

CHAPTER TWO: LITERATURE REVIEW

The chapter is dedicated to critically reviewing literature that was published by other scholars with a view to situating this study within the broader purview of such a growing canon of scholarship on the nexus between entrepreneurship and the funding of disability organisations. The concept of entrepreneurship and its importance will be discussed. The phenomenon of disability and the general situation of persons with disabilities in Zimbabwe and across the globe will be discussed in the chapter. Disability organisations, the roles of disability organisations and the challenges facing disability organisations are also discussed. The chapter starts by discussing the theoretical framework that underpin the study. The research gap that was identified in the study is also explored. The country's experiences pertaining to the phenomenon under study will also be discussed.

The researcher synthesised literature that was drawn from various sources. Journal articles, academic dissertations and books that were written about disability and entrepreneurship were thus synthesised. To search literature, the following words were used: disability, disability organisations, and models of disability, entrepreneurship, importance of entrepreneurship and theories of entrepreneurship. The documents that were reviewed were searched for both in the form of printed materials and online. Those words helped the researcher to synthesise scholar's views on contribution of entrepreneurship in sustaining operations of disability organisations. Databases that were used to review literature include Google Scholar and this search database helped the researcher to have comprehensive review contemporary literature. Literature was reviewed as follows. Literature regarding conceptualisation of disability, discussed the models of disability. Entrepreneurship was then conceptualised, looking at the alternative theories of entrepreneurship and its importance. In reviewing literature, more than 30 peer reviews scholarly journals were used, eight academic thesis and six reports.

Corporate Entrepreneurship (CE) is the theory that underpinning the study. Joseph Schumpeter's through is his concept of *creative destruction* (1934) is widely credited for coming up with Corporate Entrepreneurship

theory (Gidkli, 2019). Gidkli (2019) argues that there is need for every organisation to be entrepreneurial. Lumpkin *et al.*, (1996) cited in Gidkli (2019) observe how entrepreneurship must be cultural in every organisation for them to be successful. Some of the elements of corporate entrepreneurship include autonomy, being innovative, taking risks and competitiveness aggressiveness.

It is worth mentioning that over the past years competition has increased in every sector. The issue of competition did not in any way spare disability organisations (Odhiambo, 2019). Porter (1990) argues that for every business to survive in a competitive environment, it must strive to have competitive advantage. In addition, for every business to survive in a competitive environment it must be innovative (Gidkli, 2019). Disabled persons organisations, just like any organisation face a myriad of challenges. Munyoro *et al.*, (2017) contend that some of the challenges that are faced by not for charity organisations include dwindling donor funding that was exacerbated by donor fatigue, mushrooming of organisations thereby leading to increased competition for funds. Hence there is need for disabled persons organisations to become entrepreneurial and how to be innovative. Every organisation must strive to become entrepreneurial by adopting policies and awarding employees who advance corporate entrepreneurship. Drucker (2017) argues that organisations must focus on the challenges they are facing and take note of the opportunities that may arise.

If organisations become entrepreneurial, they will become entrepreneurial and will be able to sustain operations even in a competitive environment. Therefore, entrepreneurship culture is every critical organisation (Munyoro and Phiri, 2020). Accordingly, entrepreneurship should be adopted in every disability organisation to sustain operations. Bozkurt (2016) argues that entrepreneurship should be embraced in every organisation as it enables them to fulfil their mandate. Therefore, every organisation must be innovative and can see opportunities to complement income.

Many scholars assert that coming up with a universal definition of disability is a tour order (Gareth (2014; Mtetwa, 2015). For OECD (2009), there is no single definition of disability that is universally accepted across the globe and

across all disciplines. Despite the area of disability having become very popular among researchers, the definition of disability has proved to be elusive. There are several reasons why defining disability continues to be a daunting task. Brown (2014) avers that the definition of disability is elusive as it changes over time and varies from place to place. This implies what is called a disability in one place may not be regarded as a disability in other places. For example, traditionally disability has been viewed through the religious and charity models of disability that regarded disability as either a curse for sins committed or as a people who cannot cater for their own needs hence the need for non-disabled people to intervene and cater for the needs of persons with disabilities. However, in the contemporary there has been a paradigm shift as persons with disabilities are now viewed using the social model and the human rights perspective and these models emphasise the importance of advancing the rights of persons with disabilities and ensuring that such persons are able to enjoy their rights just like their non-disabled counterparts. Young *et al.* (2016) buttress the view that the complexity of the concept of disability emanate from the interactions that persons with disabilities have with their environments thereby impeding their participation in the society. This resonates with the social model of disability that argues that disability is not due to conditions such as handicap rather disability is a result of the environmental factors that prevent persons with disabilities from participate on equal basis with their non-disabled counterparts.

Due to the elusive nature of disability, several models have been propounded by scholars as they try to conceptualise disability. For one to have a comprehensive understanding of disability and how disability to understand the models as they determine how disability is viewed. These models have emerged as disability scholars try to explain the situation of persons with disabilities across the globe. Some of the modes that have emerged include medical model of disability, charity model of disability, social model of disability and the human rights model of disability

The medical model of disability is normally used in the medical field where disability is regarded as medical condition. This model views disability as a

medical or pathological condition and argues that persons with disabilities need to be rehabilitated for them to function at par with non-disabled people. This model views disability as a personal predicament that deviates those with impairments from functioning as non-disabled people do (Chataika, 2007). Goss *et al.* (2019) blames the medical model of disability for its over emphasis of disability as a pathologic condition thus viewing persons with disabilities as people who cannot take care of themselves as they have conditions that inhibit them from participating in mainstream activities that are normally performed by non-disabled people. Other renounced scholars in the area of disability such as Oliver (1990) denounces the model for viewing disability as people who need to be corrected. For Oliver (1990), disability is just a diversity and there is nothing that needs to be corrected on persons with disabilities; rather, more effort should be directed to address the social and physical factors that hinder persons with disabilities from participating at par with their non-disabled counterparts (Reindal, 2009). Medical model views persons with disabilities as people with reduced functioning hence the need to support persons with disabilities with relevant assistive devices to enhance and maximise their ability to function. The model argues that persons with disabilities are people with reduced functions.

The charity of disability has dominated in the traditional era. This model views persons with disabilities as people who cannot cater for their needs and people who deserve sympathy and to be pitied. Accordingly, this model views persons with disabilities as people who need charity, and it is the duty of non-disabled people and the society in general to cater for the needs of persons with disabilities. For Edmonds (2005), the charity model of disability was the dominant model during World War 2 when several disability organisations mushroomed. The model was used by organisations as they tried to mobilise resources for persons with disabilities. The organisations that emerged during that era were trying to mobilise resources for persons with disabilities to start income generating projects. This model argues that there is need to raise funds for persons with disabilities as they need help, and they depend on other people for their survival. Resultantly, this model led to the disenfranchisement of persons with disabilities as they

were regarded as people who were not equal to their non-disabled counterparts.

The religious model views disability as a curse or punishment due to sins that have been committed by an individual or by forefathers. This model argues that disability is a result of sinful acts such as adultery or infidelity that have been committed by an individual, forefather or close relatives hence disability is a form of punishment for wrongdoing. For Oliver (1990), in societies where dogmatic beliefs are still prevailing, disability is likely to be regarded as something that came because of witchcraft. As argued by Choruma (2007), disability is still received as a result of witchcraft in Zimbabwe.

The social model of disability emerged as persons with disabilities tried to ensure there is a paradigm shift on how disability was perceived in the traditional era. The model was a result of lived experience of persons with disabilities who had suffered due to stigma and discrimination that was fuelled by archaic models of disability. The model came to light in the late 1960s and in the 1970s and this model coincided with the period when disabled persons organisations started existing. Unlike the models discussed in the preceding paragraphs that emphasised on individual deficiencies, the social model of disability blames the society for creating a disabling environment that hinders persons with disabilities from participating at par with non-disabled counterparts. For Munsaka (2012), there is need for to create a conducive environment and address all factors that precipitate discrimination of persons with disabilities. This resonates with Oliver (1990) who argues that there is need for.

Young *et al.* (2016) define a disabled persons' organisation as an organisation that is formed to serve the interests of persons with disabilities. These organisations are normally governed and managed by persons with disabilities. Disabled persons organisations can be formed to serve one type of disability for example disabled persons' organisations that only serve those with physical disability, visually impaired, people with hearing impairment or people with albinism. Disability organisations undergo formal registration

and most of them have structures that are put in place to govern disability organisations.

For Young *et al.* (2016), the functions of disability organisations differ from place to place and from time to time. Some of the main roles of disabled person's organisations include advocating for the rights of persons with disabilities, advancing the rights of persons with disabilities and awareness campaigns on disability issues. Further to that, disability organisations also provide social support to persons with disabilities and their families. Accordingly, Mtetwa (2015) argues how the main role of disabled persons' organisations is to champion disability issues.

Chronicling the history of disabled persons' organisations, Lang and Murangarira (2009) argue that disabled persons organisations came against the backdrop that persons with disabilities were traditionally marginalised, and these organisations were created as disability movements gained momentum in its quest to address discriminations against persons with disabilities. Many scholars such as Oliver (1990); Mtetwa (2015) concur that disability organisations are very critical if persons with disabilities are to be emancipated from the deep rooted stigma and discrimination that currently prevail across the globe. Disability organisations are also very critical as they complement individual efforts that are taken by different people as they try to advance the rights of persons with disabilities. Disability organisations work hand in glove with other stakeholders such as government, schools and other organisations as they try improve the rights and welfare of persons with disabilities. Dhungana and Kusakabe (2010) underscore the fact that forming a disability organisation is very critical in reducing poverty among persons with disabilities. Through disability organisations, persons with disabilities will have some savings and disabled persons organisations will facilitate persons with disabilities' access to loans, something that hinder persons with disabilities from having income generating project because it is difficult for persons with disabilities to access loans.

Young *et al.* (2016) assert that disabled persons organisations face a myriad of challenges as they try to fulfil their objectives. Griffiths *et al.* (2009) argue that many disability organisations both in the developed and in developing

countries face financial constraints and lack of human resources and this vehemently affect the capacity of disability organisations. Hemingway and Priestley (2006) aver that most of disability organisations are not managed by experienced and skilled people. Griffiths *et al.* (2009) observe that disability organisations in developing countries face more challenges as compared to disability organisations in developed countries. In developing countries, people still have negative attitude towards persons with disabilities thereby fuelling discrimination of persons with disabilities, lack of transport and conducive venues for persons with physical disabilities also makes it hard for disability organisations to have meetings with persons with disabilities in developing countries.

Over the past years, the concept of entrepreneurship has gained popularity among scholars. Munyoro *et al.* (2017) define an entrepreneur as someone who exploit opportunities that exist in the market by being innovative. The scholars credit Schumpeter as the first person to include the issue of innovation on the definition of entrepreneurship. Haxhiu (2015) argues that an entrepreneur is someone who takes risks in a bid to make profit. Entrepreneurs assemble resources though there is no guarantee that they will make profit either in the short term or in the long term. Although there is lack of universal definition among scholars on the definition of entrepreneurship, many scholars identify issues such as innovativeness, risk taking and making profit as key issues in entrepreneurship. In the study, entrepreneurship will be defined as being innovative and taking risks as the organisation try to make profit in a bid to achieve its goals and objectives.

UN's proclamation on "International Year of Disabled People" was a major stepping stone for persons with disabilities in Britain as persons with disabilities were able to set up disabled persons' organisations to advance and promote the rights of persons with disabilities (Greater Manchester Coalition of Disabled People GMCDP, 2010). The disabled persons' organisations that were formed through funding obtained from United Nations were at the forefront in the call for laws that incriminates discrimination of persons with disabilities and advocating for universally accessible environment. The organisations were very influential in passing of Disability Discrimination Act of 1995 (GMCPD, 2010). Funding was,

however, cut in the early 2000s due to different factors and cutting of funding inevitably affected disability organisations. Some of the organisations either closed or downsized.

Kuraman *et al.* (2013) observe how disabled persons organisations in India managed to start income generating projects for persons with disabilities and those income generating projects increased income of persons with disabilities. Armstrong argues that disability organisations such as Ability Bhutan Society, have improved the employability of persons with disabilities through training programmes that it offers to persons with disabilities.

Miles *et al.* (2012) report that in Brazil disabled persons organisations play a pivotal role to ensure inclusion of children with disabilities in the mainstream economy. Over the past years, disability organisations have been organising workshops to conduct awareness on the importance of children with disabilities. Some of the main roles of disabled person's organisations in Brazil include being a contact point for children with disabilities, educating children with disabilities about their rights and teaching children with disabilities braille. Deepak *et al.* (2013) contend that disabled persons organisations also train and educate persons with disabilities. However, due to dwindling of donor funding that those organisations depend on in their daily operations, they have not been able to fulfil those roles as some of the organisations have since closed down.

From the above discussions, it is clear that disability organisations in developed countries are better than those in developing countries. Developing countries' dependence on donor funding makes it hard for them to sustain their operation. Hence there is need for those countries to be entrepreneurial as that will help the disability organisations to sustain their operations.

Disable persons organisations in Malaysia were formed to advance the rights of persons with disabilities in Malaysia (Armstrong, 1993). Those disabled persons organisations are very critical as they help persons with disabilities in Malaysia into meet their needs. For example when a tsunami that wracked havoc on the South Asian in the early 2000s, disabled persons organisations

came to the rescue of persons with disabilities who were affected. During those years, disabled persons organisations were getting aid from mainstream relief organisations (Hemingway and Priestley, 2006). However, due to completion assistance that those organisations were receiving have since dwindled (Cobley, 2013) thus making it hard for those organisations to meet the needs of persons with disabilities in Malaysia.

Disabled persons organisations in Liberia from 2010 to 2013 came up with up with a community-based rehabilitation initiative to support the formation of self-help groups to improve the lives of persons with disabilities (AIFO, 2018). Those self-help groups wanted to come up with several initiatives to improve the lives of persons with disabilities through training persons with disabilities, piggyery, and poultry. However, the organisation did not receive any funding from the government, thus that initiative a white elephant.

Despite facing insurmountable challenges, Mtetwa (2015) acknowledges that disability organisations in Zimbabwe have made commendable successes. For example, disability organisations are credited for making sure the constitution enshrines the rights of persons with disabilities. For example, through pressure and lobbying of disability organisations, Zimbabwe enacted the Disabled Persons Act

Although disability is a well-studied area, very little has been written on how entrepreneurship can be used to emancipate persons with disabilities from shackles of poverty. On empirical evidence focusing on country experiences, it is worth noting that nothing much has been done on disability organisations in different countries, hence there is need for more literature pertaining to disability organisations in different countries.

In conclusion, this chapter has focused on reviewing literature in the corpus of scholarship on disability organisations entrepreneurial initiatives and the various schools or models of trying to conceive of disability which have emerged from World War 2 to date.