WEALTH CREATION AND COHESIVE LIVING: STRATEGIES FOR LINKAGE, INTERMEDIATION AND OPPORTUNITIES FOR SUSTAINABLE LIVING IN DEVELOPING SOCIETIES AFRICA

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Abstract:

Wealth creation is as old as civilization. All societies have modes, methods in wealth creation and sustainable living in the sustainable development agenda. Dynamics in society require partnerships, cooperation and benchmarking to enhance equity, cohesion and intermediations. This study sought to examine wealth creation methods and how it can achieve sustainable livelihoods in the sustainable development agenda as its objective in creating cohesion in societies. The study used decomposed theory of planned behavior and through the use of descriptive case surveys of developing societies as its methodology. Strategies and how they are linked have been drawn from population surveys of six (6) global regions, as in Europe; comprising Italian two-earner couples, while in Greek Cooperatives there has been enhanced creation of wealth and maintenance of cohesion in the Co-operatives. In Tunisia risk taking behavior and risk of insolvency is also mentioned, just as in the U.S.A the value of employee during financial crisis as well as outcomes of medical bankruptcy have been mentioned on wealth created. In Asia and the Asia-Pacific region, mainly, Sri Lanka, equivalence scales based on urban, rural and estates have also enhanced scales to reduce gaps while managing social equilibrium. In Malaysia there are family takaful schemes while in Australia Prawn fishery businesses just like Taiwanese stock besides viimsi people in Estonia. Further mention is from Islamic wealth schemes, on ethical microfinance and risk taking behavior in West Africa as well global soap project in the previous Ebola prone regions of Africa, besides in Sub-Saharan Africa (SSA), as with Black South African projects involving the Magopa people and roles of social finance in mobile banking in Kenya has also been included. The best lessons have been discussed and emphasized as a way to enhance broader cohesion, linkage intermediation. The study has recommended techniques for adoption in Kenya in wealth creation strategies.

Key Words: Cohesive living, Developing societies Africa, Strategic linkage, Wealth creation

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Background

Wealth refers to large amount of something, for instance, information, products or related. Wealth can be individual - owned or group or community wealth. Principles of wealth creation have involved value addition and measuring benefits in relation to cash flows. Generally, there has been need for valuation approach in wealth creation where risk return tradeoff is considered, (Pandey, 2010).

Intermediation consists of channeling funds between surplus and deficit agents. This may happen by a person or an organization, financial institutions, (to-between or lenders and borrows among others. Major financial intermediaries have involved; commercial banks, insurance companies, non-banking financial institutions, mutual funds, savings and credit cooperative societies, micro-finance institutions among others. For commercial institutions assets and liabilities are transformed into different forms; say deposits will be liabilities for banks while loans will be assets for the bank. Intermediaries transform the securities they issue and invest in globally structured finance products which are vehicles for more efficient intermediation (Choudhry, 2004).

Globally sustainable living through intermediations has been evidenced in Islamic, banking and finances. The intermediation products have included; Uarah (leasing), Uarah wa Latina, Istifirar, Istisna, Salam Murabaha,(equipment) diminishing musharakah, mundarabahh and musharaka among others (Mohammed, 2012). Similarly microfinance products over time have also become popular in the financial intermediation. Their activities have always involved; small loans as working capital, informal appraisal of borrowers and investments, collateral substitutes such as group guarantees or compulsory savings. There has been access to loans based on repayment performance, streamlined loan disbursements and monitoring as well as secure savings products (Ledgerwood, 1999).

Globally microfinance models have been used broadly as an entrepreneurial solution to poverty and lately they are heading to capital market for instance in the U.S.A microfinance models have included Unitus, Unitus Equity Fund and Dignity Fund. Unitus focuses in bringing insignificance to the 399 million working poor who lack access to formal financial services that was founded in the year 2000, and has extended branches to India, Kenya, Argentina, the Philippines and Indonesia. The Dignity Fund Mode is another one in the U.S.A in 2005 to provide microfinance institutions MFISS Worldwide. Dignity Fund, focuses on tiers: MFIS (those with 5000-100,000 borrowers). It is also identified as having strong management teams, proven track rewards and high growth trajections, but facing challenges rising financing due to their smaller size and relative youth. The key strategy has been to collaborate with utter microfinance institutions that have the capital and technical resources to assist microfinance institutions as they grow. Dignity fund is based in San Francisco and it provides debt financing and guarantees to MFIS in Mexico, Kazakhstan, Argentina, India, Ecuador and Peru (Ian, Henry, Diane, Christine and Morgan, 2007)

Globally, wealth and cohesion has been based on value systems that are influenced by political systems of organizational practices. In China for instance confusion principles have influenced wealth therefore living and practice is based upon a set of five cardinal virtues that have guided family and commercial life in China for more than 2,500 years. They include Ren virtue that means essence of loving others aligned with notion of reciprocity. There is also Li or norms of society. Therefore Ren and Li address the nature of organizations (Chuang, 2005). Further, Confucian philosophy is influenced by Taoism, which introduces the concept of balance and harmony represented by Yin and Yang. It means Li and Ren together work in harmony with the freedom of individual behaviour constrained by the social norms that dictate that behaviour will be humane and will not violate the requirement of consideration of others in societal relationships. There is also Yi which encourages honesty and righteousness including loyalty, reciprocity, altruism and consideration for others (Lau, 1979). Zhi on the other hand is wisdom to distinguish between right and wrong (ibid). in essence, wealth and cohesion in Chinese culture is made up of traditional Confucianism that focuses on self-cultivation through exercise of the five virtues; benevolence (Ren) within the wider society, respecting those for whom respect is required by the relationship of righteousness (Yi) appreciating ritual forms (Li) of a particular place and time, and knowing how to express oneself properly in interactions with others, obtaining wisdom of knowing what is right and wrong Zhi and being faithful (Xin) (Lili and Julliet, 2011)

Motivation of the study

Financial markets, institutions and instruments have grown far and wide, especially after the global financial crisis in the 21st century IMF (2008). There have also been innovations world over in the financial services to create wealth, however, the principles of practice have differed. Foremost, intermediaries like microfinance have principles; involving financial services and the clients besides availability of services to the customer, the principles for financial service delivery to the poor as well as savings principles that have been dominant (Otero and Rhyne, (2010). Further, institutional requirements, especially the need for financial self- sufficiency, appropriate institutional structure and appropriate institutional structure and appropriate policies have been wanting in most countries (ibid). In all intermediaries have been struggling to meet global basel II requirements as they create wealth (Reuters, 2010).

In Sub-Saharan Africa (SSA) South Africa with the help of Deloittee, research group, had documented top issues for 2008 and later other years, however, fewer lessons for other countries can be made out (Deloittee, 2007). In Kenya just like other SSA, there have been regulations and supervision of financial institutions as well as regulations for the industry as they create wealth. The question is still lingering is how far the wealth creation has been with intermediaries, besides cohesion created in well-being living especially for the urban poor and other vulnerable population in other towns, cities and villages. The study sought to use survey design on contents in the strategies that can be adopted in Kenya and other sub-Saharan countries with lessons from developing countries as the main problem for this study in wealth creation towards sustainable living in sustainable development agenda.

In Kenya consumer fraud which is a form of economic crime that has involved deception of the victim with the promise of goods, service or other benefits that are non-existent or are grossly misrepresented. According to the KPMG fraud surveyor 2003 have included ATM theft, check and credit card fraud fraudulent classification of merchandize for customers, fraudulent merchandise for customers, fraudulent merchandise returns and identity fraud. In addition, fraud has also occurred in various forms such as bank fraud that comprises forged documents (cheques, letters of instructions) theft of cash and goods, document fraud that involves over invoicing and fabricated invoices, bribery, inaccuracy and non-declaration in customs and excise duty, tax evasion, forged cheques signatures false insurance claims, tender and contract fraud, electronic funds transfer fraud and identity fraud. The effects of any form of fraud are detrimental and results into revenue loss both to government in form of taxes, while individuals and corporations lose income (Musamali, 2014). However, less effort has been made to unveil wealth creation strategies in intermediation that can help sustainable living and this study is an effort to that.

Study objectives

i. To examine how wealth creation is done in different environments and cultures of developing societies
ii. To evaluate how cohesive living is linked to wealth creation in developing societies towards sustainable living.

Justification of the study

The study will be useful in policy mainstreaming towards cohesion and integration activities at institutional and organizational level in wealth creation activities towards empowerment of individuals, groups and organization or the country as a whole.

Theoretical framework

a) Decomposed theories; this theory is based on family wealth schemes or takaful, that is, the decomposed theory of planned behavior and it has been applied in Malaysia where the takaful market has recorded in Malaysia for instance the takaful market has recorded a growth on assets and net contributions with an average annual growth rate of 17.76 and 17.47% respectively from 2007 to 2011 (Bank Negara Malaysia, 2011 in Degen and Wangila, 2011).

   Decomposed theory has also be applied on private equity – owned company performance especially while understanding the levered dual returns. When based upon unlevered deal return and leverage effect. The unlevered deal concentrates on unlevered sector return plus alpha; however the leverage effects is where there exists sector leverage plus additional deal leverage on sector plus leverage with amplification alpha from sector to deal: it means the latter two relates to the contribution from alpha and amplifications. Viral, Conor and Michael, 2009).

b) Institutional theory; wealth creation in societies is based on social finance with theoretical framework of institutional analysis and development (IAD) which is a useful tool in the public domain where shared resources are involved; since businesses and communities have a mutual interest in the commons and there common-pool resources that concern people everywhere since their welfare is at stake and because people gather together to protect their interests, institutions of every shade and shape are formed, encompassing at one time or another families voluntary associations, businesses, street gangs, elite groups, government departments, labour unions, churches, synagogues and mosques. In any organization rules are critical and indeed for some IAD theorists that constitute the very meaning of institutions (Suber, 2007, John, 2010).

c) Agency theory

   Agency conflict arises from the problem of managerialism. That is, self –serving behavour by managers at the shareholder's expense in corporation. The agent such as board of directors is expected to act in the best interests of the principal (say the shareholder). Some instances of managerialism include pursuing more pre-requisites (Spended offices, company cars among others) and adopting low risk survival strategies and self-satisfying behaviour (Pike and Neale, 2006). Further, the principal – agent conflict was first explored way back in 1976 by Jensen and Meckling (1976). The company, organization or an institution can be viewed simply as a set of contracts the most important of which is the contract between the firm or organization and its shareholders or owners. This contract describes the principal-agent relationship where the shareholders are the principals and the management team the agents. An efficient agency contract allows full delegation of decision-making authority over use of invested capital to management without the risk of that authority being abused. However, if left to themselves, managers cannot be expected to act in the shareholders' best interests, but require appropriate incentives and controls to do so. Agency costs are the difference between the return expected from an efficient agency contract and the actual return given that managers may act more in their own interests than the interests of shareholders. (Ibid) Agency problems have related to addressing reduced effort when managers attempt to stack off, perquisites, especially bonuses, building empires, how to entrenche investment, also avoidance of risk. Agency costs can be reduced in two ways; monitoring the managers' effort and actions as well as giving them the right incentives to maximize value (Brealey, Myers and Allen, 2006:305). Agency theory is linked to stewardship theory as well as pecking order theory that is, internal sources of finance and their utilization.

Materials and methods

He study adopted survey design involving six (6) global regions as its population on strategies adapted in wealth creation and cohesive living. Survey design was appropriate because of the research and the ethical concerns that needed to be brought out and its validity, rather than other approaches that may be used (Sapsford, 2004). The regions surveyed are all in global continent and have served as content and construct validity for this study in benchmarking current trends. Content analysis and grounded theory go hand in hand since content analysis involves summarizing and reporting written data; that is, the main content of data and the messages involved. Similarly, it explains the grounded theory by explaining what emerges from data rather than the other way round. The consequences and partners to systematic data collection and analysis bring together the patterns and theories that are implicit in the data which is waiting to be discovered (Cohen, Manion & Marrison, 2008). Further content analysis also consists of scoring specific information that is required. The advantage of this method is on revelation of what was initially considered as descriptive study (Isabel, Luis & Isabel, 2011). This methodology is appropriate for disclosing important information required for benchmarking contemporary trends and it has been employed by Larran and Giner, 2002 Xiao, Yang and Chow, 2004 as well as Isabel, Luiz and Isabel-M, 2011).

The population comprised contents of socio-economic variables of the communities in the developing countries in the continents and the intermediation practices that have recorded over sometime. However stratified random sampling on the main socio economic level of the communities was used as it captures demographic variables (Best & Kann, 2004). These variables are key intermediation channels and the cohesive making activities among the communities.

Validity and reliability of the study has been based on content, criterion as well as contrust. Content validity must be present before criterion related validity established. Construct validity is based on data used in establishing both contents and criterion relation validity. Content validity assumes that the differences in test performance reflect individual differences in the contrast being measured, which is an element of construct validity, however criterion related validity is meaningless if it is not based on construst validity, hence the three are related (Best and Kann, 2004).

(a) Case of global wealth creation strategies through intermediation practices

In the United States of America (USA) medical bankruptcies occur when an individual experiences and a cute or chronic health event, and the costs of care exceed the individual's ability to pay. In such cases, the individual typically files for bankruptcy. Estimates of the prevalence of medical bankruptcies range from 17% to over 50% (Hackney, Friesner and Johnson, 2015).

Their study used misclassification results on the prevalence of medical bankruptcies which was 23.1%, but rose to 50% when misclassification took place. Assuming a 10% medical debt threshold, the majority of the difference in the estimates was due to false negatives. It meant that the prevalence of medical bankruptcies is both encouraging and troubling as medical debt is unsecured debt. However, results indicated three types of medical bankruptcies; the medical bankruptcy especially for large medical debts, second type is unobserved medical bankruptcy filers and ostensibly medical bankrupt; almost 92% is the one for households operating on very thin financial margins, and a small amount of medical debt ranging from a few hundred to a few thousand dollars, which might even trigger financial exigency (Ibid).

In addition in the USA the wealth defined contribution plans on plan participant wealth was examined and the changing nature of the regulations. It was realized that delaying deposits during periods of generally positive returns is detrimental to the plan participants. The negative effect associated with delays in monthly deposits has persisted regardless of the side of the stock into which the funds were invested.

However, for employees who are paid weekly at the end of the week, plan participants may actually benefit when employers slightly delay (by one to three days), the deposit into a defined contribution plan (Jeffrey, 2016).

In Italy Family business, parenthood and labour division research found that there is negative influence of motherhood on the Italian women's paid work, supply, that having a child, whatever the order, decreased a women's paid work hours by hours a week, while woman's domestic work increased by 20 hours a week as the effects of the birth of the first child. It meant that Italian women's earnings-ability positively and significantly affected their paid work supply as measured by education, experience and wage coefficients, however, the negative impact of the birth of a child is comparatively stronger (Maria, Antonino and Ester, 2015).

For Greek cooperative enterprises employees' motivations is to engage in the social economy sector, especially in during period of financial downtown in Greece and resultant impact of demographic characteristics on employees work and motivation. The research had shown that even in times of economic crisis, money is not the most important motivation for the social economy employees. The principles promoted by that sector were to motivate employees on the job. Social usefulness, autonomy inside the organization, democratic decision making and commitment to personal values play an essential role in the employees' motivation, however, employees are also interested in the financial parameter that is attained through working (Daspina and Konstantinus, 2015).

In Malaysia the study carried out to examine the factors that influence an individual's intention to participate in the family takaful scheme, based on decomposed theory of planned behavior (D.T.P.B). The takaful market is one of the growing industries in the Islamic financial market. According to Ernstend Young (2012), the global takaful market was predicted to reach us 20 million by the year 2015. In Malaysia the takaful market has recorded a growth on assets and net contributions with an average annual growth rate of 17.76 and 17.47% respectively from 2007 to 2011 (Degen and Wangila, 2011). In addition the findings were useful in facilitating the marketing managers in encouraging individuals to participate in family takaful scheme.

In addition the study revealed the importance of attitude towards intention that marketing managers would create a favourable perception concerning the usefulness of family takaful scheme to the participants, hence practitioners may also engage, as agents as a guide to participate in family takaful hence its decomposition, however further use could be on attitude, subjective norm and perceived behavior control (PBC) Maizaitula and Asmak, 2016).

In Australia value chain analysis (VCA) was used in the improvement of projects by evaluating their effectiveness for all chain members. The value chain uses the stages: Engagement that is, identifies and engages stakeholders, define the project scope as well as collect value chain (Craig, and Meredith, 2016).

In addition there is information created that resulted in its analysis. This involved identifying key constraints and opportunities conducting consumer and market research as well as prioritizes and recommends improvement projects. Finally there are the implementation and evaluation stages. Here there is implementation of projects and evaluation of the effectiveness of the improvement of projects. The VCA considers the information trade-offs, time, cost effectiveness and the advantages of combining different techniques, which focuses on identifying improvement projects (Ibid). Further VCA is not only an effective tool for identifying industry improvement projects, but also the subsequent evaluation process in the private and public sector (Ibid).

In Australia-china Africa wealth creation and cohesion created a number of complementaries have existed between Australia government and Chinese investors in mining, agriculture, energy, research and education and finance sector vital to Africa's future development. These complementaries are examined in the light of recent development studies on the benefits of triangular cooperation and the literature examining links between Foreign Direct Investment (FDI) policy and economic development. Cohesion and cooperation is much that is to be gained by making the most of the existing and potential synergies between Australian, Chinese and local investors in African settings. (Alice, 2014)

In Sri Lanka household income on equivalence scales target to low-income households enjoy greater level that is urban, rural and estate sectors, low-income households enjoy greater scale economies and adjusting for scale economies, urban, rural and estate poverty headcount ratios decline by 3.2, 8.8 and 13.7 respectively, while at the national level the decline is about 8.3. (Rue, 2010), Maneka, Christine, Andreas and Shyama, 2015).

Still in Sri Lanka in addition this was meant to incorporate consumption economies of scale into conventional poverty measurements. The study revealed certain sub-groups that are more vulnerable to poverty than indicated by conventional poverty measurements for instance rural households have been routinely identified as more vulnerable, households in the urban and estate sector were more vulnerable as they enjoy less economies of scale in consumption than house in the rural sector. The study just confirmed that consumption scale economies when taken into account the poverty headcount ratio will decline significantly emphasizing the argument that poverty measurement routinely categories larger households as contributing disproportionally to overall poverty. Study found that the long income households enjoyed greater economies of scale implying that the poverty among the low- income (ibid).

In China Wealth creation and management during financial crisis is also affected. In China for instance, when the crisis happens the best companies experience larger decreases in firm value than comparable firms; similarly job satisfaction alone does not create firm value during the financial crisis, only when interacted with high financial flexibility, employee satisfaction will lead to high firm value. Best companies therefore do not have an advantage in the recovery of firm value after the crisis, regardless of their level of financial flexibility (Calthy and Chongyeng, 2016).

In Tunisia risk-taking in wealth management is evident as two major risk measurers were accounted for; the ratio of non-performing loans to total loans (credit risk) and the Z-Score indicator or risk insolvency was observed. However in the Islamic banks; cost efficiency had proven to have a negative and significant effect on non-performing loans (NPHS). In all, the capital, technical efficiency, competitiveness and macroeconomic factors turned out t have a significant and positive effect on Islamic banks insolvency risk, thus helping promote these banks, stability (Salma, Awate and Younes, 2016).

For Taiwan wealth creation is better done in Thaiwanese employee stock bonuses show that replacing share prices on specific dates with those of average durations when issuing employee bonuses would better reflect employee-deserved real wages while keeping a company's managers and management teams from being motivated to manage real earnings and manipulate share prices. It was realized that when stock prices are higher, companies will tend to issue cash rather than stock bonuses, and vice versa when the prices are lower (Knojung, Jentsung and Mei-Chun, 2016).

Further in Malaysia a study was carried out to examine the factors that influence an individual intention to participate in the family takaful scheme based on decomposed theory of planned behaviour (DTPB). The takaful market is one of the growing industries in the Islamic financial market. According to Ernst & Young (2012); the global takaful market was predicted to reach US & 20 billion by the year 2015. In Malaysia the takaful market has recorded a strong growth on assets and net contributions with an average annual growth rate of 17.76 and 17.47% respectively from 2007 to 2011 (Bank Negara Malaysia, 2011). The findings were useful in facilitating the marketing managers in encouraging individuals to participate in family takaful scheme. Study revealed the importance of attitude towards intention that marketing managers would create a favourable perception concerning the usefulness of family takaful scheme to the participants; hence practitioners may also engage as agents as a guide to participate in family takaful hence its decomposition, however further use could be on attitude, subjective norm and perceived behavior control (PBC) Maizaitula.dawati and Asuak, 2016).

(b) Case of specific lessons on cohesive living and wealth creation in Islamic microfinance as an Ethical alternative to poverty alleviation in developing societies

Rahim and Rahman (2010) found that Islamic finance offers various ethical schemes and instruments that can be advanced and adopted for the purpose of microfinance. Further Islamic microfinance utilizes Islamic instruments which are based on participatory schemes (PLS) rather than loan while the conventional microfinance focused mainly on women as their client. For example, in Kenya, Kenya Women Finance Trust (KWFT) focused on women and group lending rather than extending to the family whole. Islamic microfinance may also use similar techniques but also developed ethical principles to ensure their client pays the loans regularly.

In addition the importance of microfinance have involved; Islamic finance can also maximize social services by using *zahal* to fulfill the basic needs and increase participation of the poor while conventional microfinance can directly give cash to their client as the financing, Islamic finance offers various ethical schemes and instruments that can be advanced and adapted for the purpose of microfinance.

Similarly these schemes include madarabah Musharakah,Murabahah,Ijarah, and Qardhud hasan, the schemes are relatively easy to manage and will ensure the capital needs and leased equipment's for potential micro-entrepreneurs and the poor; and have great potentials for microfinance purposes to satisfy the risk sharing of micro-entrepreneurs, disbursement of small loans to recipients (micro - entrepreneurs and the poor) for income generating projects or business expansion, flexible easy terms of loans, loans available for short-term or long-term financing (weekly or longer term basis repayment periods), Easy procedures for processing and disbursements(fast and easy accessibility to credit) and Alternative to bank loans (Ibid).

(c) The case of foreign direct investment (FDI) on wealth creation and cohesion living in developing societies

In Malaysia the Devadason and Subramanian (2016) observed link supports the argument that inward FDI is induced by inflows of unskilled migration, which implies that unskilled immigration increases FDI inflows to the Malaysian manufacturing industries or rather "capital classes labour" in terms of international factor mobility .The policy lesson that has emerged from this analysis is restricting the inflows of unskilled migrants, although necessary to shift away from quantity –based to quality –based FDI in efforts to propel the sector into higher value-added activities needs to be gradual to ensure that capital inflows do not suddenly decelerate. The study provides some insights into the role of labour markets on FDI inflows from the perspective of an unskilled –dependent country, whereby export-oriented FDI has been largely labour intensive .In this context, factor endowments may have a greater relevance for export-oriented FDI (Ibid)

Still in Malaysia, the impact of capital flows and labour migration on (FDI) have involved the feminization of the workforce through the industrial restructuring to creating a male-Malay working class, to sustain the tension between economic restructuring and the moral social order, immigration was permitted to sustain labour market demands and to maintain Malaysia as a favourable manufacturing site to foreign investors, inward FDI is induced by inflows of unskilled migration ,which implies that unskilled immigration increases FDI inflows to the Malaysian manufacturing industries or rather "capital classes labour" in terms of international factor mobility and restricting the inflows of unskilled migrants, although necessary to shift away from quantity –based to quality –based FDI in efforts to propel the sector into higher value-added activities needs to be gradual to ensure that capital inflows do not suddenly decelerate.

(d) Case of equivalence scales in poverty measurements in wealth creation and cohesive living in Sri Lanka

Jayasinghe et al (2016) study in Sri Lanka, tested whether household preferences satisfy the assumption of base-independence, to examine the effects of household income to equivalence scales and thereby food consumption economies of scale and to examine how far conventional poverty rates require adjustment when scale economies in food consumption are taken into consideration.

In addition the summary of study findings study that tested whether household income affects food consumption scale economies and examined the effects of such scale economies on poverty measurements. Results indicated that equivalence scales are positively correlated with household income, thus suggesting in turn that poor households enjoy greater food consumption scale economics, the sectorial results suggest that there exists a significance difference in the marginal cost of an adult across the three sectors, the rural sector households enjoy the highest food consumption economies of scale, while the urban sector households enjoy the lowest, when food consumption scale economies are taken into account. In addition, the poverty headcount ratio declines significantly, confirming the widely held argument that the conventional poverty measurements routinely categorize larger households as contributing disproportionately to overall poverty and the finding that low-income households enjoy greater economies of scale implies that the poverty among the low-income households as traditionally overstated (ibid).

(e) A case of Black South African women in construction in wealth creation and cohesive living and cues for success in sustainable well being

Recent statistical data reveal that women are largely under-represented in the labour force, accounting for only one-third of the labour force and having higher rates of unemployment across all racial categories. African-Black women are especially under-represented; unemployment in 2008 was highest among African (Black) women at 31.3% and eight times higher than that of Black men (statistics South Africa, 2008 in van Klaverenet al, 2009)

In addition the initiatives to support women and transform gender equality through construction have been the acquisition of both technical and managerial skills, employment opportunities and increased income levels, creating a non-discriminatory working environment, the NMC Employee Share Trust ,an incentive scheme structured to favour women while retaining skills in middle and senior management, registration with the Department of Labour's Investors in People programme, the "Go for Gold" programme which provided mathematics, science and life skills and tuition for scholars interested in the construction industry (ibid).

(f) A case of involving development experiences of two small African and Northern European communities under globalization in wealth creation and cohesive living

The theory of economic development has come a long way in the past 50 years. Earlier growth models concentrated on capital, labour and technology as the main drivers of economic development in the first world. Unfortunately, using these models to foster development in less developed countries has most often not yielded great results; the gap between the poor and rich continued to widen and it is becoming apparent that the development trajectory of first world has not been and is still not sustainable. There is a growing demand for development that works for the underdeveloped and is sustainable environmentally, financially, socially and culturally for all. Further research by Ovaska et al (2012) focused on the development experience in the global world of the two communities, Viimsi in Estonia and Magopa in South Africa, which were poor, but one become wealthy while the other remained poor, twenty years ago. Three lessons can be learnt on how Viimsi transformed from a poor community to a richer one and the same success stories replicated in other communities in less developed countries.

In addition, lessons can be drawn on how a poor community improved its opportunities for wealth creation and living standards of its people As a result of land reforms there is an abundant supply of land for the community members; learning modern agricultural techniques, the current low yields could be much improved, given the high unemployment rate, there is an excess supply of labour available. Additional asset for the community is the people that have left Magopa and are coming home or now sending remittances home. Direct money infusion is another way to benefit returning migrants. They were better versed in the use of agrochemicals, which could provide for higher yields and potentially free people to alternative enterprises. The community has high level of collective solidarity, thus providing for a potential safety net for individuals against unforeseen events. Here opportunities have been to tap on opportunities so as to attract talent: adult education centers for learning; due to shortage of many goods and services, create some extra street marts among people, a resource that could prove helpful under various new regimes of accumulation, including entrepreneurship (ibid)

Intermediation could also be where many multilateral development agencies could become valuable partners in providing new know-how and capital to the community. High level of entrepreneurial activity would quite helpful in raising average incomes. Community collectiveness and the expectations of mutual social and economic support are highly valuable in local culture and run somewhat counter to the individualistic nature of entrepreneurship. Consider business forms of the typical cooperatives to improve incomes, social cooperation and overall greater community autonomy and cooperatives could be one means for the community to participate more effectively in globalization-acquire global knowledge on modern agricultural crops, poultry and other livestock farming. Diversification of activities is important. For instance; Degen et al (2010) studied the incomes of Kenyan fishermen on the Indian Ocean and concluded that parents with different livelihoods had more moderate income fluctuations and much better chances to be above the poverty level in the long run (ibid).

(g) Case of linkage on wealth creation and cohesive living in Africa

i) Microfinance model in West Africa and Intermediation towards Wealth Creation

Determinant factors have been Institutional factors that included; demographic factors as fertility rate which is the total births per woman, adolescent fertility rate (births per 1000 women of ages 15-19), mortality rate that is under (per 1000), prevalence of HIV total (% of population ages 15-49), immunization measures (% of children ages 1223 months). Life expectancy at birth, total (years) and population growth (annual %)

further, the indicators of microfinance have included; number of institutions that have communicated the information to the regulatory of authority, number of decentralized services, direct beneficiaries including grouping, deposits, loans granted during the year, outstanding loans, bad loans and portfolio degradation rate (%). In essence in West Africa, microfinance development was highly related to government effectiveness regulatory quality, rule of law and control of corruption (Arrind, 2012).

ii) Wealth in other developing countries of Sub-Saharan Africa (SSA)

Generally, wealth is determined by economic growth and performance in sub-Saharan Africa (SSA) and this is linked to marginalization including wealth relating to technology, economics, society, politics and even intellectual causes of poverty and more so, wealth disparity is due to both internal and external concerns. Poverty of SSA has dimensions and causes which has led to inter-development attributable to bad luck, initial conditions and unfavourable international economic environment. However, of much concern is that the international community has an important role to play in addressing the uneven global trading system which is hampering development prospects and these needs to happen in the current trading round (Luiz, 2006).

Wealth in Sub-Saharan Africa developing countries refers to economic and social well-being which is a resource shared by a group of people or community who are possibly vulnerable to social dilemmas (Jones, 2010). Social finance therefore aims in promoting prosperity and higher living standards through mobile banking in Sub-Saharan Africa (ibid). In sub-Saharan Africa Telcom's technical innovation results in an overall economic and social gain for developing countries, the precise financial effect of mobile telephony is less-early demonstrated as might be expected with so many variables to be considered. The value of wealth creation is based on the framework of institutional analysis and development (IAD) which is the knowledge on commons of shared ownership and self-governance that is shown to benefit all parties without hindering financial gain or the common good (ibid).

Summaries and conclusions

Globally intermediaries in Europe mainly Tunisia have encouraged risk taking in wealth management by commercial institutions and the returns that relate to it while in Italy wealth and cohesion is determined by individual families, especially parenthood since women wage payment decreased upon getting a child. In Greece - Social cohesion is more than monetary as it was evident during financial crisis; since social motivations surpassed economic motivations.

In the USA wealth creation schemes through defined contribution plans and how to manage to get positive returns have been contributor in wealth creation strategies. Medical bankruptcies have been a good measure of individual wealth created and cohesion involved.

In Asia Pacific especially Malaysia, family members participate in takaful business which are a financial instrument and its participation was due to perceived norms and values that individuals would get. In addition Asia pacific – Zakal of 2.5% increased which is a charge on urban types of wealth such as business wealth, personal income among others to them. It is with this assumption that all resources belong to God and that the wealth is held by human beings only in trust. They have ethical financial schemes, as a capital needs (Ijarah), equipment's (Murabahah) and leased equipment's (Ijarah)

Equivalence scales have been used in Sri-lanka to allow low income households to enjoy greater level in the urban, rural and estate sectors in wealth creation, while in Taiwan employee stock bonuses serve as wealth management during price differential is so as to create cohesion financially.

Asia - China relations there have been used as strategies in managing wealth during financial crisis; while Australia, China and Africa cooperation's; have seen arise in wealth creation and cohesion among the countries which is determined by foreign directly investment (FDI) that is existing among the countries, besides value chain analysis, (VCA), which is also used in Australia to determine effectiveness of the value chain of the members in wealth creation distribution.

In Africa, mainly West Africa, Institutional factors in the growth of microfinance in wealth creation have been evident. Factors for growth have depended on demographic factors. In South Africa wealth creation and cohesive living is evident in construction business where women were realized to be on chores and peacemakers while working on other intermediaries.

In addition in Sub-Saharan Africa participation in wealth creation schemes has been based on vulnerability of the population. Studies have shown urban poor are more vulnerable and participate in wealth creation schemes, besides in determining the economic growth of the country. In Sub-Saharan Africa (SSA) factors that have enhanced cohesive living have included; linguistic, religious, immigrants, homosexuality and acquired immune deficiency syndrome (AIDS) victims. However, individual attributes have also affected tolerance towards various groups. In Kenya cohesion has been linked to values and ethical well-being (Rok, 2013).

Similarly, in Sub-Saharan Africa the social tolerance practices in Sub-Saharan Africa (SSA) have influenced in cohesive living since cohesion and social tolerance go hand in hand this may exist in linguistic differences as racial distinction, religions dissimilarity, homosexuality, acquired immune deficiency syndrome (AIDS) victims and immigrants (Prosper and precious, 2011).

In addition, individual attributes do affect tolerance towards various grounds. Well- informed policies used to be formulated to facilitate the understanding of individuals attributes that in hence tolerance. Individual level determinants of social tolerance towards people of a different race, language and religion, immigrants, people living with AIDS and homosexuals social tolerance has been be presume to facilitate harmonious co-existence among heterogeneous persons. Policy makers should embrace impact of social networks on tolerance to promote participation. In South Africa cohesion and wealth creation has been evident by the Black South African women in the construction business. For during studies 2006 and 2011 studies highlighted low female attributes such as being peacekeepers on site were considered favourable, indicating a positive shift in attitude regarding women working in construction (Jane and Paula, 2015).

In Kenya, the vision 2030 and the interventions of the Kenyan government on poverty eradication and inequality have been Introduction of universal Free Primary Education, Increase in share of allocated resources towards priority development areas of agriculture and rural development ,provision of infrastructure and human resources development including core poverty programs to accelerate development and reduce inequality, Various structural reforms in the agricultural sector including dairy, tea, coffee, sugar, pyrethrum, and the cooperative sectors to improve productivity and income earnings (Rok, 2007).

Similarly in Kenya improvement in public sector efficiency and effectives have included removal of administrative barriers to trade, privatizing and restructuring key public entities and streamlining of licenses in order to reduce the cost of doing business and to make Kenya competitive increase resources targeted at promoting regional development and reducing poverty in both rural and urban areas like development of Constituency Development Funds (CDF) and Local Authority Transfer Fund(LATF)**,** Construction of more than 1,000 dispensaries and deployment of personnel and medical supplies to operationalize these facilities as well as to improve access to medical/health care (ibid).

On the other hand, the medium term version of vision 2030 for years 2013-2017 in Kenya has emphasized wealth creation and cohesion that incorporates the social, political and economic pillars that involves value and ethical well-being as well as monitoring concerns of hate speech as well as negative attributes (Rok, 2013).

Recommendations and suggestions

The prosperity and growth indeed in Sub-Saharan Africa can be linked to profit opportunity in many countries of sub-Saharan Africa is in circumventing government rules and Easterly (2001, p 221 in Luiz, 2006 which is not of mind good and would happen in the real economy. The quest for growth and prosperity will occur when the right incentives are in place, since government incentives induce technological adaptation, high quality investment in machines, and high quality schooling. It also happens when politics is not polarized between antagonistic interest groups, but when there is a common consensus to invest in the future. In addition broad and deep development happens when a government is held accountable for its actions; energetically take up the task of investing in collective goods like health, education and the rule of law (Easterly, 2001, P. 289 in Luiz, 2006).

Lessons can be drawn from Chinese Confucian model of well-being that incorporates a hybrid model both western and Confucian that is which is proven successful social capital. The model is based on trust and focuses on employee and social well-being. The indications are that increased well-being generates more cohesive, production and happier societies (Lili and Juliet, 2011)

From the summaries it is recommended that the vulnerable urban poor in sub-Saharan be linked to wealth creation schemes and ensure that cohesion begins from there to the rural areas. It was also realized that social cohesion is more important than monetary cohesion. However various intermediation schemes can be made out in groups, individually or by the institutions. Further research can be conducted on the linkage between ethical and governance practices and how it reduces economic dominance so as to increase social cohesion in sub-Saharan Africa (SSA).

In Kenya there is need to mainstream value system to enhance cohesive and integration activities since the current curriculum as only mainstreamed specific subjects at secondary level. (National Cohesion and Integration, 2014). In addition, institutions and organizations needs to have social economic equivalence scales for individuals or groups of employees to empower them on opportunities no matter the job group and this could help manage cohesion and integration at institutional level in individuals or groups in wealth creation. Similarly, further research on specific institutions on financial intermediaries in place that enhances cohesive living socially or economically can be studied.

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