

**FACTORS CONTRIBUTING FOR WOMEN WITH VISUAL
IMPAIRMENT ON ECONOMIC EMPOWERMENT
(THE CASE OF ETHIOPIA NATIONAL ASSOCIATION FOR BLIND)**

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**A THESIS SUBMITTED TO THE SCHOOL OF DEPARTMENT OF SPECIAL NEED
EDUCATION
ADDIS ABABA UNIVERSITY IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE DEGREE OF MASTER OF SPECIAL NEED
ADDIS ABABA UNIVERSITY**

**ADDIS ABEBA UNIVERSITY
DEPARTMENT OF SPECIAL NEEDS
JUNE, 2016**

ADDIS ABABA UNIVERSITY
COLLEGE OF EDUCATION AND BEHAVIORAL STUDIES
DEPARTMENT OF SPECIAL NEEDS EDUCATION

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Acknowledgements

I would like to express my deepest gratitude to Dr.Fantahun Adamasu, my adviser, for his patient guidance, enthusiastic encouragement and useful critiques of this research work.

My heartfelt gratitude and thanks go to all whom I preferred to keep their names anonymous for their valuable and constructive suggestions during the planning and development of this research work, for their willingness to give their time so generously, share their experiences and for providing me with all the information this research bases its analysis on.

I would also like to thank the Ethiopia National Association for Blind covered under the study who shared their experiences being respondents and interviewee. Without their valuable support, the study wouldn't appear in its final shape.

My utmost gratitude goes to my beloved family who encouraged and support in all aspects.

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ACRONYM/ABBREVIATION

ENAB	Ethiopian National Association for the Blind
SPSS	Statistical package for Social Science
PWD	People with Disabilities
MoLSA	Ministry of Social and Labor Affairs
DSP	Disability Support Pension
PWD's	People with Disabilities
GOs	Government organizations
NGOs	Non-governmental organizations
<i>CRPD</i>	<i>Convention on the Rights of Persons with Disabilities</i>
EFA	Education for All
UNESCO	United Nations Educational Scientific and Cultural Organization
MOE	Ministry Of Education
SPSS	Statistical package for Social Science
PWD	People with Disabilities
UNESCO	United Nations Educational Scientific and Cultural Organization
WwD	Women With Disability

Abstract

This study was conducted to examine factors contributing to women with visual impairment under the Ethiopian National Association for Blind. A total of 50 members and employees of the ENAB association. Methodologically, mixed method is used and data were collected from primary and secondary sources. Unstructured interview, instruments were developed and used. A five point Likert Scale questioner was used to measure the level of the research participants' agreement/disagreement on empowerment practices and the influence of each variable on the process of empowerment in the institutions covered under the study. Findings showed that the ENAB intervention program doesn't bring significant change on economic empowerment. The study revealed that income and job opportunity would be a major factors for economic empowerment. As a result of this, it showed the existences of supportive legal frameworks, structure and improvement in the asset and capabilities of the association of women in the ENAB. However, unfavorable attitude and lack of awareness found to be the major obstacle that impacted negatively the existence of the required degree of empowerment and prevented women in the ENAB Association.

CHAPTER ONE

Introduction

1.1 Background of the study

Federation of Ethiopian Association of Person with Disabilities FENAPD is the first consortium of disability associations established in December 1996 GC to amplify the united voice of person with disability. Initially the federation had been worked intensely on enhancing public awareness on disability and the issues related equality and right of person with disabilities. Later, particularly after the issuance of the new civil society legislation, the federation began to focus mainly on the development and capacity building in addition to awareness raising. FENAPD has also been taking a role in law and policy making as well as strategy design.

FENAPD aspires to see an inclusive society where persons with disabilities equally participate in every aspect of life and contribute their best with no discrimination. More over the Federation focuses on support member associations in their effort to achieve their common goals, develop the capacity of member association, raise awareness, collect and dissemination disability information and share experience, promote ethics and good governance both in the federation and member associations, enhance the participation of women with disabilities in the member associations through capacity building, awareness rising, inclusive education, health and /HIV- AIDS, economic empowerment and disability research, development of women, children and youth with disabilities.

Talking about development of capacity of the members in the association, economic empowerment would come in the first place as an intervention area. For the accomplishment of empowering women with visual disability, Ethiopia National Association (ENAB) is one of the involved member association of FENAPD.

Practically women with visual impairment on economic empowerment is adversely affected by the issue of gender inequality. According to (Meekosha 2005), people with disabilities (PwD) are commonly seen as “without gender” or as “asexual creatures” but in reality, gender “intensifies” the disability experience for women. As a result, WwD experience limited or restricted opportunities in terms of education, employment, marriage, and independent living (Meekosha, 2005). Within the

disability population, the situation for WwD is made worse due to gender biases across the cultures. Boylan argues that “this double prejudice is the root cause of the inferior status of women with disabilities, making them the world’s most disadvantaged group” (Darnbrough, 2003, p,158).

An important factor in the marginalization of WwD is the social stigma and economic, political and environmental disadvantages for PwD. For example, a sample survey conducted in Bangalore by Mobility India reported that WwD were the most deprived group in India because they did not have access to education, health care, employment or the support of family life (UNESCAP, 2003a). While one can argue that men with disabilities face similar disadvantages, WwD are less likely to seek and use available resources because of the prevailing bias against females. WwD may remain uninformed of even the most basic social services that could assist in their functioning (Rehman, 2000). Africa customs often result in families and other service sectors preferring male over female members, leading to WwD being discriminated within their families and different sectors.

1.2. Statement of the Problem

Empowerment has been conceptualized in the field of gender particularly with women visual impairment as well as the emergence of an explicit concern on women disability of economic empowerment.

There have been many initiatives on the empowerment and inclusion of PwD generally. Furthermore different organizations have been involving to improve the life status of people with disability in different schemas a result of this, organizations don’t have attention on how these people with disability would bring a positive impact on their day to day activity even if the program is designed for these target groups. More over the practice and the frame work of the concerned organization or association would not aligned with the expected result that should bring changes on these specific groups.

Particularly women with disability are affected and not being in position to bring sustainable improvement for their livelihood.

At the larger picture, achieving gender equality is a time consuming process, since it challenges one of the most deeply entrenched human attitudes and practices. Despite the intense efforts of many agencies and organizations and numerous inspiring successes, women in the Ethiopian Federal Civil Service are largely occupying low-level and clerical position (APRM Report, 2011). The continuity in the status quo of women’s engagement in low level positions is an empirical

evidence to support the argument that women empowerment takes far more than changes in law or devising best strategies and policy to change the unjust practices. Though these changes in law, policy and structure are necessary conditions or means, they are not sufficient conditions or end in themselves (Emebet, 2010). Sound public policies and investments are central for achieving SDG(Sustainable Development Goals) and accelerating economic growth, but they are not enough (UN Department of Public Information, 2008).

Therefore, the research focused on reviewing whether or not the women with visual impairment on economic empowerment practices in the Ethiopia National Association for Blind brought changes in the status of women economic empowerment by exploring the major predictors that impacted prevailing practice on the overall working conditions of female employees and members of the association serving at different levels towards achieving gender equality and women empowerment for their sustainable development.

1.3. Basic Research Questions

As per the problem of statement, basic research questions are listed as follows

- I. What are the major factors of ENAB intervention programs that contribute for economic empowerment for its member's and employees?
- ii. What procedures of ENAB help its members and employees on their economic empowerment following the intervention program?
- iii. What are the strategies of ENAB for economic empowerment of women with visual impairment through their program?
- iv. What are the success and limitation of ENAB economic empowerment activities?

1.4. Objective of the Study

The study has general objectives to:

- Examine the extent to which women's participation increase their economic empowerment through ENAB intervention

- Find out the various approaches adopted by ENAB in empowering women with visual impairment.

Thus the study seeks to achieve the following specific objectives:

- To examine the nature of women's in economic empowerment program.
- To identify strategies and procedures of empowering women through the intervention program ;
- To assess the level to which women are empowered by participating in the intervention program ;
- To examine the challenges impeding the intervention program in empowering women with visual impairment
- To make recommendations to enhance the existing situation(success) of women with visual impairment economic intervention program

1.5. Significance of the Study

Ethiopia has developed a five-year Growth and Transformation Plan (GTP), which is meant to bring an overall social change by the year 2015, considers gender equity as one of its eight pillars (MoFED, 2010). There is also an international initiative with the goal of poverty alleviation by the year 2015, Sustainable Development Goals (SDGs), which takes women empowerment and gender equity as one of its objective (Goal 3). Taking these and other national, regional and international initiatives into account in addition to demographic feature of women that accounts half of the population, women's important but neglected roles in a society and unbalanced opportunities they experience, the research go through all program activities that benefit women with visual impairment directly or indirectly gain more positive social and stronger economic status in their family and in the wider society from the ENAB.

For this purpose, most disability NGOs including ENAB is working for the socio-economic empowerment of WwD is to operate various kinds of skills-based vocational trainings for WwD, especially the production of handicrafts.

Moreover, women economic empowerment is one of the prominent democratic rights and socio-economic development agenda that concerned organization are required to take into account while developing their programs. Hence, taking the subject as a research agenda, would contribute to the

national and international efforts towards ensuring social justice, dignity and worth of the person, which are core values of protecting democratic rights. Research in the sector would help identify not only gaps but also evidences and good practices that need to be scaled up and replicated through changing policies and practices at the larger picture.

1.6. Scope of the Study

The study was focused on Ethiopia National Association (ENAB) in Ethiopia, capital city of Addis Abeba. This place was chosen because of the presence and availability of women with visual impairment members' employees in the association in Addis Ababa and it is accessible place for the researcher. The critical issue that was researched into is, the extent and ways to which the economic empowerment intervention program have empowered women who are members of the association.

The targeted group are women with visual impairment found in ENAB either as a member or employees.

CHAPTER TWO

Literature Review

2.1. Empowerment

Empowerment—that is, enhancing an individual's or group's capacity to make choices and transform those choices into desired actions and outcomes (Alsop and Heinsohn, 2006. p 5). It is increasing an individual's ability to shape his or her life (Narayan (2006). defines empowerment as the expansion of assets and capabilities of poor people to participate in, negotiate with, influence, control and hold accountable institutions that affect their lives. The key elements determining the ability are stated to be internal constraints, particularly individuals' perceptions, preference, and aspirations; external constraints, such as discrimination and the family, economic, social, cultural and political context, and assets, including human capital (Stern, Nicholas et al., 2005). External obstacles, they elaborate, may prevent individuals from taking advantage of economic opportunities and participating in growth. These obstacles range from discrimination based on gender, race, ethnicity, caste, religion, or language to corruption, cronyism and capture of the state by powerful groups that exclude poor people from the benefits of public policies. The dynamics of empowerment are largely about reducing and overcoming these obstacles and promoting the acquisition of assets (Stern, Nicholas et al., 2005).

Empowerment thus refers to the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them (Kabeer, 2001). He stressed that changes in the ability to exercise choice can be thought of in terms of changes in three inter-related dimensions which make up choice: resources, form the conditions under which choices are made; agency which is at the heart of the process by which choices are made; and achievements, which are outcomes of choice. These dimensions are inter-dependent because changes in each contributes to, and benefits from, changes in the others

Thus the achievements of a particular moment are translated into enhanced resources or agency, and hence capacity for making choices, at a later moment in time (Kabeer, 2001). Empowerment also refers to increasing the spiritual, political, social, and educational, gender or economic strength of individuals and communities that are labeled to be dimension of empowerment

(Narayan, 2006). Malhotra, Schuler and Boender (2002) have synthesized and list the most commonly used dimensions of women’s empowerment, drawing from the frameworks developed by various authors. They suggested that women’s empowerment needs to occur along the following dimensions: economic, socio-cultural, familial/ interpersonal, legal, political, and psychological.

The following table demonstrates how the dimensions are explained at each level areas.

Table 1: COMMONLY USED DIMENSIONS OF EMPOWERMENT AND POTENTIAL OPERATIONALIZATION IN THE HOUSEHOLD, COMMUNITY, AND BROADER

Dimension	Household	Community	Broader Arenas
Economic	Women’s control over income; relative contribution to family support; access to and control of family resources	Women’s access to employment; ownership of assets and land; access to credit; involvement and/or representation in local trade associations; access to markets	Women’s representation in high paying jobs; women CEOs; representation of women’s economic interests in macroeconomic policies, state and federal budgets
Socio-Cultural	Women’s freedom of movement; lack of discrimination against daughters; commitment to educating daughters	Women’s visibility in and access to social spaces; access to modern transportation; participation in extra-familial groups and social networks; shift in patriarchal norms (such as son preference); symbolic representation of the female in myth and ritual	Women’s literacy and access to a broad range of educational options; Positive media images of women, their roles and contributions
Familial/ Interpersonal	Participation in domestic decision-making; control over sexual relations; ability to make childbearing decisions, use contraception, access abortion; control over spouse selection and marriage timing; freedom from domestic violence	Shifts in marriage and affiliation systems indicating greater value and autonomy for women (e.g., later marriages, self-selection of spouses, reduction in the practice of dowry; acceptability of divorce); local campaigns against domestic violence	Regional/national trends in timing of marriage, options for divorce; political, legal, religious support for (or lack of active opposition to) such shifts; systems providing easy access to contraception, safe abortion, reproductive health services
Legal	Knowledge of legal rights; domestic support for exercising rights	Community mobilization for rights; campaigns for rights awareness; effective local enforcement of legal rights	Laws supporting women’s rights, access to resources and options; Advocacy for rights and legislation; use of judicial system to redress rights violations

Psychological	Self-esteem; self-efficacy; psychological well-being	Collective awareness of injustice, potential of mobilization	Women's sense of inclusion and entitlement; systemic acceptance of women's entitlement and inclusion
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Source: Malhotra, Schuler and Boender (2002): p 13.

They also note that measuring empowerment indicators in these various dimensions should happen at different levels of social aggregation, such as the household, community and broader areas (i.e. regional, national and global). Alternative terminology to refer to the same levels of social aggregation, are the micro or local level, the intermediary level and the macro level. Mason explains that “a certain degree of empowerment at one level does not necessarily reflect the same degree of empowerment at other levels.” The authors of the World Bank conceptual model (Alsop and Heinsohn, 2006.) argue that it is at the intersection of these dimensions and levels of aggregation, one can measure the extent to which a woman is empowered. This is reflected in their model showing how individuals experience different degrees of empowerment.

Sociological empowerment often addresses members of groups that social discrimination processes have excluded from decision-making processes through - for example - discrimination based on disability, race, ethnicity, religion, or gender (Lindsey, 2005). Promoting empowerment also involves examining organizational culture, structure and processes and identifying where these may conflict with empowerment goals, e.g. in terms of accountability. Efforts should be made to address these organizational issues, through retraining in participatory approaches, increasing the accountability of the organization to beneficiaries, increased flexibility in funding procedures and greater transparency in relationships with communities and organizations (Oxaal and Baden 1997).

Generally, as Zimmerman (1990) stated:

“Empowerment theory is an enigma. It also differs across levels of analysis. At the individual level, empowerment includes participatory behavior, motivations to exert control, and feeling of efficacy and control. Organizational empowerment includes shared leadership, opportunities to develop skills, expansion, and effective community influence” (Zimmerman, 1990. pp. 169 -70).

Women's empowerment is, therefore, defined as the process of correcting gender disparity in a society that leads to improving the condition and status of women in all spheres (household as well as community level) (UNFPA, 2008). It further states the operational definition of Women's status as: The degree of women's access to and control over material resources (including food, income, land and other forms of wealth) and social resources (including knowledge, power and prestige) within the family, in the community, and in the society at large. It is a multidimensional concept, which purports to measure a woman's ability to control resources, her ability to choose and control different outcomes, and above all to enhance her self-esteem (UNFPA, 2008. P.10).

Women's empowerment and gender equality discourse, in a historical perspective, has moved through various phases during the past two decades: from women in development (WID) to gender and development (GAD) (Fikremarkos Merso, year not stated). Women's movements developed in the 1970s demanding political, economic and social equality in society in order to be able to take an active part in development processes, and proclaimed the policy women in development (WID) (Ryan, 2007). It was further stated that WID clearly recognizes that gender equality and women's empowerment are essential for addressing the central development concerns of poverty and insecurity, and for achieving sustainable, people-centered development.

Taking Women's empowerment and their full participation on the basis of equality in all spheres of the society, including participation in decision-making process and access to power as fundamental for the achievement of equality, development and peace, the Beijing Platform for Action identifies gender equality as a goal and mainstreaming gender equality as the strategy of women's overall empowerment (BPfA, 1995)

The women's empowerment is measured using different indicators. The Gender-related Development Index (GDI) is a measurement for gender inequalities in the three dimensions covered by the Human Development Index (HDI), i.e. life expectancy, education, and income. Another tool used is the Gender Empowerment Measure (GEM) which seeks to measure relative female representation in economic and political power. It considers gender gaps in political representation, in professional and management positions in the economy, as well as gender gaps in incomes. The United Nations Human Development Report (2009) classifying under the Low Human Development countries, ranked Ethiopia 85th in the gender empowerment measure and its

components. Both international gender related measures (GDI and GEM) use the following indicators as a framework of measurement:

- **Education:** measured by the literacy gap between men and women and by male and female enrolment rates in primary, secondary and tertiary education.
- **Participation in the economy:** measured by the percentage of women and men in paid jobs, excluding agriculture, and by the income ratio of men to women.
- **Empowerment:** measured by the percentage of women in professional, technical, managerial and administrative jobs, and by the number of seats women have in parliament and in decision-making ministerial posts.

As to Mosedale: Empowering women has become a frequently cited goal of development interventions. However, while there is now a significant body of literature discussing how women's empowerment has been or might be evaluated, there are still major difficulties in so doing. Furthermore many projects and programmes which adopt the empowerment of women show little if any evidence of attempts even to define what this means in their own context let alone to assess whether and to what extent they have succeeded. Instead traditional development goals, such as better health or increased income, are cited as evidence of empowerment. In such cases it is not clear what is added by using the word 'empowerment' (Mosedale, 2005. P.1-2).

However, Mosedle (2005) stipulates that there are four aspects which seem to be generally accepted in the literature on women's empowerment. Firstly, to be empowered one must have been disempowered. It is relevant to speak of empowering women, for example, because, as a group, they are disempowered relative to men. Secondly, empowerment cannot be given by a third party. Rather those who would become empowered must claim it. Development agencies cannot therefore empower women—the most they can achieve is to facilitate women empowering themselves. They may be able to create conditions favorable to empowerment but they cannot make it happen. Thirdly, definitions of empowerment usually include a sense of people making decisions on matters, which are important in their lives and being able to carry them out. Reflection, analysis and action are involved in this process, which may happen on an individual or a collective level. There is some evidence that while women's own struggles for empowerment have tended to be collective efforts, empowerment-orientated development interventions often focus more on the level of the individual. Finally, empowerment is an ongoing process rather than

a product. There is no final goal. One does not arrive at a stage of being empowered in some absolute sense. People are empowered, or disempowered, relative to others or, importantly, relative to themselves at a previous time.

According to (Longuew ,1995) Empowerment is said to have five levels: (1) welfare –where the material needs are to be met; (2) access – women gain access to resources such as land, labor, credit, training, marketing facility, public service and benefits on an equal basis with men; (3) conscientization – where women are expected to believe that gender roles can be changed and gender equality is possible; (4) participation – where women have equal participation in decision-making in all programs and policies; and (5) control – where women and men have equal control over factors of production and distribution of benefits, without dominance or subordination.

Taking empowerment as a process, both as a means and an end, and identifying agency, opportunity structure, degree of empowerment and development outcome to be a measuring variable of empowerment, (Alsop and Nina 2005) showed how empowerment should be measured.

According to them:

The extent or degree to which a person is empowered is influenced by personal agency (the capacity to make purposive choice) and opportunity structure (the institutional context in which choice is made). Asset endowments are used as indicators of agency. These assets may be psychological, informational, organizational, material, social, financial, or human. Opportunity structure is measured by the presence and operation of formal and informal institutions, including the laws, regulatory frameworks, and norms governing behavior. Working together, these factors give rise to different degrees of empowerment that are measured by the existence of choice, the use of choice, and the achievement of choice (Alsop, 2005:P.4).

Taking policy and attitude as a cross-cutting indicator of women empowerment CARE Norway (2009) developed the Guidelines for the Implementation of Baseline Study for Women's Empowerment Programmes funded by NORAD (2009-13) stated the following nine outcomes to be expected out of any women empowerment practice: (1) Existence and enforcement of women's rights laws and policies; (2) Attitudes of men and women towards women's empowerment; (3) Women's control over assets in the household (4) Women's capacity to cope with economic shocks; (5) Women's participation in decision making at community level (6) Women's perception

of social inclusion in the community; (7) Women's satisfaction with the availability and quality of Sexual and Reproductive Health (SRH) services; (8) Women's information and decision making regarding their SRH; (9) Attitudes of men and women regarding Gender Based Violence in particular regarding domestic violence, harassment, early marriage, Female Genital Circumcision etc (CARE Norway, 2009. P.4)

2.2. Economic Empowerment of Women

In the 21st century, women enjoy more freedom and power than ever before. However, they are still disadvantaged when compared to men in virtually all aspects of life. Women are deprived of equal access to education, health care, capital, and decision making powers in the political, social, and business sectors. Whereas men are credited with performing three quarters of all economic activities in developing countries, women actually perform 53 percent of the work, according to the United Nations. The 1995 UN Human Development Report, states that "an estimated \$16 trillion in global output is currently 'invisible,' of which \$11 trillion is estimated to be produced by women." <https://www.scu.edu/ethics/focus-areas/more/resources/economic-empowerment-of-women/> from this figure, there will be understanding of how women with disability would pass through this challenges and limitation compared to “non-disabled”

In addition, women still make-up the majority of part-time and temporary workers in developed countries. Consequently, these women working in informal economies are likely to have less access to basic health care services, education, financial capital, political appointments, employee rights, and land ownership. (ibid). In general, there are lots of challenges that make women economically empowered, particularly to those you are women with visual impaired

2.3. Empowerment and Women with Disability

An estimated one in five women live with disabilities and the prevalence of disability is actually higher among women than men (19.2 versus 12 per cent). Contributing factors include the lower economic and social status of women, gender-based violence and harmful or gender-discriminatory practices. Yet, women with disabilities remain at the margins of decision-making and work on gender equality. For too long, the specific needs of women with disabilities have been invisible, both to the advocates of women's rights and those of disability rights. (<http://www.unwomen.org/en/news/stories/2015/12/empowering-and-including-women-and-girls-with-disabilities>)

Many of the current efforts towards empowering women and increasing their mobility and participation on economic, political and societal fronts see women's participation as the end product and the final objective, wherein women are the takers and the government, civil society, law, administration, media and other institutions are the givers". It is precisely for this reason that methods of interventions where the participation of women is an active and crucial part of the efforts towards empowerment have such a strong appeal. Herein, women participation becomes both the means as well as the final objective, which of course is then seen as an on-going process (Kakkar, 2001). But the effort is not focusing on women with disability particularly on visual impaired women. Thus these group wouldn't be in the process of taker and giver chain. As a result of this the participation of women with visual impairment is not significant.

Self Help Group (SHG) models that have been introduced by certain NGOs have shown encouraging results in the empowerment of women, not only in economic terms but also in political and societal terms. SHGs pool the creative and financial resources of women to run profitable ventures or to meet the financial needs of its members in times of emergency (Kakkar, 2001). This is also another benefit package that help women to enhance their financial independence. As a result of isolation and application process women with visual impairment are not beneficiary of this model to enhance their financial freedom.

Consequently, Microfinance is not a remedy for poverty reduction and its related development challenges, when properly harnessed it can indeed make sustainable contributions through financial investment leading to the empowerment of people, which in turn promotes confidence and self-esteem, particularly for women. Microfinance programs for women are promoted as a strategy for poverty alleviation and women's empowerment as well (Mayoux and Johnson 1996). As per the above statement mentioned Microfinances could also be a remedy for development challenges that is disability would consider as a barrier or limitation for development since the model is not designed as these group would make use for their economic or other purpose.

2.3.1. Women with Disability

The number of PWD are very significant and near to a million. From this number the women also almost proportion about half. As we have discussed in the above employment for women is serious challenge. However, involving women in different economic sector is important for the sustainable

development of the nation. According to the Central Statistical Agency CSA, 2007 G.C census, “of the total population of Ethiopia (73,897,095) 805,535 were persons with disabilities, of which 429,050 were male and 376,483 female.”

(MoLSA,2012,p:8). “Whatever the number poverty is the main characteristic of persons with disabilities (PWDS) and their families. Some studies show that majority of the causes of disability are directly or indirectly related to poverty.” As we tried to treat different literature in the above part, the PWD is often raising with unemployment, poor health, education and economic status. They always manifested with poverty and economically dependent than productive.

The above idea further elaborated here as, “Besides this, women with disability face double discrimination of being a women and having disability. Such discrimination is violation to the fundamental rights of women with disabilities. They are less benefited from education, vocational and employment, physical rehabilitation, participation in organization (Association) and in cultural, sports, recreation family life and personal securing. Thus, it undermines their contribution and increases the burden of society and negatively affects social and economic development, (MoLSA, 2012:p8).”

Particularly women are vulnerable and exposed for social and economic challenges. The problem become more worsen and louder when disability is there in addition to the feminine. The idea of gender equality and right of human dignity particularly for PWD is not properly respected in the developing nation due to various reasons.

2.4 People with Disabilities and Economic Empowerment

According to JICA, 2002 report citing the data of national Population and Housing Census of 1994, “of a total population of 53,477,265 there were 988,849 people with disabilities in Ethiopia (1.85 percent of the population). The 1994 Census is acknowledged to have underestimated the number of disabled persons in the country. In 2003, it is estimated that there are over 5 million children, adults and elderly persons with disabilities in Ethiopia, representing 7.6 per cent of the population.” The above data reveal the number of people with disability in Ethiopian is very significant. However, unlike their number but the person with disability access to different facilities and opportunities to employ and empower is insignificant. Thus large portions of marginal society stay unemployed with poor economic status.

According to a recent survey on disability in Ethiopia 60 percent of persons with disabilities in Ethiopia were unemployed in 1995, of which two-thirds were self-employed in rural areas in occupations such as agriculture, animal husbandry or forest activities. None of the disabled people surveyed were reported to be employed in administration or management positions. (JICA, 2002; p: 3).

2.5. Factors of Women' Empowerment

The transition towards personal empowerment is a uniquely individual and ongoing process. Similarly, the transition to empowerment does not produce a fixed end point; few people "became empowered" and never look back. Foremost of most vulnerable people, the process of personal empowerment is a constant struggle (Lord and Hutchison, 2003). The main factors identified as providing the impetus for change are:

Being involved in a Crisis or Life Transition (Keiffer, 1999), in his research with community activists, found that a provocation or crisis often prompted people to become critically aware of their own situations. How the research participants in this research dealt with crisis or life transitions varied widely. Interestingly, some people resolved this personal dilemma before they left the hospital, while others took months or years to begin to come to terms with the issue. As people gained awareness through this time, they began to realize they could still be human and still have control, despite their disability (Lord and Hutchison, 2003).

Crisis in our culture often has negative connotations. Yet, for many; unsettling situations were turned into new awareness and opportunities. People who responded most favorably to crisis or life transitions were those who believed in themselves and their own abilities (self-efficacy) and people who received support from others to expand their awareness and actions (social support) (Lord and Hutchison, 2003).

Acting on anger or frustration

As already noted, most participants had experienced extensive frustration with their life situations. Many people talked about how frustrations built up until they finally decided that they could no longer accept what was happening. For several of the participants, it appeared that the drive to gain control over their lives was fueled by a combination of frustration and hope. For example, several women spoke about fighting back or standing up to someone in authority. For others, frustration

which became anger led to action. Several people who became disabled later in life talked about feeling angry and frustrated with their new disability, and how these feelings motivated them to change their situation (Lord and Hutchison, 2003). Anger has been defined as a strong emotion that is part of everyday life. Anger can be immobilizing or be a major force behind an individual's desire to accomplish (Lerner, 2000).

Building on inherent strengths and capabilities

Most men and women talked about personal characteristics and qualities which contributed to their personal empowerment. Some of these include strong values, being resourceful, determination, taking responsibility, internal strength, growing self-confidence, strong desire to improve, and hope for a better future. Interestingly, it was in retrospect that these people realized that these inherent strengths and capabilities were significant in carrying them through many difficult years. At the same time, these strengths became part of the impetus for their involvement in an empowerment process (Lord and Hutchison, 2003).

Consistent with other research (Keiffer, 1999; Whitmore, 2000) the empowerment process identified by these participants involved both internal characteristics and external elements. As an example of the internal, most of the research participants attributed a high degree of their own empowerment to themselves. The basis of this insight seemed to be that people understood, or perhaps learned that they had some responsibility for their own lives.

In essence, it seems that self-motivation was an essential part of empowerment, not in any egotistical sense, but rather in terms of self-control and self-participation. Self-efficacy is defined as people's evaluation of their capabilities to organize and carryout activities required attain personal goals (Bandura, 1999). In this sense, positive self-efficacy is seen as fostering confidence in ways that enhance participation and taking initiative. Personal characteristics helped people in this study to ease into the transition from powerlessness to a sense of personal control. For example, some people talked about having a drive within themselves that helped them to push for change even though life seemed desolate at times (Lord and Hutchison, 2003).

There are different factors that affect the women economic empowerment, among these factors the traditional backward role of men looked down the women role in the economic sectors. In developing country like Ethiopia women were considered as they are more appropriate for the

household unpaid but heavy duty than to be accessed for outside economic activities. This truth further expressed as the study conducted by different researchers mentioned the current major women economic activities that holding back the women economic empowerment. These are women spending their time and effort in the activities economic contribution is very limited. (Yeshihareg, 2012, p: 14), “Collecting fuel-wood is a predominately female responsibility in most of African countries. Similarly “Women and girls spend more time fetching water compared to men and boys. Therefore, improvement in the infrastructure needs to take account of both women and men’s needs and their equal participation is essential for the success of initiatives in the sector.”

The above routine activities diminished the major portion of women society, time, and resources to engage in very needful activities but insignificant activities. There also other problems that the women empowerment affect wide aspect of life. Socioeconomic status (SES) is often measured as a combination of education, income and occupation. It is commonly conceptualized as the social standing or class of an individual or group. When viewed through a social class lens, privilege, power and control are emphasized. Furthermore, the PWD particularly the visual impaired women can be assuring with the existing socio economic status. However a number of literatures revealed that the key indicators of empowerment and improved life like education, health status and employment rate is discussed as the following coined with the human right and gender equality.

The above fact is further confirmed in the following quote.

“Statistically significant level of gender gaps were observed in literacy, educational attainment, work status, type of earning for work, occupation, access to media, age at first marriage and fertility preference or desire for children.”ESPS, (2008:7)

The traditional role of men and women was not right previously, that unbalanced relation still affecting the gender issues between the two genders. Even if, today this wrong perception is discouraged in various way, but it practically affect the interaction between the genders and this traditional role left the women of developing countries to remain disadvantaged in various socio – economic aspects.

(United Nations, 2011; 15).

“All the core international human rights treaties protect the human rights of persons with disabilities. It is the Convention on the Rights of Persons with Disabilities (CRPD), however, that defines with greater clarity and detail how human rights apply to persons with disabilities. ”

As we can understand from the above quote, even if, there is convention to respect the right of people with disabilities, but the Convention further need to state how to respect this right in practical term. This is the point that our world need to bring improvement properly, even if there are so many signed international protocol or convention, but its practical implementation is not visible, like this one in many nations.

(United Nations, 2011; 16).

“Through its 50 articles, the Convention establishes a comprehensive framework to protect and promote the rights of persons with disabilities. The Convention recognizes that persons with disabilities hold every civil, cultural, economic, political and social right, on an equal basis with others; forbids discrimination on the basis of disability and fundamental freedoms for persons with disabilities by taking all appropriate measures.”

The UN Convention informs us the commitment of the organization in order to protect socio economic rights in the nation of its member states and all over the world. This is why the convention acknowledges the freedom of enjoying full right. However this convention is signed by all UN member nations' states, its implementation is still negligible. The implementation problem of this right is further worsening in the African countries like Ethiopia.

“Women are seriously disadvantaged in terms of the above variables. Specifically, the findings for women indicate a significantly higher illiteracy rate, lower proportion with primary or secondary and above education, lower proportion not working to earn, low or non-existent media access and, by far younger age at first marriage.” (ESPS, 2008:7)

As, all we know in our surrounding from our home to the outside, the backward tradition of our community, still there is a significant difference between men and women socio economic right and women are still unprivileged as equally as men's. This is affecting the women economic status

2.5.1 Education Opportunity of Women

Education is very important social services that facilitate empowerment and adult life for all human beings. Nowadays education becomes a sole way of development for individual, society and nation at large. The Ethiopian government also tries to ensure its access to achieve the millennium goal of “Education for All” (EFA). Since education is a basic social service that help for women economic self-reliance and empowerment. However, different research shows that the trend of developing nation women have not equal access and opportunity between men’s and women .

The above paragraph idea is more confirmed by (MoLSA, 2012:p8) as, “As could easily be observed inequality between males and females widens as one gets higher in the education ladder. It is to be noted that the higher the educational level, the better the chances for employment, higher positions and other social and economic advantages. Often the majority of the uneducated and less educate are women and tend to be poor have large family and prone to be exposed to domestic violence. Furthermore, women are engaged in works that are traditionally considered as ‘women work’, which are often low-wage, low-skilled they tend to concentrate in routine types of jobs and majority of the low-wage earners in the urban areas are women.”

2.5.2. Disability Experience in the Countries

The problems of disability in developing countries need to be specially highlighted. As many as 80 per cent of all disabled persons live in isolated rural areas in the developing countries. In some of these countries, the percentage of the disabled population is estimated to be as high as 20 and, thus, if families and relatives are included, 50 percent of the population could be adversely affected by disability. The problem is made more complex by the fact that, for the most part, disabled persons are also usually extremely poor people. They often live in areas where medical and other related services are scarce, or even totally absent, and where disabilities are not and cannot be detected in time. When they do receive medical attention, if they receive it at all, the impairment may have become irreversible. In many countries, resources are not sufficient to detect and prevent disability and to meet the need for the rehabilitation and supportive services of the disabled population. Trained personnel, research into newer and more effective strategies and approaches to rehabilitation and the manufacturing and provision of aids and equipment for disabled persons are quite inadequate.

In such countries, the disability problem is further compounded by the population explosion, which inexorably pushes up the number of disabled persons in both proportional and absolute terms. There

is, thus, an urgent need, as the first priority, to help such countries to develop demographic policies to prevent an increase in the disabled population and to rehabilitate and provide services to the already disabled.

2.6. Challenges That Affect Women Economic Empowerment

Women's economic empowerment must not be examined in a vacuum. Unfortunately, widespread cultural and economic practices work to prevent empowerment. To fully assess the opportunities and obstacles that exist, the intersection of political, social/cultural and environmental conditions must be analyzed alongside traditional economic indicators. Factors impacting women's economic empowerment include:

- Violence: women are the predominant victims of conflict, sexual violence, injury, death, intimidation and human trafficking
 - On the above issue women with disability are more exposed for this challenges.
- Lack of adequate access to education, training and technology
 - Even if there is training, the infrastructure is not accessible for won with disability
- Lack of access to clean water, sanitation(infrastructure problem)
- Lack of access to responsible health care Lack of access to credit/finance, safe work conditions, living/minimum wages
- Cultural practices, tradition, religious interpretations of women's status
 - In Ethiopia these problem is significantly exist. For instance in some are, if a child is born blind, the community think that the families are cursed and not blessed. Thus, the mindset of the child and the community would not able to think how economic empowerment would exist without any discrimination.
- Women's lack of knowledge about rights and laws (economic, social, political, religious)
- Lack of adequate representation in decision-making positions and governance structures
 - This also other challenges that most concerned organization would do properly.

Source <https://www.scu.edu/ethics/focus-areas/more/resources/economic-empowerment-of-women/>

2.6.1 Employment Status of Women

Women are significant in number and their effect on the various aspect of family, society and a nation socio economic life. This fact is exposed repeatedly by various writers and scholars. The (MoLSA, 2012:p7) stated as the following, “Women constitute proportionally a large group of the labour force in various economic sectors. Henceforth, economic development is unthinkable without the participation of women.” This informs that the women participation in different affair of economy is very much significant and they are key actor of a nation build and economic development.

However, their participation and level of representation in different forum is not as their equal to their contribution and number proportion. Women are more involved in the economic activities which called informal that earn low income. This idea further coined by (MoLSA, 2012:p7) as,

“Female labour force participation in Ethiopia, as is obviously the case in most developing countries, is mainly in the informal sectors that operate beyond the boundaries of labour legislations. For instance, in 1997(EC), according to a study (labour force survey data) conducted by MoLSA and CSA 65% of the informal employment sector in urban settings is occupied by women and 38.9% by male, while 60.1% of the formal employment is occupied by men and 35% by women.”

Women have not been able to equally benefit and participate in the work world because their labour and their participation in the economy valued in both formal and informal business. The role of females in the socio economic sector is still not acknowledged properly knowingly or unknowingly. The women challenge become more serious and double for women with visually impaired. Visual impaired women opportunities to participate in formal economic activities are more narrowed and they are not economically empowered and enforced to earl less that man or more less the non-visual impaired women.

Working opportunity for women is not as easy as men and particularly the employment opportunity for women with visual impairment is more difficult than women with non-disabled. Employment opportunity for women with visual impairment is a serious challenge that truck down them and lead to engage in other informal economic activities, even if they make appropriate

education preparation and having good competency. Unemployment and engaging in informal sector of business exist less the women earning and economic empowerment too.

“Working women encounter discrimination in hiring processes and retention practices. Sexual harassment and violence at work place are common and yet continues to be the constant threat to working women lives and livelihoods, (MoLSA, 2012:p8).” Even if, there is laws that slightly favor for the PWD in the employment hiring processes in government organization. The corruption and abuse of power from the human resources to other decision maker person in the organization made more complex and difficult the employment opportunity for PWD particularly for women and women with visual impairment.

To this condition more get worsen the employment access and economic empowerment for visual impairment women. The negative effect of this wrong practice not only affecting the PWD rather it affect the society and the country in various aspect at large. Thus, the all concerned bodies have to intervene to stop this mal practice. Also it is necessary to improve the participation and the level of income of woman and to facilitate their labor at the appropriate place and benefit there from. Supporting women and paving those good employment opportunity and them empowering economically would lead the family the lead, the society they live and the country they belong would bring sustainable development.

2.7. Sustainability and Women Empowerment

Empowerment cannot be built overnight. Empowerment process is a slow, time-consuming process. Once the woman get the core of the concept and realize the benefits, she will be loyal and committed throughout and will never leave the process. When she becomes stabilized in its functioning, internal factors like good leadership, unity with others and mutual understanding among the members determine the pace of growth and development. Some of the factors contributing to empowerment process success include: i) the presence of an educated, sincere, and dynamic leader; ii) stability in leadership even in day to day life; iii) homogeneity in membership (members belonging to same income or social strata in the same association, among others.); iv) (democracy and transparency) cooperation, unity, and mutual understanding (Anand, 2002). As per the above paragraph there is no guidance or strategies that make women with disabilities would bring in the process of sustainability either making decision or correcting themselves to become confident and self-reliant.

CHAPTER THREE

3. Research Design and Methods

3.1 The Research Design

The researcher used descriptive method known as case study for the purpose of analyzing the data that gathered from blind women's through document review, interview, observation and questionnaire. This is done for the method suitability and its ability to examine the case in detail through addressing the research questions directly to the case and the organization. Case study method research gave opportunity to obtain information concerning the current status of the blind women economic empowerment, to describe what exists with respect to the research. The research focused on identifying the current practices of the Ethiopian National Association of the Blind (ENAB) schemes of member women economic empowerment in the organization. The study raised the case of successes and challenges that the organization faced in the process of implementing its economic empowerment of the blind women members of the association with in short period of time through employing the descriptive survey.

The study is aimed to assess the major factor of ENAB contribute for economic empowerment for its members and employees and its economic empowerment challenges in the association. Therefore case study is suitable method for assessing the current status of the association member women economic empowerment. Beside to this the researcher used both qualitative and quantitative for those data which gathered from document review, interview, observation.

3.2 Sources of Data

The study used primary and secondary sources of data so, as to make valid and reliable research.

❖ **Primary sources of data:** -were the ENAB management members, the association major factor of ENAB intervention programs and empowerment schemes that contribute for economic empowerment for its members and employees and the status of women economic empowerment. The researcher used different dependent variables to scrutinize the real factors to the case obtain primary source of information on the economic empowerment schemes implementation and its live outcomes of the project.

❖ Secondary Source of Data

The researcher used online sources, different texts professional magazines, journals were reviewed as a secondary source of data

3.3 Data collection instruments and Procedures

3.3.1. Data Gathering Tools

In order to gather adequate and data from various sources, the research used both primary and secondary data. In relation to primary data collecting instruments were document reviews, observation and questionnaires were treated as the main instruments to acquire reliable information towards the association blind women economic status and empowerment rate as primary data.

Document analysis: From women department of ENAB strategic, plan objectives and indicators, midterm and annual performance reports, monitoring and evaluation data, economic status and economic were treated under document analysis.

Questionnaire: - is a written question in the form of text (Sarantakos, 1993; Robson, 1993) defining it as “questionnaires are written question, which can be self-administered by the researcher or could be sent by mails. Information is offered by the respondent” The researcher use closed - ended and one open ended question and presented for the selected sample women with visual impairment.

Interview: - the association head department of women and director general of the association were interviewed regarding to overall economic empowerment programs and projects of the association.

Observation: - observation is one of important data gathering tools to collect valid information. In this study the researcher observed the member women training site and the work places and economic activities against the strategies of the association.

3.4 Population and Sampling Technique

Addis Ababa is the head quarter of Ethiopian National Association of the Blind (ENAB) and the association is sited at SidistKillo near to Yekatit 12 hospital currently there are about 1000 blind women member. However, all these much members were registered in the association; yet the available member women are not more than 500 hundred. Thus the researcher took the snow ball sampling technique in the association compound and the association training center to get the

possible representative samples. The researcher involved 50 samples among the available 500 blind member women, through snow ball sampling techniques. Since, it is difficult to getting all these sampling at a time to explore information from the members about the association women economic empowerment schemes. In addition to this the sample association head of the association and women department taken as a sample through purposive samples method to gain firsthand information, since they are closer to association practice of economic empowerment.

Therefore, in the association there are women affair department heads and director general and the researcher involved these two management members purposefully by purposive sampling. Some of the association women employee were involved in this research in questionnaires, mainly for the purpose of having information regarding how they empowered by the government to have good position in the association. Thus, the researcher used purposive sampling by using available respondent techniques.

Table 3.1: Total Population and Sample Size

No	Types of Respondents Total	Population	Sample size	Set of Sampling Technique
1	Head of the Association	1	1	Purposive Sampling.
2	Women Department Heads	1	1	Purposive Sampling.
3	Blind Member Women.	500	50	Simple random sampling.
4	The association women employee	13	5	purposive Sampling
	Total	517	57	

3.5. Data Gathering Procedures

The prepared questionnaire was close-ended based on the basis of research questions to check the factor of ENAB intervention programs that contribute for economic empowerment for its members and employees. Before distributing the questionnaires for the selected sample respondents, the researcher hired data collector. Regarding to the association women economic empowerment factors affecting the empowerment programs, strategies, objectives, reports were reviewed in their association office. The interview also conducted by the researcher herself for the chairman of association and head department of association. The researcher also observed randomly selected area of the association women production or service giving site.

3.6. Methods of Data Analysis

Descriptive statistics was used to measure the frequency of responses and desperation through version of regular data analysis statistical packages to generate summary statistics. Inferential statistics also used for the purpose of identifying each variable specifically. Factors related to the ENAB women economic empowerment and variables that contribute to the case study data was analyzed by using latest version of statistical packages to identify available effects.

Data analysis in descriptive research methods relates to the type of research strategy chosen for the procedures (Cress Well & Plano Clark, 2009, P: 218). As indicated in the sampling strategy section, the data collected from different sources is summarized, categorized and coded to suite for analysis purpose. The qualitative data that will collect through open-ended and close ended document questionnaires, document review was conduct in summarize focusing on the strategies plan, goal and objectives and presented in text and narration forms based on their nature. Regarding to data that collected through closed-ended questionnaire was code and analyzes using, percentages, ratio and frequencies. The outputs of the data were presented appropriately according to respondents' response on the narrated way. Finally, presentation, analysis, interpretation of data and conclusions and recommendations was draw on the basis of analyzing of data out comes.

3.7. Validity of the Instruments

To achieve the validity of the data collection instruments which are initially prepared in English language and then checked by the research advisor and comment regarding to, the extent to which the items are appropriate in collecting relevant information about the association economic empowerment schemes for the women. Additionally, to address the issue of reliability, the data collection tools further checked by the researcher friends and staffs members for more accuracy. As discussed on the above, all items that was develop to address the basic research questions so as, to maintain validity of instruments. (Best and Kahn 2002, p: 166) describe that the items of the instrument should represent a significant aspect of the purpose of the investigation. Content validation established by the content of the instruments to those elements will contain in the research questions to determine if there is indeed a match.

Content validity was addressed to what extent the appropriate content is represented in questionnaires whether the instrument measures what it is intended to measure and able to elicit

accurate information. On the other hand, the definitions of new terms that are used in the study defined by the researcher. According to (Brown and Dowling 1998,p:198) and (Best and Kahn 2002, p: 113), the validity of a study can be checked by defining the meaning of all terms in the instrument so that they give the same meaning for all respondents. This may help the study to refrain from giving explanations by different respondents for the same issue or question under investigation.

3.8. Ethical Considerations

Research as a profession has its own ethics. Respecting all these very common and basic ethics which are important for any types of researches is important; the same thing is done for this research. Among common and basic ethics that this research will consider is presented as follow, this researcher will strictly respect the consent of the participant whether they are willing to participate in the research or not. Likewise, it is to assure the subjects of the study that they were free to withdraw from participating in the study whenever they found it necessary. In addition to this the researcher first was obtain permission from the sample association to conduct this research, to protect subjects of the study from possible dangers that might be encountered, confidentiality, the actual names of participants in the study are kept secret while the sex or age of respondents were used where it seems appropriate. In relation to these points, this is closely related to respecting the right of voluntary participation is the requirement of informed consent. Thus, the researcher assured all respondents that the research is strictly governed by the above ethical principles. This is done before, during and after data collection.

CHAPTER FOUR

4. Presentation, Analysis and Interpretation

This chapter is concerned with the analysis and interpretation of data from the responses of the ENAB Director General, ENAB women department head, ENAB employee's staff and members. Data gathered through from the questionnaires and researcher interviews samples data collected through interviews and research conductor document review through checklists are discussed under here.

Table 4.1:- Socio demographic, and economic characteristics of respondents

No	Item	Characteristics	Respondents					
			ENAB General Director		Women department head		Women Members	
			No	%	No	%	No	%
1	Age	20 Years and below					6	12
		21 – 30 years old					24	48
		31 – 40 years old			1	100	12	24
		41 – 50 years old	1	100			5	10
		Above 50 years					3	6
		Total	1	100	1	100	50	100
2	Marital status	Single					33	66
		Married	1	100	1	100	10	10
		Divorced					7	14
		Total	1	100	1	100	50	100
3	Time on Set	Congenital					17	34
		Acquired	1	100	1	100	33	66
		Total	1	100	1	100	50	100
4	The current level of Education qualification	Certificate Level					11	22
		Diploma			1	100	17	34
		First Degree	1	100			3	6
		Second Degree					3	6
		Illiterate					16	32
		Total	1	100	1	100	50	100
5	Year of membership in the association.	1 – 5 years					23	46
		6 – 10 years					16	32
		11 – 15 years	1	100	1	100	9	18
		16 – years and above					2	4
		Total	1	100	1	100	50	100
6	Range of Income you earn monthly	500 to1000					31	62
		1100 to 2500					15	30
		2600 to 3000					4	8
		3100 to 5000						
		Above 5000						
		Total	1	100	1	100	50	100
7	Housing	Private					3	6
		Rental					27	54
		Government/Kebele					8	16
		Dependent					12	24
		Total	1	100	1	100	50	100

From the table 4.1 item 1 regarding to samples demography age the table consists the following facts. Regarding to the ENAB general director age is found between 41 – 50 years the second sample of this research is a women affairs department head, age category is between 31 – 40 years, regarding to the large sample respondents of this research is the ENAB members and employees. These samples age group fall in more divers ranges these are 6 (12 %) of respondents were aged 20 Years and below, the majority of respondents were 24 (48 %), between 21 – 30 years, 5 (10 %) aged 41- 50 years, rest and the least were Above 50 years. This item shows that the largest age group of respondents was found under the age group of 21 – 30 years.

The second item of table 4.1 is about the respondent marital status, regarding marital status of the ENAB director and the women affaire here both the samples were responded as they are married, regarding to the member respondents 33 (66 %) were responded as they are single, 10 (20 %) of member respondents were responded as married and the remain least 7 (14 %) of respondents were responded as they are divorced. The respondents marital status show that, 33 (66 %) were responded as they are single.

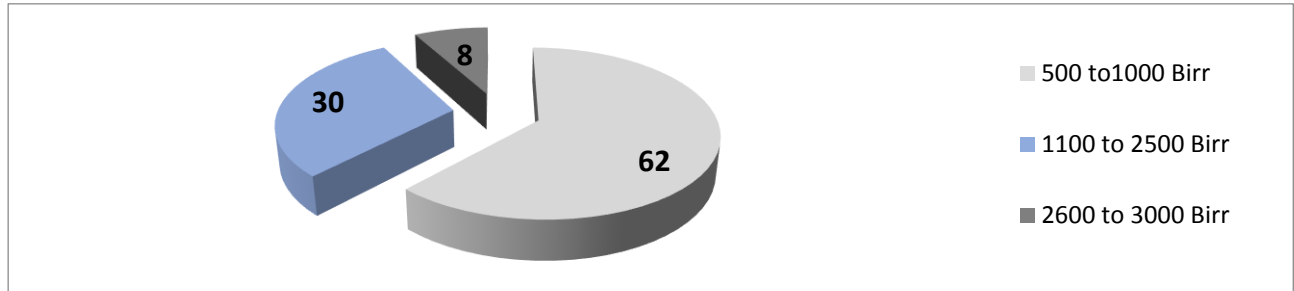
As we can see the table 4.1 items 3 is regarding to the time on set of the blindness. The respondents were responded as 17 (34 %) they are congenital blind, while, the large groups of respondents 33 (66 %) were responded as acquired blind including ENAB director and women department affaire head. The collected data show that the 33 (66 %) were responded as acquired blind.

On the basis of table 4.1 items 4 is regarding to the respondent current level of Educational qualification. The respondent ENAB director and women affair department head education qualification is presented as follow. The ENAB director and women department affaire head are First Degree and respectively. Regarding to members education qualification 11 (22 %) of respondents were certificate, 17 (34 %) education qualification is diploma holders and the rest 3 (6 %) respondents were first degree and the rest 3 (6 %) where responded as second degree, while the rest 16 (32 %) also understand from the collected data that they are illiterate. As we can understand from this item that the majority of respondent education status is diploma and the second largest respondents were illiterate.

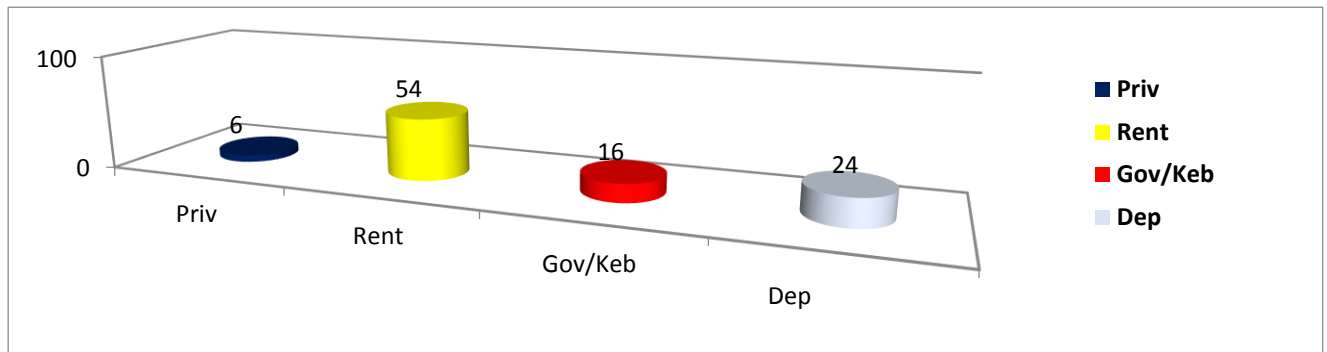
As we can see from the above table 4.1 item 5 data discuss about membership year in the association, 23 (46 %) of membership is from 1 - 5 years, 16 (32 %) of respondent membership

experience is 6 - 10 years, 9 (18 %) of respondents including the ENAB director and women department affaire head membership is categories under this group. Remaining 2 (4 %) membership years were 16 – years and above. As we can observe from this item the largest group of respondent with 46 % was from 1 - 5 years.

The 6th item of table 4.1 is regarding to range of income members earn monthly.



The largest members of ENAB is 31 (62 %) were responded as 500 to 1000. The second largest group of respondent members 15 (30 %) earn 1100 to 2500 birr monthly, while remain 4 (8 %) of respondents were earn 2600 to 3000 birr monthly. As we understand from the 6th item the largest respondents were fall under the income scale of 500 to 1000 birr, which is the small amount of income.



On the basis of the above table item 7 is regarding to housing, this item data revealed the following facts, only 3 (6 %) of respondents have their own house. The largest number of respondents which mean 27 (54 %) housing is rental, 8 (16 %) were also live in Government /Kebele while the rest considerable number of respondents 12 (24 %) were lead their life depend on their family. As it is possible to understand from this paragraph inform us the ENAB blind women members housing

status bold fact inform us 27 (54 %) of respondents housing is rental and above half present of respondents were lead their life in rental house.

Generally the total populations of ENAB selected sample demographic data of sex, age, education status, experience, work positions are presented in the above paragraphs. The table shows that the majority of these samples, Age, Marital status, Time on Set, The current level of Education qualification, Year of membership in the association, Range of Income you earn monthly and Housing. The collected data that gathered for this research revealed the following facts. This item shows that the largest age groups of respondents were found under the age group of 21 – 30 years. The respondents marital status show that, 33 (66 %) were responded as they are single. The collected data show that the 33 (66 %) were responded as acquired blind. As we can understand from this item that the majority of respondent education status is diploma and the second largest respondents were illiterate. As we can observe from this item the largest group of respondent with 46 % was from 1 - 5 years. As we understand from the 6th item the largest respondents were fall under the income scale of 500 to 1000 birr, which is the small amount of income. As it is possible to understand from this paragraph inform us the ENAB blind women members housing status bold fact inform us 27 (54 %) of respondents housing is rental and above half present of respondents were lead their life in rental house.

4.1. What are the major factor of ENAB intervention programs that contribute for economic empowerment for its members and employees?

Here the researcher tried to put all important information's that give response for the research basic questions of “major factor of ENAB intervention programs that contribute for economic empowerment for its members and employees.” Thus this data discussion part gave information regarding factors related to, availability of equal opportunities in economic decisions, the association trend of member's participation in process of planning, availability and the association commitment to allocate resources to empower women members are discussed under here.

On the basis of the above 1st item is regarding to blind women equal opportunities with men's in economic decisions. For this item the sample respondent ENAB dependents samples members respond as 28 (56 %) of respondents were responded as there is no equal opportunities for women's in the process of deciding in the association economic matters. Considerable number of respondents were also responded as 12 (24 %) as the decision making processes in an average way

and the least 10 (20 %) of respondents were responded as there is good representation of women in the process of economic decision.

However the largest respondents were responded as there are no equal opportunities in the association economic mater decisions. This is wrong and directly or indirectly affecting the women economic empowerment in the association. It is fact that in all society, citizens and association including ENAB women members need to have equal opportunity with men's in economic decisions. This would give them more empower in economic. However, the collected data from sample respondents didn't show clear information regarding to this item.

As we can see from the collected data regarding to, the association economic empowerment of women to be self-reliant by using all possible methods to capacitate women member economic decision making. The sample respondent's percent of response for this item were presented as, 19 (38 %) is weak flexibility and absence of capacity to use all possible alternatives.

In other hand 25 (50 %) of respondents responded as average, while remain 7 (14 %) of respondents were responded as there is good attempt of association to use the different alternatives.

This indicates that the association is not support women members to empowering economically to make them self-reliant and the association is not using all possible methods to capacitate women members' economic decision making.

Similarly the collected data from the document review revealed that the association management is a bit ridged. The association is expected to empower its women members economically to be self-reliant to perform this activity the association needs to have a plan to use all possible means and methods to capacitate women member economic in decision making process in situational way. However the data inform us there is not matured to empower women members economically to be self-reliant and the association is not using all possible methods to capacitate women member economic decision making.

Regarding to item 3 data presents that, the association allocating available resources to empower women members. The collected data regarding to this item is responded by the sample respondents as 35 (70 %) and 15 (30 %) were responded as poor and average respectively.

This means the respondents response that the association is not allocating its appropriate resources for women members' economic empowerment. Theses mean there is common understanding among the respondents regarding to the association has shortage of resources to allocate appropriate resources to empower women members.

As we understand from these items and the collected data from the ENAB document review and the interview we can understand and confirmed the above facts. The association is striving to capacitate its members through providing short term training in different ways like, craft, housekeeping and management, raring child, food cooking and the like. In other way the association is facilitating education opportunity for its members. All these empowerment schemes need to have a appropriate amount of financial and other resources. However the association commitment is appreciable efforts to provide considerable budget for the women economic empowerment however, the empowerment scheme is not practically empowered member's economic life in a significant ways to enable them self-reliant economically, mainly due to lack of appropriate finance.

Having clear and appropriate strategies for the success of a give association is very much important. Actually, the association has strategies to empower its members but his employees. In a modern management science, strategies are needed to be familiar with all the association or organization part. Introducing clearly ones organization strategy through discussing, aware the member's employees and convincing them as messengers is very important for the successful mission accomplishment.

However, the reality which was found in the association is a bit different from the above fact. The association strategy is already there in the association mission, vision, values, aims and duties and responsibilities. All this important inputs are found in the association compound billboard. What matter is, the members are not very much familiar with the association strategies of economic empowerment.

The researcher document review informs as the association objectives to benefit its members. The vision of association is "Ensuring equal participation of the blind members in the community." As the researcher collected information revealed that the main target of the association vision is

empowering members making enabling them to take part in the society fully without reservation due to their impairment.

Regarding to the factors that affect the ENAB intervention program that contribute for economic empowerment for its members and employees are mentioned by the respondent association women's department head

Generally, as we can see from the data analysis and discussion, the blind women respondents responded as there are no equal opportunities in economic decisions for its women members and there is poor/weak participation of women members in all process of planning, implementing and evaluation process of the association activities particularly the economic issue. The association is not empowering women economically to be self-reliant.

4.2. What procedures help the ENAB members and employees for their economic empowerment following intervention program?

The second basic research question is regarding to procedures of association practice to empower its member "association participate its blind members in the process of legislating different directives and principles." As we can understand from the collected data for this items that, the sample respondent's response percent 9 (18 %) were responded as there is poor/weak participation, 10 (20 %) of respondents were placed the middle level or an average and 31 (62 %) as, responded that there is good participation of members in the

Empowerment comes from the availability of equal member's participation. The collected data of the research also revealed that the association participate members in the process of legislating different directives and principles, concerning to the association.

As the response that gathered through interview by the researcher further confirm this idea truthiness. The ENAB director informs that the association has participatory approach in the association. Thus the women members have right to represent themselves in full representation. Thus the member women have right to take part in the process of preparing legislating different directives and principles.

Considering, women members' participation in all process of planning implementing and evaluation process of the association activities particularly the economic issues. For this item the

sample respondent's response mean is 33 (66 %) and 17 (34 %), responded as there is poor and average participation.

This mean respondents response show that as they considered that there is not active members participate in all process of planning, implementing and evaluation process of the association activities. However, the member's active participation in the process of planning, implementing and evaluation process of the association activities is very important for the meaningful empowerment of blind women members.

The 3rd item under the basic research question of procedures to empower the women members of ENAB is examine by this item "availability of methods and procedures to capacitate women member economic empowerment and decision making." The member of this study revealed that there are actual procedures to empower women members in the association. The response percent show that 13 (26 %) respondents response lie on no availability of procedures and method for empowerment, the major 24 (48 %) respondents were responded as there is an average level and remain 13 (26 %) respondents were respond as there is good methods and procedures to empower the sample respondent.

The sample respondent's response indicates that the association procedures are in the middle way or the respondents rated as it is average regarding to existence of methods and procedures to empower the sample respondent. Thus it is possible to understand that there are no standardized procedures to make the empowerment process fair for all members.

The researcher collected data from document review and intervention regarding to the procedures of ENAB members and employees intervention of economic empowerment informed, "The association provide different membership benefit packages without much procedures for the members. In most cases the association follows uniform procedures regarding to facilitating or granting its benefit for members. The first procedures is being registered member and membership, the second one is providing full profile to the organization and following information and every activities of the association and participating fully in the association every activities. Actually the association provides fair and equal chance for all members with little affirmative action's for women."

In addition to this the association follows several procedures to bring these economic empowerment opportunities. As the research collected data show as, since the association main sources of income are NGOs, GOs and stakeholder who have interest in the process of searching for training, education, and finance resource fund, technical or in-kind supports. Most times the association first identifies and creates relation with these stakeholders, then listing activities from the association annual plan, which needs collaboration in its implementation, the association prepare project proposal and submit to the identified stakeholders and implementing the activities.”

As the association women’s department head inform to the researcher that “the different economic empowerment activities are decided by the good will of the stakeholders to sponsor a given activities or not.” This clearly show that the association empowerment capacity is very much little or almost none. The association is remain its activity just to, searching and facilitating opportunities with stakeholders.

Regarding to the ENAB association employee economic empowerment procedures is follow the association human resource management rule and regulation. As the association document reviews information confirms that, the association is providing different HRM rule and regulations, just like the government organization. This rule and regulation clearly state the employer opportunities within the association. As the HRM department documents clearly stated that the association employees treat equally and any employee would have chance to capacitate oneself through competition based on the specific criterion.

The rule and regulation of HRM of association is not always implementing this rules for certain reason deliberately or reluctantly. This in some case creates resentment among members.

4.3 What are the strategies of the economic empowerment of women with visual impairment through their intervention program?

This table treated the following main points of the research basic question and strategies of the ENAB interventions including, the association cooperate with others stakeholder, about the association projects to enhance blind member’s economic empowerment, educational and vocational skills training scholarship for its blind members, association established linkages with educational institutes to facilitate education and training opportunities for members and about the association experience working with NGOs in order to enable them to generate an income are discussed with the researcher observation and document reviews.

As it can be show from the proposed or planned intervention items “gathered data show that the association cooperate with others stakeholders to benefit its members.” The respondent response in percent is 15 (30 %) were responded as there is low cooperation, while the major respondents 24 (48%) were agreed that there is an average or medium level of cooperation. Remain 11 (22 %) were responded as good level of cooperation to intervened and to support member women to support their economic life.

This indicates that the major respondent’s percent show that there is an average cooperation with other organization. This means the association cooperation with others stakeholders to benefit its members in a moderate way. So as to make a given association members beneficiary based on their membership, cooperate with others stakeholders is very important As we can understand from this item the sample respondent’s information is says that the association cooperate with others stakeholders is in an average level to benefit its women members.

On the basis of the above basic research question, considering the association different live projects to enhance blind member’s economic status and the association working together with NGOs which provide a revolving loan fund for the poor members of association, especially for women, in order to enable them to generate an income. The respondent response percent for item 9 and 12 are the 20 (40 %) were there are poor cooperation and existed project, 23 (46 %) were responded as average level and remain 7 (14 %) also considered as there is above average level the available of live projects and cooperation of association with other organization to make beneficial its members.

This indicate that the sample respondents were responded as there is below average and average level of live projects, that exist right now to enhance women with blind member economic status, as well as their response still show that there is limited amount of link to work together with NGOs which provide loan fund for poor members of association to enable them to generate an income. Thus these data informed us sample respondents have doubt the existence of project and NGOs. Respondents information also limited regarding to the association projects that are working with and NGOs which provide a revolving loan fund for the poor members of association to enhance blind member’s economic status

As we can see from the item 10 and 11, inform us the association educational and vocational skills training scholarship for its blind members and established linkages with educational institutes to facilitate education and training opportunities for women members. Regarding to these items the sample respondents response for item 10 and 11 are 13 (26 %), of response in average level and the majority are 37 (74 %) responded as there is good education and training opportunity to capacitate economically the members.

The collected data informed us the association established linkages with educational institutes to facilitate education and vocational skills training scholarship opportunities it's for women members.

The respondent start to responding as the ENAB has several programs that are launched to considering enhancing women's economic life, due to support intervention of members. These interventions have many packages, like including facilitating education and training opportunities, providing incentives and money for certain women's with visual impaired and the association is planned and trying to establish relation to organize as a small enterprise to make its member self-reliance.

As we mentioned in the above the ENAB education and training opportunities facilitation is very important and one of the major intervention in order to enhance economic activities of its blind women members. The association role in searching and facilitating education opportunities is meaning fully supporting blind women to change their economic life in a prolonged ways. This is possible to mention some women blind member of association who are attended their diploma program in Kotebe Collage of Teachers Education. The respondent responded as "there are women with visual impaired members still engaging in different education programs to be self-reliance so as to sponsor their life permanently. She Saied that, "the education opportunity is radically changing the member's life both in academically and economically".

Another important intervention of the association contributing for women blind members, mentioned by the association women's department head is the vocational training. As the researcher collected data show that, "the training package contains many programs including training of house management, home keeping, waving sweater, making brush, cocking food and related activities. These training help member's individual and family economical life properly."

Thus we can understand that the education and training opportunities that is facilitating by the association is contributing the member's economic life.

The researcher document review also witness for the above facts that, the association has strong educational and vocational skills training scholarship trend in each quarter plan for its blind members. On the listed of selected short term training lists, organizers and stakeholders are presented in the following table.

Table 4.5. Summary of short term training

No	List of Training	Stakeholders	Organizers	Remark
Informant Training				
1	HIV/AIDS	❖ DKT Ethiopia	ENAB	
2	Braille Literacy	❖ Zewditu Hospital	ENAB	The ENAB budget for all these raining are very limited
3	Family Planning	❖ City government of A.A Family Guidance and Bureau of Women Affairs.	ENAB	
4	Revised Family Law		ENAB	
5	Law consultancy services	ENAB and	ENAB	
Vocational Training				
1	Craft Training		ENAB	There is shortage of Budget and training workshop site
2	Food Cooking	❖ City government of A.A Family Guidance and Bureau of Women Affairs,	ENAB	
3	Child Caring	❖ Other trainer Providers	ENAB	
4	Housekeeping		ENAB	

In addition to these the association providing free consultancy serves on HIV/AIDS, HIV/AIDS treatment and Condom distribution for its members. As we can see from the above table the ENAB striving to capacitate its members through providing different training. However the planned budget to providing all these training is very limited and this need, even if the association have many links with different government organizations and non-government organizations it need

further reliable partners that would support it financially and other technical support to empower its women members economically too.

Further the research confirmed that the association established linkages with educational institutes to facilitate education and training opportunities for members. As we can see from the above table there are also link that empowering its members through providing educational scholarship in colleges and universities like Kotebe University College and other universities. This partnership also another means that the association using to economic empowerment of its members.

When we are review the organization documents, it is possible to understand the above facts as the organization is trying its best to support their women members starting from the structure, which mean working with treating the women affaire independently with its own department with its budget and its organization. Even if there is strong work here as we observe above, the expected and intended goals are still need much work. In other word to economic empower the ENAB women members and to change their life further activities and strategies are important.

Generally, on the basis of the above collected data the following facts are revealed as, the association cooperate with others stakeholders to benefit its women members. As the collected data informed us sample respondents have doubt about existing of project and NGOs. Respondents information also limited regarding to the association projects that are working with and NGOs which provide a revolving loan fund for the poor members of association to enhance blind member's economic status. The collected data informed us the association established linkages with educational institutes to facilitate education and vocational skills training scholarship opportunities for its women members.

4.4 What are the success and limitation of ENAB intervention activities?

The ENAB officially mentioned 21 duties and responsibilities to be executing by the association so as to make beneficial its members. To measure the association success and limitation the researcher collected data based on ENAB duties and responsibilities. This data analysis also mainly treats the case of empowering members in particular to economic aspect. Thus the researcher selected the following duties and responsibilities to examine the association success and limitation on the performance of its mission.

1. Extent of member's participation and role in community they live.
2. Creating awareness members to be beneficial from the government and community service
3. Struggling to, facilitate education and training opportunities for members.
4. Create job opportunity to members.
5. Coordinate with government organization to benefit its members.
6. Encouraging members to participate in self-help community association's which have economic objectives.
7. Participate in the process of importing and production of different useful assistive technology device for the blind in the country.
8. Including all member women's in the community development programs.
9. Promote the members health service status through providing appropriate information particularly regarding to HIV/AIDS.

On the basis selected of the association duties and responsibilities successful accomplishments the collected data particularly on mission related to women's activities are discussed as follow.

Among the above mentioned of ENAB duties and responsibilities, the first one is regarding to, extent of members participation and role in community they live. This item measures the role of members in their community. The sample respondents response indicated that 11 (22 %) of respondents were judge members participation in a very poor level, followed by the majority 24 (48 %) of respondents, who were leveled the members role and participation in a poor level. the remain 20 % and 10 % are responded as average and good respectively regarding to role and participation of members. Thus it is possible to understand from this item that the role and

participation of ENAB women blind members are poor and there is weak representation in the community.

Having active role and wide participation in the community that we belong is expected from any citizens, for fair and equal distribution of benefit and burdens. However this research collected data revealed that ENAB member's women with visual impairments have not active role and participation in the community the live.

One of important ENAB duty and responsibility is "Creating awareness members to be beneficial from the government and community service." 29 (58 %) of the sample respondents response was showed as the association awareness creation to benefit members from the government and community service are very poor and poor. 12 or 24 % of respondents were placed the success of association in average level. while the remain 9 (18 %) is responded as the association is created awareness to benefit members from the government and community service.

Having appropriate level of recognition and creating awareness regarding to a given group or association by government and society would have very important benefit. However ENAB is not successful to do so. Thus the association poor communication and representation as an important association in the government and community affecting members benefit both from the government and community.

Struggling to, facilitate education and training opportunities for members is among the association duties and responsibilities, which is important indicator for the capacitating of members economic empowerment. Among the sample respondents the least which mean 14 (28 %) of respondents were responded as there is poor education and training opportunities for members, while the rest 36 (72 %) of sample respondents were responded as there is good struggling to, facilitate education and training opportunities for member's from the association.

The association struggling to, facilitate education and training opportunities for member's is bringing very much important change in the economic empowerment of ENAB women visual impaired life. Thus the association is doing well this activity so as, to empower the women members.

Number of created job opportunity to members is very important indicators of member's economic empowerment. The sample respondents of this research response percent is presented

as follow. The majority of 34 (68 %) of respondents were responded as there is poor job opportunity to women members. While 9 (18 %) of respondents were responded as there is average level of job opportunity to members. The rest minor 7 (14 %) respondents were responded as there is good job opportunity to members.

As we can understand from the above collected data the job opportunity that created by association to its members is very limited and the majority of this study sample respondents were responded as there is no created job opportunity to members by the association. Thus it is possible to say that the association is not successful in the process of creating job to its members.

Creating partnership and cooperation with government organizations to benefit its members is the mentioned role and duty by the association. For this item 19 (58 %) the sample respondent of this study were responded as there is no created good partnership and cooperation with government organizations to benefit its members. Remaining respondents 10 (20 %) and 11 (22 %) were responded as average and good respectively.

This clearly shows that the association is not creating good partnership and doesn't have good cooperation with the government organizations to empower economically its members meaningfully.

Regarding to, the association role in terms of, for this item 10 (20 %) of sample respondents were responded as the role of association is poor in encouraging members to participate in self-help community associations. In other hand the major 33 (66 %) of respondents were responded as there is an average level of encouragement members to participate in self-help community association's which have economic objectives. While the leas 7 (14 %) of responded as there is good encouragement from the association.

Encouraging members to take part in different self-help association is very important part of the duty of association. Regarding to this the association is playing its role in an average level. Thus the association is expected to play role of encouraging members to participate in the self-help community association's activities which have economic objectives.

Participate in the process of importing and production of different useful assistive technology device for the blind in the country.

Considering to the role of association in participate the process of importing and producing different useful assistive technology device for the blind in the country. For this item sample respondents were responded as follow, 31 (32 %), 14 (28 %) and 5 (10 %) responded as there is poor, average and good association in participating the process of importing and producing different useful assistive technology device for the blind in the country.

Thus the collected data regarding to association intervention in the process of importing and producing different useful assistive technology device for the blind in the country is leveled as poor. This mean the association is not in a position to empower the members through involving in the process of importing and producing different useful assistive technology device for its member.

The collected data regarding to the association is “inclusiveness of all women members in the community development programs show that, 15 (30 %) of members are responded as there is very poor. Remain 26 (52 %) and 9 (18 %) of respondents were responded as poor and average respectively considering to inclusion of all member women’s in the community development programs.

Generally this item clearly revealed that there is poor and weak inclusion approaches of women member in the community development programs. The sample respondents were did not recognize the association role is participatory and inclusive for all members.

Regarding to the last important duties and responsibilities of association that inculcate in this study is “promote the members health service status through providing appropriate information particularly regarding to HIV/AIDS” for this item the sample respondent of this study revealed that 14 (28 %), 19 (38 %) and 17 (34 %) were average, good and very good respectively.

This mean the association is promoting members health service status through providing appropriate information particularly regarding to HIV/AIDS.

Generally the 4.5 data discussion and analysis based on the association duties and responsibilities informed the following facts. Regarding to, active role and wide participation in the community that we belong is expected from any citizens, collected data revealed that ENAB member’s women with visual impairments have not active role and participation in the community they live. Role of the

association to creating recognition and awareness regarding to the government and society is performing in a poor communication and representation as an important association in the government and community affecting members benefit both from the government and community.

As we can understand from the above collected data the job opportunity that created by association to its members is very few. Thus it is possible to say that the association is not successful in the process of creating job to its members. This clearly shows that the association is not creating good partnership and doesn't have good cooperation with the government organizations to empower economically its members meaningfully. Encouraging members to take part in different self-help association is very important part of the duty of association. Regarding to this the association is playing its role in an average level.

The collected data regarding to ENAB the process of importing and producing different useful assistive technology device for the blind in the country is leveled as poor intervention. This mean the association is not in a position to empower the members through involving in the process of importing and producing different useful assistive technology device for its member. The collected data regarding to ENAB the process of importing and producing different useful assistive technology device for the blind in the country is leveled as poor intervention. This mean the association is not in a position to empower the members through involving in the process of importing and producing different useful assistive technology device for its member.

Finally this item clearly revealed that there is poor and weak inclusion approaches of women member in the community development programs. The sample respondents were did not recognize for the association role as a participatory and inclusive for all members equally. The final collected data revealed that the association is promoting members health service status through providing appropriate information particularly regarding to HIV/AIDS.

Discussion

When we are looking the demographic data of the research majority of samples, the largest age groups of respondents were found under the age group of 21 – 30 years. Respondents marital status show that, 33 (66 %) were responded as they are single, 33 (66 %) were responded as acquired blind. The majority of respondent education status is diploma and the second largest respondents were illiterate. The largest respondents were fall under the scale of monthly income earn from 500 to 1000 birr, which is the small amount of income. As it is possible to understand from collected data ENAB blind women members housing status bold fact inform us 27 (54 %) of respondents housing is rental and above half present of respondents were lead their life in rental house.

When we are coming to the data that gathered based on the basic research question is presented as follow,

1. What are the major factor of ENAB intervention programs that contribute for economic empowerment for its members and employees?

As the data discussed in chapter four the blind women respondents have not clear idea and information regarding to the association provision of equal opportunities in economic decisions for its women members and participation of women members in all process of planning, implementing and evaluation process of the association activities particularly the economic issue. The association is not empowering women economically to be self-reliant. The association is practicing all possible methods to capacitate women's member economic decision making, however the practice is not enough to bring the intended result.

The data revealed that the member women's have right to take part in the process of preparing legislating different directives and principles. The association allocating all available resources to empower women members, similarly the association capacitates its member to make them self-reliant in economy. To ensure economic empowerments of women the association participate its women members in the process of legislating different directives and principles.

The collected data revealed clearly that the association support is not matured to empower women members economically to be self-reliant its member. The association is not using all possible methods to capacitate women's member economic decision making.

Another important point that this research disclosed is that, the respondents agreed that the association is allocating its available resources to economic empowerment for women members and the association also capacitates its members to make them self-reliant in economy, even if there is great shortage of resource to empower women members as desired. The association has participatory approach in the different issues that relate to association and its member. Thus women members have right to represent themselves in full representation. Thus the member women's have right to take part in the process of preparing legislating different directives and principles.

The data discussion indicated that as respondents have not clear information regarding to members participate in all process of planning, implementing and evaluation process of the association activities.

2 What procedures help the ENAB members and employees for their economic empowerment following intervention program?

On the basis of the collected data the following facts are revealed, the associations procedures for economic empowerment of members are follow certain procedures based on the association

HRM rule and regulation. In most cases the association provides empowerment opportunities cooperatively with others stakeholders to benefit its women members.

Empowerment comes from the availability of equal member's participation. The collected data of the research also revealed that the association participate members in the process of legislating different directives and principles, concerning to the association.

As the collected data informed us sample respondents have doubt about existing of project and NGOs. Respondents information also limited regarding to the association projects that are working with and NGOs which provide a revolving loan fund for the poor members of association to enhance blind member's economic status.

The collected data revealed that there is not active members participate in all process of planning, implementing and evaluation process of the association activities. However, the member's active participation in the process of planning, implementing and evaluation process of the association activities is very important for the meaningful empowerment of blind women members.

The sample respondent's response indicates that the existence of association empowerment procedures rated by respondents by have 50 % of respondents. Thus it is possible to understand that there are no known standardized procedures to make the empowerment process fair for all members.

The association provides different membership benefit packages without many procedures for the members. In most cases the association follows uniform procedures regarding to facilitating or granting its benefit for members.

This clearly show that the association empowerment capacity is very much little or almost none. The association is remain its activity just to, searching and facilitating opportunities with stakeholders.

As the association document reviews information confirms that, the association is providing different HRM rule and regulations, just like the government organization. The rule and regulation of HRM of association is not always implementing this rules for certain reason deliberately or un deliberately. This in some case creates resentment among members.

Another important information that discovered by this research is, the association established linkages with educational institutes to facilitate education scholarship and vocational skills training scholarship opportunities for its women members.

3 .What are the strategies of economic empowerment of women with visual impairment through their intervention program?

The researcher document review and data analysis revealed the following facts. The ENAB intervention not enhanced women member's monthly income to be self-reliant. Women members' life status also not improved meaningfully based on the association intervention as intended.

The collected data clearly indicated that, the association intervention strategies are not effective to empower women's economy. However, all respondents were agreed that, the association is providing different vital life skills trainings concerning to enhance economic status of its members. Similarly the association is not intervening in a meaningful way to financing for low-income women households and entrepreneurs in the city to empower the economically.

CHAPTER FIVE

5. Summary, Conclusion and Recommendations

This chapter of the thesis discusses with the summary of the major findings of the study, conclusion drawn on the bases of findings and recommendation and suggestions that would help for the next ENAB activities of economic empowerment, through taking the lesson from this research findings and recommendations. On the other assumptions this research is useful to enhancing the effectiveness in order to improve the association economic empowerment activities towards its blind women members and these research findings will have important messages for the associations which have similar activities.

5.1 Summary

The ultimate objective of the research is assessing the effectiveness of Ethiopian National Association for the blind women economic empowerment activities. Over the course of the first chapter the researcher raised the important facts regarding to, definition the economic empowerment, blind women's economic status, their disability and overall consequences particularly economic one. This research treated the following basic research questions; how the ENAB economic empowerment for the blind women members' is effective, to what extent the ENAB economic empowerment strategies are effective regarding to enhance blind women's economic status, to what extent the ENAB member women economic status is improved following the intervention of the association and what are the success and limitation of ENAB economic empowerment activities.

This research focused on assessing the ENAB economic empowerment effectiveness. This research would have multipurpose for all research site or organization, other related NGOs, which share common objectives, to achieve their goals maintain effectiveness of economic empowerment activities. This research delimited to treat on assessing the ENAB economic empowerment in the area of Addis Ababa city particularly in Addis Ababa ENAB association which is found Sedist Kilo near to Yekatit 12 hospital. The research conducted in a descriptive method known as case study for the purpose of analyzing the data that gathered from blind women's' sample through document review, intervention, observation and questionnaire. Descriptive statistics was used to measure frequency and distribution through version of regular and data analysis statistical packages to generate summary statistics.

5.2 Conclusion

Many significant issues come out as a result of this study. The women members of ENAB are not empowered economically. The association providing different training even if, these trainings are not enough to empower women economically. The majority of association women members housing is rental and considerable large number of members lead their life being dependent. Most of member's income is very low and they are not self-reliant economically.

Women primarily work in unpaid forms of employment and they earn very low income. Their monthly income also very low and the overall their economic status needs to be empowered and they lead their life in poverty. ENAB members' economic status is immature and members get many challenges in order to get their quest to be economically independent and they are not economically advantageous.

5.3 Recommendation

This study emphasizes on economic empowerment point of view in need of establishing members effective practice of economic empower to make members self-reliant and empowered the ENAB women members the researcher recommended in these part. On the basis of the result of this study, the researcher would like to recommend for practices, policy makers and for future researchers as follows:

- ❖ It would be help full the association to establish many links with different government organizations and non-government organizations it need further reliable partners that would support it financially and other technical support to economic empower of women members.
- ❖ MoLSA, NGOs, and other concerned organizations have to give special attention for the blind women economic empowerment success and expected to support in different self-help development packages members to achieve economic empowerment.
- ❖ The ENAB advised to prepare projects to enhance its women member's economic status through providing broad educational and vocational trainings in new fields, organizing women in small business association to produce and sale their product.
- ❖ To bring the intended goals the association expected to do much work, to empower its members economically life, through designing strategies, medium and short term smart plans and establishing modern systems with new raising sprite.

- ❖ Active communication has to exist in way of presenting the members of the association at governmental and community level.
- ❖ It's advisable that the association need to reconsider its intervention strategies and this need to improve to touch the real members problem and empower them economically, based on the time dynamism.
- ❖ The association needs to establish formal relationship with the city legislatures and executives and other concerned bodies to get representation in every social, political and economic decisions, so as to get benefit for its members like, housing and other basic social needs.
- ❖ Since Women with visual impaired are part of the community, thus they have to engage in ant social, economic activities that enhance their development in different aspects.
- ❖ The association also has to provide and facilitate the infrastructure of development in education, business (forming self-help group) and other social engagement by designing different intervention program.
- ❖ Finally the researcher want to recommend that, the association is so senior among all other similar associations; however its activities and role is still immature, thus using various communication media and ways to develop its role is essential.
- ❖ The association also has to work on linkage with different private and other sectors to create job opportunity after giving technical and other kinds of training.

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Part Two; Table 1: Barriers to Participation

II. Read key and each items carefully and mark ✓ under the number that expresses your level of agreement.

Note:Key: -5 = Strongly Agree, 4 = Agree, 3= Undecided,
2 = Disagree, 1 = Strongly Disagree

No	items	5	4	3	2	1
Items Related to ENAB Economic Empowerment for the Blind Women's Members' is effective?						
How the ENAB economic empowerment for the Blind women members' is effective?						
1	Blind women have equal opportunities in economic decisions.					
2	The association is trying different possible alternatives flexibly to empower member women economically to be self-reliant.					
3	The association allocates resources to empower all women members.					
4	The association capacitates its member to make self-reliant in economy.					
5	The association participated its blind members in the process of legislating different directives and principles.					
6	The association practice using all possible methods to capacitate women's member economic decision making.					
7	Women members participate in all process of planning, implementing and evaluation process of the association activities particularly the economic					
To what extent the ENAB economic empowerment strategies are effective regarding to enhance blind women's economic status?						
2.1	The association cooperate with others stakeholders to benefit its members.					
2.2	The association have different live projects to enhance blind member's economic status.					
2.3	The association has educational and vocational skills training scholarship for its blind members.					
2.4	The association established linkages with educational institutes to facilitate education and training opportunities for members.					
2.5	The association working together with NGOs which provide a revolving loan fund for the poor members of association, especially women, in order to enable them generate an income.					
To what extent the ENAB member women economic status is improved following the intervention of the association?						
3.1	Women life status is improved meaningfully.					
3.2	The member's monthly income enhances following association intervention.					
3.3	Blind women economically become empowered the association intervention.					
3.4	The association provides different vital life skill trainings to enhance the economic status of its members.					
3.5	The association is intervening in financing low-income women households and entrepreneurs in the city.					
3.6	Women economic empowerment is improved from time to time because of the association intervening strategies effectiveness.					
What are the success and challenges of ENAB economic empowerment activities?						
4.1	Extent of member's participation and role in community they live.					

No	items	5	4	3	2	1
4.2	Creating awareness members to be beneficial from the government and community service					
4.3	Struggling to, facilitate education and training opportunities for member's.					
4.4	Create job opportunity to members.					
4.5	Coordinate with government organization to benefit its members.					
4.6	Encouraging members to participate in self help community association's which have economic objectives.					
4.7	Participate in the process of importing and production of different useful assistive technology device for the blind in the country					
4.8	Including all member women's in the community development programs.					
4.9	Promote the members health service status through providing appropriate information particularly regarding to HIV/AIDS.					

Women's Empowerment for Sustainable Development!

Appendix B
Addis Ababa University
Department of SNE Graduate Studies

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Observation on ENAB Women Economic Empowerment Association

The main purpose of this observation checklist is to check and gather information regarding to **Economic Empowerment of ENAB for Women Members**. Thus the researcher will conduct its own observation and mark on each items based on the information genuinely.

Thank you for your genuine and kindness!

Procedures of interview

Introduce the purpose of the research and aim of observation to the women who are found in the observation sites to win their cooperation to get genuine information for the success of the research.

1. Observation sites

To collect important data and to gathering valid information in this study the researcher will observe,

No.	To be Observe	Yes	No	Remark
1	The women training site			
1.1	There is good training facilities			
1.2	The training is related to the economic activity of women engaged			
2	The member women work places			
2.1	Women work place is suitable to run their business activities.			
2.2	Members run their business competitively			
3	The member women economic activity progress			
3.1	The member economic benefit show progress from time to time			
3.2	The member business capital is increased			
3.3	The member working opportunity is increased			

Appendix C
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Document Review on ENAB Program of women Economic

The main purpose of Document review is to review and gather information regarding to the Association **Women Economic Empowerment Effectiveness**. The researcher will review the association women economic empowerment plans, practices and related documents so as to assess the effectiveness of the association on women economic empowerment.

The data that will collect with the document review will focus on the following topics documents. This part of data the main important and sources of information for this research, thus the researcher will review each the following documents carefully

Document Review focus on.

- i. The association strategic plan objectives
- ii. The women's department strategic plan objectives, procedures and methods of empowerment related documents.
- iii. Available projects plan and performance result in the association to empowerment women economically,
- iv. The women's department midterm, annual plan, and performance reports,
- v. The women's department monitoring and evaluation reports,
- vi. Economic status and economic empowerment of blind women members will treat under document analysis.

Appendix D
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Department of SNE School of Graduate Studies

Interview on ENAB Program of women Economic

The main purpose of Document review is to review and gather information regarding to the Association Women Economic Empowerment factors that contribute for economic empowerment, methods and procedures of empowerment and the success and limitations of ENAB empowerment. The researcher will review the association women economic empowerment plans, practices and related documents so as to assess the effectiveness of the association on women economic empowerment.

The interview was focused on the following points

1. What are the major factor of ENAB intervention programs that contribute for economic empowerment for its members and employees?
2. What procedures help the ENAB members and employees for their economic empowerment following intervention program?
3. What are the strategies of the strategies of economic empowerment of women with visual impairment through their intervention program?
4. What are the success and limitation of ENAB intervention activities?

