



# GÖTEBORGS UNIVERSITET

**Department of Social Work**

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*International Master of Science in Social Work and Human Rights*

## **Social Enterprises is a Right Based Approach to Realize the Socio-Economic Rights of Marginalized Women?**

*A case study conducted about 'Vägen ut! Kooperativen' in the City of Goteborg, Sweden*

**International Master of Science in Social Work and Human Rights**

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## **Abstract**

**Title:** *Social Enterprises is a Right Based Approach to Realize the Socio-Economic Rights of Marginalized Women? A case study conducted about 'Vägen ut! Kooperativen' in the City of Goteborg, Sweden*

**Author:** Sajjad Ahmad

The 'VuK' is a social cooperative in Sweden using handicraft method to achieve financial sustainability for underprivileged women. It is a self-helped organization implementing social and economic rights for underprivileged women. As Pakistani student I was very interested to know how this organization came into existence, facilitated women to be included, broke the patterns of discrimination and exclusion against women, and what kind of training and preparation they offered to women.

The data is based on five interviews with the 'VuK' staff, the four interviewees were women and one interviewee was man. I interviewed one man to find out gender based views about women social enterprises. All the interviewees relies that 'VuK' is social cooperatives model which does not work for profit but it provide direct service to clients especially to women clients. The paper also relies on the development of 'women social enterprise' which replaces high values, demands to underprivileged people in Sweden.

The findings show that this self-helped organization was developed as part of a welfare network, created by a private initiative. It established a platform with other local authority to promote further women integration with support from the Swedish government. By creating a strong and closely group 'VuK' managed to mobilize the women resources to build up a better life without discrimination and exclusion. The 'VuK' has also been trying to develop transnational program e.g. contacts with other cooperatives in similar programs in Italy, Germany, Greece and the United Kingdom. This has given participant's chance to visits other land and learns new kind social enterprises in different community.

In Pakistan this kind of activities has been institutionalized by big banks e.g. Bank Alfalah Limited who is connected to small branches offering working capital and experts giving financial advices along with customer's packages to a diverse range of business clients. They also provide loans to farmers for the production of crops. After the production at the end of season farmer has responsibility to give back loan in three installments. The aim of this program is to empower farmers and create awareness about Bank products investment program.

**KEY WORDS:** Vägen ut! kooperativen (VuK), Social Enterprises, Women socio-economic rights, Handicraft

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## Table of Content

### Chapter-1, Introduction

1.1. Background .....	6
1.2. Swedish Perspectives .....	7
1.3. Pakistan Perspectives .....	7
1.4. Problem of Statement.....	9
1.5. Interest in the Subject.....	9
1.6. Purpose of the Study.....	9
1.7. General Objectives.....	10
1.8. Sub-Research Question.....	10
1.9. Significance of the Study.....	10
1.10. Definitions of Key Concept.....	10

### Chapter- 2, Vägen ut! Kooperativen as a Social Enterprise

2.1. Vägen ut! Kooperativen ‘VuK’.....	12
2.2. Social Cooperatives History in Sweden.....	13
2.3. Clients Preparation.....	13
2.4. Women Craftsmanship.....	14
2.5. Functions of Social Cooperatives Connected to ‘VuK’ .....	15
2.5.1. <i>Villa Solberg</i> .....	16
2.5.2. <i>Café Solberg</i> .....	16
2.5.3. <i>Karin Döttrar</i> .....	16
2.5.4. <i>AteljeTräd</i> .....	16

### Chapter- 3 Earlier Studies

3.1. Exit Process and Empowerment.....	18
3.2. European Social Entrepreneurs.....	19
3.3. Work Integration and Social Enterprise: Sweden.....	20
3.4. Social Enterprise in Europe: recent trend and development.....	21

### Chapter-4, Theoretical Framework

4.1. Social Welfare Theory of Right.....	23
4.1.1. <i>Welfare Theory Approach to Social Enterprises</i> .....	24
4.2. Feminist Social Theory.....	25
4.2.1. <i>Feminist Practice</i> .....	25
4.3. Social Constructionist Theory.....	26
4.3.1. <i>Constructionist Theory Approach to Development</i> .....	26
4.4. Corporate Governance Theory.....	27

### Chapter-5, Methodology

5.1. Research Design.....	29
5.1.1. <i>Case Study</i> .....	29
5.2. Subject.....	29
5.3. Data Collection.....	30

5.3.1. Interviews .....	30
5.3.2. Observation.....	31
5.4. Secondary Data.....	31
5.5. Data Collection Tool.....	31
5.5.1. Interview Guide.....	32
5.6. Analysis Model.....	33
5.7. Validity, Reliability, Generalizability .....	31
5.8. General Ethical Consideration.....	32

## **Chapter- 6, Finding and Analysis**

6.1. The ‘VuK’ Idea .....	34
6.1:1. Self-help Organization.....	34
6.1:2. Education Standard.....	35
6.1:3. The ‘VuK’ Future.....	37
6.2. The ‘VuK’ Progress.....	38
6.2:1. Rehabilitation Response.....	38
6.2:2. Supervision.....	39
6.2:3. Main Authority .....	40
6.3. The Break of Social Exclusion .....	41
6.3:1. Enterprises Skill .....	41
6.3:2. Employees Experiences.....	42
6.4. Training and Preparation Process.....	43
6.4:1. Work Procedure.....	43
6.4:2. No, Special Training School.....	44
6.4:3. Conflict Resolution.....	44

## **Chapter-7, Conclusion and Discussion**

7.1. Conclusion.....	45
7.2. Discussion.....	46
<b>References.....</b>	<b>51</b>
<b>Appendix 1.....</b>	<b>56</b>
<b>Interview Guide.....</b>	<b>56</b>

# Chapter 1, Introduction

This chapter describes the background of the study, problem formulation, purpose, objectives, research questions and significance of the proposed study.

## 1.1. Background

The increasing acknowledgment of women socio-economic rights is current challenges which emerge the new concept of social enterprises. In 1993, Harvard business school launched the 'Social Enterprises Initiative' for women one of the mile stone in that period of time. Later on, other universities including Columbia, Stanford, Yale and various foundations have set up training and support programs of social enterprises.<sup>1</sup> The concept of social enterprises includes a wide spectrum of organizations for profitable business to engage destitute people in beneficial activities.<sup>2</sup> In 2002, there was sudden acceleration of the debate around social enterprise in the United Kingdom. The Blair government launched the social enterprise coalitions and created social enterprises motive to promote socio-economic benefits for women and destitute people throughout the country.<sup>3</sup> In this regards, the 'Blair' government gives prime importance to social enterprises mean to recover needy people in UK. The implementation of social enterprise in UK followed the International Human Rights Instrument (IHRI) stated that every person has the right to work especially women as follow;

*"All people have the right to self-determination, by virtue of that right they can freely determine their political status, and freely pursue their economic, social and cultural development."*<sup>4</sup>

According to this goal social-economic rights have been a way to implement business strategies focusing on underprivileged women. The discrimination against women whether direct or indirect is one of the most destructive forces. In 1972, the assertion of Title-VII of the Equal Employment Opportunities in the United States made it clear that employers could no longer discriminate in their hiring and employment practices on the bases of sex. Although, women showed progress in the labor force since human had been start his traditional role apart from their domestic family care and child rearing duties. In the industrialized world, majority women spend their free time at paid work outside the home which changed wrong perception concern to women work in the labor market. However, women have still complaints of discrimination in wages e.g. women still tend to earn only 70 to 90 percent of what men earn for the same job. Women might earn 75 to 79 percent of what male workers earn depending on the country.<sup>5</sup> Alongside, these complaints create different perception about working women with her expectation growing beyond just equal and social benefits. Thus, poor and low-income women are at risk and have low functioning in the society due to lack of certain freedoms.<sup>6</sup> The poor and improvised women victimized in the society, and their isolation is especially vulnerable in the sense of less access to institution.

However, in Sweden, one of the interesting and recent example is the cooperative 'Vägen ut; Kooperativen' (VuK) whom purpose to organize the inclusion processes of excluded people. This cooperative permeated the same ideology as the government agencies in Sweden, and they have central value of work offered to addicted women by which they could change their

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<sup>1</sup> Nyssens (2006:3)

<sup>2</sup> Kerlin (2005)

<sup>3</sup> Department of Trade and Industry (DTI), (2002)

<sup>4</sup> International Convention of Economic, Social and Cultural Rights of (1966), Article (6)

<sup>5</sup> International Labor Organization (ILO), Report (2004)

<sup>6</sup> Sen (1999)

life in a much healthy way. The 'VuK' can be translated to English as an organization trying to include excluded people especially women with different social problems. Recently, this organization starts to work with rehabilitation of those women whom have been divorced widow and had been left alone with small children at home. This organization offers its services to these women by providing handicrafts expertise in order to empower them economically through handicraft skills.

## **1.2. Swedish Perspective**

In Sweden, like many other countries it has been problem to encourage women business, and to establish self-businesses. The "Tillväxtverket" (Swedish Agency for Economic and Regional Growth) reported that women is working as a partner with men in major companies in Sweden, while men often occupied manager position almost in major companies. The "Tillväxtverket" reported that most of the business power at in the hand of men in Swedish business market. In this regards, 'Tillväxtverket' office has 919 business ambassador's are working all together to encourage women entrepreneurship throughout Sweden. All these efforts of the ambassadors found 82,000 new women entrepreneurship in the period of 2008 to 2010 which ensure women work for sustainable growth in business. The 'Tillväxtverket' has around 350 employees in 11 offices in Sweden. These offices work to promote and bring the ideas of business to home. This further makes business environment more dynamics for women business at local, national, and at international level.

The Government of Sweden has requested to Swedish Agency for Economic and Regional Growth ('Tillväxtverket') to coordinate and implement numbers of entrepreneur initiatives throughout Sweden by strengthen women power and business. This policy will ensure women participation in business activities in all over Sweden. Similarly, the Swedish government allocates more budgets for women to empower them properly i.e. SEK 65 million for the period of 2011 to 2014.<sup>7</sup> The allocated fund will increase the opportunity for women to start, run and develop more companies. An addition, the Government of Sweden has instructed the agency e.g. Almi Företagspartner AB to implement initiatives of the amount of SEK 30 million per year extra fund profession which will established new programs, training, and institutions for women entrepreneurs in future.

## **1.3. Pakistani Perspective**

My intention in this study is not to compare Swedish and Pakistan women social enterprise but to encourage the women business in general. However, I want to give a short description of the Pakistan ambition with reference to women empowerment how it works. In some ways this can elaborate the feature of Swedish social cooperatives model.

In Pakistan, women face the same problem but it is more severed and complex than in Sweden. Pakistan is a patriarchal society men considers master of the family. There is about 90% men runs business, and the contribution of women is very little in business activities. On the other hand men in the family do not allow women to establish business outside. The employment figure shows that at industries level in Pakistan about 90 % of workers are male and 10% women are in different local companies. This is exactly opposite to the situation in other South Asian countries such as India, and Bangladesh, where 90 % of labor workers are women at industries while 10% percent men are working in labor force in the industries. However, in Bangladesh and India women labor has wages problem. The industrial management pays low

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<sup>7</sup>'Tillväxtverket', Report (2009)

wages to women is compare to men, and majority women works on two time food. Therefore, women ratio is more than men in these two countries. Similarly, they prefer to recruit more women in the labor force instead of men labor. On the other hand, in Pakistan men did not allow women to work after sun set. Here, the industrial management prefers to recruit men in the labor force instead of women.

Some organizations work to empower women socially and economically in Pakistan i.e. NGOs, Banks, UN, and government programs. They initiated some special program for women e.g. design cloths, leather accessories, hand woven, garments, bakery products, carpets waving, and services for content writing. These kinds of program will make sure the contribution of women economy in the country. Some banks also contributing in the field of women empowerment i.e. Khushali is one Bank works in rural area of Pakistan. The main goal of bank to empowers women by lending loan for two reasons. First, is to decrease the rising levels of women poverty in Pakistan, and second to raise the living standard of women in rural part of Pakistan. The Bank lent 5164 million loans to women, and 852,636 women benefited from the loan program of Khushali Bank.<sup>8</sup>

The Agriculture Development Bank of Pakistan (ADBP) is another largest financial institution. In 1999, this Bank started a small scale loan program for women empowerment which has the same criteria like Grameen Bank in Bangladesh. In the field of agriculture development 'Shehnaz' is one micro- credit officer in the bank pointed that 4700 women had obtained loans under ACP scheme.<sup>9</sup> Further, Shehnaz said that the bank introduce handicraft training condition before lending loans to customers.<sup>10</sup> The customer needs to learn handicraft skills before lending loans otherwise the customers are disqualified to lend loan without the skill of handicraft.

Baluchistan is the largest province of Pakistan; it has the smallest population around 5 percent of the total. The provincial government has no corporation or board catering to establish small-scale cottage industry. The directorate of industry is responsible to look after the development of small and cottage enterprises in the province of Baluchistan. The directorate trained 2,750 person in carpet weaving; 450 in Balochi Embroidery; 500 in leather embroidery; 375 in tailoring and cutting, 1500 in other skill.<sup>11</sup>

SMEDA is relatively new organization in Pakistan that was established in 1998. They have policy to increase SMEs (Small and Medium Enterprises) activities in Pakistan. It has five regional offices, one in each province of Pakistan. The government of Pakistan has recently promulgated an ordinance to create the SMEs Bank by merging the Small Business Finance Corporation (SBFC) in SMEs Bank. The new Bank already began operation in January 2002 as an independent company. The main focus of these branches is to provide opportunities for women entrepreneurship.

The First Women Bank Limited (FWBL) is good example which caters solely the financial needs of women entrepreneurs at national level. They are trying to improve the women socio-economic condition both at rural and urban areas. The Bank has small loan facility for low-income women. They allocated 30 million funds for this scheme, the loan range for one person is 25,000 to 100,000 Rupees, and about 11000 women have benefited from small loan schemes

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<sup>8</sup> Goheer (2003:7)

<sup>9</sup> *Globalization and the apparel industry of Pakistan presented by SMEDA at the ILO sub-regional conference on the competitiveness, productivity, and Job Quality in the Garments Industry in South Asia (25-26 September, 2001)*

<sup>10</sup> *ibid* (2003:7)

<sup>11</sup> Goheer (2003:7)



in the last ten years.<sup>12</sup> The FWBL has 38 branches all over Pakistan and a head office in Karachi; in these centers the 'FWBL' has trained 3,093 women in different trades.<sup>13</sup>

#### **1.4. Problem of Statement**

The women participation is not a new phenomena, women contributed equally since human being start life on the planet, e.g. the recent development more evidently Canada is a modern state more closer to the Swedish welfare state about 70 percent women employment increased in Canada while men ratio remained same in the labor force which 30 % in work integration.<sup>14</sup> Women incomes by province in Canada pointed by Williams that in Alberta and Ontario had the highest average total women income at \$ 34,000 and \$31,600 were 55% of men in 2008, in Newfoundland and Labrador women income were 57% of men while in Edward Island women income were 78% of men; in Quebec province were 72% of men.<sup>15</sup> The gender based work gap is smallest in some Canadian provinces. Women in Sweden also showed progress in the work sectors; however still they need great social support, encouragements and required feedback from public sector organizations.<sup>16</sup> In the same way the 'VuK' is recent cooperative example has developed home base women activities for women to produce products in the safe place and left it over to labor market.

#### **1.5. Interest in the subject**

The base of my interest in this subject has been developed since long time when I was undergraduate student in Pakistan. Voluntarily, I worked as a motivator in the microcredit finance project with one community base organization (CBOs). The 'CBOs' provide loan to women in two villages. I thought that we have different feelings and understanding towards women social enterprises in Pakistan, e.g. in some part of the country women business considers shameful outside such as in the North West part of Pakistan. This part is religious and more patriarchal; women must needs to take permission for business outside the family. Women can establish indoor business in this part. Normally, it is hard for women to established self-business in the city center without the permission of family in the North West part of Pakistan. To see this reality, I thought that to develop a project which could be helpful for women business in Pakistan. Women had business potential in Pakistan. Therefore, I chose 'VuK' is a case of study to observe their work for women socio-economic empowerment i.e. women in Pakistan can gain self-confidence in the field of entrepreneur to win the respect of their families, kin and neighborhoods. The recommendation of the project will include more women spirit in entrepreneurship in Pakistan.

#### **1.6. Purpose of the Study**

The aim of the study is to investigate how 'VuK' support marginalized women in the Swedish society, the society where every kind of services available for women empowerment but problem of exclusion still exists. Therefore, the purpose is to highlight the process of empowerment, training, preparation and social enterprises for women in the 'VuK'. To understand, whether the concept of social enterprise used by 'VuK' can potentially fulfill the socio-economic rights of women through their support marginalized communities is able to

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<sup>12</sup> *Study Report of FWBL (1999) and Recommended JICA Assistance to FWBL*

<sup>13</sup> *See for example, <http://www.fwbl.com.pk>*

<sup>14</sup> *The Daily (Nov. 2, 2007), Canada*

<sup>15</sup> *Williams (2010)*

<sup>16</sup> *Hedin, et al (2005)*

influence shape and access basic “human rights”.<sup>17</sup> However, at the end, how ‘VuK’ implement their strategies, and to recover drug abuse, criminal and improve women business.

### 1.7. General Objectives

The general question of this study is to investigate the socio-economic right of marginalized women within the case of the ‘VuK’. Furthermore, is to follow the development of a social cooperative like the ‘VuK’ from idea stage to functioning activities.

### 1.8. Sub-Research Questions

- To find out how the ideas of ‘VuK’ were came into existence?
- How the organization facilitated for women to be included?
- To explore more about how do they break the patterns of discrimination and exclusion against women?
- What kind of training and preparation are these cooperatives giving to marginalized women?

### 1.9. Significance of the Study

The significance of study gives its contribution to understand the women marginalization in Swedish society. To address the situation of women Jahan pointed that women have been left men behind in progress but still men sub-ordinate women.<sup>18</sup> It is because man formulated crucial policy to dominate them women in work progress. The modern institutional environments also gave a cosmetic shape to women development e.g. their presence used is an object; in reality they use their power is an extra source of income. The UN policy and regulatory authority embed guarantee to equal rights irrespective of sex, race, and class to all citizens but some states implemented. However, in some parts of the world people follow the UN human rights instruments. In general, it is the responsibility of each government to implement the human instruments and take action against women business discrimination in each and every society.

### 1.10. Definition of Key Concepts

Sometimes, it is difficult to explain key concept in more words, but there is possibility to define it in some specific words as followed;

**Socio-Economic Right of Women:** Accordance with Universal Declaration of Human Rights, the idea of free human beings whom enjoys life free from fear and what they want can only be achieved without the conditions whereby everyone may enjoy his economic, social and cultural rights as well as his civil and political rights.<sup>19</sup>

**Social Enterprises:** Social enterprises are revenue- generating business with twist activities whether operates by non-profit organization or profit organization is the aim to achieve social, cultural, economic community outcome is to earn revenue.<sup>20</sup>

**Cooperatives Enterprises:** As an organization with explicit aim to benefit the community, initiated by a group of citizens and which the material interest of capital investor is subject to

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<sup>17</sup> By human right I mean concerned with analysis of the equal distribution of power rather than in the traditional sense.

<sup>18</sup> Jahan (1995:826)

<sup>19</sup> <http://www2.ohchr.org/english/law/cescr.html>

<sup>20</sup> BC, Consultation Centre for Social Enterprises United State (2012)

limits. Cooperative enterprises placed a high value on their autonomy and economic risk-taking related to socio-economic activity.<sup>21</sup>

**Marginalization:** The term “Marginalization” generally describes the overt actions or tendencies of human societies whereby those perceived as being without desirability or function are removed or excluded (i.e., are marginalized ) from the prevalent systems of protections and integration, so limiting their opportunities and means for survival.<sup>22</sup>

**Empowerment:** is seen as a process by which individuals, group or local societies can attain a great level of control and decision making power over their own lives.<sup>23</sup>

**Handicraft:** also known as craft work or simply craft is a type of work where useful and decorative devices are made completely by hand or using only simple tools.<sup>24</sup>

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<sup>21</sup> Nyssens (2006)

<sup>22</sup> Anupkumar (n.d.)

<sup>23</sup> Hedin, et al (2005) cited Forsberg & Strain (1997)

<sup>24</sup> <http://en.wikipedia.org/wiki/Handicraft>

## Chapter 2, 'Vägen ut! Kooperativen' as a Social Enterprise

This section reviews the development of 'VuK' and their solely works for destitute and underprivileged women in the Swedish society. The subjects of my study will also discuss the past research related with women entrepreneurship, enterprises, social cooperatives and exclusion.

### 2.1. 'Vägen ut! Kooperativen' (VuK)

This cooperative was founded in 2002 in the city of Göteborg which is the second largest city of Sweden. The objectives of the 'VuK' are to create enterprises opportunities for those people who are consider disadvantage in Sweden especially for marginalized women. The shape of the 'VuK' is like an umbrella which connected with fifteen others sub-organizations. The three sub-organizations do not occur in the structure because it merged in the 12 sub-organizations, and they work together with other. However, the 'VuK' called head office of all these sub-organization; all branches are located in the city of Göteborg, and works at different social issues concerning women.

The 'VuK' is a company of social enterprises with a turnover SEK 30 million a year. They have more than 90 co-workers. The co-workers share their experiences in the socio-economic uplift of the institution. It work for men and women both but especially I have focus their work for underprivileged women. The 'VuK' socio-economic report shows that the number of Enterprise Company connected to 'VuK' increased from 5 to 15 companies during the last 10 years. They created 69 new jobs in the labor market for rehabilitee clients while in the past five years the cooperatives increased business amount from SEK 6 million to SEK 30-32 million.<sup>25</sup> The number of clients stopped to receive social benefits, and become social entrepreneurs in the labor market. The 'VuK' is connected with more than 200 people involved in daily life in other cities e.g. Stockholm, Save, Sundsvall, Orebro, Östersund. The whole mission is to rehabilitate drug abuse and criminal style people not only in Sweden but also to sent this message in other part of world.<sup>26</sup> This is possible through organization exchange program with other country. They have exchange program with other cooperatives organization in Europe.

Figure 1. 'Vägen ut! Kooperativen' Structure



<sup>25</sup> The Vägen ut! Kooperativen, Annual Report (2010)

<sup>26</sup> *ibid* (2010)

The picture is copied from, the 'VuK' website. It represents the structure of cooperatives and identifies numbers of sub-organization.<sup>27</sup> The number of Sub-cooperatives is 12 in the structure but it is 15 in original three sub-cooperatives merged with 12, and they work together.

As an organization 'Vägen ut: Kooperativen' (VuK) has been neglected in most of the academic works in regard to empowerment of women socio-economic rights in the Swedish society. However, one professor in social work, Hedin has explained the characteristic of the 'VuK' in 2005. According to her writings 'VuK' is a cooperative organization which has been working for the rehabilitation of women drug, and criminal abuser.

## **2.2. Social Cooperatives History in Sweden**

Since the mid-90s the infrastructure of social cooperative has proven instrumental in the development of initiatives aimed at new, or newly acknowledges, problem-groups, namely the inhabitants of problematic suburbs, the young un-employed and immigrants.<sup>28</sup> The initial impulse for the formation of social cooperatives was provided by the Mental Health Services reform in the mid- 1990s. In the mid- 1990s, there were growing number of mental sick peoples demand for organizations to advocate psycho and health welfare issues. It was noted that a similar type of cooperatives called Emerging Cooperatives (ECs) were created in the U.S. during the 1960s by communities to serve the needs of economics, politics and education to disadvantage people.<sup>29</sup> This resulted in concert drive was established cooperative form for people who need help from the community. Roughly, at the same time worker co-operatives was initiated for mental patients in 1989, by actors within mental care of patients and ex-patients. In that time there were no legal incorporation forms was expressly created to fit the requirement.

In accordance with association act, the purpose of social cooperatives is to promote economic interest by running economic business activities of the excluded peoples, e.g. through their own personal work. Legally, there were no restrictions to stop such kind of activities. In the same way, the Antigonish Movement in Canada which promotes the formation of cooperatives of the community residents to create their own local development is well known historical example of connecting cooperatives and community development.<sup>30</sup> At present, there are around more 90 social work cooperatives in Sweden. They work under association Act. In this respect, the membership for social work cooperatives has been extended now to include other groups who are excluded from the labor market because of various work disabilities. It also connected with national employment office; moreover, these all social cooperatives are still in developmental process.

## **2.3. Clients Preparation**

The client preparation means to bring homogeneity in the 'VuK' environment. Homogeneity is an important element for the central ideology in any kind of social organization. The 'VuK' has been built up homogeneity base of ideology to empower excluded people in the Swedish society since 10 years. The clients can easily develop their basic knowledge individually, and in group inside the cooperatives organization. The concept of homogeneity removes differences among the clients. Expertly, the Milgram pointed that the most popular strategy for client's personality his involvement and participation in the activity of micro-finance

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<sup>27</sup> <http://vagenutsidor.se/default.asp?page=eng>

<sup>28</sup> *SOU (1996:54)*

<sup>29</sup> *Zauli & Radel (2005:47)*

<sup>30</sup> *ibid (2005:47)*

programs.<sup>31</sup> However, the client's self-help knowledge is not enough sometimes for new event; it must be combining with expertise. This is an evident in the 'VuK' that the clients develop his skills under expert guidance and supports to promote their self-participations in the social activities. The winter period is a period of intensive preparations, organizations, and mobilization of resources for both clients and Professionals. In this period, they try to transform the professional knowledge and experience to clients. The cooperatives realize that the objectives of training with other cooperatives organization create self-help which provides better chance for everyone in the society to take part in developmental activities.

The 'VuK' training is an adaptation process in which the individual clients get to know each other, and highlight hidden problems with other peoples. In regards to training, Home Care (HC) is an association in New York which provides home health aide service in the city of New York was started to improve working conditions of women labor in the industry.<sup>32</sup> In this regards, the 'VuK' training also too compact e.g. some modules prepared before and some organized during work. The modules prepared for the initial period of clients totally focused on the client's participation. The 'VuK' do not provide any schedule for meeting, every client has own schedule for work participation, it depend on the clients schedule which time she is free to meet. In addition; the 'VuK' also include a series of smaller educational initiatives such as IT, data processing, accounting, driving lessons and editing programs. These training programs provide opportunities to clients, and improve his status in the modern society.

Some of the cooperators ran creative and motivation work activities during the first year at Sagsjön treatment center. This is correction center for women about 20 km away from Gothenburg city. The center gained good contact which creates good activity for female inmate. Later, the activity was also expanded to police station connected with detention center to rehabilitate more and more people. The creative work is still ongoing for women at the detention center led by Karin Döttrar prison inmates section which has often have a wide range of social and psychological programs.<sup>33</sup> The underprivileged women have several traumatic experiences e.g. they lost important relationships, contact with close families and friend. The running programs rehabilitate them better again in the society. These are creative activities which offer them to deal with bad life experiences.

There is a lot of fluctuation in the women motivation and work capacity e.g. sometime women did not wait for her turn during training but they say me that wait is important for good things in life. They appreciate them to be patient for her turn and support. The waiting time is difficult but it is the most important time to learn new things in life. Women have another way than men to start cooperatives; they need more time, appreciation in work, come closer to each other and thus learn to handle conflicts at better way.<sup>34</sup> It is clear to see how the individual development of many cooperators and apprentice assist by working in the 'VuK' social cooperatives. The 'VuK' try to break their past behavior, and to build new behavior from the start. In this phase the clients speak in meeting, gives interviews, take part in discussion, and present themselves in front of people.

## **2.4. Women Craftsmanship**

The handicrafts production is a central subject in most of the 'VuK' sub cooperatives. This production has different in different cooperatives e.g. Trädet, Karin Döttrar, and Villa Solberg

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<sup>31</sup> Milgram (2001:212)

<sup>32</sup> Zauli & Radel (2005:51)

<sup>33</sup> Department of Information (2007)

<sup>34</sup> Hedin, et al (2005:86)

produces handmade Caps, Sweaters, School Bags, Gloves, and decoration Cups. In this regards, Abraham emphasizes Jena that the greater value of arts and crafts is valuable in term of human philosophy and ethics which gives reflection on ancient human society in present.<sup>35</sup> While, the 'VuK', handmade products promote solidarity base social work. The solidarity based social work creates way for client in the society to build up courage to speak, negotiate, and share your activities with others. San Patrignano in Italy is a cooperative which has quite good income per years. They have number of productive activities such as preparation of various types of carpentry, cattle breeding, food production, leather work, and wine production. The San Patrignano work becomes a role model for social cooperatives in other country.

The Social Enterprise London (SEL) is world leading company provides enterprise training which further define the social enterprise that it is a kind of good business which re-invest resources back to society, and contributes in the socio-culture development.<sup>36</sup> The 'SEL' try to develop women business skill in the business market to generate extra income. This strategy gives two benefits; first it includes women hidden skill and second it re-invests useless skill back for philanthropic goal in the community. Similarly, the 'VuK' philanthropic activities sustain it social benefits for structure, knowledge and resource development in the Swedish society. The 'SEL' rules and regulations same like 'VuK' provides one agenda for all the companies to follow it. The connected companies must need to follows one agenda provided by 'SEL' head office in london. The 'SEL' report shows that 3400 companies connected with 'SEL' provide 104,500 jobs in different countries.<sup>37</sup> There are no specific criteria for marketing or training just to register and enter in the labor market activities. However, its main focus to address the social need of the peoples who consider destitute and excluded in the society.

These skill in 'VuK' may not come to all- it may be primarily for the most ambitious and proactive members who develop this area but it is an expectation that some members will become role models for others. Jena noted that craft is a fun of art which gives us glimpse, core and kernel with collective mind through mirror of individual mind.<sup>38</sup> These skills of art not only expressed the ability of clients to run the Cooperatives Company but it also gives them mental strength in their future life. All these 'VuK' activities are matter of being able to empower lower part of the society.

Thus, it is hard for 'VuK' to see how the process could happen in any other way. After all the 'VuK' empowerment must come in mind to continue and develop the skill of entrepreneurship. The 'VuK' entrepreneurship activities give opportunity to influence their own lives together with others. This process leads to real rehabilitation which further creates decent possibilities of work in the labor market. The daily cooperative activities are closely knit in works which provides future social security. Therefore, the 'VuK' itself has undoubtedly provided important training for several participants as much as possible.

## **2.5. Functions of Sub-Cooperatives connected to 'VuK'**

The 'VuK' has 15 sub-cooperatives work on different issues to present the function in some of them to outline the concept of social enterprise;

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<sup>35</sup> [www.sel.org.uk](http://www.sel.org.uk)

<sup>36</sup> *Social Enterprise London (SEL) is a world leading provider of training, researching, networking and consultancy for social enterprises- The (SEL) motto is "good business for a better world".*

<sup>37</sup> <http://www.sel.org.uk>

<sup>38</sup> Jena (2010)

**2.5.1. Villa-Solberg:** This is half-way house for men. It is not treatment home but the half-way house provides activities base on accommodation to people who come from prison. It was started in early 2003. The house dislike to use the word client, and they used guest instead of client word. The admission criteria for guest in Villa Solberg that they must will be able to keep away from drug and take responsibilities in every activity. The authority of Villa-Solberg does not put pressure to take part in the organization activities but try to motivate their self-help attitude. In practice, many residents come directly to the half-way house from prison and become a part of 'VuK' social services. Some has come by social services in their home municipality. Majority of the guests (residents) are former drug addicts, few are alcoholics, many have served long prison sentence.

**2.5.2. Café Solberg:** This café developed from Villa Solberg cooperatives. They run a café shop in the Angered Centrum since 2004. One of the cooperators in 'VuK' had planned to start an art café in the Angered centrum. This idea was appreciated by their colleagues in Villa Solberg. They plan to rent a former business premises in small industrial area in the Angered Centrum. The necessary things were bought common instruments to run a café, e.g., coffee machine, cooker, cups and other necessary equipment. The Villa Solberg café mean to put artistic things and exhibit work. The visitor comes to see arts, and buy coffees, vegetarian sandwiches, fruit drinks, and relatively healthy cakes at reasonable price. The café was inaugurated on 1 of October 2004 and about 100 guests from public sector organization and NGOs in the development partnership came with presents of flowers and sampled the sandwiches and coffee. After the inauguration, work started that autumn to produce advertising leaflets for distribution to companies and offices in the area. The main goal is to make good quality products and to ensure that the cost of ingredients is not too high in relation to the price of the products. They sales sandwiches and café in the lunch time for company and office around that area.

**2.5.3. Karin Döttrar:** Commonly, it is a handicraft cooperative, and in the late winter and early spring 2003 founded by six female cooperators. It provides service to learn handmade products and consult them to run a new handicraft company in the city of Göteborg. The cooperative currently produces both goods and services. It is handmade products but financially profitable activity. The Karin Döttrar provides services for women usually have experience of substance abuse, criminal background or have had long periods of unemployment. However, the work training usually spans six to twelve months, and women use this time as preparation for looking a jobs in the labor market or further studies. This is creative activity offers opportunity to women to deal with their experiences and get relief from past life. This kind of activity can generate strength and energy for further rehabilitation. However, they prepare different types of product e.g., school bags, winter caps, sweater, tea cup, socks, gloves, sleeping Palo, sleeping bags.

**2.5.4. AteljeTrädet:** The AteljeTrädet studio is kind of social cooperative within the 'VuK'. It is developed from former women organization called Half Way House (HWH). The AteljeTrädet had long run activities before the 'VuK' establishment. Now, the studio established handicraft activities and produce tapestries, paintings, scarves, silk scarf, tie and other products. It cooperators give day courses and run study circle for people who want to learn how to paint on silk. The cooperators also give an introduction to visitor of silk painting techniques and helping them to establish their own works of art and treat them to lunch it in the society. The cooperatives activity is fully operational with production of painted silk. While the cooperatives and their member spent spring and summer in advertising and marketing of studio activities. The advertising principle means to make organizational network. In 2004, the cooperatives were one supervisor and three cooperators worked on this activity. The



cooperators recruit new apprentices and volunteers to the activity, trained them and make them familiar with work. They think that to promote the products with cheaper price and focus on the training with rehabilitation objectives. They sold product for the purpose to rehabilitate unemployed people in the society.

## Chapter 3, Earlier Studies

This chapter will give a short description of research activities done in the past which has similar focus to that of the 'VuK'.

### 3.1. Exit Process and Empowerment

Hedin, et al conducted a research project named "Exit process and Empowerment-a study of cooperatives. The project Exit- From prison to social cooperatives" within the equal partnership was carried out over the course of three years which shows that important conditions to break away criminal and drug abuse life into work/employment and new relationships within a working community.<sup>39</sup> Other important conditions emphasized empowerment and opportunities to determine for oneself the terms of the project work. The project was monitored by three researchers from Göteborg University who in the report describe and analyze the process of building social cooperatives from a number of different perspectives. The project is evaluating the idea of 'VuK' located in the city of Göteborg. This body consist studies of individual organizations, and the decisions they made in order to provide essentials services to their constituents operating within the field of development.<sup>40</sup> The project was funded by Swedish ESF (European Social Fund and the European Integration) council. Some central and local government organization also supported the project through appropriate co-financing. The main purpose of the 'ESF' funds has to promote different women skills, and to fight against marginalization, exclusion in this modern society.

The most important features highlighted in the project about the women e.g. the substance/criminals abuse women have a lot of baggage in their earlier period of life and other traumatic experiences. Women in the working place has substance abuse problem i.e. narcotics or alcohol abuse problems, and couple of them has spent time in prison or at in the treatment center.<sup>41</sup> In this regards 'Karin Döttrar' established by Karin together with her two daughters is now connected to 'VuK' permeated the ideology of strict drug free policy, central value of work, and participation in all group activities to address the women problems. These features have strong emphasize in regards to women empowerments e.g. they promote motherhood role is central in the mind of substance abuse women.<sup>42</sup> The 'VuK' cooperatives are keen to ensure that women addressing their own issues thoroughly to achieve profound changes in her previous life. The project endeavored method of knowledge and experience based on practice to achieve high level of professionalism in the life of women.

In 2005, the project recognized developmental project which contribute to raise the social economy, image, value of work in the Swedish Society. It was piecemeal effort began by Hedin et al to use social enterprise is business methods to rehabilitate drug/criminal abuse people<sup>43</sup> e.g. work create hope of jobs opportunities in the life of underprivileged people. The project has attempted to examine the 'VuK' norms, values, mutual trust, and network for women development. The peoples who develop this project have expertise of special ideas, contacts, and networks in the field of social sciences. This kind of project are easy for them to develop with more proper way.

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<sup>39</sup> Hedin, et al (2005)

<sup>40</sup> Alvord, et al (2004)

<sup>41</sup> Hedin, et al (2005)

<sup>42</sup> *ibid* (2005)

<sup>43</sup> Bielefeld (2009); Johnson (2000)

The 'Le Mat' is a kind of cooperative hotel, work under Italian cooperatives (consortium) aimed to integrate marginalized women in work after rehabilitation. The cooperatives practice at local level in all over Italy creating jobs in many different branches for sustainable and exclusive community. Since 2005, it also works together with 'VuK' social cooperatives in Sweden. It has 15 social cooperatives all over Europe spread the practice of social franchise in which Swedish franchise occupied high position.<sup>44</sup> All the 'Le Mat' branches channelized the entry of disadvantaged women into labor market which quite strongly influenced the relationship between social enterprise and the local services. The majority 'Le Mat' employees' have experienced of drug/criminal abuse life. Overall, the Hedin, et al report appreciated the 'Le Mat' choice of occupational rehabilitation.

The ambitions and approach of the project is straight forward mostly discuss the women empowerment. The empowerment describe the social enterprises is a way to find financial support to facilitate underprivileged women.<sup>45</sup> Social enterprises have been defined by three researchers as an organization with aim to benefit the community. The author gave prime importance to social enterprise for ongoing socio-economic activities. This is possible under the circumstance when unemployed, sick, and drug/criminal abuse people choose the way of rehabilitation especially women, and after develop self-business. However, the project inspired from the opinion of different expert in Sweden, Europe and US to shape the structure of exit-process and empowerment: a study of cooperatives in Sweden.

### **3.2. European Social Entrepreneurs**

The social cooperatives institutions are an independent collection of peoples, and mostly they act together to fight against the social exclusion in the society. The profit motive takes second place in the social cooperative institutions. Castelli pointed that the concept of social entrepreneurship will eradicate women social exclusion and will fulfill the need of unemployed peoples.<sup>46</sup> The social cooperatives prefer to develop occupations for underprivileged people instead of profit gain. In Sweden, about 90 social cooperatives provide different kind of social services to clients in which the role of 'VuK' is to give handicraft training and psychological support to his clients. The Swedish welfare board praised the work of social cooperatives in Sweden stated that social cooperatives are more beneficial than NGOs.<sup>47</sup> They have turnover between 10000 to 40000 Euros per year total to the Swedish economy and 6 million Euros has business activities a year, while based on the count estimated that more than 1400 employees is working in the 90 social cooperatives.<sup>48</sup> The social cooperative authority in Sweden provides equal opportunities mainly to women, while it is an instrument to change the client negative attitude into positive attitude. They believe that women participation in the labor market enlarges the value of small body, and confirms further the benefit of women entrepreneurships in social organization.<sup>49</sup> The author praised the fact of women contribution in private and public organization, NGOs, and social cooperatives which put forward right condition for them in the labor market.

The collected information in the book is not homogeneous; it is collected from different European countries. All of the information explains the concept of 'women social entrepreneurship' in different dimensions. The term "social entrepreneur" has been particularly

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<sup>44</sup> Hedin, et al (2005)

<sup>45</sup> *ibid* (2005)

<sup>46</sup> Castelli (2005)

<sup>47</sup> *thelocal.se*

<sup>48</sup> *ibid* (2005)

<sup>49</sup> Olomi (1999:167)

emphasized by American foundations and organizations like Ashoka since the mid-1990s that entity identifies which dedicated to a social mission while behaving as true entrepreneurs to respond social problems.<sup>50</sup> All the EU cooperatives connected to public markets in regards to selling of handmade products. The Castelli information added that a social cooperative is an independent body of peoples where people can act together to solve social problems through solidarity. The cooperatives atmosphere support community to work in one unit, and promotes social cohesion. The process of women innovation created new structure; network, quality, and finance. However, Castelli pointed in her book that strives of less develop people especially women to start a business explore a new way of entrepreneurs' innovative knowledge and information potential.<sup>51</sup> Thus, the work of Castelli is a process of events which initiate different cultural memories, remove negatives feelings, and increase level of social solidarity in the mind of client after rehabilitation.

### **3.3. Work Integration and Social Enterprises: Sweden**

The Paper of Yohanan and Eva (Work Integration Social Enterprises) is part of a larger research project entitled "ELEXIES" run jointly by the European Network of Social Integration Enterprises (ENSIE), the European Confederation of Workers Cooperative, social cooperative and participative Enterprises, and EMEs European Research Network.

The ELEXIES project is financed by European Commission (DG Employment and Social Affairs) in the framework of the "Preparatory Actions to Combat and Prevent Social Exclusion".

The project is specifically concerned with different types of social enterprise for integration also known as work integration social enterprise (WISE) in 12 EU countries. Its aim is to identify and explain the characteristics of social enterprises.

This study is conducted using EMES network definition of social enterprises as a common reference point and guideline for creating social enterprises to be included in the life long study of excluded groups. The mature Swedish universal and comprehensive welfare model as developed from the 1930s, and onwards rested on a corporatist model division of the tasks between organized societal.<sup>52</sup> The work of Yohanan and Eva is tried to accommodate those capable worker who did not find employment, and they considers underprivileged themselves in the society. The examples of those people are handicapped, disabled, sick, and early pensionable peoples.

The goal of the authors is to create a work place which based on qualified members, and they provide genuine work duties and participation in the company operation. They explain the objectives of business activity which gets away the formal behavior and give them a new occupational treatment which help them in future life. Social cooperative is giving dignity to social work investment, and appreciate the women potential an investment.<sup>53</sup> The whole purpose of the project is to create a social context for long term sick and disabled people who unable to create a space for themselves in the labor market. Thus, the authors pointed that this goal should need to be based on self-help, empowerment, social entrepreneurship, and participations.

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<sup>50</sup> *Defourny & Nyssens (2008:204)*

<sup>51</sup> *Kristiansen (1999:144)*

<sup>52</sup> *Yohanan & Eva (2008)*

<sup>53</sup> *Castelli (2005:110)*

### 3.4. Social Enterprise in Europe: recent trends and development

The paper of Defourny and Nyssens (Social Enterprise in Europe: recent trends and development) is part of large research project. The contribution to this joint paper was first prepared for an EMES member's seminar in Barcelona, in December 2006. It was then discussed and revised for 11 EU countries during the year 2007. Only some of them are presented here but the whole set of country notes is available from the EMES websites (Working Paper 08/01).

These research works mainly supported by European commission Research Directorate General, result in a first book entitle *The Emergence of Social Enterprise* (Borzaga and Defourny, 2001), a wide series of EMES working papers available on ([www.emes.net](http://www.emes.net)) and more recently , a second book, edited by Nyssens (2006) focusing on WISEs.

Twelve years ago, the concept of social enterprise was rarely discussed in Europe, however it is now making significant breakthrough in European Union (EU) countries.<sup>54</sup> Within this context, this paper synthesized major evolutions experience by social enterprises across Europe. The key challenges they are facing, and specific members of EMES European Research Network provides a more in-depth update as to current trends and debates in their respective countries.

This paper is based on a comparative analysis of the different institution (legal frameworks, public policies, supporting structures, and public procurement policies) which support the development of social enterprises in the different EU countries. To delimit the field, relies on the ideal type of social enterprise as defined by the EMES networks: Social enterprises are not for profit organization is providing goods and services to explicit community. They rely on a collective dynamics involving various types of stakeholders in their governing bodies.

The paper recommend some concept of social enterprise in the public agenda of several EU countries, the understanding as well as the institutions to support their development vary from one country to other. The paper recommends the notion of social enterprise first appeared in the late 1980s but it really began to be used at the European level in the mid-1990s especially through the work of the EMES European Research Network. International literature on this theme is thus now developing significantly. However, the present paper is twofold: firstly, through this introductory part, they aim to synthesis major evolutions experience by social enterprise across Europe and key challenges they are facing; in the second part, some members of the EMES Network provide at more depth as to current trends and debates in their respective countries.<sup>55</sup>

It is found in the paper that although the concept of social enterprise itself has not gain the same recognition in all EU countries (is even still poorly understood in several of them) but that growth and social enterprise are being experience in most of the EU countries. Cooperatives are the dominant organizational forms of social enterprises, in keeping with the Swedish organizational tradition that prevailing ethos which further emphasized self-help, autonomy, and democracy.<sup>56</sup> The paper tried to highlights it more specifically the interest of social cooperatives in the field of enterprises.

In fact, WISE follow main organizational models: social cooperative proper are worker cooperatives runs by participants themselves which have broader agenda characterized by

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<sup>54</sup> Defourny & Nyssens (2008:202)

<sup>55</sup> *ibid* (2008:203)

<sup>56</sup> *ibid* (2008:222)

multi-stakeholder governance.<sup>57</sup> However, it is worth shown that the single stakeholder character does not seem to multiple goal nature of social enterprises; the latter can have governing structures made of single stakeholder category. It is the case in many of traditional cooperatives and still pursue community need at large or particular disadvantaged group.

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<sup>57</sup> *ibid* (2008:222)

## Chapter-4, Theoretical Framework

This chapter adopts theoretical perspective closely related to the priorities to fight women social exclusion. These theories show how women social enterprises contribute in work integration and developed the abilities of disadvantaged people. In various ways these theories will frame to understand the different aspect of 'VuK' social cooperatives in Sweden.

### 4.1. Social Welfare Theory of Right

The social welfare theory of rights is useful to understand the social dynamics of women business organizations. The women handicraft business is an ideal option to localize the gender inequality and social class struggle in the field of business. The Cousin pointed that the welfare theory facilitates the women rights in the labor forces market.<sup>58</sup> The aims of theory to obtain socio-economic and political resources free from state tax, and used the collected tax for underprivileged people especially for women and children. This kind of work removes class struggle among different groups and provides equal opportunities to the weaker part in the society. Apparently, the theory provides protection to civil rights, free trade, personal liberty, and domestic social freedom especially to women.

The Dominelli is explaining liberal feminism noted in the women welfare theory which focused on women freedom by gaining access to same opportunity as men.<sup>59</sup> The social welfare practical perspectives formulate policy for women in the field of socio-economic activities to give pride them in business activities through they can identify her future professions. This welfare ideology provides useful ground for participation to other women e.g. appreciate underprivileged and social excluded women in the society to take part in the labor market. The supreme aim of the welfare theory is to provide high standard of equality for all those people who consider disadvantage.

The 'Esping-Andersson' describes the typology of welfare states to improved women socio-economic standard, and made it possible as universal and efficient form for other women organizations. The women empowerment refuses many ugly ideas to empower women in the organization instead of men. However, the women wages is still lower than man not only underdeveloped states but also in the developed states. Dominelli pointed out that women wages are lower than men in each society, however; they distribute their earning resources more in the household activities than men.<sup>60</sup> Similarly, the United Nations Entity for Gender Equality and the Empowerment of women (UEGEW) report shows the same result pointed that woman distributes their socio-economic resources more for the household activities than men.

Women welfare theory themselves try to make respond from the local societies to stimulate women business market. It will increase the capacity of local women in organizations pointed by Dominelli that the response of local society to women is much positive in the field of private entrepreneurs which assisted other women to established self-business.<sup>61</sup> These actions transferred the welfare resources to women entrepreneurs through products sale process on cheap price in the private community. This will re-employ those women who lost jobs, and will support the struggle of local society for women inclusion in the labor market.

When it comes to the excluded people, the welfare theory also suggests that social exclusion requires social resources, health, and education to participate fully in the social activities as

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<sup>58</sup> Cousin (2007)

<sup>59</sup> Dominelli (2002:24)

<sup>60</sup> *ibid* (2002:38)

<sup>61</sup> Dominelli(2002:11)

social citizens.<sup>62</sup> Hedin, et al pointed in her project that Sweden became a society of mass unemployment in the rest of Europe but the women inclusion keep down the pressure of unemployment.<sup>63</sup> The migration ratio is more to Sweden since long time but as compare to past the socio-economic growth and welfare assistance attract now more people to live in Sweden.

#### ***4.1.1. Welfare Theory Approach to Social Enterprises***

The welfare rights are interesting framework for real implementation of social enterprise recognized by Universal Declaration of Human Rights (1948), Article, 1 that all human being are born free and equal in dignity and rights the inherent dignity.<sup>64</sup> First, the human rights institutions need to create a system which can uphold, and protect rights. In this regards, the Swedish model of the universal welfare state is based on corporatist division of the tasks between organized sectors of society; the business community and public sector. The last two decades have been marked by growing awareness of existing active labor market policies and the initiative of social enterprises. The active labor policy administered redistribution and maintain the functions of the business market. Second, human rights provide a structure for social enterprise that laid the foundation of full employment to pursue public monopoly over welfare provision rather than one specific group. The most popular effort is to create universal standards on the bases of United Declaration of Human Rights (UDHR), to articulate a fundamental dignity and respect regardless of social, physical and political characteristics to all citizens in the state.<sup>65</sup> This transparent way provides an ethical framework to all citizens in the state regardless of age, sex, ability and religion. The former UN secretary general Kofi Annan in 1997 instructed all UN agencies to integrate human rights into their programs and policies at the most basic level to fulfill the rights of women business freedom.

The above right is not dream in the developing world, a place where are high rates of unemployment; many people do not have jobs in their own field of expertise. The tool of integration was supposed to accommodate less employed states, and relocate industries to facilitate low wages people in underdeveloped states. The Article, 6 of the International Covenant on Economic, Social and Cultural Rights recognized full employment rights that people can freely make choice of acceptance, and take appropriate steps to gain better living conditions.<sup>66</sup> The right of welfare is not only a matter to taking care of financial assistance but it can also develop an ability and skill of the underprivileged people to contribute better in the society.

In the theory conclusion, above skills are expressed in the form of cooperatives ability to run social entrepreneurs activities. In this regards, the social welfare theory of rights deals with matter of women business which design a new system to establish platform of opportunities for underprivileged women. The re-organization of different groups can minimized the division pressure between on the public sectors, and will offers ordinary employment contract on private bases.<sup>67</sup> In general, the theory proposed self help activities of underprivileged women are the most important activities in which the cooperatives re-invest the skill of excluded people in business to society. Thus, the social cooperatives put stable work environment for the

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<sup>62</sup> Esping-Andersen (1990)

<sup>63</sup> Hedin, et al (2005)

<sup>64</sup> Universal Declaration of Human Rights UDHR, (1948), Article 1

<sup>65</sup> *ibid* (2010)

<sup>66</sup> International Convention on Economic, Social and cultural Rights , Articles 6

<sup>67</sup> Dominelli (2002:21)



participants, tend to avoid rapid expansion of their groups, and pursue a conservative's business policy.

## **4.2. Feminist Social Theory**

Feminist social theory is purposed to study women social problems in a society, those women who are often marginalized or abused in the system. The theory aimed to empower those women in their lives to control and remove gender imbalance in work place. Feminist social work starts practice from the analysis of women experiences, and focuses on women positions in the society which addresses the social structural in regards to inequalities. Women have been at the centre of the struggle to define the appropriate role of social work in rapidly changing societies. Feminist social work emerges from the activism by working with women which links their personal experiences for underprivileged peoples in their communities. The implications of feminist social work theory are to neutralize gender difference to make some structural change and make professional relationships between men and women.<sup>68</sup> Feminist social work theory and practice is fairly new theoretical framework which construct formal academic social work scene in a significant way during 1980s. The Feminist practitioners and scholar have drawn the framework of theory and practice to place gender in the social work map to validating women experience as women. Originally, the theory sought to highlight the different nature of women experiences in the field of social work.

The idea of women social exclusion is growing importance in the developing world. The reason of women social exclusion is poverty in these countries which further divide society into tribes. The issue of women development considers center of struggle which define her appropriate role of social work in rapidly changing societies. However, crucial policies are formulated by men, and women have bulk of caring responsibility within home while men dominate in the basic professional grades over women.<sup>69</sup> The feminist social theory suggests the protection measure for masculine gender at risk factors. It has shed important insight on the women issue because it protection belong to women wellbeing as a starting point, and the well-being has integral part in social relations.<sup>70</sup> Especially, the feminist welfare theory empowers poor women socially and economically which decreases the percentage of social exclusion in the society.

### **4.2.1. Feminist Practice**

Feminist practices usefully focus against the division between men and women, and developed social contacts between them. The theory constructs new contractual framework which formally significant for excluded people, to originate women experiences in social work, and to highlights man invisibility.<sup>71</sup> The vision of feminist social theory enforced women loyalties' with men which share their experiences in the development of organization.<sup>72</sup> The theory seeks to promote dialogue about oppression, inequality, and avoid false equality traps. The postmodern approach of feminist theory tries to stabilize the human rights convention relevant to women e.g. the convention relevant to women contests and moderate the impressive behavior, denies domestic and sexual violence against women in the society.<sup>73</sup> This social integration responds alternative practice to women further recognize women responsibility in home care, and engage them with equal wages outside the home in the labor market.

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<sup>68</sup> Payne (2005:258)

<sup>69</sup> Dominelli (2002:17)

<sup>70</sup> *ibid* (2002:17)

<sup>71</sup> Dominelli (2002:19)

<sup>72</sup> *ibid* (2002)

<sup>73</sup> Payne (2005:263)

Feminist theory and practice has much to offer feminist practitioners who can adopt its principle for professional practice. The theory has encouraged the assumption of gender sensitive stance in working with women and insisted on valuing women knowledge, talents and contribution to the profession.<sup>74</sup> Consequently, women have been acknowledged as being with their own ways of knowing, valuating and doing things. Feminist theory has the capacity to play a greater role in enabling social work practice to become more effectively anti-oppressive and inclusive in the social system. The academic and practitioner have to validate women lives by incorporating into their work the conceptual frameworks and experiential knowledge. These include the differentiate concepts of interdependence, mutuality, reciprocity and citizenship. Additionally, it also recognizes women contributions are changing element which determines the future of new generation.

### **4.3. Social Constructionist Theory**

The social constructionist theory build, launch, operate ventures to tackle inadequate social need, and addressed them through public institutions.<sup>75</sup> Zahra, et al definition of social constructionist entrepreneur is based on the theoretical legacy of women handicraft who stressed on local community specifically, and to avoid ability of entrepreneur from exploitation.<sup>76</sup> The public institutions in the state have adequate role to provide need in their actions especially to marginalized people, and people in the state who cannot easily access to government recourses. The social constructionist theory scoped issues to attempt the social need from national to global and converts them to opportunities. The theory seeks to create scalable system that can reproduce and accommodate growing need of marginalized people under legal institutional framework. Accordingly, the advantages stem from local knowledge with unique capacity to spot and pursue those opportunities to generate social wealth.<sup>77</sup> The social constructionist faces number of dilemmas to recover and initiate resources from the start. They try to manage a web of complex and evolving relationship between cooperatives organizations, donors, professionals' employees and volunteers. This means a detailed attention require to the potential of underprivileged people. The typology of the theory deals specifically with the ethics of social entrepreneurship and related directly to human rights issues. The theory put forth a useful typology of women handicraft which will help to interpret the need of underprivileged people in the framework of human rights.

#### ***4.3.1. Constructionist Theory Approach to Development***

It is a sociological theory mainly focuses on human rights development in concern to destitute women. In the traditional welfare states individuals are holder of rights to bears duties of responsibility. The responsibility implement a right based approach for those who are not clear in duty. The human right standard implies the creation of system by which rights are upheld, protected, respected, and fulfilled through accountability. The approach of social constructionist theory ensures the human right standard which generate institutional framework for middle class people especially for destitute women. The most famous effort of the theory is to create a universal standard which can hold the international actors for social benefits under the 1948 Universal Declaration Rights (UDHR). The international consensus UDHR provides a benchmark for individuals, society and institutions to take legal actions against women discrimination not only in Sweden but in the whole of universe. These documents have been codified the international human law and characterized legal accountable regimes of the state

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<sup>74</sup> Dominelli (2002)

<sup>75</sup> Zarha, et al (2009:525)

<sup>76</sup> Zerha, et al (2009)

<sup>77</sup> *ibid* (2009:525)

actors.<sup>78</sup> It articulates the dignity of each person regardless of any social, physical, political or any other characteristics.

In the legal framework, the theory expected to share human rights development at the most intellectual and tradition level in the society. In fact, the right to development is an underprivileged people by virtue of all people are entitle to participate, and enjoy economic, social, cultural, political, and fundamental freedoms can be fully realized.<sup>79</sup> However, the right based approach corporate language, philosophy of policies, programs, and procedures of experience in the value of social enterprise to them. The theory rose up response to gap for comprehensive labor market. In this way, they addressed a population that was exempt from labor market over regular employment. By doing this, a right based approach delineate rights-holders from duty bears and allows marginalized groups to make claims for his rights.<sup>80</sup> Consequently, the theory is adopting considerably more proactive attitude to initiate organs of public policy. Other actors in the state also agreed with human rights actors to work together, and improve the standard of these marginalized people. The process of constructionist theory referred human rights mainstreaming for each and every kind of human groups in the society.

#### **4.4. Corporate Governance Theory**

Corporate governance theory developed the strategies of socio-economic business at organization level.<sup>81</sup> It strategies try to exercise women power over entities in the agency network to increase the value of socio-economic activities with stakeholder for needy people in the society. The corporate governance theory refers to privates and public institutional business which together governs the relationship in the market economy with new entrepreneur companies.<sup>82</sup> The new entrepreneur companies should not to be very complex but should involve simple skill, like silk painting, weaving, silver smiting, gardening and visual arts. The productivities of these skills are to innovate and administer social economy and use it for the lower section in the society.

The social responsibility in the corporate theory is to drive the change at local business level through independent force of skill. The cooperatives welfare group produces a broad range of goods and services including the running of a staff in a medium sized company. The cooperative welfare model advocates the concept of social re-integration and empowerment which contributing to the local, and definitely it increases social capital at grass root level. Tricker noted that the concept of Corporate Governance theory are directed and control the labor market with combination of social cooperative agencies.<sup>83</sup> In other words, cooperatives may run a work place canteen or a cafeteria in a common place e.g. in Industry Park to involve clients in the activities. However, mostly cooperatives theory concentrate on the part in the society which is not functions to provide services them, and improve their social conditions through SMEs<sup>84</sup> in modern period. The ideology of corporate governance theory also focuses to enlarge the business of local community in privates. However, the corporate theory believes that cooperative organization tries to promote reform at institutional level.

If we apply the corporate governance theory at the 'VuK' model which considered an investment and it estimates the cost in terms of benefit back to society. According to influential

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<sup>78</sup> Goodle & Merry (2007)

<sup>79</sup> United Nations Declaration of Human Right (1986)

<sup>80</sup> Nyssens (2006:219)

<sup>81</sup> Tricker (2009)

<sup>82</sup> *ibid* (2009)

<sup>83</sup> Tricker (2009:39)

<sup>84</sup> SMEs is an abbreviation of "Small and Medium Enterprises"

American practitioners in the field of corporate development Bob Monks and Nel-Minkows stated that “corporate governance is the relationship among various participants in determining the direction and performance of corporation”.<sup>85</sup> In conclusion of the theory there is a great deal of demand for low skilled or without skill workers to control their lives with handicrafts skills.

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<sup>85</sup> *Tricker (2009:39)*

## Chapter - 5, Methodology

This chapter aims to describe my considerations about the methodology used in the study. It is mainly inductive which means the empirical data was the ground from which I interpreted the findings (Kvale 1996). However, earlier studies and the theory used here did also influence the design and interpretation but not so much so the study overturned to be deductive and became a model by which I checked the reality. The study is also qualitative which I will describe more in detail below.

### 5.1. Research Design

Social science has a number of research methods used to explain the question. The method used in the proposed study is explanatory in its nature. It has been chosen in accordance with the purpose of answering research question specifically; suited to the case study. This research mainly focuses on the questions i.e. “Why”, “how”, “what”, “where” and “when” to explore the research questions.<sup>86</sup> It does not explain any statistical figure but it can provide a much richer and broader prospect to researchers and students. However, a qualitative research often makes it easier to follow the cause and effect of the social problem, and then analyze it with data gathered to find some solution for the research questions. Breakwell emphasized that research questions is a treatment describes what processes are occurring and details difference in the character of these processes overtime.<sup>87</sup> Thus, after certain considerations the above facts connected with theoretical framework in order to answer the research questions and gain an in-depth knowledge.

#### 5.1.1. Case Study

To have a better understanding about the socio-economic situation of marginalized women I also conducted a case study with qualitative approach. The ‘VuK’ company has over 10 year’s history providing services to excluded people especially to women in Goteborg. The company has also activities with men; however, I focused their work with women. Hakim pointed that case study about organization is exclusive to research which promote and encourage policy practice in the organization.<sup>88</sup> A case study design should be considered when the focus of the study is to answer “how” and “why” questions. Though, in case study the participants able to describe their views of reality enable the researchers to get better understand of the participants’ actions. The Vaus pointed that in social sciences subject, the case study method must be having a theoretical dimension for more understanding.<sup>89</sup> The experience of the ‘VuK’ professionals in dealing with marginalized women is one of the factors to select case study. The ‘VuK’ has proactive and progressive role to formulate social policy for marginalized women in the Swedish society.

### 5.2. Subject

To find persons to interview in ‘VuK’ I got help from Professor Ulla-Carin Hedin, at Social work Department, Goteborg University, who was familiar with the project. Then I used snow-ball method to find other interviewees inside the ‘VuK’ organizations. In snow-ball method one interviewee refers me to others in the organization by his own reference and identity. It was difficult for me to find respondents on self help basis in the ‘VuK’ organizations. Katz

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<sup>86</sup> Gilbert (2008:35)

<sup>87</sup> Breakwell, et al (2004:21)

<sup>88</sup> Hakim (2000:69)

<sup>89</sup> Vaus (2001:221)

pointed that the sampling technique is often used in hidden populations which are difficult for researchers to access sampling frame, while snow-ball method assumed it.<sup>90</sup>

I chose the 'VuK' only professionals for the interviews. The reason, why? Majority of the client respondents refused to interviews in English. The professional could speak very well English. They were also familiar with the subject of women social enterprises' because of some of them had earlier been clients so to speak.

I manage to get five professionals, four women and one man to interview about gender base views about women social enterprises.

### **5.3. Data collection**

The method for data collection was first of all interviews which I will describe here. However, I also made some unstructured observations and used some secondary data, which I shortly comment.

#### **5.3.1. Interviews**

The main source for this study is semi-structure interviews. A qualitative research interviews seeks to cover both a factual and a meaning level side, normally which is usually difficult without interviews.<sup>91</sup> The interviews can pursue in-depth information around the topic, particularly useful for getting the story behind participant experiences.

The interviews took place in June 2012 and the respondents were given equal chance to choose a place and time for interviews. In this regards; Berg pointed that the interviews are required to ask respondents about the choice to choose subjects, place and time to respond each questions under criteria.<sup>92</sup> All of the respondents attended interviews in time wished by them in calm room during working hours.

#### **5.3:2. Observations**

I also made some observations inside the 'VuK' even if I did not use that as data in my qualitative study. However, it gave me some more positive impression of social cooperatives; especially when the observations were made in connection with the interviews. Kvale defined that observation research is the systematic process of recording to observe the patterns, objects and occurrence of the organization without questioning or communicating with respondents.<sup>93</sup>

Except, I spent some extra time with respondents meant to enable self and gain better understanding about 'VuK'. The organization does not put any stress on the professionals and clients in work routine but they has own personal daily work routines. Break well pointed that observational research is a sense which is helpful to recognize its importance in generating the contribution of clients its formal research endeavors.<sup>94</sup> In qualitative research, however; the social researcher can learn the most important things by simply observing people rather than conducting interviews.

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<sup>90</sup> Katz (2006)

<sup>91</sup> Kvale (1996)

<sup>92</sup> Berg, L. Bruce (2009)

<sup>93</sup> Kvale (1996)

<sup>94</sup> Breakwell, et al (2004)

## 5.4. Secondary Data

The materials were collected from public sources such as, internet, course books, general articles, internal and external report, and analyzed with secondary method. Secondary data can also be helpful in the research design which subsequently provides baseline to primary research. The key value of Gilbert research is secondary analysis for student which can develops their theoretical and statistical skill in data analysis.<sup>95</sup> Secondary analysis is an easier way to analyze much information; student can store data on their own PC setting at home, and investigate the research questions in the light of other researchers. Therefore, it is always wise to begin any research activity with a review of the secondary data. Gilbert pointed that secondary analysis mean to re-analysis of existing survey micro-data collected by another researcher or organization for his research purpose.<sup>96</sup> Qualitative data re-used unique opportunity to study the raw materials of the recent in the most distant past to gain insight both methodological and theoretical purposes. In the secondary analysis, the qualitative data and good documentations can not underestimate; however, it provides necessary background and much needed context.

## 5.5. Data Collection Tool

### 5.5:1. Interview Guide

I applied a semi-structure interview guide to collect primary data about my research question in the proposed case study. The questions in the interview guide are based on previous research and discussed it in relation to the main subject. The semi-interviews guide allows respondents to answer the questions freely, and explain a particular subject with more focused interest. Bernard pointed that in situation where you could not get more than one chance to interviews respondent then semi-structure interviewing is the best method to interviews.<sup>97</sup> The interviews guide was generally based an open ended questions mean to get open views from respondents.<sup>98</sup> I always encourage natural flow of discussion with professionals. In most of the cases, I opened subject, and the interviewees elaborate it by self. The spontaneous responses of interviewees contained valuable information which further fulfills the missing parts of the interviews guide.

The interviews guide was devised in a temporal order with questions focusing on the subject. The 1<sup>st</sup> part of the questions in the interview guide is “Basic Information”, its aims to get some information about the respondent’s educational background, previous occupations, and also know about the concept of social enterprises. The 2<sup>nd</sup> part of the questions in the interview guide is concerned about the idea of starting behind the ‘VuK’ is an organization. In order to find out ‘how’, ‘why’ the organization came into being, and what was the main idea behind the establishment of organization. The 3<sup>rd</sup> part of the interview guide constitutes the organizational characteristics and its inspiration for the development of underprivileged people. Similarly, the 4<sup>th</sup> and 5<sup>th</sup> parts concerned with rehabilitation processes which focused on client’s empowerment through education and training process.

The interviews were recorded through mobile voice recorder and transcribed it word by word. The duration of interviews varied from 30 minutes to 45 minutes.

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<sup>95</sup> Gilbert (2008:391)

<sup>96</sup> Gilbert (2008:374)

<sup>97</sup> Bernard, H. Russell (2006:210)

<sup>98</sup> Creswell (2009)

## 5.6. Analysis Model

Guided by the research question I read the transcript data and arranged it by concentrate the contents in different subject. Kvale call this model ‘meanings concentration’, which is often used when interpreting qualitative data. After that I tried to find sub themes more connected to my theoretical frame of references. Concerning the interpretation I could not forget my Pakistan experiences which also influenced the findings I want to highlight it. The bases of the research subject are interviews which make the tool appropriate for the objectives of analyzing the lives of underprivileged women inside the ‘VuK’. In my case, I were speaking little Swedish language and mostly in discussion I used Swedish words to understand me interviewee better.

The findings were analyzed using thematic analysis. According to Kvale & Brinkmann that thematic analysis is a way of identifying and coding information. The interviews were transcribed and printed out. The writer read and re-read transcribe until themes began to emerge. The relevant passages were color-coded and highlighted, with sub themes numbered in margin. Key themes were identifying using words, concepts, philosophies mentioned repeatedly by interviewees. In this case, the writer feels that the aims and goals were met. However, the results described to act as generalization of all social enterprises value in relation to case study. Considering this, the external validity of the study appears to be promising, as it refers to “the degree to which findings can be generalized across social setting.”<sup>99</sup> Nor it is mean to be a commentary on or evaluation of, but the existing of social settings in the ‘VuK’. The design of the project was done in consultation with supervisor only without any outside input from the ‘VuK’ authority. The desire outcome is that research should provide benefits to underprivileged women should support their self-determination, and should support cultural preservation and development. Similarly, the resulting information rests in the writer hand alone and the interviewees will not have an opportunity to comment on the findings until after the research has been finalized and submitted.

## 5.7. Validity, Reliability, and Generalizability

In this study, several steps were taken to ensure the validity of the subject. First, in order to have valid descriptions, all in-depth interviews were transcribed one by one. This process assisted the researchers to obtain valid information. All the gathered information was tested by authentic research literature and theories related to subjects. However, Kvale & Brinkmann pointed that validity refers in ordinary language to the truth, the correctness, and the strength of statement.<sup>100</sup> The gathered information was tried to be particular to leads the questions, relate the gathered data, interviews, and transcription. This process will make the research question easy to read. Hence a valid argument is sound, well-grounded, and justifiable to find conclusion of the research question.<sup>101</sup> The gathered information was cross-checked by follow up questions, justification, and summarizing the interviews.

Thanks to the interview guide with specific questions I could be directed to the respondents in a proper way. The respondents were encouraged to speak freely and the complex questions were explained for understanding. All the respondents were given a choice to choose the interview place that can helped the respondents to express themselves freely. Kvale & Brinkmann pointed that the reliability pertain to the consistency and trustworthiness of research findings and it is often treated in relation to the issues of whether a finding is

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<sup>99</sup> Bryman (2008:376)

<sup>100</sup> Kvale & Brinkmann (2009: 246)

<sup>101</sup> *ibid* (2009:246)



reproducible at other time and by others researcher.<sup>102</sup>I tried to follow methods to understand the subject.

The findings and recommendations of this research work can be difficult to generalize but I tried to represent respondents specifically and explore their professional personal experiences in the 'VuK'. Therefore, I met them several time for the purpose to understand it easily. I am thankful to the 'VuK' professionals they met me freely without any restriction. However, it is expected that this research can contribute to other related studies which can increase the generalizability of this research subject. It would be unjust to claim that reliability and validity would be hundred percent accurate. To extent the significance of study which determines the generalizability of the findings with conclusion.

## 5.8. General Ethical Consideration

The ethics like validity run through the whole research process and regard ensuring that the research is in good quality and morally acceptable. Ethical issue can be under themes of informed consent; confidentiality; anonymity and privacy.<sup>103</sup> In this study, these areas were put into consideration and are hereby discussed.

General ethical considerations consider essential in the thesis pointed by Gilbert that is "ethics is a matter of principled sensitivity to the right of others".<sup>104</sup> Indeed a number of ethical considerations were taken into account throughout the study. For instance, all the interviewees were informed before interviews. This process ensures "Informed consent".<sup>105</sup> The issue of informed consent was at the heart of the research. Informed consent provide that a person who is invite to participate in the social research activities should be free to choose to take part or to refuse. In this study, a first email were sent to the respondent, the researcher introduced himself, and also explained the aim and purpose of the study. The same procedure was repeated for other respondents as well. Later, the researcher contacted respondent by phone before face to face contact for interviews. The respondents replied the researcher emails and calls through actively. This further clarifies the intent of the study in case of any clarification.

All the interviewees were informed about "Privacy and Confidentiality".<sup>106</sup> Confidentiality as part of ethical issues concerns not just the conditions under which data is collected but how the data are stored, guarded and discriminated. As regard to privacy, assurances were given to respondents that the personal details shall not be share or used for different purposes unless permission from the respondents is guaranteed. As regards to code of ethics Bank pointed that a code of ethics is usually a written document produced by a professional association, occupation regulatory body or other professional body with the aim to guide research or the profession.<sup>107</sup> The information, data and finding of this report are used for academics purposes only. Before interviews, the description of the benefits and its output in future explained to all interviewees.

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<sup>102</sup> *ibid* (2009:245)

<sup>103</sup> *Gilbert* (2008)

<sup>104</sup> *Gilbert* (2008:146)

<sup>105</sup> *This provides that person who is invite to participate in social research activities should be free to choose to take part or refused. Gilbert* (2008: 150)

<sup>106</sup> *Many definitions of privacy emphasis the control by an individual of information about him or herself as a key component, but the "right of privacy" is not a simple matter, since so much information is held about individual by organizations or researcher and the exchange of information is often necessary for the provision of different kinds of services. Gilbert* (2008:152)

<sup>107</sup> *Bank* (2003:133)

## Chapter-6, Findings and Analysis

This section is mainly based on the empirical data gathered during interviews. Direct quotations of respondents as a source of information are frequently used in this section. Quotations are usually views of single person/respondent. The findings were analyzed under each formulated sub-research questions. The process of analysis will provide a proposed solution to the issues discussed in this piece of work.

### 6.1. The idea of 'VuK'

#### 6.1:1. Self-Help Organization

The 'VuK' is a self-help based organization which has a network of more than 10 small organizations. The role of these cooperatives is natural and meaningful in terms of drug abuse and criminal's rehabilitation. Gilis et al pointed that the term organization has distinctive meaning like; bounded, rationalized, purposive, and differentiated structure with element of sovereignty as autonomous actors.<sup>108</sup> Kristina is one of the cooperatives in the 'VuK' she told me in an interview that we were like 12 people to start this company, nobody motivated us. This is our self-help motivation, and we are satisfied from these experiences, thus in the respondent's words;

*Vägen ut! Kooperativen (VuK) is not a project; it's a cooperative institution which provides regular service and help to marginalized women in Swedish society. It is based on self-help, and I have been working since 2004 with 'VuK'. I am satisfied from this experience. I was one of the starters of the company in the beginning. We were like 12 people to start but no one motivated us to start this company. (Professional No-2)*

The respondent told me that the 'VuK' is not a project; it is social cooperatives which work under social consortium. The Consortium is a board of social cooperatives which appreciate to work on a welfare base. The 'VuK' works like a network under one umbrella (consortium) in the city of Göteborg. This recognized the sovereignty of 'VuK' is an organization which bounds underprivileged people in one shelter without any profits. The rehabilitation process of these cooperatives maximized their efforts to specify the knowledge of drug/criminal abused clients especially women clients. However, the respondent emphasized me in the following words;

*The idea was very simple just we thought to start something new. We looked that people who are out from the labor market since long time by certain reasons like drug additions, and criminal behaviors. In this way we developed an idea to start 'VuK' with the help of our president (Pernilla). She has social work experiences in the different social organizations. She worked together with us in the prison and probation service for long time then we decided to establish cooperatives kind of the organization. (Professional-4)*

Another respondent exchanged his point of view about the idea of starting the 'VuK' saying that all the employees were working in different organizations before the start of this idea. It was Pernilla one of the cooperatives in the 'VuK' shared her ideas to establish a kind of cooperative organization. They told me that Bryggen and Kris is two old organizations which already work with drug abuse and criminal style peoples but these two organizations are not social cooperatives. In this regard, Martin and Grubb pointed that the main objectives of cooperatives are to design traditional policies which can assist unemployment for very low

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<sup>108</sup> Gilis, et al (2006: 25)

qualified people.<sup>109</sup> However, majority of the ‘VuK’ cooperatives has experiences with these two organizations. Thus, the respondent explains me in the following words;

*We came from different organization like and we already work with drug abuse and criminal style people in other organization. For example, I am coming from Bryggen which work with drug abuse while some are coming there from Kris. You heard about Kris. There, we treat criminal style peoples. The organization gives guidance them for the future life. The Kris is helping to adjust them back into society. We have the same objectives like Kris. The ‘VuK’ is a place that the clients can start work, business, companies, and cafeteria. (Professional-3)*

This is not a simple task to promote and achieve equality in all aspects in Sweden<sup>110</sup> however the ‘VuK’ has been trying to present equality for excluded people in the Swedish society since a decade. The ‘VuK’ professionals have shown dedication in regard to empower the women clients with new skill in Sweden, the respondent explain me in the following words;

*We felt that something is missing which uncovered in the Swedish society, like people comes here and asked about something to learn. We think that people are in search of hope, and our work gives some hopes to women back in the society. So, so, our work is a bridge between in the Swedish society and drug abused and criminal’s people. (Professional-5)*

Conversely, other respondents thought that ‘VuK’ can play a role to bridge the gap between the drug abused, criminals and Swedish society. They told me that sometimes the clients feel deprived in life. Under such circumstances the clients then try to approach us with the aim to further fulfill the incomplete gap of her life. They strive to fill the gap in her life is pointed Schvyt that the strength of welfare states is a welfare organization which is not only redistributes resources but ensure right degree of social peace in term of client’s rehabilitation.<sup>111</sup> The ‘VuK’ professionals try to give them employment hopes to become useful citizen of the Swedish society. Thus, the respondent explain me in the following words;

*We have exchanged program with other countries in the European states, like, Italy, German, Greece and United Kingdom. Sometime, we arrange visit programs to these countries. We exchanged the idea of social enterprises and discuss the client’s rehabilitation in these cooperatives. Italian cooperatives is very good example, really it was our first inspiration. Some Italian cooperatives are working in Göteborg City e.g. ‘Le Mat’ in Sweden work, and it is part of Italian social cooperatives. The Italian government supports people to start cooperatives kind of company. (Professional-1)*

The respondent had exchange program with the cooperatives of other countries e.g. Italy, German, Greece and United Kingdom (UK). They visited to these countries, and discussed his programs with the professionals of other cooperatives. The ‘VuK’ has gained acceptance in the Swedish community, and it consider the property of disadvantaged group in the Swedish society.<sup>112</sup> The ‘VuK’ has inspired model of Italian cooperatives i.e. one of the respondents gave me an example of Italian ‘Le Mat’ is part of Italian cooperatives works in Sweden.

### **6.1:2. Education Standard**

The education is backbone for organizational development which is central idea of the ‘VuK’. The social welfare theory agreed that the educational welfare activities is remove class struggle

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<sup>109</sup> Martin & Grubb (2001)

<sup>110</sup> Jerry (2006:38)

<sup>111</sup> Schvyt (2001:18)

<sup>112</sup> Steven (2005)

among different group, and provides equal opportunities to weaker parts in the society. In the 'VuK' majority professionals has good education and experience, and therefore, the consortium board selected them on the base of their professionalism. This specifies the focus of the project towards social inclusion and developed the capacity of handmade skill to social economy. One of the respondents told me that I studied social work subjects in the Göteborg University, Sweden. She has still interest to engage self in some professional's courses. This respondent believed that the 'VuK' is a learning model which demonstrates local finances to improve the social inclusion, thus the respondent explain me in the following words;

*I am social worker, educated in the institutes of social work, Göteborg University. I get training from 1975 till 1979 in this department. After completion, I found work in prison and probation service. I have worked thirty years in different project mostly with prison and probation projects. Except, this...I am doing some professionals courses in Gothenburg University... and I did several other courses to get much information in the field of social work. All these activities mean to improve and include the socio-economic conditions of underprivileged people. (Professional-1)*

All of the professionals that I interviewed were well educated while some of them are working on the base of past experiences. The professionals in the 'VuK' have ability to motivate people with problematic behavior in a more proper way. This cooperatives movement promotes education and gender equality to create job opportunities for those who has skill, and excluded from the labor market as in the view of the respondent;

*We did some psychological training before to start work with 'VuK' therefore, we know that how to deal with problematic behavior people, especially the cooperatives organization has responsibility to promote educations, and we have special focus to bring gender balance in work and include outside from the labor market. They believed that we are on the right directions. (Professional-2)*

The 'VuK' is enabling clients to learn the skill of handmade things and through this process they empower himself in the society. In this regards, Esping-Anderson pointed that the organization spirit and labor market policy discuss by economist, who mainly focus on its redistribution features.<sup>113</sup> The social cooperatives are contributes to economic and social development in both developed and developing countries, thus in view of the respondents;

*I have been educated a lot from art school but this works is based on our own experiences mostly. The starting point of this organization was to learn how to run an organization which can develops the education of handmade products. Now, we are planning to start short courses but it is not decided yet. The main aims of the short courses to explain 'VuK' products in the labor market. (Professional-3)*

Some of the respondent mentioned that our background of education is different from the field of social enterprises. However, they said that we have good knowledge and experiences with criminal and drug abuse women in other organizations. On the experience base the 'VuK' cooperatives proven to be useful tool in combating social exclusion and fostering community cohesion. The local community participation is central to inclusion for the weakest and less privileged people.

They have an ability to create new things through own self-help especially women described Hesefeld that professionals can refine the objectives of social organization more clearly to

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<sup>113</sup> Esping-Anderson (1994:75-106)

women empowerment.<sup>114</sup> This new creation of 'VuK' will facilitate people who need our help, and therefore, they have planned to start short courses just for 'VuK' professionals. On the one hand, the short courses will give strength professionalism, and on the other hand it will advertise the 'VuK' handmade products in the labor market.

### **6.1:3. The 'VuK' Future**

The 'VuK' have no intentions to make profit in work but they keep concentration on the health and happiness of the clients. The human development is essential part in the 'VuK' policy to make prosperous community who are outside from the labor market.

The 'VuK' is an autonomous association united by person voluntarily to meet their common economic, social, and cultural needs and aspiration through his jointly and democratically controlled enterprise. In this regards, the social welfare theory aims is same to the 'VuK' future plan stated that obtain socio-economic and political resources free from tax and used the collected tax for welfare of underprivileged people especial women and children. The 'VuK' cooperatives are tried to provide help to clients without profit of interest, however the respondent explain me in the following words;

*I think that the cooperative kind of organizations is growing very fast everywhere. You know that people tire to make just profit. In profitable organizations it is hard to take care of needy people. We just concentrate on the clients' profit. Sometime people sick to make good profit all the time. We think that social work is a profession of high quality. Therefore, we try to concentrate on the health and happiness of the society. In future, we really tried to make some things different instead of profit. (Professional-2)*

The respondents told me that 'VuK' has bright future and it will grow his organization length in future. They thought that people became fed up of the profitable organizations. They need a kind of organizations which give them power, for example, in this regards Jerry cited Max Weber argues that human power is the capacity to realize his will in the form of organizational against the solution of social problem in the society.<sup>115</sup> They explained that it is very hard to take care of people in profitable organizations while cooperatives organizations can provide health, housing and social services to excluded peoples as described by respondent;

*We also need support from government, trade union, social security, and appreciation from the society. Really, it will give courage in our future work. You know to understand the situation; we need to have this kind of places for excluded people to come here and up her level. This is a supporting work. We set here to support underprovided people. We consider that's appreciation is our future. (Professional-5)*

Further, they told me that we set here to support and appreciate underprovided people to come here and upgrade her level. On the other hand the 'VuK' professional also demand support from the government side, and they think that it will make our future work more progressive. Cooperatives are membership driven organizations that anyone may join and their work and their services offer a great deal to society as whole. In this regards, Hasenfeld has shown that human service organization as "moral entrepreneurs"<sup>116</sup> who pressure for change in the public institution.

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<sup>114</sup> Hasenfeld (1992)

<sup>115</sup> Jerry (2006:36)

<sup>116</sup> Hasenfeld (1992:11)

## 6.2. The ‘VuK’ Progress

### 6.2:1. Rehabilitation Response

Sometime the whole process of rehabilitation turns into relapse but they told me that it is not very much common. The response is very positive and after rehabilitation they are contributing in the welfare society. According to the United Nations (UN) estimate that 800 million people are members of the cooperatives and 100 million are rehabilitate employed by them through play a vital role in the lives of other people, however; the ‘VuK’ has the same positive responses, thus the respondent describe me in the following words;

*The clients have often said that Vågen ut! kooperativen has given me back my life back. The response is positive. After the period of rehabilitation, some of them stay; some of them go out to work outside in the labor market. The important things, what they want to choose. If they choose good things, it will be good for them. If they choose bad things, it will be negative for them. (Professional-4)*

The period of rehabilitation is often very long but extremely valuable. During the rehabilitation process ‘VuK’ provides a wide range of psychological support to its clients. Normally, this period of rehabilitation is calm, gathering oriented, and building up new life for clients. As matter of fact, within these organizations the mobilization of human services is instrumental which include more and more underprivileged women in the labor market.<sup>117</sup>The rehabilitation process has been impressive in its obtaining results concerning to reduce drug abused and criminals problems for the last ten years. Thus, respondent describes me in the following words;

*However, we explained all these things during the process of rehabilitation. We established this organization for something positive. The positive things are to give them self-esteem. Like something to work new e.g. handicrafts, gardening, running hotel or café, whatever the real occupation skill that need to have. (Professional-3)*

The ‘VuK’ professionals told me that we have lack of statistical figures which can show exact number of client rehabilitation. Generally; in the last 10 years more than 100 drugs abused and criminals been recovered. The professionals explained me that it is extremely hard to rehabilitate abuse and criminal women who have been faced prison for a longer period of time. They developed negative attitudes, actions and indifferent behavior during this period. However, people who have faced long time prison automatically they display criminal behavior; and it difficult to recover them at once because of having lost their friends, family life and social networks. This kind of work takes time as explained by respondent;

*The rehabilitation process depends upon duration of prison life. Mostly, young people come here from prison. After long period of duration, they have criminal life style. Then, it's very difficult to rehabilitate them from long criminal life because they have had too many negative consequences of their behavior, so it's not easier to recover at once. Sometime they relapse but it is not very common... The rehabilitation of older people is more difficult compare to young people. That's why age also matter in the process of rehabilitation. (Professional- 2)*

The ‘VuK’ professionals told me that we cannot satisfy everyone but we try our best to be sincere in our professions. However, most of the clients got positive behavior in the ‘VuK’ organization and they are working successfully in different places. They think that clients have

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<sup>117</sup> Nyssens (2006:10)

more responsibility after rehabilitation to involve themselves in the positive activities. The clients must need to show work dedication on regular basis to keep his rehabilitation positive. In free time, the clients also need to develop extra-curricular activities to protect themselves from bad things in free time as explained by respondent;

*Mostly our work is good, and we always say that we cannot satisfy everyone. We try our best. However, most of the clients are positives after the period of rehabilitation. We need people that have been here and they are so glad to see us. Some of our former clients work outside the cooperative. They are very glad to see us. We are proud on that to see them in good condition. (Professional-1)*

The feminist social theory practice analyzes the women life experience after rehabilitation in the working place which evaluates their positions return in the society. However, the empowerment is a process whereby the social work engages in a set of activities with the client to reduce the powerlessness of clients.

### **6.2:2. Supervision**

They do have the same authority like other governmental authority in Sweden. The authority of 'VuK' makes efforts to change the attitude of clients through supervision. The 'VuK' cooperatives play a role in finding solutions to unemployment and promoting handicraft skills as stated by one respondent;

*All of that, we supervise them; we advocate them while the client supervision is depend on the condition. We analyzed their condition on the stop then after we decided how to supervise them. Really, we tried to be a good example for them that they can see us, and inspired her from good characters in the organization. (Professional-2)*

When the clients come to contact the 'VuK' instantly they start their work on individual bases. The staffs provide them general education immediately about the issues. The 'VuK' has small number of structural training program but it always in the summer vacations. This training is not compulsory. The authority always asks from the clients about summer training participations. In general, this supervision leads the process of empowerment pointed by Sakamoto and Pitner that empowerment of social work does not mean aggravating power differentials between the worker and the service user it means to relinquish their self power in the development process.<sup>118</sup> The cooperatives did not provide any kind of economic support as such to the clients but they only provide guidance to them. However, the Swedish government financially supports them which are explained by the respondent in the following words;

*How should I said this, we are not saying them do that or do this. First we meet them where they are? Then we tried to thinks about their position....what kind of a person they are? And we listens them carefully but it's very much about listening. Then we have to act like a way that it can affect their life with a good way. We show our works we do, and we try to inspired them, make them to think about your selves to do more things. (Professional- 5)*

The social work co-operatives deal with the principle of self-help assistance as pointed by Pyles that the self-help capabilities approach is based on the notion that human freedom and opportunities are central to social development.<sup>119</sup> The approach of self-help is very appreciable in Sweden, however supervision is the most important things which builds up clients' ability in

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<sup>118</sup> Sakamoto & Pitner (2005:447)

<sup>119</sup> Pyle's (2008:26)

decision making process and also upgrades their life experience. However, in the words respondent;

*We supervise them by action; we have our plan before meeting with clients. We always make plan together with clients. Before plan we ask some questions them, e.g. what you want to get. Why you are here? What you are looking for? What you need? And what are your goals you know? Then we try to develop plan on the basis of clients answer. We think that this kind of plan acceptable to clients. (Professional-3)*

Furthermore, respondents told me that supervision depends upon on the client's conditions i.e. good, better, bad. They said me that we have to look at the spot as we find them. If for example they need command, then we try to command them with a soft way. The professional of 'VuK' dislike hard way to command them. First, they try to supervise them by action with more gentle way. If it could not work then we come on commands. The main goal of all these activities is to bring them up piece by piece into proper channel. They can get jobs, not necessary with 'VuK' but the place where she can show eligibility of work. Others explained me in the following words;

*We give them a chance of training to learn cooperation and humbling with other people. They assist by self that what is my problem and how I need to handle it. We always said that you can go home. They replied that I am happy here. (Professional-1)*

### **6.2:3. Main Authorities**

The 'VuK' has procedure to elect new president through election process called institutional democratic system. In this regards, the feminist theory has capacity to create scalable system to practice social work democratically in anti-oppressive situation to balance the social system of institution explained by one respondent in the following words;

*The 'VuK' is private authority and there is no head and sub-ordination. We have election procedure for president after four year. Now, the elected president is Pernilla. She is elected by members of 'VuK'. All the 'VuK' cooperatives vote them. However, it is like democratic procedure. (Professional-3)*

The 'VuK' is a private authority, and they have their own consortium board. In the consortium board people belong to different cooperatives board. They elect their president for the period of four year, after four years they choose another candidate through the same election process while the current president of the 'VuK' is Pernilla. She has been elected by different member of the social enterprise companies connected with 'VuK'. However, the respondent explains me in the following words;

*You know that we are like 12 companies. It's a kind of consultant network. Each company has own board with chief, secretary and management. Then we have operation manager for everyday life. They are responsible for daily work about the project. All these professionals agreed on elections of new president after four years. (Professional-4)*

The 'VuK' is not flat organization; there is not as such hierarchical system. It has a sound elector oral process. They believe that democratic process is very important inside the organization e.g. Beresford & Croft stated that progressive elections can transform reactionary agencies in which they share right choice in order to provide positive experiences and services



for users.<sup>120</sup> It develops the structure of 'VuK' to maximize individuals, personals and group skills as explained by respondents in the following words;

*The main difference in the flat organization and our organization is the process of hierarchy. In flat organization has hierarchy system. The hierarchy system devaluate power into relative. It is called family organizations. We have election process for every position while we did not that kind of system to picked person direct from people. The 'VuK' is not a family organization but it is a welfare, and sympathetic organization. We all are the members of the board. We have the responsibility to choose an accurate person. (Professional-6)*

The respondents give me an example between the flat organizations and 'VuK' i.e. flat organization has no election for new position. After the death of one person, the next person in the family automatically occupies the position. This kind of organization called flat organization. While in the 'VuK' they have election process for each and every position; the election process proves the professional ability of standing candidate for election. In this regards, Rappaport also appreciated the democratic organizations describing that it is a way in which people and communities gain mastery over their lives<sup>121</sup> irrespective of their abilities, and they are selected for the posts.

### **6.3. The Break of Social Exclusion**

#### **6.3:1. Enterprises Skill**

The 'VuK' staff follows the opinion of other researcher in the organization e.g. researcher from the social work department to break and enhance the client's services in term of social enterprises skills. In this regards, the social constructionist theory appreciate the role of public institution to work together with cooperative organizations in the state to develop the entrepreneur skill of marginalized people especially to women. However, the respondent explained me in the following words;

*A social enterprise has our main goal to give progress to 'VuK' and employed people to rehabilitate them. You know that what we earn in our profit? We earned that in order to get and train more and more people in the field of entrepreneurs to start self-company. So, so... more people come, and more get profits from here, this is our main earning source. They will grow as professionals. (Professional- 7)*

All of the respondents have shared points of views about the skills applied to them in the 'VuK'. The respondents consider that it is place where women can land safely, and start new life with skill of handicrafts. They told me that we do not have much products to prepare but it aim to make their life free from past social and personal problems which lead to bond our behavior.<sup>122</sup> In this regards, the 'VuK' is a suited consultant agency telling to his clients how to run a social enterprise company which really leads them towards empowerment especially women clients. Thus, the respondent explains me in the following words;

*In this particular place, we deal with women issues, it is a place where women can easily land and control life to continue after, then we trained them with a skill of enterprises and handicrafts. She can start new life after severe life. We don't have much product to sold out in the labor market, but we do some make some handicraft. (Professional-1)*

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<sup>120</sup> Beresford & Croft (2004:65)

<sup>121</sup> Rappaport (1984:3)

<sup>122</sup> Payne (1992:169)

In general, the 'VuK' provide shelter to women who have no place of living after being released from prison and their drug abused life. Under the above mentioned circumstances, when these women feel helpless and they do not know how to progress her life. It is then 'VuK' which give them way by learning handicraft skills, and thus they can start a new life under the supervision of handicrafts expert here. Furthermore, they prepare handmade products in summer season while sold it out in winter season. The winter season is busy period in the labor market. In this period, the 'VuK' cooperatives visit to different market to presents prepared products.

### **6.3:2. Employees Experiences**

Regarding work experience, almost all of the respondents outlined that they had experience in different projects; they tried to break the patterns of any kind of discrimination by experiences. The social constructionist theory stressed on employers experiences to avoid clients problem especially women clients from exploitation in difficult situation. However, the 'VuK' professionals are connected in this field since several years, thus, in the words of respondent;

*I have been working here for three and half years but except I have had in different project experiences. The first one project experience was for helping homeless peoples for both women and men. The second one all out for women because we think that women have more and more needs help. Women are working hard more to get employment to live somewhere. Therefore, we decided to work only for women. (Professional-1)*

All of the professionals in 'VuK' have knowledge and skills in regard to rehabilitation and products making process. On their past experiences, they are not only train clients but also polished their competent abilities that can easily participate in the labor market. However, the employers' skills are more important in regards to women rehabilitation which upheld the level of organization. In this concern, Hasenfeld pointed that 'most of the front line workers in human service organization are women and have profound implications with regard to the attributes the development of organization.'<sup>123</sup> They used the strategies of client's participation to learn new life from others; however they have focus on underprivileged women. Thus, the respondent explains me in the following words;

*Since 2009 I was working with prison and probation office for young people in prison. Then 'VuK' contacted me that we want to start a project with women mostly abuse and criminal background. If you want to join this project with us, we offer you. Then I said yes but I was worried little. I said that I will try to facilitate 'VuK'. That's a story, how I came to VuK. I am proud on that I have good experience with problematic women in 'VuK'. I am feeling confidence here to work in this organization. (Professional-3)*

One of the respondents' explained her story about how she joined the group of 'VuK' stated that I was working with prison and probation office since 2009. The 'VuK' authority offered them to contribute in the project. She further told me that I was a bit worried about how to start work in this organization, but overall it was a good experience. The authority select me and other all employers on merit which further ensure the participation of middle class in the 'VuK' employers without any kind of discrimination. The 'VuK' follows the human rights rules of social constructionist theory especially for destitute women in the cooperatives organizations. In the past, this respondent worked with 'Basta'—a client run social enterprise that practice vocational therapy over different activities with the people who has earlier were socially excluded due to the drug abuse life.

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<sup>123</sup> Hasenfeld (1992)

## 6.4. Training and Preparation Process

### 6.4:1. Work Procedure

The work procedures of 'VuK' mainly connected with underprivileged women which focused to prepare them. In the first meeting with clients the cooperatives offers the skill of social enterprises. The corporate theory advocates the concept of social enterprise to re-integrate the client in the labor market. It further contributes in the social economy from grass root level. On the one hand, this is not only covers market oriented activities, while on the other hand it organized civil society in the grass root level. However, the respondent explains me in the following words;

*Well this is a big question but think that people come here and choose different type of enterprising skills. When somebody approaches us ..... they feel some kind of social problem in their life. They want to solve it e.g. some people they don't get any employment for longer period of time. In the first meeting, we offer them to start enterprises skill. One times the clients able to learn some skill then we try to include them in the labor market. (Professional-1)*

However, the respondents told me that the way to work is a big question, but the main thing is women who come here have some kind of social problem, and they want to solve it. The 'VuK' professional's tries to give them option to choose different kind of enterprises skills. In this matter of fact, Nyssens pointed that Social entrepreneurship is empirically interesting field where social mobilization can be explored.<sup>124</sup> The professionals try to answer all the client questions with positive way to include them in the labor market.

*They start enterprise training together with some people in 'VuK' then we leads them how to do? How to get humbling with everybody? How to work? They asked different kind of questions. We answer the questions with positive way to motivate them. Our main answer is to help and develop their skill of communication. (Professional-3)*

Sometime they do not teach them, but they try to involve them with other people in the social activities. This involvement means to learn enterprise skill with the process of humbling and respondent further told me that humbling is one of the main things in life. Humbling is a moral foundation which socialized their future life.<sup>125</sup> However, they have meeting in the consortium board where the authority asked them about the ethical client's preparation as highlighted by respondents;

*The way we work here is to meet people. We observed them where they are? Why they come here? And what they need and want from here? Then we change up to time. We see their potential. We are not social works educator but we have our own experience. We used this kind potential in the company before. (Professional-6)*

Moreover, the client's decision is the most important e.g. one time, they say yes, the professionals' reply them that decision has been made. Now, you need to structure today, and have to become more structure. You have to work clear, and clear to make your future career which further explained by Philips and Berman that the professional in the cooperatives organization make relationships among the clients in term of social inclusion, social cohesion

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<sup>124</sup> Nyssens (2006:88)

<sup>125</sup> Nyssens (2006:96)

and empowerment which furthermore improve the socio-economic status<sup>126</sup> as whole in the society.

#### **6.4:2. No, Special Training School**

The 'VuK' has no special training school which can provide guidance in group form. They provide individual training to clients and support them in work process individually. For example, they provide guidance in term of general jobs contracts, administrative counseling, training and project planning. Thus, the respondent explained me in the following words;

*No, we don't have training school but we have training just for individual solution. The client often comes and they start work with us. He becomes a member automatically but we haven't school for education. There is a course now, our president working just for general education. Just to teach them about job contracting, administration and project planning. So, that's kind of support we are doing. (Professional-4)*

The 'VuK' professionals are satisfied to work with clients who promote justice, equality, and liberty for all.<sup>127</sup> They considered that the training process in 'VuK' is a kind of helping activities which codified the organization ethics. In this regards, the social responsibility in the corporate theory is a driving force to change the attitude of underprivileged people towards work. The corporate governance theory developed the strategies of socio-economic training in the mind of clients at organization level. Thus, the respondent explains me in the following words;

*They learn about gardening, run a café, you know hygienic things. Whatever, they want to do things in life, they can build company. We also help people to do the training of enterprises; always the clients replied that I get things in my life. They told us that I want to become a gardener then we made our deal on the base of their chosen field of profession. We are very satisfied to help peoples here. (Professional-2)*

One way to ensure that in the first contact the cooperatives ask them about their interest, what you want to learn after rehabilitation? If she says that I want to become a gardener, run a café, or have interest in hygienic things. The 'VuK' professionals try to provide a platform them where the client can start learning about their choice of interest. The client's interest is the 'productive integration both clients and professionals become parties in social action aimed to coordinate the available resources.<sup>128</sup> The 'VuK' has no special tutors to guide the clients in their future life, however; they use their past experiences to guide and support them.

#### **6.4:3. Conflict Resolution**

Sometime conflicts happened in the 'VuK' but not very much common. The respondents told me that after conflict, we must ask them what happened; please explain the real stories to us. We call them one by one to investigate the real story of conflict situation. After listening them, we set together with clients and try to discuss the issues openly. After discussion, we come to the conclusion try to find out sustainable solution of the problem. They told me that overall the clients are cooperating with us. However, the professional experiences, communication power, and their daily work practice interpret the conflicts easily.<sup>129</sup> They told me that we had

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<sup>126</sup> Philips & Berman (2001)

<sup>127</sup> Pattison (2001:7)

<sup>128</sup> Kihlström & Wikström (2008)

<sup>129</sup> Kihlström (1998: 37)

experience to solve the conflict problems, thus, respondents explained me in the following words;

*First we tried to tell the person that what you think? What should your part in 'VuK'? What can you do? And then we tell them talk out openly. Discuss what happen? The best thing we tell them to solved the conflict together. If you don't manage to do that, then approached to third party. May be you can approach to your boss in 'VuK'. (Professional-2)*

They tried to inform the person to explore her personal problem. For example, they ask them that why you being problematic? What is the reason? The clients explain us the story, sometime they refuse to explain but commonly they accept to explain the story. In this regards Kihlström pointed that a process need to be develop in the cooperative organization which can facilitate interaction to reconciled different kind of problems and to achieve mutual agreement<sup>130</sup> allowing the client to become an important actors in the organization. However, normally they agree to explain the situation to professionals.

*Like we said before to take off the positive things, to encourage them, to do things, where are you? do things there, listening to them, giving them space and time for being just....like to be who are, what I am just now, and giving them things to do, e.g. to eat together, may be cook together, talking about things. Some time, we go out to visit the museum like that. We thought that these are good motivation tips to solve the conflict. (Professional-1)*

In addition, discussing with professionals, they always encourage positive things. Especially, they tell clients to listen carefully each other, give space to everybody, time out for being together outside the organizations. The professional reconstruct their way of working with clients to renegotiate social conflicts inside the organizations e.g. takes and cooks food, drink, and visit together.

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<sup>130</sup> Kihlström (1998)

## Chapter-7, Conclusion and Discussion

### 7.1. Conclusion

My purpose with this study was to investigate how 'VuK' as a social enterprise work with marginalized women. The question was (1) focused on how it came into existence, (2) how the organization facilitated for women to be included, (3) how 'VuK' break the patterns of discrimination and exclusion and (4) what kind of training these cooperative offers?

My study shows that 'VuK' can be seen as a social enterprise and a kind of investment at organizational level in Sweden. This self-helped organization was developed as part of a welfare network, created by a private initiative - the 'president' Pernilla together with some colleagues. They met outside this organization and had some interesting experiences from other projects. They established this work is to provide assistance to underprivileged people in the Swedish people. They believe that 'VuK' equally distributes assistance among its clients and professionals compare to flat organization. The work environment is very busy in order to bring harmony among all included people within project. The clean institutional environment can imply stronger positions than the client's role and greater possibilities for 'self-determination and self-realizing realization'.<sup>131</sup> However, the 'VuK' major goal is to develop work place where people can easily participate and get something new. This is a dream, desire, and needs for people considers disadvantage in the society. Thus, it is a matter of giving people chance to open her life into society.

My study also shows that this kind of organization could make it easier to include women with social problem in society. It seems to be possible to use cooperation is way to create a feeling of integrations. The 'VuK' goal is to treat passives clients more actively. The permanent women participation can produce an attractive place for future generation to become important citizen in the state. The 2010 Swedish prison and probation service statistic noted that about 10,000 people have faced prison sentence each year in Sweden; out of at 5 to 10% are women prisoners. Thus, this figure shows that women are a vulnerable group all the time. After prison, it is hard to adjust them back in the existing society. The group of 'VuK' has focus to mobilize their resources back to re-build their life in the society.

I described four theories in relation to the case study (1) social welfare theory of right (2) feminist social theory (3) social constructionist theory (4) corporate governance theory. All the theories motivate women entrepreneurships in the labor market. In either instance, the social context of women entrepreneurship is also ignored in the modern state while these theories try to develop women business as a changing agent in institutional form. It seems as though the language of entrepreneurship has been appropriate for this socio-economic problem. In response of the mentioned theories, the 'VuK' influenced by moving toward privatization attempted to step in to fill the gap. In piecemeal effort of the 'VuK' began to use business methods to support their goals. The theories also focus on the social enterprise build a more just, sustainable world for needy women in the Swedish society by applying market based strategies. However, its advantages are stem the local knowledge; it result are new opportunities and generate social wealth by reconfiguring useless process to underprivileged people. This provides a base of ethical framework in term of work that respects everyone regardless of age, ability, sex or any other social marker. The most famous effort of the theories is to create good standard which can hold the Universal Declaration of Human Rights.

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<sup>131</sup> *Habermas (1995:137)*

The welfare theory of rights realized that the effectiveness of needy people tied their presence in shape of ability to raise funds in order to serve for economic development. In this case, the theory promotes ideological combination of participation, social mission, and market methods to achieve social transformation led to the right of handicrafts. In other aspect of the theory, social enterprises has also received attention as being a game changing way of approaching social problems. The feminist social theory is proposed to study women social problem in a society, those women who are marginalized and abused in the system. The theory aimed to empower them in their live to control and removes gender imbalance in work place. It can be said that the key problem underlying by corporate governance theory in the report which permits the main economic role of rehabilitees' clients and their behaviors which lay down the foundation of investment in the simplest form. Similarly, the social constructionist theory also try to build, launch and operate venture which tackle those social needs that are inadequately addressed by existing institutions, business and government agencies. However, all the theories provide an art of financial return on investment applying practical, innovative and sustainable approached to benefit society in general with an emphasis on those who are marginalized and poor.

My finding further shows that how the organization helped the women to come over their feeling of being discriminated and excluded. The 'VuK' has adopted an approach of work to break past discrimination and exclusion in their life. Through working life the clients can develop things by self-power identified Gutierrez that empowering practice of increasing personal, interpersonal or political power so that individual can take actions to improve their life situations.<sup>132</sup>The working lives lead them towards real rehabilitation which creates decent alternative possibilities with others. The 'VuK' daily work activities almost create a strong and closely group which provides security to marginalized people especially to women.

In regards to training budget, the 'VuK' organized a partnership with 12 other partners both NGOs and public sector. In which the EU made a contribution of 8 million SEK and other partner has contributed 12 million SEK in the form of working hours, wage subsidies and sick pay from the County Labor Board (CLB) and Social Insurance Agency (SIA). They spend more funds on women training to accommodate the will of the participants and take off a lot of personal responsibilities for client capacity buildings. However, the overall aim of these cooperatives is to provide more and more training opportunities with an easy access.

The finding result shows that they offer new qualified skills to run an enterprise company. In the new skills clients learns craft; e.g. silk screen printing, sandwiches, fun of arts, learn to administer the business, handmade sweater, caps, gloves, bags. The entrepreneurial skills-mean to make a way in the society which developed courage to speak and negotiate her problem for new life. The 'VuK' showed possible way to them return successfully back into society with some skills. Four others new cooperatives have been set up .i.e. Karin Döttrar, Villa Solberg, Café Solberg, and Ateljé Trädet. It almost works together with 'VuK' since four years. Three new cooperatives have been going to be set up; Young Surfers—a screen printers for young people, Anlita—a Business Employment Cooperatives, and Villa Karin---a halfway house for women. We will see soon these three cooperative in the list of 'VuK'.

The result shows that the 'VuK' has been trying to develop transnational program. They are in contacts with other cooperatives in Italy, Germany, Greece and the United Kingdom in similar programs. The transnational work has given a chance to all the participants to visits as professionals, and gets job experience. Most of the 'VuK' cooperatives willingly visits and have taken part in the study trips. The Smale, et al encouraged towards practice involves

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<sup>132</sup> Gutierrez (1990:149)

service users in a process to enable mutual understanding of the problem and through the process of negotiations that might process how to help the clients.<sup>133</sup> This works has included collaboration within four groups' work i.e. dealing with recruitment of clients, franchising, the quality of social enterprise and handicrafts. They also offer study visits to guest from other country to participate in the 'VuK' workshop in Göteborg. The transnational cooperation has provided inspiration in the cooperative practice abroad. Mostly, they visit to Italian cooperatives. The Italian cooperatives have an impressive and old history. The 'VuK' model also is an Italian cooperative. The transnational work has provided a little extra spark for the visitors and participants to learn about the Swedish cooperatives.

In Pakistan, this kind of services provides by Banks, e.g. Bank Alfalah Limited is one the bank provides on innovation, simplification procedure, reduction and customer friendly service. One of the programs in the Bank known Alfalah Karobar Finance (AKF), under AKF, they offer working capital finance (Rs.0.5 to Rs.20 million) to clients at cheap rates. In this regards, they have a team of professional credit officers who provide expert financial advices along with customer's packages to a diverse range of business clients. The products are available at SMEs through all Bank Alfalah branches across the country.<sup>134</sup> The BanK Alfalah has another program known Agriculture Finance (Zarie Sahulat) offers finance facilities covering entire spectrum of farm and Non-farm activities for production and development of different crops purpose. In this program the Bank Alfalah offers wide range of Agriculture Finance Products to encourage farmers to increase farming production i.e. Tractor, Quality seeds, Transport facilities, and tube well facilities.<sup>135</sup> Some of these programs the Bank Alfalah provide loans service to farmers for the production of crops. After the production at the end of season farmer has responsibility to give back loan in three installments.

## 7.2. Discussion

In this paper I proposed to discuss marginalization, promotion of local business, gender balance, the women power of authority and the work of Aurat Foundation (AF) in Pakistan.

We know that marginalized people lack the power, the networks, and the knowledge about how to safeguard their own rights. They belong to a skillful society but they cannot integrate themselves into existing society. Even they make so many complaints from public sectors. According to Loyola Institutes, Australia (a center of information and leadership) defining marginalization that it is a process denying opportunities and outcome to those 'living on the margin and enhancing the opportunities' outcomes of those who are the center. Some people in the society do not know how to empower themselves. In reality, they had lacking some of the most important things which they want to develop it further in life career. In this case, the 'VuK' is trying to defend the dignity of clients and promote their living standard with basic human rights, especially the right to live effectively to equal other citizens in the state.

Conversely, the 'VuK' promotes knowledge of local business and fulfill the demands of handicrafts need in a welfare society. The work of 'VuK' develops a sense of self support among these people who depend on social support. It is usually due to the welfare system prevalent in the Swedish society. The Swedish peoples show lack of interest in low skill jobs. Payne emphasizes that social work as a process of taking actions against variety of problems to observe that why and how these problems happen, and how to choose alternative solutions.<sup>136</sup>

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<sup>133</sup> *Smale, et al (2000:132)*

<sup>134</sup> *See e.g., <http://www.af.org.pk/about.php>*

<sup>135</sup> *ibid*

<sup>136</sup> *ibid*



It is sometime difficult to find high skilled jobs and therefore become source wastage of time to wait for high skill jobs. Under such circumstances, it is the 'VuK' which often provides the idea of promoting social enterprises in order to implement a new typology in the life of skills people. The 'VuK' always welcome those Swedish women to start new life who show intentions to get rid their habit of drugs and criminal behavior.

The 'VuK' does not support any concept of gender discrimination as such, and believe that both male and female deserve their rights irrespective of difference in sexes. Both possess the qualities and abilities of doing any kind of work. Both genders can face any kind difficult situations in the process of work. They need support and encouragement in regard to positive work. In the words of Cousins that women organizations are more effective when the political actors take organizational solutions and used for the interests to pursue goals helping for the inclusion of women labor force in the labor market.<sup>137</sup> The 'VuK' also extends its support to create market growth by promoting social equality especially for women. However, the 'VuK' recent report show those women have shown more influence while dealing with female related issues working in the 'VuK'. Being the sole promoter of the women rights it as an organization always tries to provide more opportunities to women than men. The result shows that women always possess all higher posts in the 'VuK'. I consider that it is a major example of social equality inside the work of 'VuK'.

The 'VuK' process of rehabilitation is based upon the skill of employees and their past experiences. The employees experience support positive changes in the client's daily lives in additions to increase self-esteem. Most clients in the study were able to end their drug/alcohol abuse, acquired suitable living arrangements, re-learn how to clean, cook, travel and generally take responsibility for their own health and security. The stronger positions of the clients led also to increase knowledge of the unemployed and former substance users and more direct and immediate intervention in the effort to help them.<sup>138</sup> It is an interesting example, on the one hand, its develop employment opportunities for underprivileged and destitute people, while on the other it tries to take all possible measures for the integration of people who has lack of interest to go the labor market. All these effort made to integrate people without paid or unpaid interest. They do not think about any kind of profits but they think about welfare work. These processes in the 'VuK' are always extending it welfare services into the society.

The users itself build up the activities which form the base for mean of support. The social cooperatives can appear to be attractive solutions for themselves. There is less dependency in the 'VuK' authorities and individual authority figure. They consider the work of enterprise is personal responsibility to promote it in the society. It gives an image of decision making and the power structure within 'VuK'. It can boil down the power being transferred from authority figure to enterprise figure. In any case, this is true comparison with various authorities having control over self-work in which they place people successful. At the same time, the founders' and cooperative member can do many things within the cooperative not least fighting for cooperative survival. These are of course factors which affect both the permanency of individual cooperatives and the general growth of this type of enterprise.

One of the major discussion point, clients wants to gain new role and new life existence which allows them to participate in society. An alternative to the client role subjected to social rationalization process to represents other kind 'inclusion' which are more accepted and legitimized in their future life.<sup>139</sup> This process of redefine is a matter of going from social

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<sup>137</sup> Cousins (2007:65)

<sup>138</sup> Kihlström & Wikström (2008)

<sup>139</sup> *ibid* (2008)

exclusion to social inclusion. In other words, it's not just a case of having clients at the center but it is a case of dynamic democratic process where potential of growth is created. Since, people social roles are always constructed in term of an interpersonal interaction. The empowerment oriented social work depend on the active behavior of institution which effect power of relationship, potential, mental strength, knowledge, and skill. Through this process any thresholds can be removed, and the constructive systems of change can be created for further development.

This kind of organization also exists at national level in Pakistan, e.g., Aurat Foundation (AF) is one of the foundations established in 1986 work as a non-profit under the society's registration act 1860. Its head office located in Islamabad with network of five regional offices in each provincial capitals i.e. (Lahore, Karachi, Peshawar, Quetta, and Gilgit), Pakistan.<sup>140</sup> The 'AF' has country wide networks of voluntary individuals, groups and community activists. These groups' are work for women socio-economic and political empowerment in villages. The main focus is to create social and democratic society for women at local level. Especially, the foundation has focus to empowered women decision making power inside the families. Over the last 26 years, 'AF' has come to be recognized nationally and internationally. Now, it considers one of the leading institutions to enhanced women socio-economic and political status.

To conclude, I would say that the 'VuK' is a small business enterprise with high economic potential runs business activities at local level but its impacts a major community especially it work for underprivileged women in Swedish society. It maximizes his efforts to cooperate with ignore people bring them together with other people are providing of handicraft skills. The work of 'VuK' is just a message of solidarity. In short, it covers all those needs of underprivileged people that remained unfulfilled by the public organizations.

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<sup>140</sup> <http://www.af.org.pk/about.php>

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## **Appendix 1**

### **Interview Guide**

#### **Basic Information**

What is your previous occupational background?

Do you know about social enterprises?

Do you like to work in 'VuK'?

#### **A) The ideas behind 'Vägen ut Kooperativen (VuK)? (Questions connected to number 1).**

When did the company come into being, I mean started?

What was the idea behind of the company to start?

Have they planned to change the objectives of 'VuK' in future, if so then, in which way?

Do you discuss the ideas of social enterprises during work with one another?

Who is the controller of 'VuK' administration?

#### **B) Organizational characteristic (Questions to ask connected to Question number 2)**

Who took the initiative of 'VuK'?

From where did they get the inspiration of 'VuK'?

Can clients be a part of the discussion with professionals in the organization?

What kind of attitude do you have to work in the 'VuK' with women?

#### **C) Rehabilitation Process (Questions to ask connected to Question number 3)**

Do you command on client in the process of rehabilitation?

How do you rehabilitate with clients, show them by actions, and supervise them, advocating them directly or indirectly?

Professional's work with conscious in the process of rehabilitation, I mean work with responsibilities?

What kind of response is coming from the side of clients after rehabilitation?

#### **D) Training and education (Questions to ask connected to Questions number. 4)**

Does the 'VuK' give them general education to some extent?

Do you have some kind of special training school for clients?

The 'VuK' gives any economic support under training, if any training is there?

What do you understand about the future of 'VuK'?

#### **E) Anything else you want to say?**