level of empowerment influences the perceived level of capacitation and increases the perceived level of participation. Therefore, the study hypothesised that the level of empowerment is effective to capacitation and perceived level of participation.

9.2. Summary of findings

This study sought to investigate the role cooperatives play in empowering disabled people. Five variables were used to investigate the extent to which cooperatives empower disabled people. The variable, PERLECA, sought to test the level of capacitation disabled people perceive in a cooperative, the second variable, PERLEPAR, sought to test the level of participation perceived. The third variable, PERLEMP, sought to measure the level of empowerment. SAMACO, the fourth variable, sought to measure the satisfaction with management of a cooperative, and lastly, PERBEME investigated the extent to which cooperatives empower disabled people. The findings of the study showed that there is correlation between independent and dependent variables. The findings further demonstrated that capacitation, empowerment and participation, influence change on satisfaction with management and benefit of membership. The findings further discussed that change on independent variables can cause change on perceived benefits of membership. Various benefits such as better firm performance, better access to external finance and lower costs of capital can be linked to more effective corporate governance standards. Good governance such as transparency, accountability, risk management and control enhances the overall performance of businesses in the private sector (Bond, 2009). The major finding of the study shows that PERLEMP has significant influence on PERLECA and PERLEPAR.

9.3. Core argument

The study has argued that cooperatives empower disabled people, supporting the argument of (Restakis, 2008, 11) that a growing number of disabled people are participating in society, increasing their independence and making decisions about their lives through participation in cooperatives. The power to participate directly in the decision-making, design and delivery of a service is perceived as essential to a cooperative philosophy (Restakis, 2008, 11). The core

argument of this study was that, capacitation is the result of perceived level of participation and empowerment. Disabled people will have power to choose their functioning, provided that they have been empowered with relevant skills. Once disabled people have been empowered with skills they regard important to their lives, it is when they will declare a cooperative being beneficial to the disadvantaged people. Further to that, this study argued that even satisfaction with management, have a certain effect, either positive or negative in the benefit of membership in a cooperative. This means, the management of a cooperative should allow democratic governance, and be transparent in the daily operation of a cooperative. However, contrary to the argument of (Cater, 2006), who argued that it cannot be ensured that mass participation can increase commitment of members in a cooperative (Cater, 2006), other members may deliberately exclude themselves from decision-making assemblies, giving maximum rights to management. Since it is evident that many businesses collapse where decision-making and policies become concentrated to the elected leaders who tend to become controlling elites, the study argues that it is through capacitation that members will be able to participate in their fitting role. They may not be eager to participate if they do not possess necessary skills. It is, thus, on that basis that this study argues that participatory planning and empowerment strategies will develop a feeling of usefulness to members.

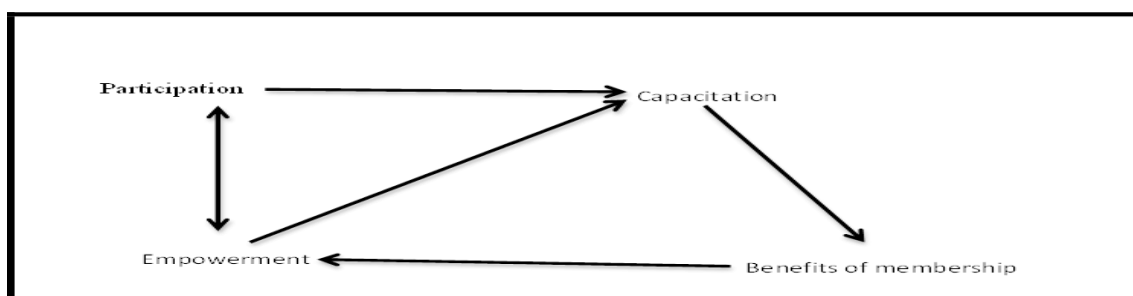


Figure 9.1: Conceptual outcome

There is a relationship between participation and empowerment; when disabled people participate in a cooperative, they are likely to be empowered. The level of empowerment they have attained in a cooperative will be the stimuli, giving them more courage to participate in a cooperative. Figure 9.1 above establishes a theoretical assertion that participation enhances capabilities that leads to the empowerment of disabled people in cooperatives. When disabled people have a feeling of empowerment by participating in cooperatives, it is when they will realise the benefit of being a member of a cooperative. This study further indicates that, even if empowerment programmes are in place, being satisfied with management plays an important role in creating positive attitudes among members for a workplace to be conducive and democratic. And it was evident from the responses that every-day behaviour of the management plays a pivotal role in the prosperity of the organization. In describing capacitation, the responses showed that members have been capacitated with skills that make them competitive; Appandurai (2004) stated that capability refers to the set of valuable functionings that a person has effective access to, thus, a person's capability represents the effective freedom of an individual to choose between different functioning combinations, between different kinds of life, that one has reason to value.

As this study sought to increase participation and empowerment of disabled people through Capability Approach, it can thus be argued that cooperatives have made a contribution in empowering participants with capabilities, following the argument of Adler (2007) that the Capability approach is best suitable to emphasise the importance of individual's capabilities in attaining the livelihood that one desires and value, and, further argued that capabilities are well-defined according to functionings and freedoms, be in a good health status and positive relationship with other people, most importantly to have access to services that are regarded as inaccessible. According to ICA (2006) policies in place tend to target cooperatives by sector

and region and not consider cooperatives from a business perspective and principles imbedded to them.

According to ICA (2006) Canada had made sure that there is a positive relationship between cooperatives and government. They created the environment conducive for cooperatives to operate through drafting of relevant legislations. The legislations ensure that all sectors are considered and are not restricted to business. Factors contributing to success include positive interrelationship between departments in government, forming centres in universities to study cooperatives, providing training and research about cooperatives. In the constitution of Spain, the government is entitled to promote cooperatives. Therefore, all government departments have programmes that seek to develop cooperatives and these departments, works hand in hand. Social grants had been introduced as a way of assisting those unemployed and disadvantaged to sustain themselves. India is a leading country in the world with cooperatives. Capability perspective has been used in the study in that it puts consideration to person based on the individual terms of having freedom and capabilities, which is crucial in studying wellbeing and development of one disabled (Deneulin, 2002).

It has been noted from the study that benefit of membership will increase if perceived participation, empowerment and desired capacitation is evident, as well as satisfaction with management is experienced, and this supports the argument of Ekberg (2008) that the contribution members make mean their high level of commitment in a cooperative. Therefore, in order for members to receive benefits they perceive, this requires their full attention and participation in the business and to be ready to work as a collective and with humanity (Ekberg, 2008). Wanjare (2008) argued that a cooperative as a business has to satisfy its members and community. Fairbairn, et al. (2003) argue that this will only be achieved if there is democracy and humanity within cooperatives. Commitment of membership in a cooperative

plays an important role in the performance of the cooperative. For a cooperative to succeed, it needs not only management, but the membership that invests their minds and time in the business. Therefore, growth and collapse of a cooperative are in the hands of both parties. Thus, it can be argued that it is important that people who have decided to join a cooperative are prepared for empowerment and to empower without limits.

It had been argued that membership of Zamani Disabled People's Organization perceives that their participation in the cooperative had contributed towards their empowerment. Therefore, this study maintains that cooperatives are suitable organizations for rehabilitation and empowerment of disabled people. DTI (2004) argued that BBBEE will, inter alia, assist and strengthen cooperative businesses and the various organizations that support BBBEE. However, (David, 2005) argued that there are no understandable processes and specific institutions for beneficiaries to access support, either financially or otherwise, that make various assistant programmes useless, even if they exist, and are regarded as meant for others and not for others. It has been highlighted in the responses that members, after joining a cooperative, are capacitated with skills enhancing competitiveness and they participate in mechanisms that will sustain a cooperative and become a life changer to themselves as individuals and their communities. Therefore, on the basis of the above results, the study argues that participation, empowerment and capacitation are determining factors for disabled people to join a cooperative. The core findings of the study highlighted that perceived level of the empowerment will impact on participation and desired capacitation.

9.4. Summary of Contributions

The study has contributed to the literature of cooperatives in that it has made cooperatives not to be looked at on the basis of business for job creation, but on how they contribute in

rehabilitation of disadvantaged people, especially the disabled, with capabilities. The study has shown that cooperatives are not organizations that require skilful people to operate properly, as this study argues; they are organizations that are suitable as well, to skill people. The study has shown that there is inequality of functions between normal and disabled people, but it is due to the fact that the existence of cooperatives that constituted of disabled people had not been strengthened. It is because interventions and resources had not been distributed according to the needs of the disabled. There had been minimal studies about cooperatives and their empowerment of disabled people, concentrating, particularly, on their level of participation in cooperatives and the extent to which participation empowers them to achieve the desired capabilities. The study has shown that perceived level of capacitation is achieved from the perceived level of participation and perceived level of empowerment.

9.5. Recommendation for future research

The study has shown that cooperatives have a potential to empower disabled people. It, therefore, will be valuable to increase the scope of research, focusing on more than one cooperative, as that will give more information on the specific recruitment technique that cooperatives use. The study observed that there is a fair level of education, but it would be important to measure participation, empowerment, and capacitation, based on the skills that could be possibly achieved at an expected period to avoid over expectations and instability. It was the aim of the study to test the satisfaction with management, but the study did not seek to test management's satisfaction towards the behaviour of the entire membership.

9.6. Recommendations

The results of this study show that cooperatives play an important role in empowering disabled people, thus, this study recommends that government should implement policies that do not

only specify how cooperatives have to be governed, but also, that will ensure that cooperatives formed have imbedded mechanisms to empower disabled people. The results of the study also showed that disabled people are capacitated with abilities to participate in programmes and activities in their communities after joining a cooperative, thus, this study recommends that cooperatives, especially constituted of disabled people, should not be regarded as businesses for economic development only, but have to be considered also as institutions for empowerment; thus assistants and various interventions should be provided in that manner. Thus, due to globalisation and advancement in technology, development programmes and interventions must ensure that they provide the service that will meet the needs of disabled people and they are able to be used for productivity and competitiveness.

9.7. Summary of reflections in this chapter

The chapter has presented the major findings of the study. It has been shown in this chapter that the core argument of the study is that cooperatives have a potential to empower disabled people. In this regard, the study argues that disabled people have been capacitated with skills and knowledge that give them strength and courage for participation. It has been established by the results of the study that members who have joined cooperatives have acquired skills that enhanced their competitiveness. It was noticed in the study that satisfaction with management plays a role in the success of a cooperative. Thus, the study revealed that perceived level of participation and capacitation are determinants of empowerment, while the satisfaction with management and benefits of membership contributes to the effectiveness of a cooperative.

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List of Appendices

Appendix A: Research questionnaire

This questionnaire is designed to collect data as part of the requirement to complete my Master's Degree in Industrial Sociology, at the University of Zululand. The questionnaire is meant to collect data on the importance of cooperatives in empowering disabled people, note that all answers are correct since this is not an examination or test; I therefore request your cooperation in completing the questionnaire. Under no circumstance will the information you give be used for other purposes other than academic. Your confidentiality and anonymity as a respondent is assured.

Section A: Demographic factors

Please tick where appropriate (for statistical purposes)

1. Gender

1. Male	<input type="checkbox"/>	2. Female	<input type="checkbox"/>
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2. Age

18 - 27	<input type="checkbox"/>	28 - 37	<input type="checkbox"/>	38 - 47	<input type="checkbox"/>	48 - 57	<input type="checkbox"/>	58+	<input type="checkbox"/>
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3. Race

1. White	<input type="checkbox"/>	2. Coloured	<input type="checkbox"/>	3. Black	<input type="checkbox"/>	4. Indian	<input type="checkbox"/>
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4. Level of education

1. Never went to school	<input type="checkbox"/>	2. Primary school	<input type="checkbox"/>	3. High school	<input type="checkbox"/>	4. Matriculated	<input type="checkbox"/>	5. Tertiary	<input type="checkbox"/>
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5. Type of Disability

1. Sight disabled	2. Hearing disabled	3. Physically disabled	4. Mentally handicapped	5. Language impairment	6. Other impairment
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6. Marital status

Married		Single		Divorced		Widowed	
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Section B: Perceived level of capacitation

Please rate the following statements

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. Disability is not a challenge.					
2. I can use all sort of technology.					
3. My disability has given me strength.					
4. Disability does not mean inability to do something.					
5. I have many capabilities.					
6. I have an ability to appear in public without shame.					
7. Disability may lead to poverty.					
8. I have been capacitated with skills that make me competitive.					
9. Disability is a lack of capabilities.					
10. Capabilities are required to develop myself.					
11. Disability differentiates normal and disabled people.					
12. The freedom to have choices is of primary importance.					
13. Capabilities increase the level to choosing between different functioning.					
14. In judging equality, we should consider what people are able to do.					
15. My capability reflects my ability to achieve a given functionings.					

Section C: Perceived level of participation

Please rate the following statements

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. I feel that I can generally change things in my community if I want to.					

2. Membership of Zamani has made me to be confident.					
3. Members are given training on how to carry out the projects.					
4. Members are able to manage their own projects after participating in the decentralised projects					
5. Members are able to sustain projects and problems by themselves after the projects resources have been exhausted.					
6. Zamani members gain planning, implementation and monitoring skills in the decentralised local government projects.					
7. I feel that I can generally contribute or change things in my community if I want to.					
8. Zamani has managed to be inclusive of different groups of disabled people that exist in the community.					
9. I am not affected by the result of a decision making process.					
10. The skill and ability I have fulfil the right to participate.					
11. I can create a climate helpful to open communication.					
12. Participating in the cooperative has increased my confidence and dignity.					
13. Cooperatives are voluntary organizations open to all persons.					
14. Lack of member's motivation in collective action may lead to cooperative to fail.					
15. Membership in cooperative is dominated by persons eager and willing to take part.					

Section D: Perceived level of empowerment
Please rate the following statements

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
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1. Membership of Zamani has increased my self-esteem and self-confidence.					
2. Participation in Zamani projects has brought about sustainability (income, skills, etc.) to my family.					
3. My life as an individual, family or community has changed with my membership of Zamani.					
4. I am now able to participate in local decision making.					
5. Disabled people are given training on how to carry out the projects.					
6. Zamani membership has increased my skills both at home and in the community.					
7. Resources and information are accessible to everyone.					
8. Professional people like attorneys, academics and business advisors are needed to succeed co-operatives.					
9. There is a need for supporting mechanisms such as special policies and strategies that strengthen cooperatives.					
10. Access to finance commonly a major limitation for our cooperative.					
11. A cooperative had empowered myself as a disabled.					
12. The promotion of cooperatives is seen as means of alleviating poverty.					
13. Cooperatives are important to people with disabilities to share their knowledge.					
14. Persons with disabilities have great abilities and courage.					
15. Empowerment of disabled occurs rapidly in cooperatives.					

Section E: Satisfaction with management of cooperative

Please rate the following statements

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. I am satisfied with the willingness to help me over and above formal requirements.					
2. I am satisfied with the attendance of Zamani officials to their work.					
3. Disabled people are treated with courtesy and kindness.					
4. Members' requests are treated with efficiency and timeliness.					
5. The physical conditions at work are excellent.					
6. We are able to express our views in meetings.					
7. I can manage a co-operative.					
8. My membership can be terminated if there is a reason.					
9. Appropriate skills of management contributed in the success of the co-operative.					
10. Low level of satisfaction among co-operative members may cause a co-operative to fail.					
11. A co-operative do not hire any additional people to assist in the business.					
12. Everyday behaviour assists in the co-operative to succeed.					
13. All members understand their duties.					
14. Education is crucial to the management.					
15. Sometimes assistance is needed from normal persons.					

Section F: Perceived benefits of membership

Please rate the following statements

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. The cooperative has equipped me with working skills.					
2. I have found employment here.					
3. I am able to put my skills into practice.					
4. My ideas are not looked down upon.					
5. I have gained a feeling of being useful.					
6. I have a monthly income.					
7. I can support my-self					
8. I feel being physically fit.					
9. I am positive of myself despite my disability.					
10. I am healthy and motivated.					
11. I do not have feelings of inequality.					
12. Working with other people had developed me.					
13. I am having same abilities with normal people.					
14. I can participate in any programme in my community.					
15. I am not restricted my employment rights and opportunities.					

Thank you

Appendix B. Uhla lwemibuzo

Lolu uhla lwemibuzo yokuqoqa imibono okuyinxenye yokuqedela izifundo zami ze Master's Degree in Industrial Sociology. Imibuzo yenzelwe ukuqoqa ulwazi mayelana nokuthuthukiswa kwabantu abakhubazekile, khumbula ukuthi yonke imibuzo ivumelekile njengoba kungeyona i- exam, noma i-test. Ngakho ngiyalicela ukubambisana nawe ekuphenduleni lemibuzo. Asikho isimo lapho imininingwane iyosetshenziswa khona ngaphandle komsebenzi wesikole. Ukufihleka kwakho kuqinisekisiwe njengobambe iqhaza.

Isigaba A: Ukuhlukana kwabantu

Ngicela uthike lapho okufanele (Inhloso yezibalo)

1. Ubulili

1. Isilisa		2. Isifazane	
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2. Iminyaka

18 -		28 -		38 -		48 -		58+	
27		37		47		57			

3. Ibala

1.White		2. Ikhiladi		3. Mnyama		4. Umndiya	
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4. Izinga lemfundo

1. Angikaze ngifune		2. Primary		3.High school		4. Matric		5. Tertiary	
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5. Uhlobo lokukhubazeka

1. Amehlo	2. Ukuzwa	3. Emzimbeni	4. Okwenqondo	5. Ukukhuluma	6. Okunye

6. Umshado

Ngishadile		Ngingedwa		Ngahlukanisile		Ngashonelwa	
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Isigaba B: Imibono ngengikwazi ukukwenza

Ngicela wenze izilinganiso

	Ngyavuma kakhulu	Ngyavuma	Phakathi	Ngyaphika	Ngyaphika kakhulu
1. Ukukhubazeka akuyona incindezi.					
2. Ngingasebenzisa yonke inhlobo yobuchwepheshe.					
3. Ukukhubazeka kunginike umdlandla.					
4. Ukukhubazeka akusho ukungakwazi ukwenza okuthile.					
5. Ngazi ukwenza izinto eziningi.					
6. Ngiyavela emphakathini ngaphandle kwamahloni.					
7. Ukukhubazeka kungaholela ekuhluphekeni.					
8. Ngiwatholile amakhono okuqhudelana nabanye emsebenzini.					
9. Ukukhubazeka ukungakwazi ukwenza okuthile.					
10. Ngiyadinga ukuthuthukiswa.					
11. Ukukhubazeka kuhlukanisa abakhubazekile nabangakhubazekile.					
12. Inkululeko yokukhetha ibaluleke kakhulu.					

13. Engikwazi ukukwenza kunyusa amathuba okwenza imisebenzi.					
14. Esimeni sokulingana kumele kumele kubhekwe okwazi ukukwenza.					
15. Engikwazi ukukwenza kunyusa amathuba okwenza umsebenzi oqhamukayo.					

Isigaba C: Imibono mayelana nokubamba iqhaza

Ngicela wenze izilinganiso

	Ngyavum a kakhulu	Ngyavum a	Phakat hi	Ngyaphik a	Ngyaphik a kakhulu
1. Ngingakwazi ukushintsha izinto emphakathini uma nginethuba.					
2. Ukuba kwaZamani kunyuse ukuzethemba kimi.					
3. Abantu bayaqeqeshwa eZamani.					
4. Abantu bayakwazi uphatha awabo amabhizinisi uma beseqeqeshiwe.					
5. Abantu bayakwazi ukuxazulula izinkinga zabo nokuqhubekisa amabhizinisi abo.					
6. Ezamani siyakwazi ukuhlela, nokwenza, nokuhlola ezinhlelweni zakahulumeni.					
7. Ngingalibamba iqhaza					

ekushintsheni umphakathi wami uma nginesdingo.					
8. IZamani iyaxhumana nezinye izinhlangano zabanokukhubazeka.					
9. Angihlangani nezinkinga ezinqumeni ezithathwayo.					
10. Ikhono nengikwazi ukukwenza kuqinisekisa ilungelo lokuhlanganyela.					
11. Ngiyakwazi ukwenza isimo esivuleleke ukuxhumana.					
12. Ukuhlanganyela kunyuse ukuzethemba nesthunzi.					
13. Ikhopharethivu ivuleleke kuwo wonke umuntu.					
14. Ukulahlekelwa ugqozi kungaholela ekuweni kwayo.					
15. Ubulunga benziwe abantu abanothando lokusebenza.					

Isigaba D: Imibono mayelana nokuthuthukiswa

Ngicela wenze izilinganiso

	Ngyavum a kakhulu	Ngyavum a	Phakathi	Ngyaphik a	Ngyaphik a kakhulu
1. Ubulunga bami Ezamani bunyuse ugqozi nokuzethemba.					
2. Ukuba seZamani kulethe uzinzo, ngekhono, nomnot ho emndenini wami.					
3. Ukuhlanganyela kwami eZamani kushintshe, mina, umndeni					

nomphakathi wami.					
4. Ngiyakwazi ukubamba iqhaza ekuthatheni izinqumo.					
5. Abanokukhubazeka bayakuthola ukuqeqeshwa ngokuphatha.					
6. Ubulunga bami eZamani bunyuse amakhono ami ekhaya nasemphakathini.					
7. Izidingo nolwazi bungatholwa inoma ubani.					
8. Osolwazi bayadingeka ekuthuthukiseni amakhoparethivu.					
9. Ziyadingeka izinsiza ezizoqinisa amakhopharethivu njengemithetho esheshayo.					
10. Isimo somnotho siyinqinamba kwi khopharethivu.					
11. Ikhopharethivu ingithuthukisile njengokhubazekile.					
12. Ukugqugquzela amakhopharethivu kungehlisa indlala.					
13. Ikhopharethivu ibalulekile kwabakhubazekile ngokusizana ngolwazi.					
14. Abakhubazekile bengenza okuningi ngogqozi.					
15. Ukuthuthukisa abakhubazekile					

Isigaba E: Ukuneliseka ngabaphathi bekhopharethivu.

Ngicela wenze izilinganiso

	Ngyavuma kakhulu	Ngyavuma	Phakathi	Ngyaphika	Ngyaphika kakhulu
1.Nginelisekile ngothando lokusizwa engilutholayo.					
2.Nginelisekile ngokufika kwabaphathi beZamani emsebenzini.					
3. Abakhubazekile baphathwa ngokuzithoba nenhlonipho.					
4. Izicelo zamalunga zithathelwa phezulu.					
5. Izimo zokusebenza ziyagculisa.					
6. Siyakwazi ukuveza izimvo zethu emsebenzini.					
7. Ngingayiphatha ikhopharethivu.					
8. Ubulunga bami bungahoxiswa uma kufanele.					
9. Amakhono afanele abaphathi assize ukuthuthukisa ikhopharethivu.					
10. Ukungagculiseki kwamalunga kungawisa ikhopharethivu.					
11. Ikhopharethivu ayiqashi abanye abantu ukusiza.					
12. Ukuziphatha kwansuku zonke kusiza ekuthuthukeni kwe khopharethivu.					

13. Onke amalunga ayawazi umsebenzi wawo.					
14. Imfundo ibalulekile ekuphatheni.					
15. Kwenye inkathi usizo luyadingenge kubantu abangakhubazekile.					

Isigaba F: Imibono ngokuhlomula

Ngicela ulinganise okungezansi.

	Ngyavuma kakhulu	Ngyavuma	Phakathi	Ngyaphika	Ngyaphika kakhulu
1. Ikhopharethivu ingithuthikise ngamakhono okusebenza.					
2. Ngithole umsebenzi lapha.					
3. Ngiyakwazi ukusebenzisa amakhono ami.					
4. Imibono yami ayibukelwa phansi.					
5. Ngithole umuzwa wokuba usizo.					
6. Nginenzuzo yezinyanga.					
7. Ngiyakwazi ukuzinakekela.					
8. Ngizizwa nginomdlandla.					
9. Nginakho ukuzethemba ngaphezu kokukhubazeka kwami.					
10. Ngiyaphila nginomdlandla.					

11. Anginawo umuzwa wokungalingani.					
12. Ukusebenza nabanye abantu kungithukisile.					
13. Ngikwazi ukwenza okufanayo nabangakhubazekile.					
14. Ngingabamba iqhaza kuzo zonke izinhlelo zomphakathi.					
15. Angivinjelwe amalungelo ami okusebenza namathuba.					

Ngiyabonga

Appendix C. Formal request for permission to conduct research

UNIVERSITY OF ZULULAND



DEPARTMENT OF SOCIOLOGY

Website: www.unizulu.ac.za
Private Bag X1001
KWAD LANGEZWA
3886
South Africa
Tel: (035) 9026239
26/05/2014

The Chairperson
Zamani Disabled Peoples Organization
Esikhawini.

Attention: Mr S. N. Mthembu

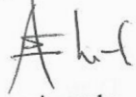
Dear Sir/Madam.

Request to conduct research for Jeremia Guambe. Student no: 201051216.

Jeremia Guambe is a registered student for a Master's Degree in Industrial Sociology with the University of Zululand. The research Topic: The essentiality of cooperatives to enhance job creation: The case of Zamani Disabled Peoples Organization Esikhawini Kwa-Zulu Natal. This study assumes that cooperatives play an important contribution in alleviating unemployment. This study thus seeks to investigate the level of human resources management, the impact of technology and the application of labour laws in cooperatives. The aim of this research is to evaluate that successful cooperatives are the ones that have the ability to create more jobs. Cooperatives with proper human resources management, ability to adapt in technology advancement and applying to labour law are the ones that can contribute to job creation.

I therefore request your cooperation and in enabling Mr Guambe to conduct research in your organization. This research will be guided by ethical principles and participants will be guaranteed their anonymity, privacy and confidentiality.

I hope that this request will be positively considered.

A handwritten signature in black ink, appearing to read 'A h-f'.

Yours sincerely

Dr K.D. Ige

Acting Head of Department

**Appendix D: Formal response by Zamani Disabled People's Organization
manager to the request to conduct research**



Zamani Disabled People's Organization

(A Non Profit Organization) Registration No: 026-615-NPO
Postal Address: P. O. Box 573 Esikhawini 3887- RSA
Physical Address: H '393 UMkholwane STR Esikhawini Township Esikhawini
Phone: 035 796 0799
082 583 0163
073 388 1400
073 227 8585

28 May 2014

PERMISSION TO CONDUCT RESEARCH: MR J GUAMBE, STUDENT NUMBER 201051216

Your letter dated 26/05/2014 is hereby accredited, contents of which have been duly considered.

It is with contentment that we inform you that your request is hereby supported and welcomed.

We trust your study will help enrich our organisation and contribute body of knowledge.

Trust the above is in order

Project Coordinator
MR.S.Fodo

ZAMANI DISABLE PEOPLE'S ORGANIZATION
P.O BOX 573
ESIKHAWINI 3887
H393 CRAFT CENTRE
TEL/FAX: 035 796 0799

Appendix E: Ethical Clearance Certificate

**UNIVERSITY OF ZULULAND
RESEARCH ETHICS COMMITTEE**
(Reg No: UZREC 171110-030)



RESEARCH & INNOVATION

Website: <http://www.unizulu.ac.za>
Private Bag X1001
KwaDlangezwa 3886
Tel: 035 902 6887
Fax: 035 902 6222
Email: ManqeleS@unizulu.ac.za

ETHICAL CLEARANCE CERTIFICATE

Certificate Number	UZREC 171110-030 PGM 2015/174						
Project Title	Cooperatives and the empowerment of disabled people: The case of Zamani Disabled People organization in Esikhawini, Kwa-Zulu Natal						
Principal Researcher/ Investigator	J Guambe						
Supervisor and Co- supervisor	Dr. KD Ige						
Department	Industrial Sociology						
Nature of Project	Honours/4 th Year		Master's	x	Doctoral	Departmental	

The University of Zululand's Research Ethics Committee (UZREC) hereby gives ethical approval in respect of the undertakings contained in the above-mentioned project proposal and the documents listed on page 2 of this Certificate.

Special conditions:

- (1) The Principal Researcher must report to the UZREC in the prescribed format, where applicable, annually and at the end of the project, in respect of ethical compliance.
- (2) Documents marked "To be submitted" (see page 2) must be presented for ethical clearance before any data collection can commence.

The Researcher may therefore commence with the research as from the date of this Certificate, using the reference number indicated above, but may not conduct any data collection using research instruments that are yet to be approved.

Please note that the UZREC must be informed immediately of

- Any material change in the conditions or undertakings mentioned in the documents that were presented to the UZREC
- Any material breaches of ethical undertakings or events that impact upon the ethical conduct of the research

Classification:

Data collection	Animals	Human Health	Children	Vulnerable pp.	Other
X					
Low Risk		Medium Risk		High Risk	
		X			

The table below indicates which documents the UZREC considered in granting this Certificate and which documents, if any, still require ethical clearance. (Please note that this is not a closed list and should new instruments be developed, these would require approval.)

Documents	Considered	To be submitted	Not required
Faculty Research Ethics Committee recommendation	X		
Animal Research Ethics Committee recommendation			X
Health Research Ethics Committee recommendation			X
Ethical clearance application form	X		
Project registration proposal	X		
Informed consent from participants	X		
Informed consent from parent/guardian			X
Permission for access to sites/information/participants	X		
Permission to use documents/copyright clearance			X
Data collection/survey instrument/questionnaire	X		
Data collection instrument in appropriate language		Only if necessary	
Other data collection instruments		Only if used	

The UZREC retains the right to

- Withdraw or amend this Certificate if
 - Any unethical principles or practices are revealed or suspected
 - Relevant information has been withheld or misrepresented
 - Regulatory changes of whatsoever nature so require
 - The conditions contained in this Certificate have not been adhered to
- Request access to any information or data at any time during the course or after completion of the project

The UZREC wishes the researcher well in conducting the research.



Professor Nokuthula Kunene
 Chairperson: University Research Ethics Committee
 21 October 2015

CHAIRPERSON UNIVERSITY OF ZULULAND RESEARCH ETHICS COMMITTEE (UZREC) REG NO: UZREC 171110-20 21-10-2015 RESEARCH & INNOVATION OFFICE
