

**FACTORS INFLUENCING FEMALE REFUGEES' PARTICIPATION IN
ECONOMIC EMPOWERMENT PROJECTS IN KENYA: THE CASE OF HIAS
REFUGEE TRUST OF KENYA, KAYOLE OFFICE, NAIROBI COUNTY**

BY

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DECLARATION

This research project report is my original work and has not been presented for a degree in any other university.

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DEDICATION

This study is dedicated to all refugees, especially female refugees, who often suffer the plight of being refugees or ‘strangers’ in their country of asylum. May your constant pain and suffering raise a sense of purpose and urgency in all humanity to find more sustainable solutions to your plight and uphold the rights of all refugees in the world.

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TABLE OF CONTENT

	Page
DECLARATION	ii
DEDICATION	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENT	v
LIST OF TABLES	viii
LIST OF FIGURES	ix
ABBREVIATIONS AND ACRONYMS USED IN THE STUDY	x
ABSTRACT	xii
CHAPTER ONE	1
INTRODUCTION	1
1.1 Background to the Study	1
1.2 Statement of the Problem.....	2
1.3 Purpose of the Study.....	3
1.4 Objectives of the Study.....	4
1.5 Research Questions	4
1.6 Significance of the Study	4
1.7 Basic Assumptions of the Study	5
1.8 Limitations of the Study	5
1.9 Delimitation of the Study.....	5
1.10 Operational Definitions of Significant Terms Used in the Study	6
1.11 Organizational of the Study	7
CHAPTER TWO	9
LITERATURE REVIEW	9
2.1 Introduction.....	9
2.2 Empirical Review	9
2.3 Socio-cultural factors and their influence on women refugees’ participation in economic empowerment projects.....	10
2.4 Economic factors and their influence on women refugees’ participation in economic empowerment projects	11
2.5 Political factors and their influence on women refugee’s participation in economic empowerment projects	12

2.6 Strategic planning and its influence on women refugee’s participation in economic empowerment projects	14
2.7 Theoretical Framework.....	15
2.8 Conceptual Framework.....	18
2.9 Knowledge Gap.....	20
2.10 Summary of Literature Review	20
CHAPTER THREE	22
RESEARCH METHODOLOGY	22
3.1 Introduction.....	22
3.2 Research Design.....	22
3.3 Target Population	22
3.4 Sample Size and Sampling Technique	23
3.4.1 Sample Size	23
3.4.2 Sampling Technique	23
3.5 Research Instruments.....	24
3.5.1 Validity of the Research Instruments	24
3.5.2 Reliability of the Research Instruments	24
3.6 Data Collection Procedures.....	25
3.7 Data Analysis and Presentation Techniques	25
3.8 Ethical Consideration	25
3.9 Operationalization of Variables.....	27
CHAPTER FOUR.....	28
DATA ANALYSIS, PRESENTATION AND INTERPRETATION.....	28
4.1 Introduction.....	28
4.2 Return Rate	28
4.3 Demographic characteristics of the respondents.....	29
4.4 Socio-cultural Factors and Their Influence on Female Refugees’ Participation in Economic Empowerment Projects	31
4.5 Economic Factors and Their Influence on Female Refugees’ Participation in Economic Empowerment Projects.....	33
4.6 Political Factors and their Influence on Female Refugees’ Participation in Economic Empowerment Projects.....	34

4.7 Strategic Planning and Its Influence on Female Refugees’ Participation in Economic Empowerment Projects.....	36
4.8 Extent to which Respondents Agree/Disagree with Various Statements	37
4.9 Moderating Factors and their Influence on Female Refugees’ Participation in Economic Empowerment Projects.....	38
4.10 Suggestions or Comments on What Should Be Done To Promote Participation of Female Refugees in Economic Empowerment Projects Offered By Humanitarian Agencies	40
CHAPTER FIVE	41
SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS	41
5.1 Introduction.....	41
5.2 Summary of the Findings.....	41
5.3 Discussion of the Findings.....	43
5.4 Conclusions.....	50
5.5 Recommendations	51
5.6 Suggestions	52
REFERENCES.....	53
APPENDICES.....	58
APPENDIX I: INTRODUCTORY LETTER.....	58
APPENDIX II: THE MAP OF NAIROBI COUNTY-KENYA	59
APPENDIX III: QUESTIONNAIRE.....	60
APPENDIX IV: INTERVIEW GUIDE	67
APPENDIX V: OBSERVATION CHECKLIST	68

LIST OF TABLES

	Page
Table 3.1: Study Population and Sample Size.....	23
Table 3.2: Operationalization of Variables	27
Table 4.1: Response rate	28
Table 4.2: Respondents’ age.....	29
Table 4.3: Respondents’ country of origin.....	29
Table 4.4: Years lived in Kenya	30
Table 4.5: Why leave home country	30
Table 4.6: Involvement in HIAS projects	31
Table 4.7: Influence of socio-cultural factors.....	31
Table 4.8: Biggest socio-cultural obstacle	32
Table 4.9: Socio-cultural measures.....	32
Table 4.10: Influence of economic factors.....	33
Table 4.11: Biggest economic obstacle.....	33
Table 4.12: Economic measures	34
Table 4.13: Influence of political factors	34
Table 4.14: Biggest political obstacle	35
Table 4.15: Political measures	35
Table 4.16: Influence of strategic planning.....	36
Table 4.17: Biggest strategic planning obstacle	36
Table 4.18: Strategic planning measures.....	37
Table 4.19: Extent of respondents’ agreement/disagreement.....	37
Table 4.20: Influence of level of commitment of other key stakeholders.....	38
Table 4.21: Nature of the influence	38
Table 4.22: Influence of existing legal framework.....	39
Table 4.23: Nature of the influence	39
Table 4.24: Extent of respondents’ agreement/disagreement.....	40

LIST OF FIGURES

	Page
Figure 1: The Conceptual Framework	19

ABBREVIATIONS AND ACRONYMS USED IN THE STUDY

ACRWC	African Charter on the Rights and Welfare of the Child
APA	American Psychological Association
CBOs	Community-Based Organizations
CSR	Corporate Social Responsibility
CWAK	Child Welfare Association of Kenya
DRC	Democratic Republic of Congo
GBV	Gender Based Violence
HIAS	Hebrew Immigrant Aid Society
HRTK	HIAS Refugee Trust of Kenya
HRW	Human Rights Watch
ICRW	International Centre for Research on Women
IDB	Inter-American Development Bank
IDPs	Internally Displaced Persons
NACOSTI	National Council for Science Technology and Innovation
NDI	National Democratic Institute
NGEC	National Gender and Equality Commission
NGOs	Non-Governmental Organizations
OECD	Organization for Economic Cooperation and Development
PMI	Project Management Institute
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender-Based Violence
SPSS	Statistical Package for Social Sciences

UN	United Nations
UNCRC	United Nations Convention on Rights of the Child
UNHCR	United Nations High Commission for Refugees
UNRSD	United Nations Research Institute for Social Development
WBG	World Bank Group
WRC	Women's Refugee Commission

ABSTRACT

The purpose of this study was to investigate the factors influencing female refugees' participation in economic empowerment projects offered by refugee agencies. HIAS Refugee Trust of Kenya (HRTK), a humanitarian agency which provides protection, livelihoods, psychosocial support and durable solutions to refugees in urban areas of Kenya, was chosen as the case for the study. HRTK has four offices within Nairobi County, namely: Mimosa Office, Kawangare Office, Eastleigh Office and Kayole Office. The study was conducted using a sample drawn from Kayole Office. The specific objectives of study were as follows: Firstly, to examine how socio-cultural factors influence women refugees' participation in economic empowerment projects. Secondly, to examine how economic factors influence women refugees' participation in economic empowerment projects. Thirdly, to determine how political factors influence women refugees' participation in economic empowerment projects. Fourth, to establish how strategic planning influences women refugees' participation in economic empowerment projects. The study was meant to help various stakeholders involved in the refugee crisis – such as the Kenya Government, UNHCR, ACRWC and CWAK– in formulating and implementing policies that will help in bringing long-lasting solutions to the problem of refugees. The study used descriptive research design. A total of 73 respondents and 5 interviewees from HIAS Refugee Trust of Kenya was used as the sample for the study. The study also employed the use of purposive random sampling where only those respondents and interviewees who were knowledgeable about the issues under investigation were selected. Data was collected using primary sources through the use of structured questionnaires, interview guides and observation checklist. The data that was collected was subjected to both quantitative and qualitative analysis techniques, where quantitative data was analyzed using SPSS and presented in the form of APA tables, while qualitative data was analyzed in terms of thematic grouping and content analysis and presented in terms of generalized statements. The data was then summarized in order to draw conclusions, propose recommendations and make suggestions for further studies. Based on the analysis of information presented, the study found out that socio-cultural factors, economic factors, political factors and strategic planning have an influence on the participation of female refugees in economic empowerment projects, though at varying degrees. The study also found out that there is a significant positive relationship between the above-mentioned factors. Some of the results of the study include the following: most (87.4%) of the respondents said that they have been involved in HIAS' economic empowerment projects, 11.6% said that they have not been involved in such projects, while only 1% said that they were not sure if they have participated in such projects before. Also from the study findings, most (97.1%) of the respondents agreed that socio-cultural factors have an influence on the participation of female refugees in economic empowerment projects, while the rest (2.9%) were of a contrary opinion. Similar views were shared by all the interviewees. The study therefore recommends that: there is greater need for all stakeholders involved in the global refugee issue to work towards the attainment of sustainable global peace as a long-term solution towards the refugee crisis; there is need for the management and staff at HRTK to put more effort in creating awareness on issues pertaining negative cultural stereotypes against women refugees and inequitable political opportunities for such women; it will be more beneficial to adopt a more coordinated approach amongst various key stakeholders involved in the refugee crisis as a means of mitigating any possible negative effects or influence that might be created by socio-cultural factors, economic factors, political factors and strategic planning.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

More than 43 million people worldwide are now forcibly displaced as a result of conflict and persecution, while another several million people remain displaced because of natural disasters (UNHCR, 2010). More than 15 million of this population constitutes of refugees who fled their home countries, while another 27 million are people who remain displaced by conflict within their own homelands – that is the so-called ‘internally displaced persons’ or IDPs (UNRSD, 2010). According to WRC (2016), the major refugee populations include the following: the Palestinians with 4.8 million people, Afghans with 2.9 million persons, Iraqis with 1.8 million people, Somalis with 700,000 persons, Congolese with 456,000 people, Myanmarese or Burmese with 407,000 persons, Colombians with 390,000 people and Sudanese with 370,000 persons.

Major internally displaced populations at the end of 2009 were from countries such as Colombia with 3.3 million people; Democratic Republic of the Congo with 2.1 million people; Pakistan with 1.9 million people; Somalia with 1.55 million persons; and South Sudan and Sudan with 1 million people (HRW, 2014). Similarly, according to UNICEF (2007), about half of all refugees, internally displaced or stateless persons in the world are women and girls, while children constitute about 41 percent of the world’s refugees. On the other hand, about two-thirds of the world’s refugees have been in exile for more than five years, with many of them seeing no end in sight, whereas four-fifths of all refugees are in the developing world, in nations that can least afford to host them (UNHCR, 2010). Also more than half of the world’s refugees are in urban environments, not in camps.

According to a report by WRC (2016), most women refugees globally are confronted by a number of challenges. The organization lists the following as being the top five critical needs of refugee women in emergencies: prevention of sexual and gender-based violence through provision of lights, cooking fuel and separate latrines; response to sexual and gender-based violence by providing medical services and psychosocial support; safe delivery by availing skilled birth attendants and clean delivery kits; reproductive health care through offering contraceptives and emergency contraception; and visibility through education for adolescent girls, women-headed households, pregnant women and persons with disabilities. Sharing

similar views, HRW (2014) also enlists the following five elements as being the top five needs of refugee women in long-term displacements: due process through access to the legal systems that protect refugees' rights; livelihoods through provision of income generation that mitigates increased risk; safe spaces, including physical spaces where adolescent girls are safe and where there are services and mentors; prevention of and response to sexual and gender-based violence through continuing educational and awareness-creation programs; and reproductive health care by providing the required health facilities, personnel and supplies for ongoing needs.

Security is also a critical concern for refugee women. According to Elliott (2012), many governments and aid agencies globally are failing to provide even basic protection to women refugees travelling from various parts of the world, especially from those countries hardest hit by civil war and terrorism – such as Syria and Iraq. A new research conducted by Eriksen (2008) shows that women and girl refugees face violence, assault, exploitation and sexual harassment at every stage of their journey, including on European soil. After living through the horrors of the war in their countries of origin, women refugees normally risk everything to find safety for themselves and their children elsewhere, only to be greatly disappointed in many cases. Thus, from the moment they begin their journey in search of asylum, women refugees get exposed to violence and exploitation, with little support or protection from those concerned.

According to a report by WRC (2016), women and girls travelling alone and those accompanied only by their children feel particularly under threat in transit areas and camps in countries like Hungary, Croatia and Greece where they are sometimes forced to sleep alongside hundreds of refugee men. According to this report, in some instances women left the designated areas to sleep in the open on the beach because they felt safer there. Women also reported having to use the same bathroom and shower facilities with men.

1.2 Statement of the Problem

Empowering women to participate fully in economic life across all sectors of development is essential to building stronger economies, achieving internationally-agreed goals for development and sustainability, and improving the quality of life for individuals, families and communities. However, according to Deneulin and Lila (2009), this is far from being realized: most female refugees still languish in abject poverty and desperation, with social

and management structures being put in place to ensure that women cannot rise to certain economic or leadership levels.

There is also the challenge of developing an effective system for tracking and monitoring of refugees by many countries, especially those in the African continent. For instance, according to Elliott (2012), majority of the women refugees living in Nairobi County today still remain unregistered. According to Cantwell (2012), the inability to register these women can be attributed mainly to the lack of a proper legal and policy framework or structure to address this issue; and even where such a framework may exist, it is either very weak in its formulation or poor in its implementation.

Therefore, without proper research specifically focusing on factors that influence participation of women refugees in economic empowerment projects, it would be very difficult, if not impossible, for policy makers and development partners to enact and enforce laws, as well as formulate and implement programmes or projects that will guide effective participation of female refugees in economic empowerment projects, as a means towards the realization of sustainable development goals (SDGs) and a long-term solutions on the issue of refugees globally. Likewise, without in depth research on the aforementioned topic, most women refugees will still continue to suffer from the traditional problems of social discrimination and segregation; poor or lack of education, training and employment opportunities; exposure to sexual abuse and exploitation; inequitable access and use of critical resources; and biased policies that seem to jeopardize active participation of female refugees in economic development. It is against this background that the present study was borne to try to investigate factors that influence female refugees' participation in economic empowerment projects in Kenya: the case of HIAS Refugee Trust of Kenya, Nairobi County.

1.3 Purpose of the Study

The purpose of this study was to investigate the factors that influence female refugees' participation in economic empowerment projects in Kenya. HIAS Refugee Trust of Kenya was selected as the case for the study.

1.4 Objectives of the Study

This study was guided by the following objectives in line with HIAS Refugee Trust of Kenya:

1. To examine how socio-cultural factors influence women refugees' participation in economic empowerment projects.
2. To examine how economic factors influence women refugees' participation in economic empowerment projects.
3. To determine how political factors influence women refugees' participation in economic empowerment projects.
4. To establish how strategic planning by humanitarian agencies influences women refugees' participation in economic empowerment projects.

1.5 Research Questions

The study sought to answer the following research questions:

1. How do socio-cultural factors influence women refugees' participation in economic empowerment projects?
2. What is the role of economic factors in influencing women refugees' participation in economic empowerment projects;
3. What is the role of political factors in influencing women refugees' participation in economic empowerment projects?
4. How does strategic planning by humanitarian agencies influence women refugees' participation in economic empowerment projects?

1.6 Significance of the Study

It was hoped that findings from this study would be of great significance to various stakeholders involved in matters pertaining refugees in Kenya and even globally. For instance, the study would help different policy makers, development partners and refugee agencies, especially those charged with the responsibility of protection of female refugees – such as, the Kenyan Government, UNHCR, ACRWC and CWAK – in formulating and implementing laws and policies that will help in bringing long-lasting solutions to the problem of refugees, particularly female refugees. The study would also help local NGOs and CBOs, international humanitarian agencies and trusts, and any other groups that are involved in the handling of women refugees in establishing suitable programmes or projects for this group of people. In addition, the current research would serve as a key tool for guiding

refugee protection program officers, project managers and care-givers in all of their everyday duties in ensuring and promoting the wellbeing of female refugees. Lastly, the study would be of great significance to the present and future scholars, academicians and other professionals who may want to advance further studies on the issue of female refugees' participation in economic empowerment projects by serving as the basis for such studies through its findings, conclusions and recommendations.

1.7 Basic Assumptions of the Study

The study was based on a number of assumptions. Some of these assumptions included the following: that factors - such as socio-cultural, economic, political and strategic planning - have an influence on female refugee's participation in economic empowerment projects; that the respondents will be available and willing to participate in the filling-in of questionnaires and giving of appropriate responses pertaining the interviews during the field work; that conclusions and recommendations to be drawn from the findings of this study will provoke objective decision-making and spur positive action-taking that is aimed at promoting female refugee participation in economic empowerment projects and, ultimately, the search for sustainable solutions to the issue of world refugee crisis among the concerned stakeholders.

1.8 Limitations of the Study

Key among the limitations included: some respondents were not willing to participate in the filling-in of the questionnaires: however, this challenge was overcome by organizing a familiarization forum with the respondents and interviewees beforehand through the HRTK management. In addition, other data collection instruments to the use of questionnaires were also employed, including interview guide and observation checklist. Another challenge was inadequate time allocated for collecting, analyzing, interpreting and presenting field data: however, the researcher overcame this challenge by embarking on field work early enough; the researcher also hired the services of a qualified person to serve as a research assistant.

1.9 Delimitation of the Study

The scope of this study was delimited to investigating the factors that influence female refugees' participation in economic empowerment projects offered by humanitarian agencies. The study delimited itself to using HIAS Refugee Trust of Kenya (HRTK), Kayole Office, as the case for study. In addition, the scope of the study was delimited to collecting data from a

selected number of adult female refugees who were considered to be knowledgeable about the topic of study.

1.10 Operational Definitions of Significant Terms Used in the Study

Economic empowerment: Economic empowerment was used to refer to the capacity of the project beneficiaries (who, in this case, were women refugee under the care of HRTK) to participate in, contribute to, and benefit from various developmental interventions in ways that recognize the value of their contributions and respect their human dignity.

Economic factors: This term was used to refer to the financial aspects of project planning and implementation institutions, including humanitarian organizations and donor agencies. These aspects included: grants, loans, donations, member contributions and other financial facilities.

Empowerment: The term was used to refer to the capacity of women refugees to gain control of their circumstances and achieve their own goals, as individuals and/or groups, in a way that makes them able to work towards becoming more self-sufficient and independent economically, politically and socially.

Political factors: Political factors was used to refer to the processes through which major project decisions are made and implemented by organizations, including decisions on resource mobilization and utilizations.

Project: The term was used to refer to a set of activities and initiatives that are undertaken by various organizations to create new or unique outputs and outcomes, mainly for not-for-profit making purposes.

Refugee: This term was used to refer to someone who has been forced to flee his or her country of origin, nationality or habitual residence because of a well-founded fear of persecution, war or violence due to their race, religion, nationality, political opinion or membership in a particular social group. This definition of a refugee therefore excludes those who have left their homes willfully for economic gains elsewhere.

Socio-cultural factors: Socio-cultural factors was used to refer to customs, lifestyles and values that characterize a society and even affect the quality of life, business and health - such as, religion, attitudes, economic status, class, language, politics and law.

Strategic planning: The term was used to refer to the decisions made at the top-level management that is aimed at defining the direction and scope of the organization in terms of its vision, mission, core values, structure, culture and policy framework.

1.11 Organizational of the Study

The study was organized into five (5) chapters. Chapter One, which is the Introduction consisted of the following sub-headings: the background of the study; statement of the problem; purpose of the study; objectives of the study; research questions; significance of the study; basic assumptions of the study; limitations of the study; delimitations of the study; operational definitions of significant terms used in the study; and the organizational of the study.

Chapter Two, which is the Literature Review, reviewed secondary literature in the specific aspects of the study in the following order: introduction; examined how socio-cultural factors influence refugee women's participation in economic empowerment projects; examined how economic factors influence refugee women's participation in economic empowerment projects; determined how political factors influence refugee women's participation in economic empowerment projects; established how strategic planning by humanitarian

agencies influences refugee women's participation in economic empowerment projects; theoretical framework; conceptual framework; knowledge gap; and summary of the literature review.

Chapter Three, which is the Methodology, covered the following areas: introduction; research design; target population; sample size and sampling techniques; description of data collection instruments; data analysis and presentation; validity and reliability of research instruments; and ethical issues in research.

Chapter Four involved data analysis, presentation and interpretation of findings.

Chapter Five, which is the last chapter of the study, entailed, summary of findings, discussions of the findings, conclusions and recommendations, and suggestions for further studies.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter reviewed related literature on the factors that influence the participation of women refugees in economic empowerment projects. The literature was reviewed on the following factors in relation to their effect on the participation of female refugees in economic empowerment projects: socio-cultural factors, economic factors, political factors and strategic planning. The section concluded with conceptualization on the research variables and a summary of the chapter.

2.2 Empirical Review

A number of studies have been conducted on the issue of female refugees. For instance, studies by Argawal (2010) and Adams (2008) on the plight of women refugees found out that as refugees, women and girls face specific risks and are less likely to have access to their rights, due to their gender roles and position in society, compared to their male counterparts. The study also found out that in situations of displacement, these risks – particularly discrimination and sexual or gender-based violence (GBV) – can be exacerbated: rape is often used as a weapon towards women in order to demoralize and ‘terrorize’ communities and families; sexual violence stigmatizes women and leaves them emotionally and physically destroyed; and as community support structures break down, traditional or formal justice systems may not uphold women’s rights any more (Argawal, 2010). In the face of these predicaments, unaccompanied women and girls, women heads of households, pregnant mothers, the disabled and older women are likely to suffer even the most (Adams, 2008). To make matters even worse, the studies found out that these categories of women, girls and young children are typically hit the hardest by poverty and life in a refugee camp - besides being victims of human trafficking - as well as maternal and reproductive health-related problems (Argawal, 2010; Adams, 2008). These are issues that women face on top of their responsibilities as mothers, heads of households, teachers, among other roles. All of these concerns make a woman’s life in a refugee camp extremely difficult.

Similarly, studies by HRW (2012) and Poureslami (2004) sought to establish the various forms of discriminations that confront female refugees in the world today. These studies found out that most women refugees involved in various small-scale socio-economic

activities in camps are most likely to be living below the poverty line; they score lower than low-income male counterparts on educational attainment; and are more apt to be unemployed or are likely to be employed in low-skilled or service occupations. Another study by Morahan-Martin (2000) sought to establish the key challenges that female refugees, particularly those living in refugee camps, face in the post-modern era. The study found out that the recent financial economic crunch and the hitherto unprecedented levels of unemployment - which adversely affected particularly the poorest segments of the population - have had serious repercussions for women refugees. Consequently, this has led to relatively fewer income-generating opportunities available for women on an overall basis.

Another study by UN (2009) wanted to find out the various challenges that women in general and, in particular female refugees, face in their pursuit of the political representation. The study found out that besides facing outright discrimination by various political parties in terms of appointments to influential political positions, women refugees are also more likely to face physical and verbal abuse during their political campaigns as compared to their male counterparts. The study also established that the hurdles to be overcome by refugee women for active political participation of can be particularly daunting and overwhelming for this group of people due to a number of factors, including the prevailing unfavorable cultural predilections in many communities, a paucity of financial resources, lower levels of education, less access to information, greater family responsibilities and a deprivation of rights that have left most of these women with fewer opportunities to acquire political experience (Schafer, 2002).

2.3 Socio-cultural factors and their influence on women refugees' participation in economic empowerment projects

According to Adams (2008), empowerment – especially economic empowerment through project work – is likely to bring along with it benefits, rights and responsibilities, as well as potential risks for those involved. Thus, any form of empowerment should be carefully planned and executed so that those who are targeted through various projects can reap the maximum benefits without having to suffer inherent risks that might be involved. In line with this, UNHCR (2010) observes that one of the biggest social-cultural concerns for female refugees is their health, especially reproductive health: according to WRC (2016), in refugee situations, reproductive health often falls to the bottom of the list of priorities, primarily because in situations where healthcare is already scarce, life-saving measures are often of

prime concern; and since there is serious lack of healthcare infrastructure in refugee-dense areas, women often give birth without any trained medical staff present.

On the other hand, cutbacks in social services have seriously affected refugee women's level of health, nutrition and education, things that are important determinants for their productivity and effective participation in economic activities and in society wellbeing as a whole (Nussbaum, 2000). Hence, the interaction of these factors creates a vicious circle in which low-income women refugees in particular are caught. UNHCR (2015) therefore proposes that any UN programme or project that mainstreams refugee women should strive to achieve greater involvement of refugee women, both as participants and beneficiaries in the social and economic activities of the project; increase their status and participation in the community; provide a catalyst through which they can have access to better employment, education, services and opportunities in their society; and take into account their particular social relationship between the refugee women and their families.

2.4 Economic factors and their influence on women refugees' participation in economic empowerment projects

Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. According to UNRSD (2010), poverty, which is a result or symptom of poor or lack of proper participation of women in economic development activities, is still a big problem for many women, especially those in the third-world and developing countries of Africa, Asia and South America. For him, if poverty is not checked early, it curtails access to economic assets, such as land and loans; it limits participation in shaping economic and social policies; and because women perform the bulk of household work, they often have little time left to pursue economic opportunities. The mounting socio-economic responsibilities of refugee women thus make combating female refugees' poverty – as a means of achieving economic empowerment for women – a crucial development goal (Radovic-Markovic, Nelson-Porter and Omolaja, 2012).

On his part, Argawal (2010) and Seu (2003) observe that women, especially those in refugee camps and the low-income strata, have traditionally contributed to productive socio-economic activities and projects, such as agriculture (mostly small-scale), agro-processing crafts and home industries, trade and commerce. It is also within this context that one observes within the region a large number of female-headed households, particularly in the

low-income strata; but unfortunately, even with these significant contributions, there has been a tendency to underestimate the women's socio-economic roles and to undercount their participation in economic projects due to cultural barriers, inadequate data, prevailing definitions of economic activity, and current sampling and interviewing procedures employed in obtaining national statistics – especially of those who are in refugee camps (Churchyard, 2009).

Similarly, various studies have also emphasized the disadvantaged position of female heads of households, especially in the case of female refugees: for instance, according to a study by HRW (2012) and Poureslami (2004), it was discovered that most women refugees involved in various small-scale socio-economic activities in camps are most likely to be living below the poverty line, they score lower than low-income male counterparts on educational attainment and are more apt to be unemployed or are likely to be employed in low-skilled or service occupations. Moreover, the recent financial economic crunch and the hitherto unprecedented levels of unemployment which adversely affected particularly the poorest segments of the population have had serious repercussions for women refugees in particular (Morahan-Martin, 2000). The situation has also led to relatively fewer income-generating opportunities available for women on an overall basis. Thus, UNRSD (2010) advises that investing in refugee women's economic empowerment projects will help to set a direct path towards gender equality, poverty eradication and inclusive economic growth. This is so because women make enormous contributions to economic growth – whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home.

2.5 Political factors and their influence on women refugee's participation in economic empowerment projects

According to Anker (2002), including women refugees in decision-making and in important decisions is one form of empowering such groups to better participate in project interventions and other political affairs. However, unfortunately many humanitarian and aid organizations often lack gender-sensitive staff and policies are often not comprehensive in their inclusion of women; this hinders effective women participation in project work, especially when researching on what services women want and need is concerned. Hence, there is real and growing need to empower refugee women through political decision-making process as a means of getting them actively involved in humanitarian programmes and in the overall governing of their refugee camps (Ferris, 2007; Jayasinghe, 2006). This is in line with the

UNHCR's thirty-ninth session of the Executive Committee, which noted that there is greater need for all State parties to promote the participation of refugee women in decision-making as agents as well as beneficiaries of development programmes on their behalf (UNHCR, 2015; UNHCR, 2010). According to the Commission, this will best be achieved through the integration of resources and needs of refugee women in all aspects of programme planning and implementation.

Similarly, refugee women's political participation in the electoral processes as a form of economic empowerment involves much more than just voting. According to Laurie and Petchesky (2008), full political participation for refugee women derives from the freedom to speak out, assemble and associate; the ability to take part in the conduct of public affairs; and the opportunity to register as a candidate, to campaign, to be elected and to hold office at all levels of government. In addition, under international standards, men and women have an equal right to participate fully in all aspects of the political process; in practice, however, it is often harder for women to exercise this right (Nanda, 2007). In post-conflict countries, there are frequently extra barriers to women's participation, and special care is required to ensure their rights are respected in this regard. According to Ganeshpanchan (2005), political parties are among the most important institutions affecting women's political participation: in most countries, parties determine which candidates are nominated and elected and which issues achieve national prominence. The role of women in political parties is therefore a key determinant of their prospects for political empowerment, particularly at the national level. Since political parties are so influential in shaping women's political prospects, governments and international organizations seeking to advance the participation of women in elections justifiably tend to focus on the role of political parties (Atlani and Cecile, 2000).

According to UN (2009), the hurdles to be overcome for active political participation of refugee women can be particularly daunting for women considering running for office and may be overwhelming for women in post-conflict countries. In addition to dealing with unfavourable cultural predilections, women are often more likely than men to face practical barriers to entering politics, including a paucity of financial resources, lower levels of education, less access to information, greater family responsibilities and a deprivation of rights that has left them with fewer opportunities to acquire political experience (Schafer, 2002). However, Parmar (2003) advises that since political parties often tend to be more open to nominating women as candidates for local elections, women may find it easier to start at

this level and use it as a stepping stone to national office. Parties may also be pushed to adopt a code of conduct that includes requirements regarding participation by women and gender equality.

2.6 Strategic planning and its influence on women refugee's participation in economic empowerment projects

As a way of promoting women refugees' participation in economic empowerment projects, a good number of organizations, especially humanitarian agencies and not-for-profit making institutions, are prioritizing this area in their strategic plans and in their key operations. For instance, the National Democratic Institute (NDI) has demonstrated its commitment to making democracy deliver, even in challenging environments, through innovative programs that strengthen women's political skills, emphasize how women are impacted by public policy and improve the perception of women in political life. These issues are enshrined in the institute's strategic plan and CSR objectives (NDI, 2015; Hajdukowski-Ahmed, Nazilla and Helene, 2008). The Institute leverages its high-level political relationships to encourage leaders to understand and actively promote the benefits of gender-balanced politics. On its part, WRC – through many international commitments that support women's economic empowerment, such as the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and a series of International Labor Organization conventions on gender equality – has endeavored to put their focus on training women, as well as on the inclusion of a gender perspective in all their development programmes or projects (WRC, 2016). Consequently, this approach has helped to strengthen the institutions' ability to build women's skills and organize women across ethnic and political lines, as well as create the opportunity for women from diverse backgrounds to converge around shared goals so as to solve problems in ways that contribute to the development and well-being of their societies (UN Women, 2014).

Similarly, in all of its economic empowerment programmes, all of UN Women's strategic planning processes strive to reach out to women most in need, often by engaging with grass-roots and civil society organizations, with the main aim of achieving higher incomes, better access to and control over resources, and greater security – including protection from violence – for women. In particular, the targeted marginalized groups include: rural women, domestic workers, female migrants or refugee and low-skilled women (Nagai, Karunakara, Rowley and Burnham, 2008). Likewise, in its strategic plan, the UNHCR has been working

to promote gender equality and ensure refugee women's equal access to protection and assistance since its inception. For this commission, the integration and mainstreaming of a gender perspective cuts across all sectors: for instance, according to this UN Agency, shelters should be safe for women and offer privacy, and assistance in construction or maintenance should be available; food distribution systems should take family roles into account and ensure it reaches all; also sanitation facilities should be accessible and separated for men and women (UNHCR, 2010; UNHCR, 2007).

In addition, UNHCR has worked towards ensuring that women are able to collect water and fuel without risking rape or other abuse. The Commission also uses targeted actions to address specific protection needs, including, but not limited to: initiating programmes that are aimed at increasing girls' enrolment and retention in school as a means of overcoming economic or cultural barriers to women's education; and increasing women's leadership and participation in decision-making as a way of identifying and responding to their protection needs (Nanda, 2007; Pittaway and Bartolomei, 2001). In order to achieve this, there is greater need for humanitarian agencies to: identify constraints to women's participation related to project delivery procedures; respond to the initiatives of refugee women to improve their own situation; make available appropriate technologies that alleviate time and energy demands on refugee women; and collect statistics indicating the male-female breakdown of the population and prepare baseline case studies in order to identify and to eliminate unintentional discrimination in delivering goods and services, and thereby improve planning of future activities (UNHCR, 2015; Sutton and Pollock, 2000).

2.7 Theoretical Framework

According to Whetten (2009), a theory consists primarily of concepts and causal relationships that relate to these concepts. A theory can also be described as a general body of assumptions and principles used to describe a particular set of facts or some observed phenomenon (Jordan, 2008). For Koskela (2000), a theory of project management should be prescriptive: i.e., it should reveal how action (activities and tasks) contributes to the goals and objectives set to it. The study adopted the use of the following two theories: Project Management Theory and Systems Theory of Organizations. The study considers these two theories to be very relevant to the topic of research.

2.7.1 Project Management Theory

The theory of project management can be attributed to Koskela (2000). According to him, the theory of project management exists, though in a prescriptive form - that is, it exists in a form that reveals how action contributes to the goals set to it. He further argues that on the most general level, there are three possible actions of this theory of project management. These are: (1) Designing of the systems employed in planning and making; (2) Controlling of these systems in order to realize the production intended; and (3) Improving of these systems. On its part, Project Management Institute (2009) holds that a good project management theory should have three kinds of goals: firstly, the goal of getting intended products produced in general (i.e., outputs and outcomes); secondly, there are internal goals, such as cost minimization and level of utilization; and thirdly, there are external goals related to the needs of the customer or target group - like quality, dependability and flexibility. In addition, the PMI (2009) states that a theory of project management exists, and it helps to guide project work and project managers. According to this institute, projects are composed of two kinds of processes - project management processes and product-oriented processes (which specify and create the project product). Project management processes are further divided into initiating, planning, execution, controlling and closing processes.

Similarly, Whetten (2009) maintains that an explicit theory of project management is one that serves various functions – such as the following: (1) Providing an explanation of observed behavior, and thus contributing to understanding of project management practices; (2) Providing a prediction of future project management behavior; (3) Building tools for analyzing, designing and controlling of a project; (4) Providing a common language or framework through which the cooperation of people in collective undertakings is facilitated and enabled; (5) Giving direction in pin-pointing the sources of further progress in project work; (6) When explicit, testing the validity of the theory in practice leads to learning; (7) Transferring innovative practices to other settings by first abstracting a theory from that practice, and then applying it in target conditions; and (8) Empowering novices (newcomers in project work) to do the things that formerly only experts could do.

This theory was therefore considered to be relevant to the study since it underscores the fact that for any process to be called a project, it must produce some products in the form of outputs and outcomes. In our case, the outcomes to be produced by actively involving female refugees in development projects will be economic empowerment. The theory also

underscores the fact that proper or strategic planning by the project planners and implementers is a very critical step in the project management process. In addition, by using this theory, the study intended to emphasize the fact that the theory helps to act as a general guide to project managers as it underpins the key elements that define what a project is, and what constitutes a successful project.

2.7.2 Systems Theory of Management

The Systems Theory of Management is a theory which was developed by Biologist Bertalanffy in 1968. Bertalanffy emphasized that real systems (such as organizations and cultures) are open to, and interact with, their environments (Lev and Trumper, 2007). According to Bertalanffy, within a respective system, there are a numerous elements or sub-systems: each element has its functions and goals, but simultaneously the elements are interrelated and therefore must act as one or in unity in order to achieve the goals and objectives of the entire system. Hence, the systems theory views an organization or culture as ‘a social system’ consisting of individuals who cooperate within a formal framework drawing resources, people and finance from their environment, and putting back into that environment products they produce or the services they offer.

According to Rudolf (2011), Systems Theory of Management is the inter-disciplinary study of systems in general, with the goal of elucidating principles that can be applied to all types of systems at all nesting levels in all fields of research. This is an approach based on the notion that organizations can be visualized as ‘systems,’ where a system is a set of inter-related parts that operate as a whole in pursuit of common goals. A similar view is shared by Thompson (2007) who asserts that the systems approach takes the viewpoint that an organization or culture is an interconnected group of systems that all work together (or should work together) to achieve particular goals and objectives. He adds that the best way to view the system’s theory is by thinking of an organization as a machine.

Furthermore, Woodward (2005) argues that according to the Systems Theory of Management, every system has four major components; these are: (1) Inputs, which are the various resources required to produce goods and services; (2) Transformation processes, which are the organization managerial and technological abilities that are applied to convert inputs into outputs; (3) Outputs – which are the products, services and other outcomes or end-products produced by the organization; and (4) Feedback, which is information about results and organizational status relative to the environment. Systems Theory of Management is thus

applicable and fitting to our current study, since it is founded on the premise that a system – such as an organization or, in our case, economic empowerment projects – is made up of an array of sub-systems or a set of inter-related parts that ought to operate as ‘one-whole’ in order to achieve a certain purpose.

This is true of female refugees, whereby for them to be successfully involved in humanitarian or donor-funded interventions, there is need for all key stakeholders – such as government officials or departments, humanitarian agencies, donors and the community – to work together to achieve the common good, which is effective participation of female refugees in economic empowerment projects and efficient use of donor resources. The Systems Theory of Management also underscores the fact that for humanitarian projects to be more sustainable now and in the future, there is need for a perfect interplay of socio-economic, political, technological and strategic planning factors.

2.8 Conceptual Framework

Mugenda and Mugenda (2003) define a conceptual framework as a graphical or diagrammatic representation of the relationships among various variables under study. A conceptual framework is very useful in research since it helps the researcher and future readers to identify the proposed relationship between different variables easily and quickly. It also helps to capture and summarize, in a diagrammatic form, the research topic and objectives. In this study, the researcher adopted the model indicated in Figure 2.1, considering the variables under study.

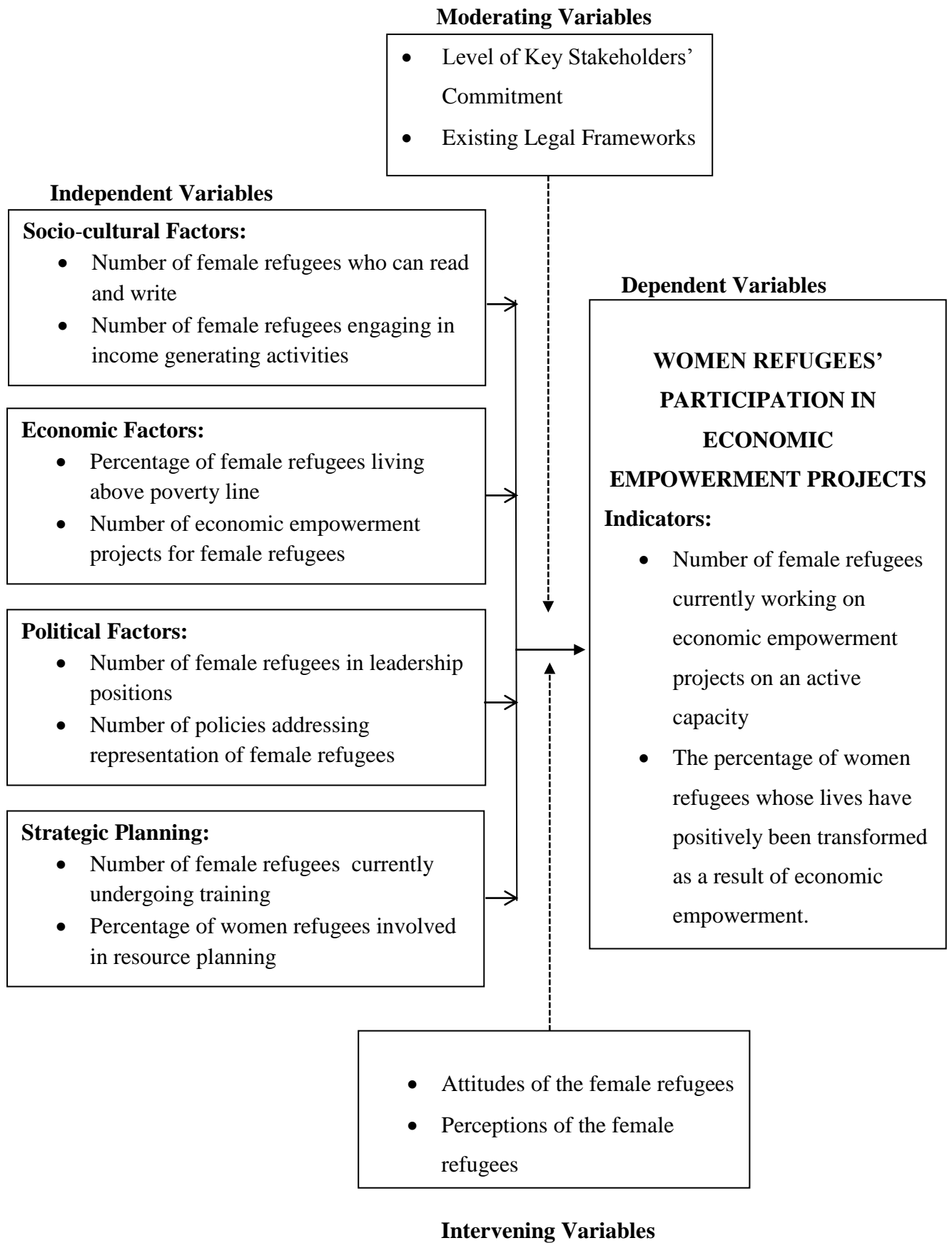


Figure 1: The Conceptual Framework

2.9 Knowledge Gap

From the studies discussed under the empirical review, a few gaps were realized. For instance, studies by Argawal (2010) and Adams (2008) concentrated on the plight of women refugees. The study found out that in situations of displacement, risks – such as discrimination and sexual or gender-based violence – can be exacerbated. The studies also established that in the face of these predicaments, unaccompanied women and girls, women heads of households, pregnant mothers, the disabled and older women are likely to suffer even the most (Adams, 2008). However, both studies failed to explore some of the key factors that could be contributing to the plight of women refugees today – such as the socio-cultural factors, economic factors, political factors and strategic planning. This is the scope of the present research and it is the gap that the current research seeks to fill.

In addition, studies by HRW (2012) and Poureslami (2004) sought to establish the various forms of discriminations that confront female refugees in the world today. The studies found out that most women refugees involved in various small-scale socio-economic activities in camps are most likely to be living below the poverty line; they score lower than low-income male counterparts on educational attainment; and are more apt to be unemployed or are likely to be employed in low-skilled or service occupations. A similar study by Morahan-Martin (2000) sought to establish the key challenges that female refugees, particularly those living in refugee camps, face in the post-modern era. The study found out that the recent financial economic crunch and the hitherto unprecedented levels of unemployment - which adversely affected particularly the poorest segments of the population - have had serious repercussions for women refugees. However, the two studies did not research on the possible causes of the various forms of discriminations that female refugees in the world today face, a gap that the current research seeks to fill.

2.10 Summary of Literature Review

The aim of this chapter was to explore the existing literature on the factors influencing female refugees' participation in economic empowerment projects. A detailed amount of secondary literature was systematically espoused in line with the specific objectives of the study. A theoretical framework was also put forward to try and lay the foundation for the study, where two theories – project management theory and systems theory of management – were discussed. A conceptual framework was also proposed by the study in a diagrammatic form in trying to establish the relationships among various variables under study. Lastly, a number

of empirical studies that have been conducted in line with the topic of study were discussed with the aim of exposing the gaps that exist, which the present study sought to address.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter sought to describe the research design used in the study, target population, sample size and sampling procedures, data collection instruments, data analysis and presentation techniques, ethical issues and operational definition of the variables under study.

3.2 Research Design

A research design can be defined as the structure of the research, the ‘glue’ that holds all the elements in a research project together (Barton, 2001). The research design therefore forms the structure of research. This study used descriptive research method. The choice of this method was informed by the fact that the researcher intended to collect detailed information, both qualitative and quantitative, about the target respondents’ views and opinions concerning the topic of study. Thus, the use of descriptive research design was useful in clarifying variables, shaping hypothetical constructs, determining the characteristics of the study population and establishing the relationship among the various variables under study (Kothari, 2008; Creswell, 2004).

3.3 Target Population

The target population for this study consisted of adult women who are eighteen (18) years old and above who have attained refugee status, as well as members of staff who are involved in the everyday wellbeing of the female refugees served at the HIAS Refugee Trust of Kenya, Kayole branch, located in Nairobi, Kayole area. According to <http://hiasafrica.org/>, currently, as at the end of April, 2016, there were approximately eighty-nine (89) women refugees under the protection and support of the trust at the Kayole Branch. There were also five (5) members of staff who were in-charge of the group. The refugees constituted the respondents for the study, while members of staff constituted the interviewees for this study. Both the individual respondents and interviewees were selected using purposive random sampling technique, where the sample size was randomly picked but based on one’s level of knowledge and experience concerning the topic of study.

3.4 Sample Size and Sampling Technique

3.4.1 Sample Size

A sample can be defined as a smaller group, sub-group or sub-set obtained from the accessible population and carefully selected to be representative of the entire population, with the relevant or desired characteristics (Mugenda and Mugenda, 2003). The target population was 89 adult women refugees served at HIAS Refugee Trust of Kenya's Kayole branch since the beginning of September 2015 to the end of April 2016. Using Yamane's (1967) formula for calculating samples, the total sample size for women refugees was as follows:

$$n = \frac{N}{1 + N(e^2)}$$

Where:

n = sample size;

N = total population (which, in our case, is 89);

e = margin of error or level of precision of 5 percentage points (hence, 0.05).

$$\text{Therefore, } n = \frac{89}{1 + 89(0.05^2)} = 73 \text{ (approximately).}$$

Thus, the sample of refugee women who responded to the questionnaires was 73 respondents. In addition, there were 5 members of staff from HIAS Refugee Trust of Kenya who were interviewed. This therefore brought to 78 (i.e., 73+5 = 78) the total sample of the study. This information is illustrated in Table 3.1.

Table 3.1: Study Population and Sample Size

Study population	Target population	Sample size
Female refugees	89	73
Members of staff	5	5
Total	94	78

3.4.2 Sampling Technique

The study used purposive sampling technique, whereby individual respondents and interviewees were purposively identified and selected based on one's level of knowledge and experience about the topic of study. In order for purposive sampling technique to be effective, early identification and selection of respondents and interviewees was done during the pilot study. However, the use of simple disproportionate sampling was considered alongside

purposive random sampling in cases where the selected sample with greater variation might have had a fairly higher number of representatives.

3.5 Research Instruments

3.5.1 Validity of the Research Instruments

Validity can be defined as the degree by which the sample of test items represents the content the test is designed to measure, or the accuracy and meaningfulness of inferences which are based on the research results (Kothari, 2008). According to Mugenda and Mugenda (2003), the usual procedure in assessing the validity of a measure or research instrument is to use a professional or expert in a particular field. Thus, to establish the validity of the research instruments chosen, the study employed the use of scale level content validity index. Content validity index refers to how accurately an assessment or measurement tool taps into the various aspects of the specific constructs in question (Kothari, 2008).

Content validity is most often measured by relying on the knowledge of people or subject matter experts who are familiar with the constructs being measured. These subject matter experts are usually provided with access to the measurement tool or tools and are asked to provide feedback on how well each question measures the construct in question. In order to achieve this, the researcher and field assistants sought the opinions and views of experts in the field of study, especially the Project Supervisor and other members of the Department of Extra-Mural Studies of the University of Nairobi. The feedback from these experts was then analyzed, and informed decisions were made about the effectiveness of each question.

3.5.2 Reliability of the Research Instruments

According to Creswell (2004), an instrument is reliable when it measures a variable consistently and produces the same results under the same conditions over time. In this study, reliability was achieved by carrying out the Cronbach's alpha test and the value of alpha was above 0.70, hence, the data collection instruments were considered to be reliable. SPSS was used to generate Cronbach's alpha test. The researcher also rehearsed the use of the data collection instruments with the research assistants beforehand – that is, during the pilot test – so as to ensure that they fully understood how to apply them in the field. Additionally, the researcher was cautious not to introduce any new material or questions later in the process, or to manipulate the collected data during the analysis stage.

3.6 Data Collection Procedures

The study made use of primary data collection technique, whereby primary data was collected through the administration of structured questionnaires, interview guides and observation checklists as the data collection instruments. According to Kothari (2008), the use of questionnaires allows for large amount of data to be collected within a shorter time. Questionnaires also cover a wider geographical area, are straightforward and are less time-consuming (Mugenda and Mugenda, 2003). The questionnaires were divided into various sections and sub-sections to adequately cover the objectives of the study and to promote ease of comprehensibility. The researcher also obtained permission from the Department of Distance Education and Extra-Mural Studies of the University of Nairobi, as well as a permit to conduct research from NACOSTI.

3.7 Data Analysis and Presentation Techniques

The data that was collected during field work was analyzed using both quantitative and qualitative analyses methods. SPSS was used to analyze quantitative data (obtained from closed-ended questions), which was then presented in form of APA tables. This was achieved through the coding and tallying up of responses, computing of percentages of variations in response, and describing and interpreting the data results in line with the research objectives and assumptions. According to Mugenda and Mugenda (2003), the use of SPSS to analyze quantitative data serves as the best comprehensive and integrated means of collection of computer programme for managing, analyzing and displaying of such data. Qualitative analysis, on the other hand, was used to analyze qualitative data (obtained from open-ended questions).

3.8 Ethical Consideration

Ethical consideration is key in research, since it helps to ensure that no one suffers harm or undesirable consequences as a result of the research activities. Due to the normally sensitive relationships between the researcher, or a team of researchers, and the respondents, reasonable safeguards will be built during the field work study that are based on appropriate ethical requirements and measures.

Key among these were: seeking for consent from the respondents and interviewees and clearly informing them about the aim of the study; asking for permission from the senior management of HIAS Refugee Trust of Kenya before administering the questionnaires and

interview guides; promoting anonymity and confidentiality of the respondents by encouraging them not to mention or write their names when filling-in the questionnaires; using the collected data purely for academic purposes; avoiding to manipulate the field data during the analysis and presentation phases; and sharing the findings and recommendations of the study with the interested parties, including the staff and management of HIAS Refugee Trust of Kenya.

3.9: Operationalization of Variables

Table 3.2: Operationalization of Variables

Objective	Variable	Indicator	Measurement of Indicator	Measurement Scale	Data Collection Instrument	Data Analysis Methods
1. To examine how socio-cultural factors influence women refugees' participation in economic empowerment projects.	-Socio-cultural factors	-Number of women refugees who can read and write; -Number of female refugees engaged in income generating activities.	-Performance records; interviews.	-Nominal	-Questionnaire -Interview guide -Observation checklist.	-Descriptive statistics
2. To examine how economic factors influence women refugees' participation in economic empowerment projects.	-Economic factors	-Percentage of female refugees living above poverty line; - Number of economic empowerment projects for female refugees.	-Interviews; observations.	-Nominal	-Questionnaire -Interview guide.	-Descriptive statistics
3. To explore how political factors influence women refugees' participation in economic empowerment projects.	-Political factors	-Number of female refugees in leadership positions decision making process; - Number of policies addressing representation of female refugees.	-Interviews.	-Nominal	-Questionnaire -Interview guide.	-Descriptive statistics
4. To discuss how strategic planning by humanitarian agencies influences women refugees' participation in economic empowerment projects.	-Strategic planning	-Number of female refugees currently undergoing training; - Percentage of women refugees involved in resource planning.	-Training and development records; interviews.	-Nominal	-Questionnaire -Interview guide.	-Descriptive statistics

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

The aim of this chapter was to analyze the data collected, present the findings using frequency distribution tables and provide an interpretation of the findings. To achieve this, a number of aspects of the study that pertain the topic of study and research objectives were analyzed and discussed in details.

4.2 Questionnaire Return Rate

Response rate in a research context refers to the extent to which the collected set of data includes all sample members of the targeted population (Kothari, 2008). Response rate is calculated by the number of questionnaires collected or the number of people with whom interviews are completed divided by the number of the entire sample. In this study, data was collected from a sample of 73 women refugees at HRTK's Kayole branch, Nairobi County, using structured questionnaires and 5 HIAS staff members using interview guides. The entire sample was 78 respondents and interviewees. The findings are presented in Table 4.1.

Table 4.1: Return rate

Data Collection Instruments	Number of Respondents	Sample Size	Percentage
Questionnaires	69	73	95.0
Interview guides	5	5	100.0
Total	74	78	

Out of the 73 questionnaires that were issued to the women refugees, 69 questionnaires were fully filled and returned, representing a 94.5% response rate; while out of the 5 staff members that were targeted for interviewing, all of them were successfully interviewed by the researcher, representing a 100.0% response rate. According to Mugenda and Mugenda (2003), a response rate of above 50% is adequate for analysis; hence, at 94.5% and 100%, the response rates from both the refugees and staff members at HRTK, Kayole office, was considered to be more than adequate for a credible analysis.

4.3 Demographic characteristics of the respondents

The study sought to find out the general demographic information from the respondents. The results are summarized as follows:

4.3.1 Age of the Respondents

The study sought to establish the age of the respondents. The findings are presented in Table 4.2.

Table 4.2: Distribution of Respondents by age

Age Group	Frequency	Percent	Cumulative Percent
18-29 years	39	56.5	56.5
30-39 years	18	26.1	82.6
40-49 years	6	8.7	91.3
50-59 years	5	7.2	98.5
60 years and above	1	1.0	100.0
Total	69	100.0	

From the findings, 56.5% of the respondents were between the age of 18-29 years, while only 1.0% was of the age of 60 years and above.

4.3.2 Country of Origin

The study sought to establish the country of origin of the respondents. The findings are summarized in Table 4.3.

Table 4.3: Distribution of respondents by country of origin

Country of Origin	Frequency	Percent	Cumulative Percent
Somalia	6	8.7	8.7
Ethiopia	1	1.0	9.7
DR Congo	35	50.7	60.4
Sudan	1	1.0	61.4
Rwanda	12	17.4	78.8
Burundi	14	20.3	100.0
Other (specify)	0	0	100.0
Total	69	100	

From the findings, majority (50.7%) of the respondents were from DR Congo, while Ethiopia and Sudan had the least number with 1.0% each.

4.3.3 Length of Period Lived in Kenya

Table 4.4: Distribution of respondents by years lived in Kenya

Number of Years	Frequency	Percent	Cumulative Percent
Less than 1 year	2	2.9	2.9
1-4 years	27	39.1	42.0
5-9 years	32	46.4	88.4
10 years or more	8	11.6	100.0
Total	69	100.0	

From the findings illustrated in Table 4.4, majority (46.4%) of the respondents said that they have lived in Kenya for 5-9 years, whereas those who have lived in the country for less than a year were the least at 2.9%.

4.3.4 Reason(s) for Leaving Home Country

Table 4.5: Distribution of respondents by reasons for leaving home country

Reasons for Leaving	Frequency	Percent	Cumulative Percent
Civil war	54	76.1	76.1
Lack of support	7	9.9	86.0
Domestic violence	5	7.0	93.0
Sexual abuse	3	4.2	97.2
Other (fear from political/ religious targeting)	2	2.8	100.0
Total	71	100.0	

From the findings on the reasons for leaving their home country, majority (76.1%) of the respondents said it was due to the ongoing civil war in their country of origin, whereas the minority (2.8%) cited fear from political or religious attacks as to why they had to leave their home country. The findings are tabulated in Table 4.5.

4.3.5 Involvement of Female Refugees in HIAS' Economic Empowerment Projects

Table 4.6: Distribution of respondents by involvement in HIAS projects

Response	Frequency	Percent	Cumulative Percent
Yes	60	87.4	87.4
No	8	11.6	99.0
Not sure	1	1.0	100.0
Total	69	100.0	

From Table 4.6, most (87.4%) of the respondents said that they have been involved in HIAS' economic empowerment projects, 11.6% said that they have not been involved in such projects, while only 1% said that they were not sure if they have participated in such projects before.

4.4 Socio-cultural Factors and Their Influence on Female Refugees' Participation in Economic Empowerment Projects

Table 4.7: Influence of socio-cultural factors

Response	Frequency	Percent	Cumulative Percent
Yes	67	97.1	97.1
No	2	2.9	100.0
Total	69	100.0	

The study sought to find out whether socio-cultural factors have an influence on female refugees' participation in economic empowerment projects. From the findings summarized in Table 4.7, most (97.1%) of the respondents agreed that socio-cultural factors indeed have an influence, while the rest (2.9%) were of a contrary opinion.

4.4.1 Biggest Socio-cultural Obstacle to Female Refugees' Participation in Economic Empowerment Projects

Table 4.8: Biggest socio-cultural obstacle

Obstacle	Frequency	Percent	Cumulative Percent
One's level of education	9	10.8	10.8
Gender inequities	30	36.1	46.9
Cultural stereotypes	27	32.5	79.4
Inadequate support	3	3.6	83.1
Any other (e.g., cultural norms and taboos)	14	16.9	100.0
Total	83	100.0	

From Table 4.8, 32.5% of the respondents said that gender inequities or disparities is the biggest socio-cultural obstacle towards female refugees' participation in economic empowerment projects, while 3.6% listed inadequate support from the relevant authorities (such as the government and local leaders) as being the biggest embedment. However, 16.9% said that other socio-cultural factors – such as existing cultural norms and taboos – are the greatest hindrance towards the participation of women refugees in economic empowerment projects.

4.4.2 Whether HIAS Refugee Trust of Kenya Has Adequate Socio-Cultural Measures

Table 4.9: Socio-cultural measures

Response	Frequency	Percent	Cumulative Percent
Yes	61	88.4	88.4
No	5	7.2	95.7
Not sure	3	4.3	100.0
Total	69	100.0	

The study sought to establish if HIAS Refugee Trust of Kenya has adequate socio-cultural measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings as summarized in Table 4.9, majority (88.4%) of the respondents said that such measures are adequate, 7.2% said the measures are not adequate, while 4.3% of the respondents were not sure.

4.5 Economic Factors and Their Influence on Female Refugees' Participation in Economic Empowerment Projects

Table 4.10: Influence of economic factors

Response	Frequency	Percent	Cumulative Percent
Yes	64	92.8%	92.8%
No	5	7.2%	100.0
Total	69	100.0	

The study sought to establish whether or not economic factors have an influence on female refugees' participation in economic empowerment projects. From the findings, as summarized in Table 4.10, majority (92.8%) of the respondents said that it is true that economic factors have an influence on female refugees' participation in economic empowerment project, while minority (7.2%) of the respondents were of a contrary opinion.

4.5.1 The Biggest Economic Obstacle to Female Refugees' Participation in Economic Empowerment Projects

Table 4.11: Biggest economic obstacle

Obstacle	Frequency	Percent	Cumulative Percent
Poverty	23	24.7	24.7
Poor macro-economic policies	8	8.6	33.3
Inadequate donor funding	36	38.7	72.0
Improper use of donor funds	8	8.6	80.6
Any other (e.g., lack of implementation of economic policies)	14	15.1	95.7
Total	93	100.0	

From Table 4.11, most (38.7%) of the respondents said inadequate donor funding of projects is the greatest economic obstacle to female refugees' participation in economic empowerment projects, while the smallest (4.3%) number of respondents were of the view that other factors, such as lack of implementation of the existing economic policies, is the biggest economic obstacle.

4.5.2 Whether HIAS Refugee Trust of Kenya Has Adequate Economic Measures

Table 4.12: Economic measures

Response	Frequency	Percent	Cumulative Percent
Yes	53	76.8	76.8
No	4	5.8	82.6
Not sure	12	17.4	100.0
Total	69	100.0	

The study sought to find out if HIAS Refugee Trust of Kenya has adequate economic measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings summarized in Table 4.12, majority (76.8%) of the respondents said that the measures are adequate, 5.8% said the measures are not adequate, while 17.4% of the respondents were not sure if there were such measures.

4.6 Political Factors and their Influence on Female Refugees' Participation in Economic Empowerment Projects

Table 4.13: Influence of political factors

Response	Frequency	Percent	Cumulative Percent
Yes	66	95.7%	95.7%
No	3	4.3%	100.0
Total	69	100.0	

On the issue of whether political factors have an influence on female refugees' participation in economic empowerment projects is concerned, majority (95.7%) of the respondents said that such factors do have an influence, while only 4.3% of the respondents said that political factors do not have an influence. The findings are summarized in Table 4.13.

4.6.1 The Biggest Political Obstacle to Female Refugees' Participation in Economic Empowerment Projects

Table 4.14: Biggest political obstacle

Obstacle	Frequency	Percent	Cumulative Percent
Inadequate involvement in key decision making	14	20.3	20.3
Inadequate gender-sensitive policies	16	23.2	43.5
Inadequate control of key resources	9	13.0	56.5
Inequitable political opportunities	30	43.5	100.0
Any other	0	0.0	100.0
Total	69	100	

The results illustrated in Table 4.14 indicate that most (43.5%) of the respondents were of the view that inequitable political opportunities is the greatest political obstacle to female refugees' participation in economic empowerment projects, whereas the smallest (13.0%) number of respondents were of the view that inadequate control of key resources is the biggest obstacle.

4.6.2 Whether HIAS Refugee Trust of Kenya has adequate Political Measures

Table 4.15: Political measures

Response	Frequency	Percent	Cumulative Percent
Yes	46	66.7	66.7
No	7	10.1	76.8
Not sure	16	23.2	100.0
Total	69	100.0	

The study sought to establish whether or not HIAS Refugee Trust of Kenya has adequate political measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings, as indicated in Table 4.15, majority (66.7%) of the respondents said that the current political measures that are in place are adequate, 10.1% said the measures are not adequate, while 23.2% of the respondents were not sure if such measures existed.

4.7 Strategic Planning and Its Influence on Female Refugees' Participation in Economic Empowerment Projects

Table 4.16: Influence of strategic planning

Response	Frequency	Percent	Cumulative Percent
Yes	66	95.7%	95.7%
No	3	4.3%	100.0
Total	69	100.0	

From the findings summarized in Table 4.16, most (95.7%) of the respondents agreed that strategic planning has an influence on female refugees' participation in economic empowerment projects, while the rest (4.3%) of the respondents said that it does not.

4.7.1 Biggest Strategic Planning Obstacle to Female Refugees' Participation in Economic Empowerment Projects

Table 4.17: Biggest strategic planning obstacle

Obstacle	Frequency	Percent	Cumulative Percent
Inadequate development opportunities	3	3.7	3.7
Lack of commitment from management	7	8.6	12.3
Inadequate internal control measures	8	9.9	22.2
Lack of enough key resources	33	40.7	62.9
Poor allocation of resources	18	22.2	85.1
Any other (e.g., rigid or unresponsive strategic plans and lack of consultation among various stakeholders)	12	14.9	100.0
Total	81	100.0	

Results from Table 4.17 indicate that the largest (40.7%) number of respondents observed that lack of enough key resources is the biggest strategic planning obstacle towards female refugees' participation in economic empowerment projects, while minority (3.7%) said inadequate development opportunities is the biggest obstacle.

4.7.2 Whether HIAS Refugee Trust of Kenya has Adequate Strategic Planning Measures

Table 4.18: Strategic planning measures

Response	Frequency	Percent	Cumulative Percent
Yes	36	52.2	52.2
No	25	36.2	88.4
Not sure	8	11.6	100.0
Total	69	100.0	

The study sought to establish if HIAS Refugee Trust of Kenya has adequate strategic planning measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings, most (52.2%) of the respondents said that such measures are adequate, 36.2% said the measures are not adequate, while 11.6% of the respondents were not sure. This information is presented in Table 4.18.

4.8 Extent to which Respondents Agree/Disagree with Various Statements

The study sought to find out the perception and thinking of the respondents concerning various aspects of the research topic. The results are shown in Table 4.19.

Table 4.19: Extent of respondents' agreement/disagreement

Statement	Very low extent	Low extent	Neutral	Large extent	Very large extent
(a) Socio-cultural factors have an influence on female refugees' participation in economic empowerment projects	0.0%	0.0	0.0	14.5	85.5
(b) Economic factors have an influence on female refugees' participation in economic empowerment projects	0.0%	0.0	5.8	82.6	11.6
(c) Political factors have an influence on female refugees' participation in economic empowerment projects	0.0%	0.0	0.0	78.3	21.7
(d) Strategic planning by humanitarian agencies has an influence on female refugees' participation in economic empowerment projects	0.0%	0.0	4.3	63.8	31.9

From the findings, 85.5% of the respondents said that socio-cultural factors have an influence on female refugees' participation in economic empowerment projects to a very large extent; 82.6% said that economic factors have an influence to a large extent; 78.3% said that political factors have an influence on female refugees' participation in economic empowerment projects to a large extent; while 63.8% were of the opinion that strategic planning by humanitarian agencies has an influence on female refugees' participation in economic empowerment projects to a large extent.

4.9 Moderating Factors and their Influence on Female Refugees' Participation in Economic Empowerment Projects

The study sought to find if the level of commitment of other key stakeholders (such as donors) and the existing legal framework have an influence on female refugees' participation in economic empowerment projects.

4.9.1 Level of Commitment of Other Key Stakeholders and its Influence on Female Refugees' Participation in Economic Empowerment Projects

Table 4.20: Influence of level of commitment of other key stakeholders

Response	Frequency	Percent	Cumulative Percent
Yes	67	97.1	97.1
No	2	2.9	100.0
Total	69	100.0	

From the findings, as summarized in Table 4.20, most (97.1%) of the respondents said that the level of commitment of other key stakeholders has an influence on female refugees' participation in economic empowerment projects, while the rest (2.9%) said that it does not.

4.9.1.1 Nature of the Influence

Table 4.21: Nature of the influence

Response	Frequency	Percent	Cumulative Percent
Positive	60	87.0	87.0
Negative	5	7.2	94.2
Neutral	0	0.0	94.2
Not sure	4	5.8	100.0
Total	69	100.0	

From Table 4.21, majority (87.0%) of the respondents said that the nature of the influence is positive; 7.2% said that it is negative; and 5.8% said that they were not sure.

4.9.2 Existing Legal Framework and its Influence on Female Refugees' Participation in Economic Empowerment Projects

Table 4.22: Influence of existing legal framework

Response	Frequency	Percent	Cumulative Percent
Yes	65	94.2	94.2
No	4	5.8	100.0
Total	69	100.0	

The study sought to establish whether or not the existing legal framework has an influence on the participation of female refugees in economic empowerment projects. The findings are summarized in Table 4.22. From the findings, the largest (94.2%) number of respondents said that indeed the existing legal framework has an influence, whereas only 5.8% of them were of a contrary opinion.

4.9.2.1 Nature of the Influence

Table 4.23: Nature of the influence

Response	Frequency	Percent	Cumulative Percent
Positive	59	85.5	85.5
Negative	6	8.7	94.2
Neutral	1	1.4	95.6
Not sure	3	4.4	100.0
Total	69	100.0	

Findings from Table 4.23 indicate that majority (85.5%) of the respondents said that the nature of the influence of the existing legal framework on female refugees' participation on economic empowerment projects is positive; 8.7% said that it is negative; 1.4% were of the view that it is neither positive nor negative (neutral); and 4.4% said that they were not sure.

4.9.3 Extent to which Respondents Agree/Disagree with Various Statements

The study sought to find out the perception and thinking of the respondents concerning various aspects of the research topic. The results are shown in Table 4.24.

Table 4.24: Extent of respondents' agreement/disagreement

Statement	Very low extent	Low extent	Neutral	Large extent	Very large extent
(a) The level of commitment of other key stakeholders (such as donors) has an influence on female refugees' participation in economic empowerment projects offered	0.0%	0.0	0.0	24.6	75.4
(b) The existing legal framework has an influence on female refugees' participation in economic empowerment projects	0.0%	0.0	0.0	62.3	37.7

From the findings summarized in Table 4.24, 75.4% of the respondents said that the level of commitment of other key stakeholders (such as donors) has an influence on female refugees' participation in economic empowerment projects to a very large extent; while 62.3% said that the existing legal framework has an influence on female refugees' participation in economic empowerment projects to a large extent.

4.10 Suggestions or Comments on What Should Be Done To Promote Participation of Female Refugees in Economic Empowerment Projects Offered By Humanitarian Agencies

A good number of the respondents and interviewees were of the opinion that there is great need for all key players in the refugee crisis – such as governments, the UNHCR, humanitarian organizations and donors and other stakeholders – to work towards establishing long-term solutions to the crisis by addressing the root causes of this crisis, which include poor governance and lack of adequate control of resources by refugees. In addition, they said that there is need to involve more female refugees in strategic planning to identify their economic empowerment needs, while taking into consideration factors such as, the socio-cultural, economic and political factors during the planning processes.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The main aim of this study was to investigate factors influencing female refugees' participation in economic empowerment projects. HIAS Refugee Trust of Kenya, Kayole office, Nairobi County, was used as the case for study. This chapter presents the summary of the findings, conclusions, recommendations for policy action and suggestions for further studies.

5.2 Summary of the Findings

In the first objective, the study sought to examine if socio-cultural factors have an influence on women refugees' participation in economic empowerment projects. From the findings, as summarized in Table 4.7, majority (97.1%) of the respondents said that socio-cultural factors have an influence, while minority (2.9%) were of a contrary opinion. Those who agreed argued that the way society perceives certain roles is gender-specific. They also said that socio-cultural considerations – such as one's level of education and exposure through training and development – can actually influence one's participation in economic empowerment projects. In addition, they said that poor health due to SGBV-related complications - which is a tool, used by men to dominate their women counterparts - forces most women to spend their time seeking for medical care for themselves or for their daughters who sometimes fall victims of the same social evil. On the other hand, those who were of a contrary opinion held that there are more influencing factors that are not of a socio-cultural nature that can affect female refugees' participation in economic empowerment projects, such as one's personal disposition or willingness and macro-economic forces.

The second objective intended to examine whether economic factors have an influence on women refugees' participation in economic empowerment projects or not. From the findings presented in Table 4.10, most (92.8%) of the respondents said that it is true that economic factors have an influence on female refugees' participation in economic empowerment project, while the rest (7.2%) of the respondents said that such factors do not have an influence. Those who agreed argued that since most of the projects depend on donor funding, the prevailing economic state, especially at the international level, will determine whether

certain projects are going to be funded or not. Those who were of a contrary opinion, however, said that other factors, besides economic factors, have more influence on female refugees' participation in economic empowerment projects; such factors include: management commitment, existing legislations and individual beneficiary's willingness to participate in such interventions.

The third objective sought to explore whether or not political factors have an influence on women refugees' participation in economic empowerment projects. The findings summarized in Table 4.13 showed that majority (95.7%) of the respondents said that political factors do have an influence, while only 4.3% of the respondents said that political factors do not have an influence. Those who agreed argued that active participation of refugee women in economic empowerment projects largely depends on the politics of the time, at the organizational, national, regional and even international levels; hence, without political goodwill, especially from Humanitarian agencies, governments and international donors, nothing much can be achieved, as far as, participation of female refugees' participation in economic empowerment projects is concerned.

The fourth objective sought to discuss if strategic planning by humanitarian agencies has an influence on women refugees' participation in economic empowerment projects. From the findings summarized in Table 4.16, most (95.7%) of the respondents agreed that strategic planning has an influence on female refugees' participation in economic empowerment projects, while the rest (4.3%) of the respondents said that it does not. Those who agreed said that strategic planning determines the direction and scope of the organization; thus, if there is a weak strategic plan, or if there is lack of top management commitment in implementing the existing strategic plan, this will ultimately affect the organization's operations, including economic empowerment projects to be implemented. In addition, they argued that inclusion of female refugees in the strategic planning process, helps to ensure the empowerment needs of this group are covered during the planning process.

Besides socio-cultural factors, economic factors, political factors and strategic planning, other (moderating) factors were also mentioned as having an influence in female refugees' participation in economic empowerment projects. For instance, most (97.1%) of the respondents said that the level of commitment of other key stakeholders has an influence on female refugees' participation in economic empowerment projects, while only 2.9% said that it does not. The findings are summarized in Table 4.20. Similarly, from Table 4.22, the

largest (94.2%) number of respondents said that the existing legal framework has an influence on female refugees' participation in economic empowerment projects, whereas only 5.8% of them were of a contrary opinion.

5.3 Discussion of the Findings

On the issue of whether or not female refugees are being involved in economic empowerment projects, most (87.4%) of the respondents said that they have been involved in HIAS' economic empowerment projects, 11.6% said that they have not been involved in such projects, while only 1% said that they were not sure if they have participated in such projects before. These findings are presented in Table 4.6. Furthermore, most of those who said that they have been involved in such projects before, mentioned small business start-ups and entrepreneurial skills training as some of the economic empowerment projects that they have participated in. Similar sentiments were echoed by the interviewees who said that the organization has helped a number of female refugees under its support through provision of micro-grants, vocational training scholarships and support groups where they are trained on various livelihood skills. This is aimed at sharpening their business acumen and helping them grow their market share within the surrounding communities where they live. The researcher also observed a number of training sessions taking place at HRTK's Kayole office, which were aimed at building the women refugees' entrepreneurial skills.

The views of the majority (87.4%) of the respondents and interviewees are in line with those of Adams (2008) who holds that empowering women to participate fully in economic life across all sectors of development is essential to building stronger economies, achieving internationally-agreed goals for development and sustainability, and improving the quality of life for individuals, families and communities. According to him, a key feature in empowering women, especially in terms of their participation in economic development projects, is to give them a voice and to actively support them in what they have to say; thus, empowerment is closely linked to the concept of advocacy. Likewise, education and ongoing training and development are often seen as the main engines of empowerment, equality and rights of access to critical resources for development. Hence, with the growing number of female refugees globally, there is greater need to increase women participation, especially of women refugees, in developmental projects as a means of empowering them economically (Churchyard, 2009). Similarly, UNRSD (2010) advises that investing in refugee women's

economic empowerment projects will help to set a direct path towards gender equality, poverty eradication and inclusive economic growth. This is because women make enormous contributions to economic growth – whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home.

In line with the first objective, the study sought to find out whether socio-cultural factors have an influence on female refugees' participation in economic empowerment projects. From the findings, as summarized in Table 4.7, most (97.1%) of the respondents agreed that socio-cultural factors indeed have an influence, while the rest (2.9%) were of a contrary opinion. Similar views were shared by all the interviewees. Those who agreed were of the view that the way society perceives certain roles is gender-specific. They also said that socio-cultural considerations – such as one's level of education and exposure through training and development – can actually influence one's participation in economic empowerment projects. Additionally, they argued that poor health due to SGBV-related complications (which for them is a social tool used by men to dominate their women counterparts) forces most women to spend their time seeking for medical care for themselves or for their daughters are sometimes fall victims of the same social evil. On the other hand, those who were of a contrary opinion held that there are more influencing factors that are not of a socio-cultural nature that can affect female refugees' participation in economic empowerment projects – such as one's personal disposition or willingness and macro-economic forces.

Gender inequities or disparities was cited as the biggest socio-cultural obstacle towards female refugees' participation in economic empowerment projects by majority (32.5%) of the respondents, while 3.6% listed inadequate support from the relevant authorities (such as the government and local leaders) as being the biggest embedment. However, 16.9% said that other socio-cultural factors – such as existing cultural norms and taboos – are the greatest hindrance towards the participation of women refugees in economic empowerment projects. In line with this, Argawal (2010) and Seu (2003) observe that women, especially those in refugee camps and the low-income strata, have traditionally contributed to productive socio-economic activities and projects - such as agriculture (mostly small-scale), agro-processing crafts and home industries, trade and commerce. However, despite their significant contribution, Churchyard (2009) observed that there has been a tendency to underestimate women's socio-economic roles and to undercount their participation in economic projects due to cultural barriers, inadequate data, prevailing definitions of economic activity, and current

sampling and interviewing procedures employed in obtaining national statistics – especially of those who are in refugee camps.

On their part, the interviewees mentioned the following socio-cultural activities as part of the means of promoting female refugees' participation in economic empowerment projects: community sensitization through workshops and campaigns/road shows, with the aim of promoting social integration between the refugees and the local population where the refugees are settled; and material support for the local community, as the need may be. In addition, the study sought to establish if HIAS Refugee Trust of Kenya has adequate socio-cultural measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings as summarized in Table 4.9, majority (88.4%) of the respondents said that such measures are adequate, 7.2% said the measures are not adequate, while 4.3% of the respondents were not sure. There were such changes, while 17.5% said that there were any internal changes. Those who asserted of the adequacy of the organization's socio-cultural measures mentioned the policy on equal opportunity and non-discrimination; management commitment to female refugee empowerment through local community sensitization; and training and development of the staff, women refugees and the community on gender issues (such as women rights), as being some of the socio-cultural measures currently being implemented by HIAS with the aim of promoting female refugees and their participation in organizational and community projects.

In line with the second objective, the study wanted to establish if economic factors have an influence on female refugees' participation in economic empowerment projects. From the findings presented in Table 4.10, majority (92.8%) of the respondents, as well as all the interviewees, said that it is true that economic factors have an influence on female refugees' participation in economic empowerment project, while minority (7.2%) of the respondents were of a contrary opinion. Those who agreed argued that since most of the projects depend on donor funding, the prevailing economic state - especially at the international level - will determine whether certain projects are going to be funded or not. Similar views were shared by most of the interviewees who opined that due to the current hard financial times globally, donor funding has also dwindled over the years, and this has negatively affected HRTK's economic empowerment projects for women refugees that the organization supports. Those who were of a contrary opinion, however, said that other factors, besides economic factors, have perhaps more influence on female refugees participation in economic

empowerment projects – for instance, management commitment, existing legislations and individual beneficiary’s willingness to participate in such interventions.

In addition, the study wanted to establish if HIAS Refugee Trust of Kenya has adequate economic measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings summarized in Table 4.12, majority (76.8%) of the respondents said that the measures are adequate, 5.8% said the measures are not adequate, while 17.4% of the respondents were not sure if there were such measures. Those respondents, as well as the interviewees, who said that the measures are adequate listed existence of clear financial management policies on donor funds, financial audits/assessments within specified periods of time annually and individual staff member’s accountability on use of project funds as some of the economic measures currently being employed by HRTK to promote financial probity on the use of donor funds. The researcher and the research assistants were also able to ascertain the existence of the aforementioned measures (policies) within HRTK’s current strategic plan. Additionally, the interviewees listed the following as some of the economic programmes that HRTK is currently involved in as a way of promoting the female refugees’ participation in economic empowerment projects: implementation of economic projects or income-generating activities for the refugees, including giving of seed capital to the refugees to start small businesses; entrepreneurial-skills training for the refugees; and provision of marketing opportunities for refugee products, locally and abroad.

In relation to the third objective, majority (95.7%) of the respondents said that political factors have an influence on female refugees’ participation in economic empowerment projects, while only 4.3% of the respondents said that political factors do not have an influence. The findings are summarized in Table 4.13. The views of the 4.3% of the respondents were echoed by some of the interviewees who also maintained that political factors have no influence on female refugees’ participation in economic empowerment projects because gender sensitive policies are for all citizens and not just for women refugees alone. Still on the same issue, most (43.5%) of the respondents said that inequitable political opportunities is the greatest political obstacle to female refugees’ participation in economic empowerment projects, whereas the smallest (13.0%) number of respondents were of the view that inadequate control of key resources is the biggest obstacle. According to Anker (2002), including women refugees in decision-making and in important decisions is one form of empowering such groups to better participate in project interventions and other political

undertakings. However, unfortunately many humanitarian and aid organizations often lack gender-sensitive staff and policies are often not comprehensive in their inclusion of women. This hinders effective women participation in project work, especially when researching on what services women want and need is concerned.

Thus, there is real and growing need to empower refugee women through political decision-making process as a means of getting them actively involved in humanitarian programmes and in the overall governing of their refugee camps (Ferris, 2007; Jayasinghe, 2006). This is in line with the UNHCR's thirty-ninth session of the Executive Committee, which noted that there is greater need for all State parties to promote the participation of refugee women in decision-making as agents as well as beneficiaries of development programmes on their behalf (UNHCR, 2015; UNHCR, 2010). According to the Commission, this will best be achieved through the integration of resources and needs of refugee women in all aspects of programme planning and implementation.

Similarly, the study sought to establish whether or not HIAS Refugee Trust of Kenya has adequate political measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings, as indicated in Table 4.15, majority (66.7%) of the respondents said that the current political measures that are in place are adequate, 10.1% said the measures are not adequate, while 23.2% of the respondents were not sure if such measures existed. Those who agreed that such measures are adequate mentioned the following political measures: encouraging refugee women to take up leadership positions by the HRTK management; and pushing of the women agenda through sensitization forums and training workshops. In addition, the interviewees said that HIAS already has gender sensitive policies in place, where staff members have signed a non-discrimination policy and a code of conduct that prohibits and penalizes sexual harassment. Also, all officers are trained on gender issues and the main projects that HIAS conducts targets refugee women, especially vulnerable women and SGBV survivors. Arguably, this has had an influence in the participation of refugee women, since staff members listen to their concerns and try to address their needs. The research team also observed that some of these policies were inscribed in the organization's strategic plan.

As far as the fourth objective is concerned, most (95.7%) of the respondents agreed that strategic planning has an influence on female refugees' participation in economic empowerment projects, while the rest (4.3%) of the respondents said that it does not. These

findings are illustrated in Table 4.16. Those who agreed said that strategic planning determines the direction and scope of the organization; thus, if there is a weak strategic plan, or if there is lack of top management commitment in implementing the existing strategic plan, this will ultimately affect the organization's operations, including economic empowerment projects to be implemented. In line with this, the interviewees also said that HIAS developed a strategic plan at the end of the year 2015, and refugee women are a primary stakeholder in the plan. They also opined that in HRTK's programming, inclusion of female refugees in economic empowerment project - as a form of strategic planning process - has taken centre stage and this has helped to ensure that the empowerment needs of this group of people are covered during the planning process of the organization.

In line with this, the existing literature holds that as a way of promoting women refugees' participation in economic empowerment projects, a good number of organizations - especially humanitarian agencies and not-for-profit making institutions - are prioritizing this area in their strategic plans and in their key operations. For instance, the National Democratic Institute (NDI) has demonstrated its commitment to making democracy deliver, even in challenging environments, through innovative programs that strengthen women's political skills, emphasize how women are impacted by public policy and improve the perception of women in political life. These issues are enshrined in the institute's strategic plan and CSR objectives (NDI, 2015; Hajdukowski-Ahmed, Nazilla and Helene, 2008). The Institute leverages its high-level political relationships to encourage leaders to understand and actively promote the benefits of gender-balanced politics. On its part, WRC - through many international commitments that support women's economic empowerment, such as the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and a series of International Labour Organization conventions on gender equality - has endeavored to put their focus on training women, as well as on the inclusion of a gender perspective in all their development programmes or projects (WRC, 2016). Consequently, this approach has helped to strengthen the institutions' ability to build women's skills and organize women across ethnic and political lines, as well as create the opportunity for women from diverse backgrounds to converge around shared goals so as to solve problems in ways that contribute to the development and well-being of their societies (UN Women, 2014).

Furthermore, the study sought to establish if HIAS Refugee Trust of Kenya has adequate strategic planning measures that are aimed at promoting the participation of female refugees in economic empowerment projects. From the findings, most (52.2%) of the respondents said that such measures are adequate, 36.2% said the measures are not adequate, while 11.6% of the respondents were not sure. Those who agreed that the measures are adequate mentioned the policy on resource planning and allocation; training and development of both the refugees and staff on resource use with the aim of building efficiency and minimizing wastage; and good internal monitoring and evaluation measures on proper use of organizational resources as some of the strategic planning measures that have been put in place by HRTK management to promote the participation of female refugees in economic empowerment projects. This information is presented in Table 4.18. In line with this, the respondents also observed that there is need for the organization to fast-track the full implementation of some programmes as provided for in the strategic plan, including monitoring of critical resources. On the same breath, the interviewees said that HRTK's strategic plan has been effective to the extent that the organization has included in its plan specific strategies to address female refugees' active participation in economic empowerment projects, including budgets and allocation of other key resources. The interviewees also remarked that the organization's project activities are geared towards addressing the plight of refugee women, and in a way, this influences the participation of refugee women in economic empowerment projects. Additionally, they said that budget allocation is also done in line with the number of women refugees and on the basis of need-level. The research team also attested to observing some of the aforementioned measures on HRTK's strategic plan.

In relation to the moderating factors, the study wanted to establish whether or not the level of commitment of other key stakeholders (such as donors) has an influence on female refugees' participation in economic empowerment projects. From the findings presented in Table 4.20, most (97.1%) of the respondents said that the level of commitment of other key stakeholders has an influence on female refugees' participation in economic empowerment projects, while the rest (2.9%) said that it does not. From Table 4.21, majority (78.0%) of the respondents said that the nature of the influence is positive; 7.2% said that it is negative; and 5.8% said that they were not sure. Those who said that the nature of the influence is positive argued that without adequate funding from the donors, for instance, humanitarian agencies and trusts (such as HRTK) cannot achieve much in terms of empowerment projects. Furthermore, they argued that such support from the donors helps to infuse an attitude of seriousness and a

sense of commitment among the beneficiaries (female refugees) to participate in the economic empowerment projects. On the other hand, those who were of the opinion that the nature of the influence is negative said that sometimes the donor aid or funding can sometimes encourage an attitude of dependency, especially if it involves dishing out of food aid, popularly known as ‘hand-outs.’

Similarly, the largest (94.2%) number of respondents said that the existing legal framework has an influence, whereas only 5.8% of them were of a contrary opinion. These findings are presented in Table 4.22. In addition, from Table 4.23, majority (85.5%) of the respondents were of the opinion that the nature of the influence of the existing legal framework on female refugees’ participation on economic empowerment projects is positive; 8.7% said that it is negative; 1.4% were of the view that it is neither positive nor negative (neutral); and 4.4% said that they were not sure. Those who said that the nature of the influence is positive maintained that laws, particularly those pertaining the refugees’ welfare, help to regulate how different players should treat refugees, especially in a manner that promotes their wellbeing. However, those who were of a contrary opinion argued that laws promote rigidity, which in turn inhibits creativity and newness in responding to emerging issues confronting refugees. On their part, most of the interviewees said that capacity building on economic empowerment is a key factor in promoting the participation of female refugees in economic empowerment projects. They also observed that most refugees are semi-illiterate and therefore might not be aware of the social-economics available to them. They proposed that there is need for the senior management at HRTK to avail more participation forums or avenues for refugee women during project design. They also suggested that there is need for more forums to sensitize female refugees on economic empowerment projects being offered by humanitarian agencies.

5.4 Conclusions of the study

Following research findings, the study can conclude that a number of factors have an influence on the participation of female refugees in economic empowerment projects. These factors include the following: socio-cultural factors, economic factors, political factors and strategic planning. In addition, the level of commitment of other key stakeholders, as well as the existing legal framework also play a vital role in influencing the participation of female refugees in economic empowerment projects. To this end, the staff and management of HIAS Refugee Trust of Kenya are committed to promoting education and training needs of

the women refugees as a form of socio-cultural empowerment of this group of people in order to help them participate actively in economic development projects. This has also helped to minimize perceptions or gaps of gender inequity and negative stereotypes against women, as far as, gender roles are concerned. Also, having realized the key role that strategic planning plays in promoting female refugees' participation in economic empowerment projects, HIAS Refugee Trust of Kenya has enacted a clear policies pertaining resource planning and allocation, training and development of both the refugees and staff on resource use, and good internal monitoring and evaluation mechanisms on proper use of organizational resources.

Additionally, the study concluded that as a humanitarian agency, HIAS Refugee Trust of Kenya was generally on a positive trend in all the four main factors that influence female refugees' participation in economic empowerment projects as it recorded positive performance mean scores in all the four factors. This has been achieved through a number of measures that are aimed at promoting the active participation of female refugees in economic empowerment projects, which include, but not limited to, the following: implementing a policy on equal opportunity and non-discrimination; carrying out of financial audits and assessments within specified periods of time; encouraging women refugees to take up leadership positions; and pushing of the women agenda through sensitization forums and training workshops by the HRTK staff. The findings also indicated a significant positive relationship between the factors. Based on the number (percentage) of respondents, overall socio-cultural factors were mentioned to be the biggest influencing factors affecting female refugees' participation in economic empowerment projects (at 97.1%), followed by political factors and strategic planning (at 95.7% each), and then economic factors (at 92.8%).

5.5 Recommendations for Policy Action

The following recommendations were made based on the findings and conclusions of the study:

1. There is greater need for all stakeholders involved in the global refugee crisis to work towards the attainment of sustainable global peace as a long-term solution towards the refugee crisis. This is because most of the respondent cited civil war in their countries of origin as the main contributing factor to their current status as refugees. This can be achieved through promoting respect for the rule of law; building and

strengthening of governance structures; and infusing a culture of transparency and accountability across all institutions.

2. There is need for the management and staff at HRTK to put more effort in creating awareness on issues pertaining negative cultural stereotypes against women refugees and inequitable political opportunities for such women. This will hopefully help to promote positive perceptions about women refugees' role in economic development and cultivate a conducive environment where female refugees can thrive politically.
3. It will be more beneficial to adopt a more coordinated approach amongst various key stakeholders involved in the refugee crisis as a means of mitigating any possible negative effects or influence that might be created by socio-cultural factors, economic factors, political factors and strategic planning. Such an approach could involve strategies such as: creation of information sharing pathways; collaboration in meeting the training needs of refugees and organizational staff members; and collaborative fundraising for research on the issues pertaining refugees.

5.6 Suggestions for Further Studies

The following suggestions for further studies were made:

1. The current study focused on factors influencing female refugees' participation in economic empowerment projects. Future studies can be done using different group of people, besides female refugees, such as the youth, the elderly and the physically-challenged persons.
2. The present study focused on the influence of socio-cultural factors, economic factors, political factors and strategic planning on female refugees' participation in economic empowerment projects implemented by humanitarian agencies. Future studies can be carried out to ascertain how other factors – such as technology and management– influence the participation of female refugees in economic empowerment projects.
3. Future studies can also be conducted to ascertain how the effects of the various challenges or obstacles mentioned in this study – such as negative cultural stereotypes against women refugees, inequitable political opportunities, inadequate donor funding and lack of enough key resources – can be mitigated so as to promote the participation of female refugees in economic empowerment projects.

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APPENDICES

APPENDIX I: INTRODUCTORY LETTER

University of Nairobi,
P.O. Box 342 – 01000, Nairobi-Kenya
Telephone: +254 20 2088310/2338143/6/8

Margaret Mutuli Matheka,
P.O. Box 58129-00200,
Nairobi, Kenya.
Mobile Phone: +254 717540835
Email: maggymatheka@yahoo.com

Dear Respondent,

RE: Request for Filling-in the Research Questionnaires (Introductory Letter)

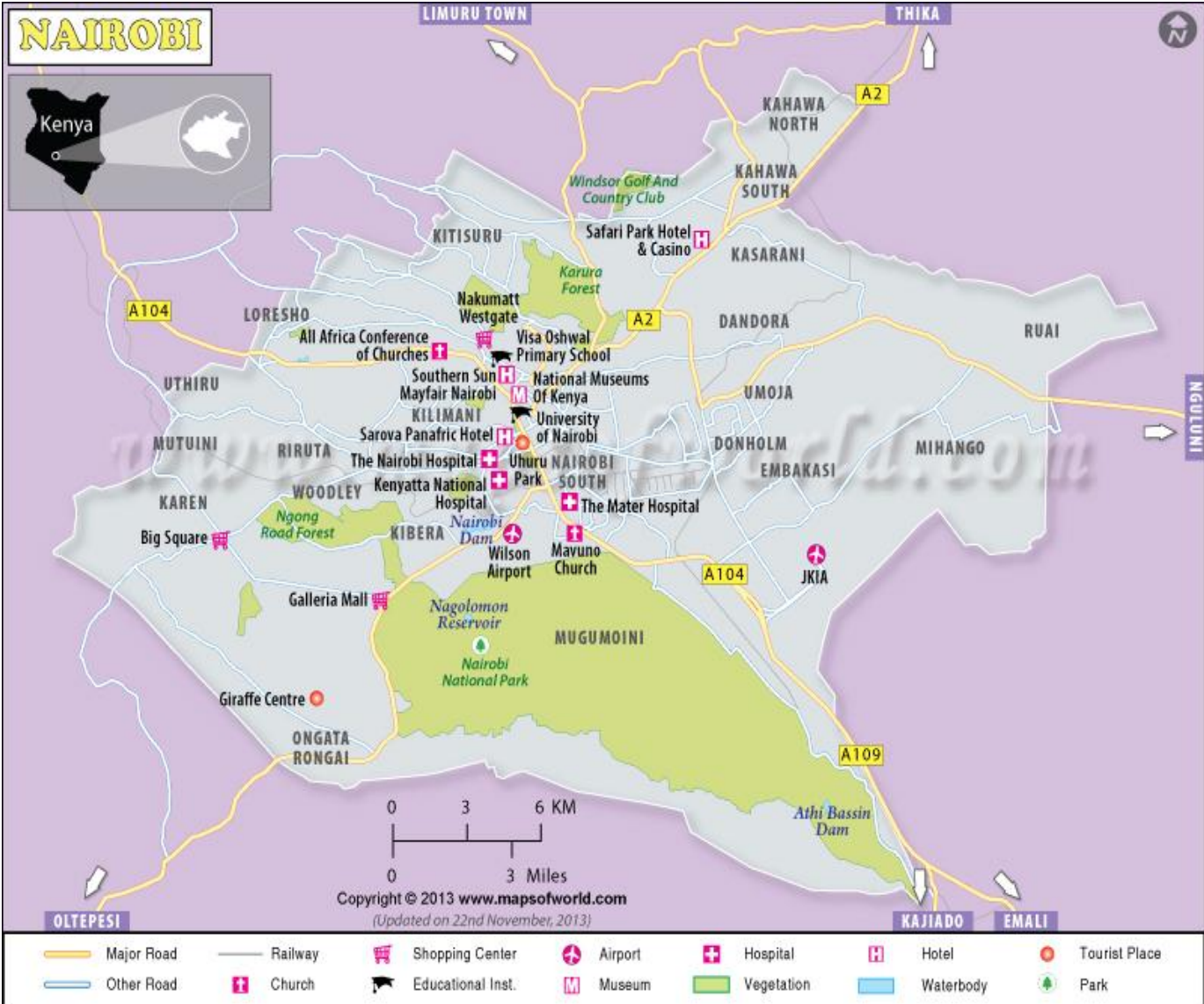
This questionnaire is aimed at collecting data for research purposes on the topic, “**Factors Influencing Female Refugees’ Participation in Economic Empowerment Projects in Kenya: The Case of HIAS Refugee Trust of Kenya, Nairobi County.**” The research will be in partial fulfillment of the requirements for the award of the Degree of Master of Arts in Project Planning and Management of the University of Nairobi. Please note that any information collected from this questionnaire will be treated with utmost confidentiality and will be used purely for academic purpose. Your co-operation in this exercise will be highly appreciated.

Thanks in advance.

Yours faithfully,

Margaret Mutuli Matheka.
Registration Number: L50/73567/2014.

APPENDIX II: THE MAP OF NAIROBI COUNTY-KENYA



(Source: <http://www.mapsofworld.com/kenya/cities/nairobi.html>, 2016).

APPENDIX III: QUESTIONNAIRE

This questionnaire is to be answered by the selected adult women refugees of HIAS Refugee Trust of Kenya, Nairobi County - Kenya

Kindly answer the following questions fully by either ticking the appropriate response in one of the boxes provided, or by providing a brief explanation where needed. DO NOT write your names anywhere in this questionnaire. Please try to be as honest as possible.

Section One: General Information Questions

1. (a) Your age/age-group?

18-29 years	30-39years	40-49 years	50-59 years	60 years and above

(b) Country of origin? (Tick where appropriate)

Somalia	Ethiopia	DR Congo	Sudan	Rwanda	Burundi	Other (specify)

(c) How long have you lived in Kenya as a refugee?

- i. Less than 1 year []
- ii. 1-4 years []
- iii. 5-9 years []
- iv. 10 years or more []

(d) Reason(s) for leaving your home country?

- i. Civil war []
- ii. Lack of support []
- iii. Domestic violence []
- iv. Sexual abuse []
- v. Other [] (Please specify).....

2. (a) Have you ever been involved in any economic empowerment project offered by HIAS Refugee Trust of Kenya?

- i. Yes []
- ii. No []
- iii. Not sure []

(b) If 'Yes,' explain briefly the nature of the project and your role

.....
.....

Section Two: Questions Touching on the Relationship between the Independent Variables and the Dependent Variable

Objective 1: To examine how socio-cultural factors influence women refugees' participation in economic empowerment projects offered by HIAS Refugee Trust of Kenya:

3. (a) Is it true that socio-cultural factors have an influence on female refugees' participation in economic empowerment projects?

- i. Yes []
- ii. No []

(b) If 'Yes' or 'No,' why? (Explain briefly)

.....
.....

4. Which one of the following socio-cultural factors is the biggest obstacle to the participation of women refugees in economic empowerment projects offered by humanitarian agencies? (Tick only one choice that you consider to be the most appropriate)

- i. One's level of education []
- ii. Gender inequities []
- iii. Cultural stereotypes []
- iv. Inadequate support []
- v. Any other (please specify)

5. (a) Do you think HIAS Refugee Trust of Kenya has adequate socio-cultural measures that are aimed at promoting the participation of female refugees in economic empowerment projects?

- i. Yes []
- ii. No []
- iii. Not sure []

(b) If 'Yes,' list a few of those measures that you are aware of

.....
.....

Objective 2: To examine how economic factors influence women refugees' participation in economic empowerment projects offered by HIAS Refugee Trust of Kenya:

6. (a) Is it true that economic factors have an influence on female refugees' participation in economic empowerment projects?

- i. Yes []
- ii. No []

(b) If 'Yes' or 'No,' why? (Explain briefly)

.....
.....

7. Which one of the following economic factors is the biggest obstacle to the participation of women refugees in economic empowerment projects offered by humanitarian agencies? (Tick only one choice that is most applicable)

- i. Poverty []
- ii. Poor macro-economic policies []
- iii. Inadequate donor funding []
- iv. Improper use of donor funds []
- v. Any other (please specify)

8. (a) Do you think HIAS Refugee Trust of Kenya has adequate economic measures that are aimed at promoting the participation of female refugees in economic empowerment projects?

- i. Yes []
- ii. No []
- iii. Not sure []

(b) If 'Yes,' list a few of those policies or measures that you are aware of

.....
.....

Objective 3: To explore how political factors influence women refugees' participation in economic empowerment projects by HIAS Refugee Trust of Kenya:

9. (a) Is it true that political factors have an influence on female refugees' participation in economic empowerment projects?

- i. Yes []
- ii. No []

(b) If 'Yes' or 'No,' why? (Explain briefly)

.....
.....

10. Which one of the following political factors is the biggest obstacle to the participation of women refugees in economic empowerment projects offered by humanitarian agencies? (Tick only one choice that you consider the most applicable)

- i. Inadequate involvement in key decision-making[]
- ii. Inadequate gender-sensitive policies[]
- iii. Inadequate control of key resources []
- iv. Inequitable political opportunities []
- v. Any other (please specify)

11. (a) Do you think HIAS Refugee Trust of Kenya has adequate political measures that are aimed at promoting the participation of female refugees in economic empowerment projects?

- i. Yes []
- ii. No []
- iii. Not sure []

(b) If 'Yes,' list a few of those policies or measures that you are aware of

.....
.....

Objective 4: To discuss how strategic planning by humanitarian agencies influences women refugee's participation in economic empowerment projects by HIAS Refugee Trust of Kenya:

12. (a) Is it true that strategic planning by humanitarian agencies has an influence on female refugees' participation in economic empowerment projects?

- i. Yes []
- ii. No []

(b) If 'Yes' or 'No,' why? (Explain briefly)

.....
.....

13. Which one of the following strategic planning aspects is the biggest obstacle to the participation of women refugees in economic empowerment projects offered by humanitarian agencies? (Tick only one choice that you consider the most applicable)

- i. Inadequate development opportunities []
- ii. Lack of commitment from management []
- iii. Inadequate internal control measures []

- iv. Lack of enough key resources []
- v. Poor allocation of resources []
- vi. Any other (please specify)

14. (a) Do you think HIAS Refugee Trust of Kenya has adequate strategic planning measures that are aimed at promoting the participation of female refugees in economic empowerment projects?

- i. Yes []
- ii. No []
- iii. Not sure []

(b) If 'Yes,' list a few of those policies or measures that you are aware of

.....

15. To what extent do you agree or disagree with each of the following statement? (Key: **VLE**- Very Large Extent; **LE**- Large Extent; **N**- Neutral; **LE** - Low Extent; and **VLE**- Very Low Extent)

Statement	Level of Agreement/Disagreement				
	VLE	LE	N	LE	VLE
(a) Socio-cultural factors have an influence on female refugees' participation in economic empowerment projects					
(b) Economic factors have an influence on female refugees' participation in economic empowerment projects					
(c) Political factors have an influence on female refugees' participation in economic empowerment projects					
(d) Strategic planning by humanitarian agencies has an influence on female refugees' participation in economic empowerment projects					

Section Three: Questions Touching On the Relationship between the Moderating Factors and the Dependent Variable

16. (a) Is it true that the level of commitment of other key stakeholders (such as donors) has an influence on female refugees' participation in economic empowerment projects offered by HIAS Refugee Trust of Kenya?

- i. Yes []
- ii. No []

(b) If 'yes,' what is the nature of the influence?

- i. Positive []
- ii. Negative []
- iii. Neutral []
- iv. Not sure []

(c) Why? (Please explain your response in 16(b) above briefly)

.....
.....

17. (a) Does the existing legal framework have an influence on female refugees' participation in economic empowerment projects implemented by HIAS Refugee Trust of Kenya?

- i. Yes []
- ii. No []

(b) If 'yes,' what is the nature of the influence?

- i. Positive []
- ii. Negative []
- iii. Neutral []
- iv. Not sure []

(c) Why? (Briefly explain your answer in 17(b) above)

.....
.....

18. To what extent do you agree or disagree with each of the following statement? (Key: **VLE**- Very Large Extent; **LE**- Large Extent; **N**- Neutral; **LE** - Low Extent; and **VLE** - Very Low Extent)

Statement	Level of Agreement/Disagreement				
	VLE	LE	N	LE	VLE
(a) The level of commitment of other key stakeholders (such as donors) has an influence on female refugees' participation in economic empowerment projects offered					
(b) The existing legal framework has an influence on female refugees' participation in economic empowerment projects					

19. Any suggestions or comments on what should be done to promote participation of female refugees on economic empowerment projects offered by humanitarian agencies and trusts?

.....

APPENDIX IV: INTERVIEW GUIDE

This interview guide is to be used to collect data from the Members of Staff of HIAS Refugee Trust of Kenya at the Kayole Office.

1. Do socio-cultural factors have an influence on female refugees' participation in economic empowerment projects being implemented by your organization?
2. What type of socio-cultural activities is your organization involved in as a means of promoting female refugees' participation in economic empowerment projects?
3. Is it true that economic factors have an influence on women refugees' participation in economic empowerment projects being offered by HIAS Refugee Trust of Kenya? If 'true,' how?
4. What sort of economic programmes is your organization involved in as a way of promoting the female refugees' participation in economic empowerment projects?
5. In your opinion, do political factors have an influence on female refugees' participation in economic empowerment projects being rolled-out by your organization? Why or why not?
6. What is the nature of political activities that your organization is currently involved in as a way of promoting female refugees' participation in economic empowerment projects?
7. Is it true that strategic planning has an influence on women refugees' participation in economic empowerment projects being implemented by HIAS Refugee Trust of Kenya?
8. How effective has your organization's strategic plan been in promoting participation of female refugees in economic empowerment projects?
9. What specific aspects of your organization's strategic plan best capture the aspect of promoting female refugees' participation in economic empowerment projects?
10. Besides socio-cultural, economic, political and strategic planning factors, are there any other factors that can influence female refugees' participation in economic empowerment projects? If 'yes,' list a few.
11. Any suggestions on how to improve participation of female refugees' participation in economic empowerment projects?

APPENDIX V: OBSERVATION CHECKLIST

This observation checklist is to be used by the Researcher

Areas to check	Comment
(a) Any observable evidence of learning or education by women refugees as a form of their participation in economic empowerment projects?	
(b) Any evidence of existence of economic policies concerning women refugees' involvement in economic empowerment projects?	
(c) Any evidence of women refugees being involved in decision making, especially on matters concerning their involvement in economic empowerment projects?	
(d) Any evidence of gender-sensitive policies in the organization's strategic plan on matters pertaining women refugees' participation in economic empowerment projects?	
(e) Any other observable signs of women refugees' participation in economic empowerment projects?	