

## CHAPTER FOUR: PRESENTATION, INTERPRETATION AND DISCUSSION OF FINDINGS

The study examined the contribution of entrepreneurship in sustaining the operations of disability organisations focusing on Danhiko as the case study. The chapter presents findings that were obtained through qualitative research methodology using in-depth interviews and key-informant interviews. The findings of the study will also be presented in line with literature that was canvassed in chapter two. The findings will be presented in terms of themes that have emerged from the study and these themes will be presented in line with the objectives of the study.

Twelve persons with disabilities and five key-informants participated in this qualitative study. Of the twelve participants with disabilities who participated in the study, seven participants were female and five of them were male. Participants who took part in the study also had different forms of disabilities, five of them, have physical disabilities, three of them are visually impaired, two of them have hearing impairment, one of them have multiple disabilities and the one has albinism. These participants were purposively selected. The youngest participant was aged twenty and the oldest was aged fifty-five.

This section presents themes that emerged as the researcher sought to investigate the contribution of entrepreneurship in sustaining the operation of disability organisations. Using qualitative research approach, several themes on the contribution of entrepreneurship in sustaining the operation of disability organisations. The themes that emerged will be presented per objectives of the study.

This section presents the theme that emerged in trying to pursue the first objective and as the study tried to answer the research question. The need for all organisations to have sustainable source of funding to sustain the operations of all organisations was the main argument of the study. This emanates from empirical and anecdotal evidence that points out that if organisations such as disability organisations continue to depend on

unsustainable funding for their operations, disability organisations will perennially continue failing to fulfil their mandates. In their studies, Munyoro *et al.* (2017); and Munyoro and Ncube (2020) highlight the need for all organisations to be entrepreneurial. Several scholars such as Moore (2005) and Emmerson (2015) point out that depending on unsustainable sources of funding as one of the main factors causing failure of many organisations in developing countries. Taking it from the arguments put forward by the scholars, the study sought to interrogate the significance of entrepreneurship in sustaining the operation of disability organisations. This is so because the researcher advocates that there is need for disability organisations to depart from the culture of depending on donor funding for survival.

Entrepreneurship is very critical in sustaining the operation of organisations, disability organisations not in exception. Over the past years, donor funding has been dwindling and several organisations have emerged, and this led to immense competition for funding. Apart from disability organisations, other institutions advancing the welfare of different groups such as children's homes, old people's homes and other organisations must have entrepreneurial culture as that helps in sustaining their operation.

The participants and key-informants who took part in the study confirmed that entrepreneurship is very critical in sustaining the operation of disability organisations. Those who participated averred that disability organisations must be entrepreneurial as that will help in sustaining the operation of disability organisations. Entrepreneurship helps in complementing donor funding that many organisations depend on for their day-to-day operations. Through entrepreneurship, organisations will have a sustainable source of income.

Confirming the importance of entrepreneurship in sustaining the operation of disability organisations, one of the key-informants revealed that:

Organisations must be entrepreneurial as that will help in their operation.

Commenting on the same issue, another participant who worked for a disability organisation for many years revealed that entrepreneurship is very important in sustaining the operation of disability organisation. The key-informant revealed that:

Over the past years, getting funding has been difficult due to competition... organisations must start income generating projects to fund their operations

There was a consensus on the significance of entrepreneurship among participants and key-informants who were interviewed in the study. They agreed that entrepreneurship is central if disability organisations' operations are to be sustainable. This is so because solely depending on donor aid has proved to be not sustainable. Narrating on the importance of entrepreneurship, one of the key-informants advocated that there is need for all managers of disability organisations to be trained to become entrepreneurial. The sentiments put forward by the participant were against the backdrop that disability organisations depend on donor funding, and this has proved to be very unsuitable. Some disability organisations that depended on donor funding have even collapsed due to the dwindling of donor aid.

From the selected narrations and discussions above, entrepreneurship is very significant. The quotations are given above clearly shows that entrepreneurship is very critical in sustaining the operation of disability organisations. Bergmann, (2010) argues that entrepreneurship strengthens the income of disability organisations and complement other sources of funding. Some sources of funding such as donor funding may dwindle due to competition and other factors but if organisation has other sources of income, it will be able to sustain its operation. This resonates with Munyoro *et al.* (2017) who argue how entrepreneurship is of paramount importance in every organisation. Munyoro *et al. (ibid)* further buttress the fact that entrepreneurship is very critical especially due to dwindling of donor funding that most organisations depend on. Entrepreneurship is therefore very critical in sustaining the operation of disability organisations. In a study conducted by Munyoro and Phiri (2019) It was discovered that entrepreneurship helps organisations to sustain their operations as it helps

organisations to have income even if donor funding is not available. Entrepreneurship is therefore very critical as it can be used as safety net for disability organisations in Zimbabwe.

Keeping in thrust with the qualitative research approach that was utilised to have an in-depth understanding of persons with disabilities' perceptions and key-informants' opinions and lived experiences on the importance of entrepreneurship in sustaining the operation of disability organisations, the participants and key-informants expressed that entrepreneurship is very significant in sustaining the operation of disability organisations. Their perceptions clearly show that disability organisations must not solely depend on donor aid to sustain their operations. Bromideh (2011) concludes organisations that solely depend on donor aid face many challenges.

Those who were interviewed in the study contended that entrepreneurship has several benefits. One of the key-informants contended that entrepreneurship is of paramount importance as it ensures disability organisations will not solely depend on donor funding, something that has proved not to be efficacious for many years. In an interview with the researcher, the key-informant emphasised that all disability organisations must be entrepreneurial as that ensures that they will not entirely depend on donor funding.

Implicit to the above submissions is the fact that just like other entities, disability organisations must take entrepreneurship issues very serious. The reason being if they continue to entirely depend on donor funding, they will fail to sustain their operations especially in the environment where several disability organisations have emerged and donor funding continues dwindling, there is need for all organisations to have their own reliable source of funding that will enable them to sustain their operations. If they continue depending on donor funding, some of them will end up closing as was witnessed over the past decade.

This and other narratives that were given by participants and key-informants clearly shows that entrepreneurship is of paramount importance in sustaining the operation of disability organisations. The participants'

arguments clearly show that there are several advantages of being entrepreneurial. They contended that if disability organisations become entrepreneurial, they will be able to fulfil their mandates without necessarily depending on charity. Participant 4 argued that:

If disability organisations become entrepreneurial, they will be able to champion the rights of persons with disabilities and they will be able to educate them about their rights.

However, most disabilities are not able to conduct workshops with persons with disabilities and to implement programs to empower them because disabled persons organisations are not entrepreneurial thus making it hard for them to emancipate persons with disabilities. Drawing from the above narratives, it can be argued that those who took part in the study generally concurred that entrepreneurship is very significant. For them, entrepreneurship enables disabilities to sustain operations and it they have pinned their hopes on disabilities becoming entrepreneurial as that will help in empowerment of persons with disabilities. Oliver (1990) emphasises on the importance of empowerment if persons with disabilities to reduce poverty among persons with disabilities.

In the study, the researcher discovered that disability organisations do not have entrepreneurial culture, and this makes it hard for the organisations to sustain their operations. Entrepreneurial culture has become increasingly important, especially in a complex, uncertain, volatile, and uncertain (VUCA) environment. The importance of entrepreneurial culture in every organisation resonates with Munyoro *et al.* (2017) and Guiso *et al.* (2015) who argue that having entrepreneurial culture helps to enhance the income of those organisations thus making them financially stable. An increase in competition among organisations that was worsened by dwindling of funding is a clear indication that organisations need to have entrepreneurial culture as that will help them to sustain their operation.

Having entrepreneurship was observed to be very critical for organisations as that gives them resilience and have better financial position to sustain their operation. The dwindling of donor funding is a wakeup call that clearly indicates that there is need for better sources of funding. Munyoro *et al.* (2017) argue that organisations with entrepreneurial culture are better off as

compared to those that solely depend on donor funding. Participants felt that although having entrepreneurial culture is of paramount importance. However, participants bemoaned that there is no entrepreneurial culture in disability organisations, and this is one of the key factors contributing to the failure of disability organisations.

In line with the second objective of investigating the extent to that disability organisations have entrepreneurial culture, the study sought to investigate the difference it will make if disability organisations have entrepreneurial culture. Participants and key-informants in the study revealed that if disability organisations have an entrepreneurial culture, they will be able to fulfil their mandates without necessarily begging for donations. This will in a long run emancipate persons with disabilities from the shackles of poverty that are precipitated because most persons with disabilities are ill-prepared for the working world.

The participants revealed that there are several if disability organisations become entrepreneurial, they will be able to advance the rights of persons with disabilities. Testifying on the need for disability organisations to have entrepreneurial culture, one of the key-informants revealed that:

If disability organisations have resources, they will be able to educate persons with disabilities about their rights'. Another participant revealed that if disability organisations have resources, they will be able to come up with and implement programs that empower persons with disabilities... due to resource constraints some of the programs remain white elephants

Several scholars revealed that entrepreneurship is very critical as it improves the financial status of organisations. With better financial positions, disability organisations will be able to fulfil their mandates, something that most of the disability organisations are failing to do due to lack of funding. Another participant also revealed that:

If disability organisations have resources, they will be able to conduct workshops to ensure everyone and those who are in leadership positions understand policies and programs for persons with disabilities...

On the same note, one of the female participants perceived lack of entrepreneurship as the chief cause of failure of disability organisations to sustain their operations. In her submission on why entrepreneurial culture is of paramount importance among disability organisation in Zimbabwe, the participant argued that there is need for disability organisations to move from the culture of depending on charity as it has proved to be unsustainable for many years. She said that if disability organisation adopts entrepreneurial culture, they have a reliable funding that they will use to fund their operations, something that most organisations are failing to do due to high dependence on donor fund. Therefore, it can be argued that there is need for disability organisations to have entrepreneurial culture because if they continue depending on unsustainable funding, they will not be able sustain their operations Akuegwu and Nwi-Ue (2016) cited in Munyoro and Phiri (2019) argue how entrepreneurship is of paramount importance as it contributes to economic growth.

The narrations given above show that although disability organisations hardly have entrepreneurial culture, the participants clearly acknowledge the significance of entrepreneurship culture. With donor funding dwindling, it is critical for disability organisations to have entrepreneurial culture. Traditionally, churches entirely depended on tithe and money paid by the congregants (Munyoro *et al.*, 2017). However, over the past years there has been a paradigm shift as churches now have entrepreneurial culture, a clear indication that every organisation must have entrepreneurial culture. A tour of children's homes and prisons and correctional services shows that entrepreneurial culture has improved in many organisations. It can therefore be argued that disability organisations must not fold their hands while entirely depending on donor funding, there is need for them to embrace entrepreneurial culture because it will help to sustain operations (Agere, 2014). The above arguments clearly show that disability organisations do not have entrepreneurial culture. As a result of lack of entrepreneurial culture, disability organisations are finding it hard to sustain their operations.

In the study, the researcher discovered that disability organisations depend on several sources of funding for their operations. Persons with disabilities

depend on donor funding, school fees paid by students enrolled for different courses at Danhiko, funding that comes from the government

In the study, donor funding was discovered to be one of the sources of funding disability organisations depend on to fund their operations. Donors give disability organisations aid in form of cash and in kind. Key-informants who took part in the study discovered that disability organisation depend on donor funding to fund their operations.

Narrating donor funding as one of the sources of funding, one of the key-informants who works at one of the disability organisations in Zimbabwe for many years revealed that donor funding is very critical in the day-to-day operation of disability organisation. The key-informant narrated that:

donor funding is one of the sources of funding that disability organisations depend on in their day-to-day operations... donors donate funding, food handouts and clothing to disability organisations and this helps very much....

Despite warning organisations not to depend donor funding due to inherent weaknesses of depending on donor funding, Munyoro *et al.* (2016) acknowledges that many organisations depend on donor funding. Odhiambo, L. A (2019) observe how most disability organisations across the globe still depend on donor funding. Donors give them aid in monetary and non-financial aid.

People who enrolled at Danhiko Projects for different vocational training courses pay tuition and that tuition is used to fund operations. One of the participants who took part in the study told the researcher that they pay fees at Danhiko and that fees is used to buy the needs of persons with disabilities institutionalised at Danhiko. Chronicling fees paid by persons with disabilities as one of the sources of funding used to fund the operations at the disability organisation the participant revealed that:

*pano hatigari mahara tinobhadhara mari... mari yatinobhadhara ndiyo inozoshandiswa kutenga zvatinoshandisa pano...*



(We don't stay for free here.... We pay... the money that we pay is the one that is then used to buy what we use while we will be here...)

Another participant revealed that she has been paying school fees at the disability centre

Participant 1 narrated that:

*kubva ndichitanga kugara pano ndaigobhara mari... handina kana gore randakambagara mahara...(I have always been paying ever since I enrolled here .... I have never stayed here for free...)*

Although many scholars have concluded that disability organisations solely depend on donor funding as their source of funding, this discovery clearly shows that disability organisations do not depend on one source of funding for their operations.

Though many scholars revealed that disability and poverty are heavily interlinked concepts, this finding clearly shows that some persons with disabilities are not living in absolute poverty and this is contrary to findings by UN (2017) that argued that there is a strong relationship between disability and poverty. The study discovered that some of them can afford to pay for their own school fees. Some of the participants who were interviewed by the researcher revealed that they have never defaulted paying their school fees, a clear indication that some of them are not living in absolute poverty. School fees by those who have enrolled for different courses at disability organisations is therefore an important source of funding as it helps to complement donor funding that most organisations normally depend on. However, donor funding has since dwindled thus making school fees paid by persons with disabilities a very important source of funding.

Funding from the government is another source of funding that disability organisations in Zimbabwe depend on for their operations. Although the participants who were interviewed bemoaned that funding from the government is inadequate, they are getting financial assistance from the government.

One of the participants narrated that as a disability organisation they have been getting funding from the government for many years. The interviewee acknowledged that although this funding is inadequate, funding from the government helps in the operation of disability organisation. The interviewee said:

.... Although funding from the government is not immediately availed, funding from the government help our organisation ...

Another participant revealed:

the government is one of the main funders of our operations... without support from the government it will be difficult for us to get funding...

This finding does not resonate with Furphy (2013) who argues organisations operating in developing countries are not getting funding from the government. In the study, it was discovered that although the funding from the government is not adequate, the government give a hand in the funding of disability organisation.

With the last section having presented sources of funding disability organisation depend on to fund their operations, this section presents the sustainability of those of funding. Through in-depth interviews, the researcher discovered that most of the sources of funding that disability organisations are not sustainable.

Although disability organisation depends on donor funding, the study discovered that this source of funding is not sustainable due to n several factor. Over the past years, there has been an increase on the number of disability organisation. There increase in the number of disabilities inevitably led to competition for funding thereby making dependence on donor funding not sustainable. Narrating on depending on donor funding as not sustainable, one of the key-informants who worked at a disability organisation for many years revealed that the increase in the number of disability organisations has led to competition. The key-informant narrated that:

over the past years many disability organisations have emerged ... some of the donors whom we used to depend on for our funding are now funding those

disability organisations that have emerged, and this makes it hard for us to get adequate funding

Narrating on the same issue of depending on donor funding as being unsustainable, one of the participants revealed some of the donors promise funding but most of them fail to fulfil their promises. The participant echoed that:

there are some donors who promise to buy goods and what is needed at disability organisations but some of them fail to fulfil their promises.

The testimonies that were given by participants clearly shows that disability organisations still depend on donor aid to sustain their operations. This finding is the same as was discovered by Moore (2005) cited in Munyoro et al. (2017) who argues that organisations in developing countries generally depend on donor funding for their survival. However, depending on donor funding is not a sustainable especially due to dwindling of donor funding and increase in competition for funding due to increase in competition for funding. Those managing disability organisations must be in a position to know the weaknesses of depending on donor funding. Over the past years, donor funding has dwindled (Munyoro *et al.*, 2017) and with the outbreak of pandemics, funding may continue dwindling as more resources will be channelled towards the pandemic. Thus organisations that entirely depend on donor funding will find it hard to survive. Due to dwindling of donor funding, some organisations across the globe, Zimbabwe not in exception have either downsized or closed. It can therefore be argued that disability organisations must not entirely depend on donor funding for their survival.

The study discovered that school fees paid by people who have enrolled for different vocational training courses is one of the sources of funding used by disability organisations. Although the institution ideally enrolls both persons with disabilities and non-disabled persons, persons with disabilities constitute the majority of those who have enrolled for different vocational courses. This is so because persons with disabilities are the main target group as the organisation strives to emancipate persons with disabilities from the shackles of poverty.

However, many persons with disabilities find it hard to pay school fees. Takunda, one of the participants who took in the study revealed that it was difficult for him to pay school fees needed at the institution. He revealed that he has defaulted payment of fees for very long period of time. The participant narrated that:

*...tinofanira kubhadhara school fees asi nyenya yekushaya mari ndakapedzisira kubhadhara pave nguva...*

(we are supposed to pay school fees here but due to financial constraints, I last paid school fees long back.)

This finding resonates with UN (2015); World Bank (2018) that concurs that there is a strong nexus between poverty and disability. Due to disability, persons with disabilities and the families of persons with disabilities live in absolute poverty thus making it hard for them to have disposable income to pay school fees needed at disability organisations. Failure by persons with disabilities to pay fees that is needed at disability organisations inevitably makes it hard for disability organisations to have sustainable finance.

Through the study, the researcher discovered that disability organisations are facing a myriad of challenges. This section presents the challenges that are being faced by disability organisations and factors that precipitate those challenges.

Poverty is one of the main challenges that is faced by disability organisations in Zimbabwe. This challenge has short term and long term effects. One of the key-informants revealed that poverty is one of the main challenges that is faced by disability organisations. The key-informant revealed that:

many persons with disabilities live in poverty hence they find it hard to pay their school fees... most of them eventually drop-out of school because of financial constraints...

This finding is in tandem with World Bank (2015) that reports that there is nexus between poverty and disability. The issue of poverty among persons with disabilities makes it hard for them to pay their school fees and this disadvantages service providers because the service provider will be in need of that school fees to sustain the operation of the organisation where those who are failing to pay school fees will be enrolled at.

The study discovered that one of over the past years, there have been changes on donor priorities. Some donors who have been giving aid to the disability organisations have since ceased doing so, leaving disability organisations that entirely depend on donor funding for their survival in quagmire. Some disability organisations have since closed down while some even suffered a still birth due to changes in priorities. The change in donors' priorities was confirmed by the participants in the following.

In an interview with the researcher, one of the social workers who worked for a disability organisation for many years revealed that due to myriad of challenges that have emerged over the past years, some donors who used to contribute in the operation of disability organisations have since withdrawn thereby making it hard for disability organisations to survival. The social worker revealed that:

*kune ma donor akwanda aimbobatsira ma disability organisation asi mamwe ave kubatsira mamwewo ma organisations (there are several donors who used to help disability organisations in many ways but they are no longer helping disabled persons organisations)*

Another participant who was interviewed said over the past years donors have changed their priorities. The interviewee revealed that some events and the outbreak of pandemic made some donors to change their priorities. The participant said:

*...In the 1980s, there were several donors that were supporting disability organisations as they tried to assist those who were left handicapped because of war... However, due to HIV/AIDS pandemic some donors who were giving aid to disability organisations started channelling their resources towards fighting of HIV/AIDS...*

The narrations given above shows that change in donor funding has severely affected disability. This so because disability organisations depend on donor funding. The emergence of other challenges has prompted donors to channel their resources towards more pressing issues. This finding resonates with Parks (2008) who argues that entirely depending on one donor is very dangerous because if donor's priority changes, an organisation will be severely affected, and some will even close. The selected narrations show that

changing in donors' priorities have caused some disability organisations to close. Therefore, it can be argued that entrepreneurship is very critical in sustaining the operation of disability organisations as it helps the organisations not to entirely depend on donor funding for survival.

Lack awareness of another challenge faced by disability organisations that was discovered in the study. There are several windows of opportunities available for disability organisations to apply for funding. However, due to lack of funding, disability organisations do not apply for funding. This was confirmed by the following narrations.

One of the participants who managed different disability organisations over the past years revealed that one of the main challenges faced by disability organisations is lack of awareness. The participant revealed that:

I have worked for many disability organisations in Zimbabwe and across the region, while I was working there, I was not aware of the funding available and due to lack of awareness we were not applying for funding for funding...

Confirming lack of awareness as one of the challenges faced by disability organisations in Zimbabwe, another participant revealed that some disability organisations are not aware of the funding that is available and for those who are aware of the funding that is available, they are not aware of how to apply for the available funding. The interviewee revealed that:

...most disability organisations are not aware of how they can apply for funding.... funding may be there but if disability organisations do not know how to apply for funding, they will not be able to apply for the available funding...

The findings clearly show that lack of awareness is one of the main challenges faced by disability organisations. This resonates with Schieneiker (2016) who argues that some organisations are not aware of funding that is available. Due to a lack of knowledge, disability organisations fail to apply for the available funding. is of the view that many organisations across the globe depend on donor funding for their survival. Disability organisations in Zimbabwe are not in any way spared on the issue of depending on donor

funding for their operations. Therefore, if disability organisations are not aware on the available funding and the procedures, they must take to apply for funding, it will be difficult for disability organisations to sustain their operation.

Donor preference is another challenge that is faced by disability organisations in Zimbabwe. It was discovered that donors prefer to fund well known organisations and organisations that are undertaking programs that benefit most people. Considering that disability is a cause of concern among donors, donors prefer to give aid to other organisations as compared to giving aid to disability organisations. This was confirmed by the participants in the following narrations.

One of the participants who was interviewed revealed that;

Donors prefer to fund organisations that are well known, and this makes it hard for emerging organisations to get funding

Another participant added that:

... many donors don't know disability organisations... they give to organisations that are popular for example organisations that deal with orphans and vulnerable children...

The narrations that were given by the participants clearly show that donors' preference to give aid to other organisations is one of the main challenges faced by disability organisations in Zimbabwe. Mtetwa (2015) argues that in an uncertain and competitive environment where several organisations compete for resources, it is difficult for disability organisations to get financial support. This is so because donors prefer to give aid to organisations that are dealing with issues that are viewed as a cause of concern.

It was discovered that lack of government support is another challenge faced by disability organisations in Zimbabwe. Participants and key-informants who were interviewed revealed that the government is not supporting them, and this makes it hard for them to sustain their operation. The participant revealed that although they are entitled to get funding from the government, the government is not giving them adequate support thus

making it hard for them to sustain their operations. The selected participants' sentiments confirmed that the lack of government support is one of the main challenges faced by disability.

One of the participants bemoaned that:

...The government is not giving us support and this makes it hard for us to run our organisation...

Confirming the same issue, another participant revealed that:

.... Previously the government used to support us in many ways... we used to get funding from the government and the funding that we were receiving from the government helped us to fund our operations and to improve the lives of persons with disabilities...

The selected narrations given above clearly shows that lack of government support is one of the main challenges faced by disability organisations in Zimbabwe. This finding is in tandem with Furphy (2013) who argues that governments in developing countries do not support organisations that are complementing them. Furphy (2013) further criticises the governments in developing countries for failing to give financial resources to organisations to organisations that are filling the gap left by the government.

The study discovered that competition is another challenge that is faced by disability organisations. Over the past years, several organisations have emerged, and this inevitably made increased competition among organisations operating within the same sector. Organisations that have emerged have led to increase in competition for funding. Emerging of new organisations is a challenge because some organisations are finding it hard to get funding. The issue of competition as one of the main challenges faced by disability organisations in Zimbabwe was confirmed by the participants in the following selected narrations.

One of the participants revealed that several disability organisations have emerged over the past years, and this has led to increase in competition. The participant lamented that:

Over the past years several organisations have emerged and that intensified competition for funding...



Commenting on the issue of competition for funding as one of the main challenges experienced by disability organisations in Zimbabwe, another participant commented that:

.... Disability organisations in Zimbabwe used to be very few but now they have increased... the increase in the number of disability organisation obviously led of competition for funding...

This finding resonates with Batti (2014) who acknowledges that over the past decade several organisations have emerged and this led to increase in competition. The selected narrations above clearly show that several disability organisations have emerged in the past and this led to increase in competition. Before many organisations started mushrooming, there were very few disability organisations in Zimbabwe hence it was very easy for those organisations to get funding because very few organisations would compete for funding. It can therefore be argued that increase in competition is a very big challenge for disability organisations as it makes it hard for disability organisations to get funding. The issue of competition that has intensified over the past years clearly shows that there is need for disability organisations that are sustainable because with competition for funding on the rise due to mushrooming of disability organisations, competition for funding will continue to increase hence the call for disability organisations to become entrepreneurial.

Given that disability organisations are complementing government's efforts to improve the welfare of persons with disabilities and they are entitled to get funding from the government. What leaves the researcher with more questions is why disability organisations are finding it hard to sustain their operation. From participants and key-informants' perspective, perceived lack of importance of disability organisations as one of the main reasons why disability organisations are not getting adequate support from the government and other stakeholders.

With the issue of perceived lack of importance of disability organisations as one of the main reasons why disabled persons organisations are finding it hard to get funding, the key-informant commented that:

The main challenge that is faced by disability organisations is that they are viewed as organisations that do not make any meaningful contribution....

Concurring to the submissions above, another participant revealed that:

I have worked for disability organisations for many years... while working there I have seen very few calls for proposals for disabled persons organisations to apply for funding... but in have seen several calls for other organisations to apply for funding...

From the above findings, how the government and other stakeholder erroneously perceive disabled persons organisations as organisations that do not make any meaningful contribution are the main reason why disabled organisations are struggling. The above finding does not resonate with government vision 2030 and sustainable development goals' main promise of 'leaving no one behind'. Participants' narratives clearly show that despite having signed and ratified several conventions that as a promise to emancipate persons by supporting organisations that deals with persons with disabilities, the situation on the ground clearly shows that more needs to be done to improve how disabled persons organisations are viewed. The finding is in line with Munska (2012) who discovered that persons with disabilities are not seen as people who do not make any meaningful contribution.

This chapter has successfully managed to present the findings of the study that were obtained through different research instruments. From the findings presented above, there is a consensus among participants and key-informants that entrepreneurship is very important in sustain the operation of disability organisations. The findings also reveal that disability organisations do not have entrepreneurial culture hence a clarion call for them to have entrepreneurial culture. The findings were analysed and discussed in line with literature reviewed in chapter two with the chapter having managed to present, analyse, and discuss findings, the next chapter is dedicated to giving a summary of the study, study conclusions and then proffer recommendations. Those recommendations will be proffered to different stakeholders. The recommendations to be proffered will be derived from the findings of the study that have been presented.