

**AN EXAMINATION OF HUMAN RIGHTS AWARENESS AND
KNOWLEDGE AMONG BARMAIDS IN MATHARE SUB COUNTY IN
NAIROBI COUNTY**

BY

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**A Research Project Submitted in Partial Fulfilment of the Requirements for the
Award of the Degree of Master of Arts in Human Rights of the University of
Nairobi**

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DECLARATION

CANDIDATE

I hereby declare that this Research Project is my original work and has not been presented for any other academic award at the University of Nairobi or any other institution.

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DEDICATION

I dedicate this work to my mum Elizabeth Mwendu Mutui.

ACKNOWLEDGEMENT

I would like to take this opportunity to express my sincere gratitude to all those individuals who made it possible to realize this report. In particular, I would like to thank God for the gift of life, energy and good health which enabled me to carry out the whole research project. I also feel greatly honoured for the support and guidance I received from my supervisors; Dr .Francis Owakah and Dr. Joseph Situma during the whole research project. I also extend my gratitude to my parents and my family for the education they have provided for me throughout my life time .Finally, I would like to thank barmaids, bar owners, research assistants and key informants in Mathare sub county for ensuring that I received the necessary support and facilitation during data collection for this research project.

ABSTRACT

The purpose of this study was to examine the level of human rights awareness among barmaids in Mathare Sub-County, Nairobi County. The study was guided by four objectives which focused on; level of awareness of the human rights; social factors influencing awareness of human rights; capacity to demand for human rights and type of human right violation common to the barmaid. The study embraced the empowerment theory to demonstrate the need to empower barmaids in order to liberate them from human rights violation. The descriptive survey design was used in order to describe the level of barmaids' awareness of existing human rights. The target population comprised of 238 barmaids working in 119 licensed bars in Mathare Sub County. The sample size drawn from the target population comprised of 88 barmaids from 59 bars/clubs. Through analysis, the study identified that majority of barmaid were aware of human rights such as rights to life, freedom of religion, right to reproductive health, economic and social rights. The study established that majority of barmaids learns about human rights from school 40%, television/radio 23%, friends 18.9%, family 7.8% and the rest such as newspapers/magazine, internet, and reading from legal documents tied at 3.3%. It was further established that there were social factors such social lifestyle, family size and structure, average disposal income, level of education that influenced the level of awareness of the human right. The researcher affirmed that barmaid had the capacity to demand for human rights. Finally, the study established that the most common injustices towards barmaids included physical assaults, sexual assaults, stigma and discrimination displays, arbitrary arrest and unlawful detention, threats of sexual violence and death threats. These human violations were perpetrated by clients, police, bar managers/supervisors and government officials (chief) in that order. The study recommended that there is need to intensify barmaids' exposure to human right by sensitization programmes such as seminars, workshops and social media.

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LIST OF ABBREVIATIONS AND ACRONYMS

ACHPR	African Charter on Human and Peoples Rights
CEDAW	Convention on the Eliminations of all forms of Discrimination Against Women
CESCR	Committee on Economic, Social and Cultural Rights
CIDA	Canadian International Development Agency
COK	The Constitution of Kenya 2010
FGD	Focused Group Discussion
HRE	Human Rights Education
ICCPR	International Convention Civil and Political Right
ICESCR	International Convention of Economical Civil and Cultural Right
ILO	International Labour Organization
KHRC	Kenya Human Rights Commission
KNCHR	Kenya National Commission on Human Rights
PWESCR	Programme on Women Economic, Social and Cultural Right
SPSS	Statistical Package for Social Sciences
UDHR	Universal Declaration of Human Rights

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CHAPTER ONE

INTRODUCTION

1.0 Background to Study

This study focuses on examining the level of barmaids' awareness of human rights in Kenya. According to White, (2000) barmaid is a person who serves alcoholic beverages behind the bar, usually in a licensed establishment . White (2000) further alludes that barmaids are looked down upon in society, because they are alleged as individuals who are not capable of obtaining a real or decent means of employment. However, Rosemary (2004) gives a different dimension to the meaning of barmaids by asserting that they are professionals, who do some work generally considered as a second occupation, due to its transition nature where students gained customer experience while at university before joining labour market. She further argues that barmaids were working to save money for university fees.

In Kenya, barmaids' profession is a highly stigmatized occupation within the cultural milieu, according to FIDA (2008), Cultural attitudes towards bar worker are predominantly negative and conservative. Bartending is a term categorized as offensive and a threat to the morality in society. The challenges faced by barmaids come in many guises (psychological, physical social, sexual, and economic). This may be attributed to the interaction of multiple factors, such as absence of the rule of law, poor governance, an upsurge in religious and political intolerance and fundamentalism or tensions over development issues and more so limited knowledge on human rights (Forst, 2016).

In relation to human rights, UNESCO (2012) asserts that Human rights are those rights that belong to all human beings everywhere in the world. They embody

standards that should be maintained to realize human dignity. Therefore, everyone deserves to know about them. These rights are inalienable, indivisible inter-dependent and universal. Due to their nature on universality, every other citizen regardless of age, gender, religion or race should be aware of them in order to safeguard oneself from abuse of such rights.

In respect to the aforementioned, Gerber, (2010) argues that the United Nations General Assembly proclaimed the World Program for Human Rights Education in 2004, with the aim of encouraging the development of sustainable national strategies and programs in human rights education across nations.

As a results of vulnerability of barmaid to abuse by patrons, there is need to examine the extent to which barmaid are aware of human rights and mechanisms put in place to protect them from such violation. In this case, human rights refer to a wide continuum of values that are universal in character and in some sense equally claimed for all human beings (The Encyclopedia Britannica, vol. 6). The concerns about the human being's entitlements some basic rights led to the establishment international and universal recognition of human rights. In the charter established by the United Nations, all member states pledged to achieve 'universal respect for, and observance of human rights and fundamental freedom for all without distinction as for race, sex, language, or religion'. Since then, the UN through Universal Declaration of Human right (1948), has continued to affirm its commitment to human rights. Later the Organization of African Unity (A.U) now African Union in 1981 adopted the African Charter on human and people right.

Other scholars such Burnett (2007) as quoted by Agharuwhe (2013) posited that right are legal, social, or ethnical principles of freedom or entitlement while rights are the

fundamental normative rules about what is allowed to people to people, based on some legal system and social convention and Elvin (1977) saw rights as the contextual framework of social relationship which is seen in principle as a virtue. The claim is made in society on behalf of the individual or a group of people, with strong sense of moral compulsion behind it and justified on the ground that unless it is recognized and acted upon, a perfectly possible well-being will failed to be attained. This study therefore sought to examine the level of human right awareness and knowledge among barmaids as one of vulnerable groups in Kenya.

1.1. Statement of the Research Problem

Despite the acknowledgment that citizens of Kenya have increasingly developed their desire toward knowing the existing human rights, information on level of awareness of human rights among the vulnerable groups of people such as barmaids is still scanty. For instance, there has been public outcry on the level of human rights violations among the barmaids despite the existence of a robust constitutional framework that outlines a comprehensive Bill of Rights that envisions rights for all. As a mechanism of creating awareness on the human right, for more than five years' government agents like Kenya National Commission Human Rights, the ministry of education through syllabus coverage, and non-governmental organizations have been conducting civic education on the bill of right with the aim of reaching out to as many Kenyans as possible. However, despite such initiatives still barmaids undergo human rights violation in their place of work. This raises the question on whether barmaids are aware of the existing human rights. This study therefore sought to examine the level of human right awareness and knowledge among the barmaids in Kenya and specifically in Mathare sub-county one of the slum dwelling places in Nairobi County

1.2. The Goal and Objectives of the Study

1.2.1. The Goal of the Study

To examine the level of human rights awareness and knowledge among barmaids in Mathare Sub-County, Nairobi County

1.2.2. Specific Objectives

This study was guided by the following specific objectives:

- i) To determine the level of human rights awareness and knowledge among the barmaids in Mathare Sub County.
- ii) To identify the social factors that influences the awareness of human rights among the barmaids in Mathare Sub County.
- iii) To explore the capacity of barmaids to demand for their human rights in Mathare Sub County.
- iv) To identify the human rights violations experienced by barmaids in Mathare Sub County.

1.2.3. Research Questions

- i) What is the level of human rights awareness and knowledge among the barmaids in Mathare Sub County?
- ii) What social factors that influence the level of awareness on human rights among the barmaids?
- iii) Do barmaids have the capacity to demand for their human rights?
- iv) What are the human rights violations experienced by barmaids in Mathare Sub County?

1.3. Justification of the Study

The new dispensation envisioned by the Kenya constitution 2010 and clamour for change and awareness of human right by civil society rekindles the need for all Kenyan citizens to be aware of their human rights. The more knowledge Kenyan citizens have, on human rights the more they can engage and promote human rights in social and political processes. Omolo (2010) asserted that citizens must not only be aware of their rights and responsibilities but also know the channels via which they can exercise them. These sentiments are also supported by Okoye and Odoh (2014) who argued that public awareness on human rights is critical in achieving attitudes, skills and behaviour consistent with sustainable development and environmental protection. This study therefore is critical in order to examine the level of human right awareness among the barmaids with the aim of empowering them to demand for their rights in work place and to enable them live a dignified life as well as a good working environment like any other Kenyan in other profession.

1.4 Scope of the Study

This study was carried out in Nairobi County, and specifically Mathare Sub County. It only focused on barmaids working in the licensed bar. It also focused on human rights awareness and knowledge as enshrine in chapter four of the Kenyan constitution 2010.

1.5 Limitations of the Study

In the process of conducting the study, the researcher experienced the challenges of getting the barmaid to fill-in the questionnaire and to participate in Focus Group Discussion. This was as a result of the nature of their work where they mostly work at night. This challenge was addressed by recruiting research assistant from within the

locality where the bars are located to assist in data collection and conducting the interviews. The research assistants were drawn from the areas where the clubs are found so that they could get the barmaid shortly before starting their work. The barmaids also have tight schedule hence the challenge of time in respect to data collection. This was handled by booking an appointment with them in advance before the actual interview time especially for those participated in focus group discussion.

1.6 Significance of the Study

This study may be of use to various actors. It established the knowledge gaps that exists on the level of awareness of human rights among the barmaids hence a motivation to other academicians to carry out other studies to enhance the findings of this study. The government may also use the findings of this study to come up with programmes such as seminars and workshops to create awareness to the barmaids on existing human rights and sensitize them on the procedures of reporting cases of violation.

The civil society may use the finding of the study to come up with proper mechanisms of enhancing effective civic education programmes to enlighten the barmaids on the realization of human rights and liberating them from vulnerability.

This study may also be useful to the barmaids who will use the findings of the study to realise the existing human rights which is their entitlement

1.7. Definition of Terms

Awareness	Concern about and well-informed interest in a particular situation or development
Bar	A counter across which alcoholic drinks or refreshments are served.
Barmaids	A woman who serves drinks in a bar.
Human Rights	Refers to individual fundamental rights whose exercise a government may not interfere.
Knowledge	Refers to information, facts and skills acquired by a person through experience.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This section introduces literature review which focused more on the concept human rights, social factors that influence awareness of human rights, capacity of the barmaids to demand for human rights, human rights violations, theoretical framework, overview as well as application of the empowerment theory.

2.1 Human Rights and their Characteristics.

According to Flowers, Bernbaum, Rudelius-Palmer, & Tolman, (2004) human rights are the rights entitled to every individual by virtue of them being human being. These rights are universal to everyone without which one loses human dignity. Flowers, Bernbaum, Rudelius-Palmer, & Tolman, (2004) further argue that human rights are inalienable implying that one cannot lose these rights otherwise one will cease to be a human being. These rights are also considered indivisible, since nobody should be denied them because he or she is of less value in the society. According to Flowers, Bernbaum, Rudelius-Palmer, & Tolman, (2004) these rights are interdependent meaning that they form part of framework that protect human beings from abuse of any of the human right.

Human right refers to the fundamental freedoms and basic liberties without which human being cannot live with respect and dignity. The Preamble to the Universal Declaration of Human Rights (UDHR) exhorts that every individual and organ of society to strive by teaching and education in order to promote respect for these rights and freedoms. Article 26 of the UDHR express that education should be directed to the full development of the human personality and strengthening of respect

for human rights and fundamental freedoms. Padmavathy & Pratima (2015) notes that a number of cases of human rights denial in various forms and incidents are happening and even in some cases the role of the government responsible for protecting human rights are not appropriate. Padmavathy & Pratima (2015) argues that most of the human violation cases are seen in case of deprived sections of society. Vishal Sood & Arti Anand (2012) argues that lack of awareness among large masses about their basic human rights is the main reason for occurrence of incidents of exploitations.

There are several instruments that spell out human right and how they shape the regional and country instruments that focus on human right issues. Most of the countries that subscribe to such documents and agreement are obliged to follow them and also synchronise their documents with such document. These instruments vary from international to national. For instance, some of the international human right convection includes; The International Convention on Civil and Political Rights (ICCPR) which was signed by 195 countries, to specifically prohibits human discrimination based on colour, gender, race, language, religion, political, national or social origin, birth or other status (United Nation, 1976). According to United Nation, (1976) this treaty aimed at expanding the grounds for human protection against discrimination based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status in the ICCPR to issues such as gender identity and gender expression. In this regard, this study focused on the level of barmaids' awareness of human rights.

The other international convection that highlights the human right is The International Covenant on Economic, Social and Cultural Rights (ICESCR). According to

Programme on Women's Economic, social and Cultural Rights (2015), ICESCR was signed by 164 countries, with the aim of recognizing the right to enjoy "the highest attainable standard of physical and mental health" by all persons (Article 12). According to the U.N. Committee on Economic, Social and Cultural Rights (CESCR) the right to work is essential for realizing other human rights and forms an inseparable and inherent part of human dignity (PWESCR, 2015).

The other international convention on human rights is referred to as The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). According to United Nations, this convention was signed by 189 countries with the aim of recognizing the equality of women in all spheres of life, particularly education, employment and health. This convention is pertinent to this study since it aims at establishing human right violation to women specifically those working in bars.

Besides, the international convention, there are regional conventions that also address issues on human rights. For instance, The African Charter on Human and Peoples' Rights was signed and ratified by all countries on the continent, stipulates the rights to life, free expression, personal liberty, humane treatment, inherent dignity and equality for all peoples.

According to Richard Gittleman (1981) the African Charter on Human and Peoples' Rights article 27 (ACHPR) contains the most explicit endorsement of human rights to education. It states; "...shall have the duty to promote and ensure through teaching, education and publication, the respect for the rights and freedoms contained in the present charter and to ensure that these rights and freedoms as well as corresponding obligations and duties are understood". In this note, the study endeavoured to

establish the contribution of education on the level of awareness and knowledge of human rights among the barmaids in Kenya.

Apart from the international instruments, there are national instruments that shapes adherence of human rights in line with international instruments. For instance, the Constitutions of Kenya 2010 addressed several issues of human right. According to Republic of Kenya (2010), the Kenyan constitution guarantees equality of all persons and protection and respect of human dignity. For instance, the *Labour Relations Act 2012* regulates employment contracts and makes contracts mandatory for firms with 5 or more workers. These contracts cover employment conditions, benefits, and salary and complaint procedures. This study also sought to establish the human rights violated by the owners of the bar to their employees especially the barmaids who are at the centre stage of this study.

2.2 Level of Citizens Awareness of Human Rights

According to UNESCO (2012) the idea of encouraging human rights education initiatives stated when member states adopted various specific international frameworks for action, such as the World Public Information Campaign on Human Rights of 1988 that focused on the development and dissemination of human rights information materials. The United Nations Decade for Human Rights Education (1995–2004) and its plan of action, encouraging the elaboration and implementation of comprehensive, effective and sustainable strategies for human rights education at the national level, the International Decade for a Culture of Peace and Non-Violence for the Children of the World (2001–2010), the United Nations Decade of Education for Sustainable Development (2005–2014), the International Year for Human Rights

Learning (2008–2009) as well as the International Year for the Rapprochement of Cultures (2010).

The Platform for Human Rights Education and Training, an informal cross-regional grouping of States within the framework of the Human Rights Council which supports related international activities, is promoting the development of a United Nations declaration on human rights education and training. A first draft, prepared by the Human Rights Council Advisory Committee, was presented to the Council in March 2010. In its resolution 13/15 of 25 March 2010, the Council decided to establish an open-ended intergovernmental working group with the mandate of negotiating, finalizing and submitting to the Council the draft declaration by March 2011. On 10 December 2004, upon the recommendation of the Commission on Human Rights and the Economic and Social Council, the General Assembly proclaimed the World Programme for Human Rights Education scheduled to begin on 1 January 2005, in order to advance the implementation of human rights education programmes in all sectors. The World Programme is structured in consecutive phases, in order to further focus national human rights education efforts on specific issues. Human rights awareness is of great importance.

According to Helena (2002) human beings are equal in dignity and therefore need to know the existing human rights. Helene further argues that human rights are equal and basic for all human beings that define their individual identities and collective identities and allow them to make their independent choices in the specific as well as in the totality of human situations. They encompass the equal right to informed participation in decision-making process in matters relating to access to management of and material bases of the life support system of individuals.

There are moral claims which are undeniable and natural in all human individuals by virtue of their humanity alone. These claims are articulated and formulated in what we today call human rights. These human rights can be found in every culture, tradition and civilization. The International community must treat human rights globally in a fair and equal manner, on the same footing, and with the same emphasis. While the significance of national, regional and various historical, cultural and religious background must be borne in mind, it is the duty of the states, regardless of their political, economic and cultural systems, to promote and protect all human rights and fundamental freedoms” (Helena, 2002).

According to Osler and Starkey (1995) human rights awareness and knowledge varies within and across regions. However, according to HRAPF, (2011) the level of awareness and perception of human rights is influenced by factors which can be categorized into three, namely: demographic factors including age, gender, and level of education; personal experience including experience of extreme human rights violations; and access to information including media coverage of the issue and advocacy. HRAPF, (2011) further alludes that there is a direct relationship between human rights awareness and human rights education. The report further notes that efforts towards human rights education are geared towards promoting human rights awareness and the outcome will be reflected in the awareness levels.

According to Osler and Starkey (1995) the concept of the right to human rights education tends to be less familiar, even among education professionals and policy-makers. A survey on the status of human rights and human rights education by University of Nairobi indicated that awareness of the right to fair labour practices, access to information and media are low among Kenyans. In Uganda, a baseline

survey conducted by HRAPF in July 2009 showed that in the Kampala district of Uganda, only 16.5% of the people could define meaning of the term human rights. 25% of the respondents could only partly define human rights while 58% admitted to having no clue at all.

The Centre for Research and Development in Education of the Philippine Normal University (2004) surveyed a sample of secondary school students in the Philippines to measure and analyse their human rights awareness. The study found that more than 95% of the respondents across all variables that is ethnicity, gender, type of school, geographical classification and region were aware of human rights and a very minimal percentage of respondents indicated that they absolutely do not have any knowledge on human rights.

A study by Ejieh and Akinola (2009) established that pupils in Nigeria knew about their rights from watching television while others from their parents. This study examined whether barmaids in Mathare Sub County are aware of their human rights and the sources of information about human rights.

2.3 Social Factors that Influence Awareness of Human Rights

A study by Mashallah, Maryam, Saedeh, Masoud (2012) identified a number of factors such as education, age, gender, job, mass media and social treatment that influences people's level of awareness of human rights. Other studies by Shiani (2003) and Hezarjaribi (2011) attributed awareness of human rights to inadequate resources and social opportunities at the macro level which is associated with the empowerment of society to meet the needs and aspirations of its members, on the one hand, and the lack of knowledge and understanding of intellectual and participatory skills, appropriate welfare status and participation in volunteer activities in addition to

the type of individuals' views and values, which are indicative of the abilities of society members, on the other hand.

A study by Augie (2004) indicated that illiterate populations do not often show interest in knowing their rights or how to seek redress. Augie (2004) further asserts that illiterate population succumb to infringement on their rights than to follow an enlighten person who offers to show them the way to seek their rights. In relation to illiteracy, a study by Human Rights Watch Report (2014) has also revealed that poverty is one of the core problems facing development in Nigeria. It permeates different facets of life including human rights issues. This happens in different ways for example where poor are not interested in bothering themselves about issues that will not put food in their plates within 24 hours.

The Human Rights Watch Report 2014 also indicated that people attitude towards human rights play a key role in embracing human rights. For instance, according to Human Rights Watch Report 2014 in Nigeria Many people dismiss the talk of Human rights as a waste of time explaining that selfish politicians will never bother about protecting the human rights of vulnerable masses.

The other social factor that has been mentioned in relation to embracement of the human right is the tradition of the people. According to Okome (2011) many women are not ready to challenge any tradition or practice that is not easily acceptable in the society. In the same token Augie (2004) avers that some traditions see women as domestic helper at home and not social or political leaders in public. This perception therefore hinders women from standing for their rights hence making them vulnerable to human rights violation.

This study however, focused on factors such as family size, level of education, Social lifestyle, Average disposable income, Social classes and Community attitude towards human rights in relation to how they influence the creation of awareness of human rights

2.4 Citizens Capacity to Demand for Human Rights

The UNHCR (2001) argues that by placing people of concern at the center of operational decision-making, and building protection strategies in partnership with them, they will be better protected, their capacities to identify, develop and sustain solutions will be strengthened. In this respect, empowering the barmaids on their human rights gives them a chance to rise against all the human right violation directed towards them. The UNHCR (2001) further asserts that in a rights- and community-based approach, people of concern not only have the right to participate in making decisions that affect their lives, but they also have a right to information and transparency to existing human rights.

Capacity to demand for human right also depends on level of empowerment According to Veneklasen, Miller, Clark and Reilly, (2004), empowerment is the process by which individuals in the community analyze their situation, enhance their knowledge and resources, strengthen their capacity to claim their rights, and take action to achieve their goals. Veneklasen *et al* (2004) argued that empowerment requires change at the individual and structural levels.

According to Osler and Starkey (1995), the objective of capacity building is twofold. First, it aims at improving any internal weaknesses of the individual by building on their existing strengths. Second, it is used as a tool to aid individuals to meet the challenges of a rapidly changing external environment. Sustainable human

development means expanding all people's choices and creating the conditions for equality so that they may realize their full potential. This goal is unrealizable if all human rights economic, social, cultural, civil and political are not promoted, preserved and defended.

The emergence or resurgence of democracy in many parts of the world has reinforced international support for human rights principles. According to numerous analysis and reports, the majority of barmaids still live in conditions of extreme poverty. Low economic power, low level of education, inadequate housing conditions, social exclusion with prejudices, specific way of living and other characteristics are some of the causes of low capacity to demand of human rights in the society.

According to Augie (2004) community-based human rights approach adds value by educating communities about their rights and translating the impacts that the community endures as a result of operations into the language of human rights. Augie (2004) further argues that, Community Human rights based approach facilitate both the substance and process of community engagement by equipping local community members with the skills to address potentially long-term human rights violations in their communities. Thus, it should be noted that a community-based Human rights approach is both a capacity-building exercise and a social process that empowers communities to claim and assert their rights and engage with business owners and governments in meaningful ways. Ultimately, ownership must rest in large part with affected communities to assess and document the potential human rights impacts investment projects may generate, thereby putting communities on a more equal footing with the public and private actors involved.

According to the Canadian International Development Agency (CIDA, 2001) effective capacity building is based on the principles of: Participation and a locally driven agenda defined by the question: capacity for what and capacity to serve whom? These are questions about the purpose, origins and ownership; Building on existing and local capacities. Emphasis on roles and how they are negotiated; These principles place greater emphasis on facilitation, cooperation, strategic inputs, negotiation, shared accountability, ongoing learning, sustainability and long-term partnerships. These principles imply shifts in power structures and relationships in conjunction with accountability (CIDA 2001).

2.5 Levels of Human Rights Violations

Barmaids work in environment where most of their clients take alcohols hence higher probability to be exposed to human right violations and face human rights risks. By nature of their work which involves selling liquor, they susceptible to arbitrary arrest, detention, sexual harassment, discrimination and stigmatization (Kelly, Coy & Davenport, 2011).

According to Kelly, Coy & Davenport, (2011) human rights violations are essentially attributed to prejudices and stereotypes about sex instead of being structured according to the labour market conditions. This notion about barmaids' vulnerability to human right violation can be attributed to global inequalities and human rights where some people are forced to work in areas where they are exposed to human right violations as they eke a living.

The vulnerability of barmaids to human right violations at work place also caught the attention of Maher, Pickering and Gerard (2013) who argued that it is only through

achieving safe, profitable and ethical working conditions that barmaids will be able to enjoy protection against the exploitative and concerning aspects of sex work.

The Universal Declaration of Human Rights recognizes that everyone who works has the right to just and favourable remuneration to ensure an existence worthy of human dignity (UDHR, 1948) However, for many low-wage tipped workers in alcohol and restaurant industry these standards are out of reach. This assertion made this study plausible with the view of establishing whether in Kenya the barmaids have right to just and favourable working environment devoid of human right violation.

2.6 Theoretical Framework

2.6.1 Overview of the Empowerment Theory

This study used empowerment theory by Paulo Freire to examine the level of human rights awareness and knowledge among barmaids. The origin of empowerment as a form of theory can be traced back to the Brazilian educator, Freire (1973), who proposed a plan for liberating the oppressed people of the world through education. Empowerment is most commonly associated with alternative approaches to psychological or social development and the concern for local, grassroots community-based movements and initiatives (Hyung, 2006). In education, empowerment is perceived as a means of liberating oppressed people. Freire (1973), presented three progressive steps of empowerment: "conscientizing," inspiring, and liberating. According to Freire, oppressed or the disadvantaged people can become empowered by learning about social inequality (conscientizing), encouraging the same people and others to feel confident about achieving social equality, and finally liberating them. Parpart et al. (2003) argue that "empowerment must be understood as including both individual conscientization (power within) as well as the ability to work collectively

which can lead to politicized power with others, which provides the power to bring about change

2.6.2 Application of the Empowerment Theory

The first construct of the Freirian model is “conscientisation” that can be reified among barmaids by exploring the underlying forces such as difficulties faced by barmaids. This construct is vital in transferring of human rights knowledge and awareness to barmaids and communities. The second construct of the Freirian model is “dialogue.” This can be applied in barmaid’s profession by providing opportunities to have a two-way discussion among human rights educators and barmaid on the root causes of their human rights violations.

Dialogue is very important strategies of transfer of knowledge about human rights among the barmaids, in measuring the construct of dialogue, some of the dimensions that can be measured by the human rights educators are the extent of two-way communication, the extent of problem posing, and the extent of joint discovery of the reality. The third construct of the Freirian model is “transformation.” This can be applied in barmaid’s profession by providing opportunity to barmaids with self-reflection programmers. This can be measured by the extent of focus on human rights issue from the perspective of the people negatively affected by human rights violations, the extent of integration of barmaids within the community, and the extent of unison on a collective viewpoint. This can be done by building cooperation between human rights educators and barmaids, fostering unity on human rights issues, developing effective communication, and augmenting the process of political organisation to change policies and legislations.

These progressive steps of empowerment are identical to those of Freire. "Power within" is consistent with conscientizing, "power with" is compatible with inspiring; and "power to" is in accord with liberating. The constitution is a tool for empowering citizen to realize their human rights. By educating barmaids on the bill of rights provisions in the constitution, they will be in one way or the other liberated from human rights violations and oppression. While the provisions in the constitution are meant to conscientize, empower, inspire and liberate.

2.7 Conceptual Framework

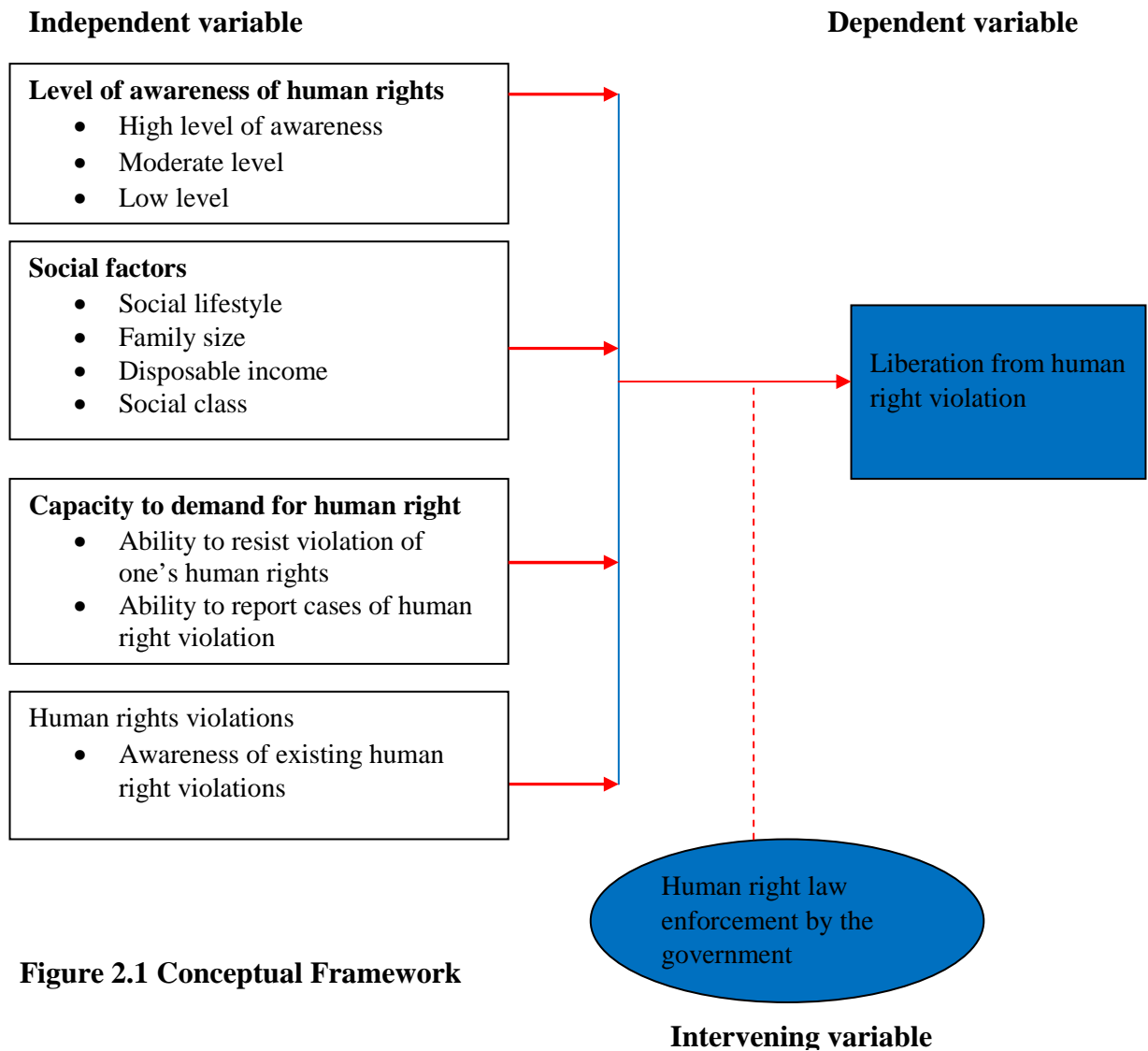


Figure 2.1 Conceptual Framework

Figure 2.1 shows that the level of barmaids' liberation from human right violation depends of the level of awareness of the existing human rights, the social factors such; Social lifestyle, Family size, Disposable income and Social class. It also depends on the capacity of the barmaids to demand for their human right either by reporting cases of human right violation to relevant authority or ability to resist human right violations as well as the awareness of the existing human right violations or absence of human rights violation.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter explains the research design used in carrying out the study. The chapter contains the following sections; research design, study area, target population; sample and sampling procedures, research instruments, pilot study, validity of the instruments, reliability of the instruments, and administration of the instruments and data analysis techniques.

3.1. Location of the Study

This study was carried out in Nairobi City County. Nairobi is both the capital city of Kenya and the regulatory capital of the locale in which Nairobi is arranged. The land directions of Nairobi are $1^{\circ} 16' 60''$ South (scope) and $36^{\circ} 49'$ East (longitude). Nairobi is arranged at a height of 5672ft above ocean level and covers a territory of around 150 km². The county has seventeen sub-counties. Nairobi City County was selected for this study because of its cosmopolitan nature and it is likely to provide efficient location of both primary and secondary respondents. The study was narrowed down to Mathare Sub-County for several reasons, key, being a large population of bars with many barmaids who are ethnically and socially diverse. Also, it is located in largely slum areas therefore possibility of many human right violations in the area.

3.2. Research Design

This study adopted a descriptive survey design to examine the level of human rights awareness and knowledge among the barmaids in Mathare sub-county, Nairobi County. A survey design involves data collection from members of a population in

order to determine the status of that population with respect to one or more variables. This design was adopted because of its flexibility and efficient in collecting descriptive data regarding current practices, conditions and needs in population. According to Mugenda and Mugenda (2003) descriptive survey design enables the researcher to summarize and organize data in a meaningful way and be able to describe the existing relationship of variables effectively. Mugenda and Mugenda (2003) also recommend the use of descriptive survey especially where the variables are observed as they exist in the real phenomena without manipulation. In this case, the variables such as level of barmaids' awareness of human rights, social factors affecting human rights, barmaids demand for human right and absence/presence of human right violation were observed as they occur and described through analysis without manipulation

3.3. Population of the Study

The target population for this study constituted all 238 barmaids working in 119 licensed bars in Mathare Sub-County in Nairobi County, Kenya. According to Nairobi City County report on Mathare sub county bar analysis sheet 2017, there are 119 licensed bars with an approximate 238 barmaids.

3.4. Sample Size and Sampling Procedures

A sample is a sub group of the target population that the researcher plans to study with the aim of generalizing the findings on the entire target population (Creswell, 2012). Borg and Gall (1989), observes that a sample size of any study should be based on what a researcher considers being statistical and practicable to generalize the findings on the target population.

The sample size consisted of 108 respondents sampled from approximately 238 members of 119 licensed bars in Mathare sub-county. The selection was done through simple random sampling. The simple random technique was used to select a sample without bias from the target or accessible population. This sampling technique was appropriate because it gave all individual in the defined population an equal and independent chance of being selected as a member of the sample. In order to get the sample size of the barmaids, Taro Yamane 1967 formula was used.

$$n = N / (1 + N(e)^2)$$

Where; **n** - Sample size, **N** – Population size, **e** – Level of precision

By substitutions, $n = 238 / (1 + 238(0.7)^2) = 108$

Using the Yamane (1967) simplified formula to calculate sample sizes. The following sample size was arrived at as shown above. A 95% confidence level and $P=.7$ were assumed for Equation.

In order to get sample size for the bars the researcher used 50% as recommended by Mugenda and Mugenda (2003). In this case, 59 bars were sampled constituting 50% of the 119 bars in Mathare Sub County. For the barmaids, the sample was split into two, one group to fill-in the questionnaire and the other one to participate in Focus Group Discussion. Consequently, 44 bars were sampled for administration of questionnaires to the barmaids working in them and 15 bars were sampled for the Focus Group Discussion. In this case, 88 barmaids were sampled randomly to participate in the filling-in of the questionnaires and 20 were randomly picked to participate in the focus group discussion.

3.5 Methods of Data Collection and Research Instruments

The study used primary data collection technique, the primary data was collected through the administration of structured questionnaires and interview guides as the data collection instruments. The questionnaires were divided into various sections and sub-sections to adequately cover the objectives of the study and to promote ease of data collection.

Data was also collected through focused group discussion. This method of data collection was preferred because the respondents' concerns and questions were addressed at hand by the interviewers, and further clarifications given instantly through probing. The method also guarantees higher response rate and assists respondents when necessary. This method was also instrumental in ensuring that only members of the licensed bars answered the questionnaire.

Secondary data was drawn from human rights legal documents and books, online publications from different scholars, journals, stakeholder's reports, Acts of parliament, among many others. Key among these was publications from KNCHR and Human Rights Watch. The purpose for using secondary data was for triangulation purpose, where the data from the questionnaires, FGD and document analysis was compared to verify consistency of the responses given

3.6. Data Analysis and Presentation

The process of data analysis involved several stages: the completed questionnaires were checked for purpose of establishing whether there are errors and omissions which could negatively affect the results. The qualitative data from FGD was organised according to the themes of the study. This enabled the researcher to make general statements in terms of the observed attributes and conceptualization of the

study. Quantitative analysis employed descriptive statistics. The use of chi-square was used in order to establish the relationship between variables. The analysed data was presented using frequency tables, pie charts, and bar graphs.

3.7. Ethical Issues in this Study

The study followed all ethical procedures. According to Neuman (2006) the researcher duty is to ensure that the confidentiality of information is protected, the respondents were explained the purpose of the study and they were assured that the information given would be treated with confidentiality and their names was not to be divulged this was necessary so as to gain their trust and confidence in the objectives of the study which was purely for academic purpose. Informed consents were sought from all the participants that agreed to participate in the study. A research approval was sought and given a letter of approval from the University of Nairobi. The researcher administered the questionnaire to the respondents.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, INTERPRETATION AND DISCUSSION

4.1 Introduction

This chapter introduces the data analysis section which comprises of the questionnaire response rate demographic information of the respondents, data analysis and interpretation. The data analysis hinges on the objectives of the study and therefore discussed as per objective

4.2 Instruments Return Rate

Instruments return rate is the proportion of the research instruments that are returned after they have been administered to the respondents. In this case, 88 questionnaires were administered to the respondents and five Focused Group Discussions were conducted. Out of 88 questionnaires administered 81 of them were returned constituting 92%. The questionnaire return rate was high because research assistants waited for the barmaids to fill in the questionnaires and picked them immediately. In situations where barmaids were busy, an appointment was made and questionnaires administered later. For the focus group discussions, the participants were alerted three days before and they all attended as scheduled. In this case a response rate of 92% was considered appropriate for data analysis as recommended by Mugenda and Mugenda (2003) who observed that a 50 % response rate is adequate, 60 % good and above 70 % rated very well.

4.3 Demographic Data

Demographic data such as age, marital status, highest level of education, years of service as a barmaid and daily expenditure were sought in order to establish whether

there is any relationship between respondents' demographic data and level of awareness of the human rights. The data on demographic was analyzed as follows.

4.3.1 Age of the Respondents

Respondents were asked to indicate their age, this aimed at establishing whether there is a relationship between age and the level of awareness of the human rights as enshrined in the constitution 2010 and other statutory instruments internationally, regionally and nationally. The responses on age are as presented in Figure 4.1

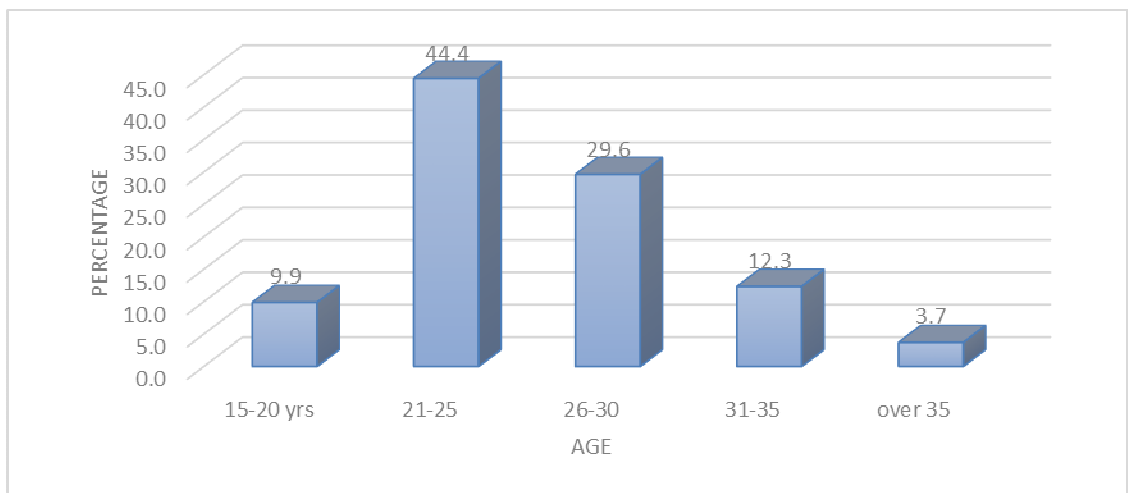


Figure 4. 1 Age of the respondents

Figure 4.1 shows that majority of the barmaid 44.4. %, were 21-25 years old. They are followed by those of age 26-30 at 30%, 31-35 at 12% and those 15-20 years at 10%, the rest 35 years and above constituted 4%. This implies that views on the level of human rights awareness and knowledge among the barmaids were sought from barmaids across all age group and therefore the findings can be generalized to barmaids across all age groups.

4.3.2 Marital Status

On marital status, the responses are as presented in Figure 4.2

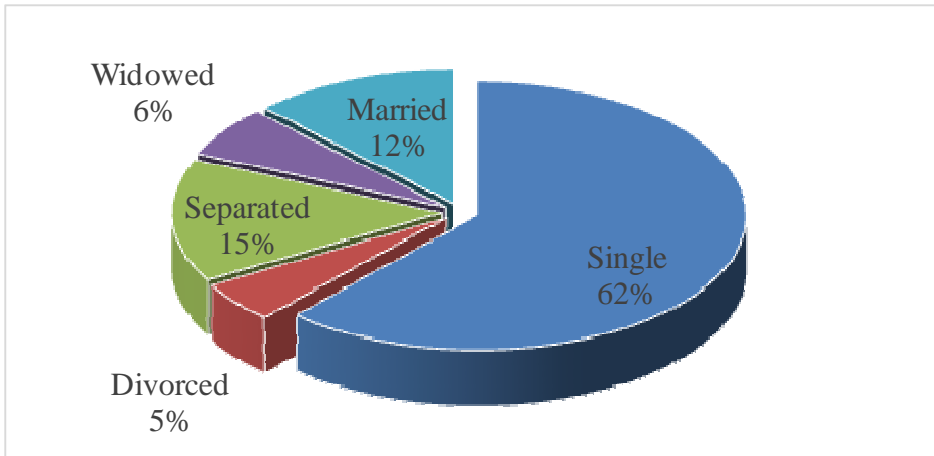


Figure 4. 2 Marital status of the respondents

The result in Figure 4.2 indicates that a majority of the barmaids 62% are single. The rest of categories constitutes, 12% married, 15% separated, 5% divorced and 6% widowed. This indicates that barmaids of various marital status participated in the study and the findings of the study on the level of human rights awareness and knowledge among the barmaids can be generalized to barmaids across all categories of marital status.

4.3.3 Level of Education

Education has been associated to higher probability of being aware of the human right. This study therefore sought to establish the level of education of the barmaid and its association to level of awareness of human rights.

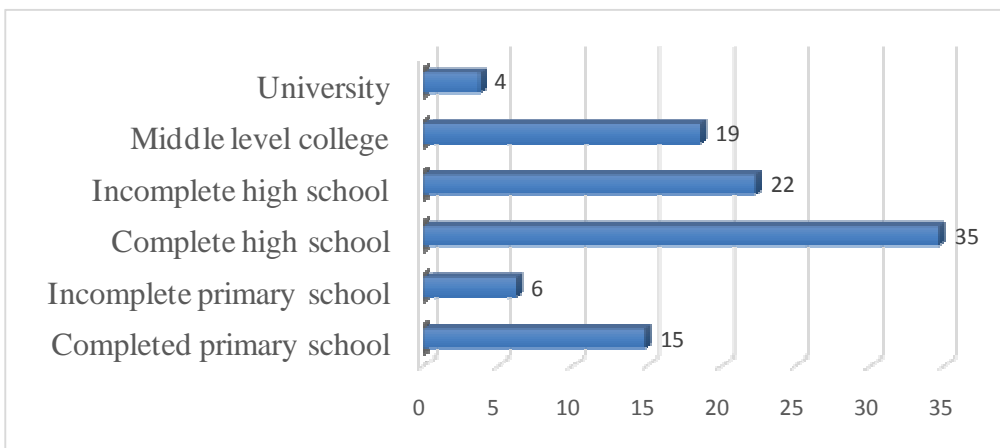


Figure 4. 3 Highest Level of Education

Figure 4.3 show that a majority of the barmaids 35% have completed high school while 22% have not completed high school. However, the results show that there are 15% of the barmaids who completed primary school and 6% who did not. Surprisingly, there are 19% of the barmaids with middle level college education and 4% who have university degree. This implies that barmaids across all levels of education participated in the study hence enriching the findings on the level of human rights awareness and knowledge among the barmaids

4.3.4 Length of Service as a Barmaid

In order to establish the nature of human rights violation meted on barmaids, the respondents were asked to indicate the length of service in their entire lifetime as barmaids. This was based on the assumption that the more the years of service, the higher the probability of experiencing human rights violation practices either to an individual respondent or to the workmate

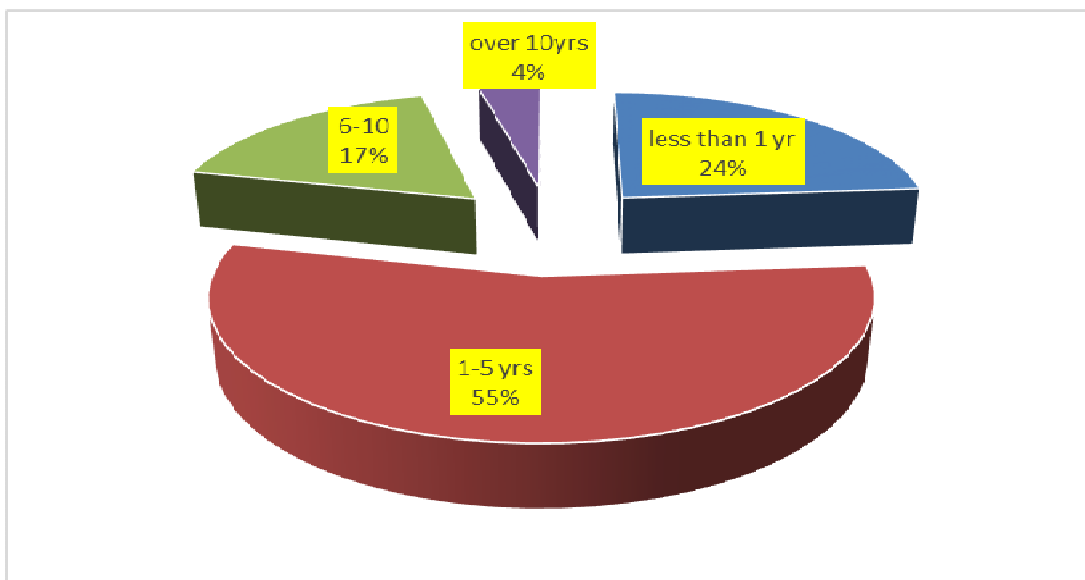


Figure 4. 4 Years of Service as a Barmaid

Figure 4.4 shows that a majority of the barmaid 55% have served for a period between 1-5 years. Others served for less than one year 24%, 6-10 years 17% and over 10

years 4%. This implies that response given by the respondents was based on experience undergone by the barmaids in their line of duty.

In line with the length of service, the responses were as in Table 4.1

Table 4.1 Length of Service as a Barmaid in the Current Workplace

	N	Minimum	Maximum	Mean	Std. Deviation
How long have you worked in this place	75	.10	25.00	2.4760	3.26732
Valid N (list wise)	75				

Table 4.1 shows that the average number of years that most of the barmaids have worked in a given club is 2.5 years, a minimum of 10 months and a maximum of 25 years. This implies that some of the barmaids stay in one work place for a period of up to 25 years suggesting that the responses given by the barmaids was based on personal long time experience of working in a bar hence their responses are considered as credible.

4.3.5 Average Daily Expenditures

Average daily expenditure has previously been used to estimate poverty levels of individuals. The vulnerability of individual to human right violation has been attributed to poverty levels. This study therefore sought to establish the daily average expenditure of the barmaid. Table 4.2 summarises the results

Table 4. 2 Average Daily Expenditures

Average daily expenditure	Frequency	Valid Percent
less than 500	60	75.0
501-1500	18	22.5
1501-2500	1	1.3
above 2500	1	1.3
Total	80	100.0

The average daily expenditure for most of the barmaids 75% was less than 500Ksh. However, there are those whose daily expenditure is between 501 and 1500Ksh, others between 1,501 and 2,500 Ksh.

4.3.6 Awareness of Human Rights

One of the main objectives of the study was to determine the level of awareness of the barmaids on the human right. Respondents were asked to indicate whether they are aware of human rights

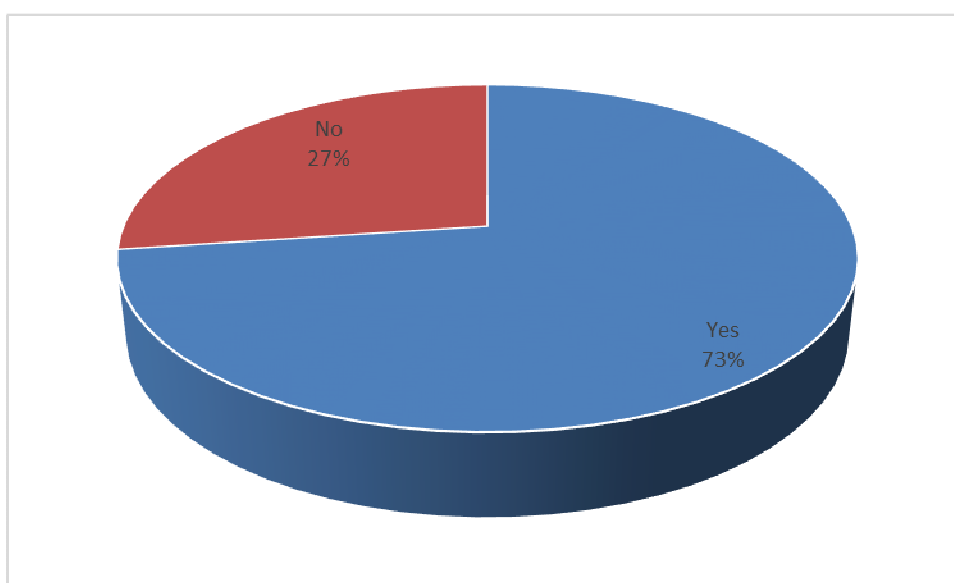


Figure 4. 5 Respondents Opinion on the Level of Awareness of Human Rights

Figure 4.5 shows that majority of the respondents 73% are aware of the existing human rights and 27% are not aware of them. This was supported by the Focus Group Discussion participants who unanimously agreed that they are aware of the human rights.

The results for this study on level of awareness of human rights corresponds to the findings by Centre for Research and Development in Education of the Philippine Normal University (2004) which sampled secondary school students in the Philippines to measure and analyse their human rights awareness. The study revealed that more than 95% of the respondents across all variables (gender, ethnicity, type of school, geographical classification and region) were aware of human rights and 5% of the respondents indicated that they absolutely do not have any knowledge on human rights. For this study 73% of the respondents indicated that they are aware of human rights and 27% are not aware of them.

Further analysis on the relationship between the level of awareness of human rights and age, level of education and years of service as a barmaid was conducted. The results are as presented in Table 4.3

Table 4.3 The Relationship between Level of Awareness of Human Rights and Age, Level of Education and Length of Service as a Barmaid

Chi-Square Tests				
		Value	df	Asymp. Sig. (2-sided)
Age	Pearson Chi-Square	1.275 ^a	4	.866
Level of education	Pearson Chi-Square	1.693 ^a	5	.890
Length of service as a barmaid	Pearson Chi-Square	2.909 ^a	3	.406

Table 4.3 indicated that there is no statistical significant relationship between level of awareness of human rights such as right to reproductive health and emergency medical treatment, right to participate in political process in society, right to life, economic and social rights, right to equality and freedom from discrimination, right of arrest person and right to fair hearing and administration action with variables like age, level of education and length of service as a barmaid. This is as attested by X^2 (4, N = 81) = 1.28, p = .86, X^2 (5, N = 81) = 1.69, p = .89 and X^2 (3, N = 81) = 2.9, p = .41 respectively. This implies that regardless of age, level of education and length of service as a barmaid the level of awareness of human rights varies in an insignificant level. The insignificant relationship between awareness of human rights and education could be attributed to the fact that 94% of barmaid have attained at least primary level of education hence may have been taught human rights which in part of the school curriculum in Kenya

This result contradicts the work Osler and Starkey (1996), HRAPF, (2011) who argued that there is a direct relationship between awareness of human rights and demographic factors such as age, gender, and level of education. The contradiction may be attributed to the nature of respondents because Osler and Starkey (1996) and HRAPF, (2011) study was carried out across people of different groups while this study only focused on barmaids as target population. The study also contradicts the work of Mashallah, Maryam, Saedeh, Masoud (2012) who established that education, age and gender influences people's level of awareness of human rights.

In relation to the sources of information on the existing human rights the responses were asked to indicate the sources of existing human rights that they are aware of.

This aimed at establishing the main source of information about the existing human right. The results are as presented in Table 4.4

Table 4. 4 Source of Information on the Existing Human Rights

	Responses	
	N	Percent
Television/Radio	21	23.3%
Family/parents	7	7.8%
Newspaper/magazine	3	3.3%
School	36	40.0%
Internet/websites	3	3.3%
Legal documents	3	3.3%
Friends	17	18.9%
Total	90	100.0%

Table 4.4 indicates that majority of the respondents 40% got information about human rights from school while 23% became aware of human rights through Television/Radio while 19% said that they became aware of human rights from friends. Others indicated that their awareness about human rights was facilitated by family members/parents as attested by 8%, newspapers/magazine 3%, internet 3%, and reading from legal documents 3%.

On the sources of information about human rights, the findings of this study concur with the work of the Centre for Research and Development in Education of the Philippine Normal University (2004) which established that most of the respondents learnt about human right in school. It also corresponds to the work of Ejieh and

Akinola (2009) in Nigeria which established that they learnt about their human rights from watching television while others from their parents. This study established television/radio and parents were mentioned as sources of information about human right at 27% and 8% respectively.

On specific human rights that exist, the respondents were asked to indicate the level of awareness with the rating of low to high. This aimed at established whether they only know of the existence of the right or they understand its contents. In this case, those who are aware of a particular human right and understand its contents were considered to be highly aware, those who are aware of some information about the human right are considered moderate and those who are only aware of a particular without comprehending its contents were considered to be lowly aware. This is summarised in Table 4.5

Table 4. 5 Specific Human Rights Known by Barmaids

Level of awareness on the following human rights	High	Moderate	Low	Don't know
Right to reproductive health and emergency medical treatment	54.8	26.0	9.6	9.6
Right to participate in the political process in their society	54.8	30.1	8.2	6.8
Economic and social rights	58.3	23.6	8.3	9.7
The right to life	77.8	11.1	5.6	5.6
Equality and freedom from discrimination	59.2	26.8	5.6	8.5
Freedom of conscience, religion, belief and opinion	70.8	18.1	4.2	6.9
Rights of arrested person	43.2	25.7	16.2	14.9
Fair hearing and fair administration action	36.1	26.4	13.9	23.6

Generally, Table 4.5 indicates that majority of the barmaids 78% said that they are highly aware of right to life. The other human rights commonly known by the respondents are right to freedom of conscience, religion, belief and opinion as attested by 70% of the respondents, right to equality and freedom from discrimination 59%, economic and social right 58%, right to participate in the political process in their society and right to reproductive health and emergency medical treatment are highly known by 55% of the respondents. The results also show that 46% of barmaids are highly aware of the right of arrested person and 36% are highly aware of the right to fair hearing and fair administration actions. This implies that 54% and 64% of the barmaids are not conversant with the contents of the right to arrested person and right to fair hearing and fair administration actions respectively.

Since the nature of work performed by the barmaids sometimes involves selling of liquor, it is expected that the barmaids are mostly harassed by police and therefore they should be understanding the content of the rights of arrested person and right of hearing and fair administration action so that they can be able to protest in case such rights are violated. To the contrary 15% and 24% respectively are not aware of the existence of a right of arrested person and right to fair hearing and fair administration actions hence making them vulnerable to abuse of such rights.

Through focused group discussion, the barmaids were asked to list some human rights that they know. Among the listed human rights includes, Economic & social rights, Freedom of worship, religion & conscience, right to life, right to Freedom from discrimination, right to privacy, right to participate in political process, right to Freedom of expression / speech and right to Freedom of movements.

On whether the awareness of human rights helps them to carry out their daily activities in the bar without getting subjected to human right violation the results are as summarised in Table 4.6

Table 4. 6: Respondent’s Opinion on whether barmaid’s awareness of human right helps them to carry out their daily activities

	Frequency	Percent
Not at all	18	24.3
To a limited extent	30	40.5
To a Significant extent	21	28.4
Not applicable	5	6.8
Total	74	100

As presented in Table 4.6 majority of the respondents 41% said that awareness of human rights to a limited extent helps them to carry out their daily activities smoothly without human rights violation. The results also show that 28% said that awareness of human rights to a significant extent helps then carry out their daily activities in bars smoothly without human rights violations while 24% said not at all. This implies that barmaids recognise that awareness of human rights facilitates a favourable working environment where they can be able to carry out their daily activities while aware of eminent human rights violations.

In line with how human rights negatively or positively affect barmaids’ daily activities, they were asked to respond on the extent to which they agree or disagree to statement on human rights and how they affect their daily lives.

Table 4.7: Respondents' Opinion on How Human Rights Affects their Daily**Routine**

Statements	SD	D	UD	A	SA
	%	%	%	%	%
Human Rights are meaningless to me in everyday life	75	13	1	7	4
Human Rights abuses are not a problem in Kenya	70	17	1	10	1
The only people who benefit from Human Rights are the rich	53	16	10	10	10
Everyone in the Kenya enjoys the same basic Human Rights	47	19	12	18	4
Human Rights are important for creating a fairer society	9	1	0	34	56

Key SD=Strongly Disagree, D=Disagree, UD=Undecided, A=Agree and SA=Strongly Agree

Table 4.7 shows that barmaids have different perception about human rights in Kenya. The results show that 88% of them feel that human Rights are meaningless to their everyday life, a significant 87% said that human right is not a problem in Kenya while 69% disagreed that the only people who benefit from Human Rights are the rich. This implies that even the poor benefit from human right in Kenya. However, on variations of benefit of the human rights, 66% of the respondents disagreed with the statement that everyone in the Kenya enjoys the same basic Human Rights. In relation to importance of human rights, 90% of the respondents agreed with the statement that Human Rights are important for creating a fairer working environment for the barmaids. This implies that barmaids appreciate the importance of human rights in their work environment and in the entire society where they live.

4.4 The Social Factors that Influence the Awareness of Human Rights

The second objective was to identify the social factors enable/facilitate or hinder the awareness of human right among the barmaids in Kenya. To this effect, the respondents were asked to indicate whether social factors enable them/facilitate or hinder them from being aware of human rights. The responses are as presented in Figure 4.5

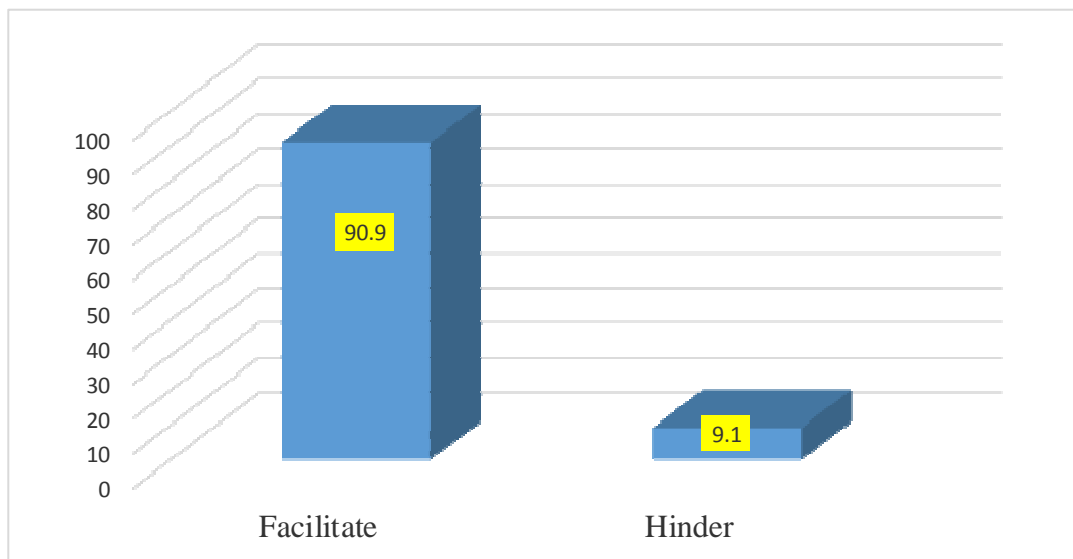


Figure 4. 5 Responses on whether Social Factors enable/facilitate or hinder Awareness of Human Rights

The results in Figure 4.6 shows that generally 91% of the respondents indicated that social factors enable/facilitate then to be aware of human rights. The results also show that 9% of the respondents indicated that social factors are not hindrance to human rights awareness. This implies that the barmaids appreciate that social factors enables/facilitates them to be awareness of human rights.

On specific social factors that facilitate awareness of human rights, the respondents were further asked to indicate whether they agree or disagree with statement on whether social factors facilitate the awareness of human rights.

Table 4. 8 Responses on whether Social Factors Facilitate Awareness of Human Rights

Factors	Strongly disagree	Disagree	Undecided	Agree	Strongly agree
Individual Social lifestyle	21	1	5	55	18
Family size and structure	19	8	12	46	15
Average income	19	3	11	53	15
Level of education	14	3	7	40	37
Social classes	18	4	11	34	32
Community attitude towards human rights	12	4	8	40	36

Table 4.8 shows that 73% of the respondents agreed that social lifestyle facilitate awareness of human rights. The study also established that 61% of the respondents said that family size and structure facilitate awareness of human rights. The results also show that average disposal income levels influence awareness of human rights. The opinion of 77% of the barmaids agreed that education level facilitates level of awareness of human rights. However, the chi-square test on the level of education and the level of awareness of human rights indicated that there is no statistical significance relationship between education and the level of awareness. The chi-square statistical results could be attributed to the fact that 96% of the respondents had at least primary level of education and therefore they have been taught about human right in school. However, what the results shows is that regardless of level of education, so long as one has attained primary level of education, the level of awareness does not differ significantly.

The rest of social factors such as social class and positive attitude towards human rights were highly rated as the factors that facilitate knowledge of human right. This is as attested by 66% and 76% of the respondents who agreed with such statement. The results from focused group discussion also indicated that some of the social factors that facilitate awareness of human rights are Level of education, religion, culture, family and lifestyles in that order. The results from the questionnaires and FGD are in agreement that there are some social factors that facilitate awareness of human rights.

4.5 The Capacity of Barmaids to Demand for their Human Rights

The third objective focuses on exploring the capacity of the barmaids to demand for their human right. One of the indicators of capacity to demand for human rights is reporting cases of violation or individual ability to resist any attempts for human right violation. The results on whether they have the capacity is as presented on Table 4.9

Table 4. 9 Respondents’ Opinion on statements related to Capacity to Demand

Human Rights

	SD	D	UN	A	SA
I would hesitate to stand up and protest if a decision is made in public which might negatively affect my life and work	50.6	9.1	3.9	16.9	19.5
Barmaids are just as capable as men in claiming human rights	24.3	24.3	8.1	21.6	21.6

Key SD=Strongly Disagree, D=Disagree, UD=Undecided, A=Agree and SA=Strongly Agree

Table 4.7 shows that the majority of barmaids 60% agreed that they cannot hesitate to protest and stand up for their human rights, if a decision was made in a public which might negatively affect their life and work. However, 36% agreed that if a decision was made in public might negatively affect their life and work they will never stand up and protest. The results show that 3.9% of barmaids were undecided on whether they can demand for their rights. On whether the barmaids have the same capacity as men to demand for their human rights 48.6% of barmaids disagreed with this statement an indication that barmen have more capacity to demand for their rights compared to barmaids. However, 43.2% of barmaids agreed that barmaids have the same capacity as barmen when on matters of fighting for their rights. Results further shows that 8.1% of barmaids do not know whether women have same or different capacity as men in fighting for their rights.

These results resonate with the work of Canadian International Development Agency (CIDA, 2000) who established that the capacity of people to demand for their human right were minimal. CIDA further recommended that there is need to increase the ability of communities and their support organizations to articulate their rights and engage from a place of knowledge and power in decision-making with companies, investors, and governments. Thorough community participation takes time as it involves identifying the various groups within a community and building capacity within them to understand what consultation entails while being culturally acceptable and in the native language.

According to the Canadian International Development Agency (CIDA, 2000) effective capacity building would be based on the principles of Participation and a locally driven agenda. CIDA further emphasised that facilitation, cooperation,

strategic inputs, negotiation, shared accountability, ongoing learning, sustainability and long-term partnerships builds the capacity for community member to build their capacity to demand for their rights.

4.6 The Human Rights Violations Experienced by Barmaids

The other objective was to identify whether the rights of the barmaids are violated in work place. This is as presented in Table 4.10

Table 4. 10 Respondents’ Opinion on Human Rights Violation at Work Place

	Responses	
	N	Percent
Sexual assaults	22	22.6
Physical assault from clients	28	28.9
Arbitrary arrest and unlawful detention	14	14.4
Death threats	5	5.1
Stigma and discrimination	20	20.6
Threats of sexual violence	8	8.2
Total	97	100

Table 4.10 demonstrates that the most common type of human right violation meted on barmaids was physical assaults as attested by 29% of the barmaids. This was followed by sexual assaults at 23%, stigma and discrimination at 21%, arbitrary arrest and unlawful detentions at 14%, threats of sexual violence fall at 8% and death threats at 5%.

The participants in the FGD listed some common form of human rights violation such as; verbal insults by the clients, police and managers as well as discrimination, Sexual harassments, Physical assaults, Death threats, Delay of salary and use of vulgar language to describe them. This supports results driven from the questionnaire which indicated that sexual assaults, physical assaults, death threats, stigma and discrimination are among the common challenges that barmaids face in their line of their duty

These results concur with Henderson (2003) who established that 22% of women and 29% experienced physical, sexual or mental abuse. This study and the study by Henderson (2003) targeted different population groups, however, they all targeted women, although Henderson (2003) targeted all women but this study target barmaid. Despite the differences in the target population, the studies agree that physical and sexual assaults are the most common type of human rights violation among women/ Barmaids. A report by KHRC (2015) also indicated that low-wage tipped workers in alcohol and restaurant industry are vulnerable to human rights violation due to the nature of the work they do. The report further highlighted that sexual harassment is common among women working in bars. The Sexual harassment included, unwelcome sexually determined behaviour as physical contact and advances, sexual remarks, and sexual demands, whether by words or actions. The ILO also alluded that women are far more likely than men to suffer sexual harassment while at work than men hence making them more vulnerable to human rights violation.

In relation to human right violation the respondents were asked to indicate the perpetrators of human rights at your place of work. Table 4.11 summarises the result

Table 4. 11 Most Common Perpetrators of Human Rights Violation to Barmaids

	Responses	
	N	Percent
Police	24	28.60%
Government official(Chief)	5	6.00%
Bar managers/supervisors	22	26.20%
Clients	33	39.30%
Total	84	100.00%

As presented in Table 4.11 majority of barmaid’s human right violation cases were perpetrated by clients. This was attested by 39.3% of respondents. The clients are followed by police 28.6%, bar managers/supervisors constituted 26.2% while government officials (chief) comprised 6%.

The same results were replicated by FGD where the respondents unanimously opined that the most common perpetrators of human right violation are Managers/bosses, Police, Clients, Governments officers such as assistant chiefs and chiefs.

CHAPTER FIVE

FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter section entails summary of the entire document highlighting the main findings, conclusions, recommendations and suggestion for further studies.

The purpose of this study was to examine the level of human rights awareness and knowledge among barmaids in Mathare Sub-County, Nairobi County. The study was guided by four objectives which focused on level of awareness of the human rights, social factors influencing awareness of human rights, capacity to demand for human rights and type of human right violation common to the barmaids, the literature review of the study highlighted the overview of human right and their characteristics as entailed in International and national conventions such as, International Covenant on Civil and Political Rights (ICCPR), The International Convention on Economic, Social and Cultural Rights (ICESCR), The Convention on the Elimination of All Forms of Discrimination against women, Regional human rights instruments, The African Charter on Human and Peoples' Rights, Human Rights Knowledge which guide and guards human rights. The literature reviews also focused on the social factors that influence awareness of human rights, Capacity to Demand for Human Rights, Human rights Violations. The study embraced empowerment with the aim of demonstrating the need to empower barmaids in order to liberate them from human rights violation. The empowerment theory was considered suitable for this study because barmaids are the most vulnerable group of workers in relation to human right violation due to the nature of work that they do. Descriptive survey design was used with the aim of describing the level at which barmaids are aware of available human

rights. The study was carried in Mathare sub county, a largely slum area in Nairobi county.

The target population constituted all the 238 barmaids working in 119 licensed bars in Mathare Sub County. The sample size was arrived at by use of Mugenda and Mugenda (2003) for the bars and Yamene (1967) to get 59 bars and 88 barmaids respectively. The study used questionnaire and FGD as the main tool for data collection. The data was analyzed by use of SPSS and presented by use of figures, frequency tables and pie charts,

Through data analysis the study established that most of the barmaids are aware of human rights in existence. The results show that there is no statistical relationship between the level of awareness of the human rights on age, level of education and length of service barmaids have served in a given area. This was attributed to sources of getting information of human right which included school, radio and TV, friends and parents among other sources. Since barmaids are exposed to the same sources, the level of awareness did not correlate with age, level of education and length of service in relation to years.

On the sources of information about human right, its established that majority of barmaids got information about human rights from school followed by television/radio, friends. Newspapers/magazine, internet, and reading from legal documents in that order.

The study also established that there are social factors such social lifestyle, family size and structure, average daily income, level of education that influences the level of awareness of the human right by barmaids. On the capacity to demand for human rights the study established that majority of the barmaid have the capacity to demand

for human rights. However, the study further established that women are not as vibrant as men when it comes to matter of demanding for their human rights

Finally, the study established that the most common human right violation meted on barmaids was physical assaults followed by sexual assaults, stigma and discrimination displays, arbitrary arrest and unlawful detention, threats of sexual violence and death threats. In line with most common type of violence, the study established that majority of human right violation culprit were clients followed by police, bar managers/supervisors and government officials (chief)

5.2 Conclusion

This study has established that indeed, all barmaids are not aware of human rights that exist in national and international documents. However, the level of awareness is not a factor of age, level of education and length of service in years as barmaids. The lack of awareness by some barmaids and the lack of capacity to demand for human rights by women as their male counter parts expose them to human rights violation which includes physical assault, sexual assaults, verbal insult, sexual harassment, death threats, delay of salary and discrimination. These violations are commonly committed by clients, police, managers/owners and government officials in that order

5.3. Recommendations

Through the findings of this study, the researcher made the following recommendations;

- The study established that some barmaids are not aware of the existing human rights in Kenya and therefore need for sensitization barmaids on the existing human rights so as to be liberated from human right violation.

- On sources of knowledge of human rights, the study recommends that there is need to emphasize on teaching students/pupils on human rights at all level of education. The new competent based curriculum need to emphasis the need to teach human right in all level of education.
- There is also need to intensify the creation of awareness of human rights through social media. Currently in Kenya there is robust use of social media, therefore need to tap the opportunity and create awareness on existing human rights
- The study established that barmaids have less capacity to demand for their human rights, the study recommend the need to empower all people so as to report cases of human right violation meted to barmaids. This would increase the possibility of exposing all cases of human right violation and demand for the right
- The study found that barmaids are not aware where to report in case their human rights are violated. Therefore, I recommend human rights institutions to set up nationally to sensitize barmaids on human rights.
- It is also recommended that all the avenues of social factors such as friends, family, parents, lifestyle, church should be used to create awareness of the human rights and the consequences of violating them
- The study examined that the majority of the barmaids are middle aged. This point out that the government should intervene to solve the problem of educated unemployment for middle aged Kenyans.
- The study also established that the barmaids constituted university graduate an indication of high mismatch in life career for youths in Kenya; thus, it is recommended that Education System should be reviewed regularly to offer students with holistic and relevant skills; attitude and knowledge that will make them fit the labour market requirements.

- The study recommends the need to create awareness on where to report cases of human rights violation; this would minimize the cases on human right violation.

5.4 Suggestions on Further Research

- This study focused on barmaids and a study of same nature is suggested to be carried out targeting barmen. This would help to establish whether they are also aware of human rights
- This kind of study need to be carried in the whole county in order to establish whether the problems are only common in slums or it extends to affluent areas.

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APPENDICES

APPENDIX I: QUESTIONNAIRE FOR BARMAIDS

Background Information

1. Please indicate your age?
Below 14 years
15-20 years
21-25 years
26-30 years
31-35 years
Over 35

2. Please indicate your Marital Status
Single
Divorced
Separated
Widowed
Married

3. What is your highest level of education?
Completed Primary School
Incomplete Primary School
Complete High School
Incomplete High School
College
University
Other Qualification and Specify

4. How long have you worked as a barmaid?
- Less than one year
- 1-5 years
- 6-10 years
- Over 10 years
5. How long have you worked in this place
6. What is your average daily expenditures?
- Less than 500
- 501-1500
- 1501-2500
- Above 2501
7. Are you aware of any human right?
- a) Yes
- b) No
8. If yes, where did you get information about existence of human right in Kenya?
- Television/ Radio
- Family/parents
- Newspaper/Magazine
- School
- Internet/website
- Legal documents
- Friends

9. Below are some of human rights. For each human right indicate your level of awareness and knowledge

Level of awareness on the following human rights	High	Moderate	Low	Don't know
Right to reproductive health and emergency medical treatment				
Right to participate in the political process in their society				
Economic and social rights				
The right to life				
Equality and freedom from discrimination				
Freedom of conscience, religion, belief and opinion				
Rights of arrested person				
Fair hearing and fair administration action				

10. How often do you seek information on human rights?

Rarely

Occasionally

Frequently

Never

11. To what extent do human rights concerns influence your everyday work?

Not at all

To a limited extent

To a significant extent

Not applicable

12. Below are statements that relate to your perception on the human rights issue. For each statement indicate your level of agreement/disagreement by ticking in the box. Key **SD=Strongly Disagree, D=Disagree, UD=Undecided, A=Agree and SA=Strongly Agree**

STATEMENTS	SD	D	UD	A	SA
Human Rights are meaningless to me in everyday life					
Human Rights abuses are not a problem in the Kenya					
The only people who benefit from Human Rights are the rich					
Everyone in the Kenya enjoys the same basic Human Rights					
Human Rights are important for creating a fairer society					

13. The following are the social factors in the society, please in each of them indicate the extent to which they influence the awareness of human rights? 1=Strongly disagree, 2=disagree, 3=undecided, 4= agree, 5=Strongly agree

Factors	Strongly disagree	Disagree	undecided	Agree	Strongly agree
Social lifestyle					
Family size and structure					
Average disposable income level					
Education level					
Social classes					
Positive attitude towards human rights					

14. Do social factors facilitate or hinder awareness of human rights?

Facilitate

Hinder

a) Do you exercise human rights at work place? a) Yes b) No

b) If yes explain how.....

c) If no explain why.....

15. a) Do barmaids claim their human right at work place a) Yes b) No

b) If yes indicate their capacity of claiming their human right at work place

No capacity

Very low capacity

Low capacity

High capacity

Very high capacity

16. Below are statements that relate to your perception on the capacity of barmaid to claim their human rights. For each statement indicate your level of agreement/disagreement by checking the box. Key **SD=Strongly Disagree**,

D=Disagree, UD=Undecided, A=Agree and SA=Strongly Agree

Item	SD	D	UD	A	SA
I would hesitate to stand up and protest if a decision is made in public which might negatively affect my life and work					
Barmaids are just as capable as men in claiming human right					

17. Do you think that; government can contribute much more in protecting barmaids?

Yes

No

Somehow

18. Are you aware of human rights violation in your work place?

Yes

No

Somehow

19. If yes, which among the following human rights are commonly violated in your work place?

Sexual assaults (sexual harassment, rape)

Physical assault from clients

Arbitrary arrest and unlawful Detention

Death threats

Stigma and discriminations

Threats of sexual violence

20. Who are the common perpetrators of human rights violation at your place of work?

Police

Government official (e.g. chief,)

Bar Managers/Supervisors

Clients

APPENDIX II:

FOCUS GROUP DISCUSSIONS GUIDE FOR BARMAIDS

1. Are you aware of human rights?
2. If yes which ones do you know.....
3. What are some of the social factors that influence human rights awareness?
4. How can you assess the capacity of barmaid in claiming their human rights?
5. What are the human rights violations experienced by barmaids?
6. Who are the major violators of human rights?
7. Which are some of the human rights violated
8. Have you experienced any abuse in your workplace (Probe for: fining, excessively long working hours, agencies taking large cut of earnings, physical or verbal abuse)?
9. What course of action have you taken in any of these instances, if at all? And with what effect/outcome?
10. What kinds of support and resources do you think you need to organize as barmaids? Probe for:
 - Resources (people, money, organisations, infrastructure)
 - Information
 - Skills
 - Partnerships

APPENDIX III

LIST OF BARS AND RESTAURANTS IN MATHARE SUB COUNTY



NAIROBI CITY COUNTY

MATHARE SUB COUNTY BAR ANALYSIS SHEET 2016-2017

S/ N	NAME OF BAR	SBP ID	YEAR	LICENSE TYPE	EXPIRY DATE	WARD
1.	ALTERNATIVE	1012223	2016	RESTAURANT	02/02/2016	KIAMAIKO
2.	IKON GARDENS INN	1300857	2016	RESTAURANT	09/12/2016	HOSPITAL
3.	THINGIRA BAR	1385639	2016	RESTAURANT	24/02/2017	KIAMAIKO
4.	KIROME PUB	1345040	2016	RESTAURANT	04/11/2016	NGEI
5.	VALLARY PUB	1345564	2016	RESTAURANT	04/11/2016	NGEI
6.	VEGASS PUB	1395514	2016	RESTAURANT	02/03/2017	HURUMA
7.	BEEZPUB	1358100	2015	RESTAURANT	14/07/2017	KIAMAIKO
8.	HURUMA HARARE BAR	1265939	2016	RESTAURANT	08/11/2017	KIAMAIKO
9.	SAIGA ANNEX	1374043	2016	RESTAURANT	01/07/2016	KIAMAIKO
10.	SAIGA MILLENNIUM	1377587	2016	RESTAURANT	22/07/2016	KIAMAIKO
11.	NEW KARIUKIS BAR	1334260	2016	RESTAURANT	04/11/2017	KIAMAIKO
12.	LYMACK ENTERPRISES	1015586	2016	WHOLE SALE	08/12/2016	KIAMAIKO
13.	SAMUEL NDUNG'U GRACE IREGI	1249005	2016	PROPRIETY	05/11/2016	KIAMAIKO
14.	JONSAGATAVERN INN	1018893	2016	RESTAURANT	05/07/2017	KIAMAIKO
15.	JONSAGATAVERN	1018893	2016	PROPRIETARY	03/11/2016	KIAMAIKO
16.	TUPENDANE	1110342	2016	RESTAURANT	26/11/2015	KIAMAIKO
17.	PAKAWA WINES & SPIRITS	1341712	2015	OFF LICENSE	17/12/2016	KIAMAIKO
18.	PURITY PUB	1340219	2016	RESTAURANT	04/11/2017	HURUMA
19.	BOBS PUB	1351472	2015	RESTAURANT	11/08/2016	HURUMA
20.	NEW FASHION BAR	1019692	2015	RESTAURANT	13/12/2016	HURUMA
21.	ZANNUSI GENERATION CLUB	1340706	2015	RESTAURANT	29/06/2016	HURUMA
22.	CHAMPION PUB	1348270	2015	RESTAURANT	24/01/2017	HURUMA
23.	TEXAS BAR	1345423	2016	RESTAURANT	29/01/2016	HURUMA
24.	EPIC BAR & LOUNGE	1368041	2016	RESTAURANT	04/06/2016	HURUMA
25.	PICTORIA BAR	1340123	2015	RESTAURANT	14/12/2016	HURUMA
26.	SHAKERS INN	1309777	2016	RESTAURANT	01/02/2017	HURUMA
27.	U & ME PUB	1381700	2015	RESTAURANT	20/09/2016	HURUMA
28.	KAWAIDA BAR	1183849	2013	RESTAURANT	2016/06/08	HURUMA
29.	THREE VISION PUBS	1341392	2016	RESTAURANT	11/11/2016	HURUMA
30.	CH INI YAM NAZI	1346332	2016	GRL	08/12/2016	HURUMA
31.	PATI WINE & SPIRITS	1321762	2016	WHOLESALE	08/02/2017	HURUMA
32.	MAASAI WINES	1385781	2016	OFF LICENSE	08/02/2017	HURUMA
33.	KABLASANCA	1383874	2016	PROPRIETARY	18/10/2017	HURUMA

34	NEWCASSANOVA BAR	1336872	2016	HOTEL	24/01/2017	HURUMA
35	MAZE SPORTS PUB AND REST.	1349510	2015	RESTAURANT	24/11/2016	HURUMA
36	STIFA WINES	1340376	2016	WHOLESALE	03/02/2017	HURUMA
37	THE FLINSTONES PUB	1115009	2016	RESTAURANT	07/01/2017	NGEI
38	HERITAGE PUB	1374125	2016	RESTAURANT	30/09/2017	NGEI
39	NEW MATHARE PUB	1353325	2016	RESTAURANT	18/05/2017	KIAMAIIKO
40	COOL BASE PUB	1377316	2015	RESTAURANT	17/03/2017	KIAMAIIKO
41	WAMOTHER PUB	1400281	2016	RESTAURANT	05/04/2017	KIAMAIIKO
42	PATRICK MWANGI WINES & SPIRITS	1274835	2016	WHOLESALE	06/04/2017	MABATINI
43	NYABWANSU PUB	1345933	2016	WHOLESALE	17/01/2017	NGEI
44	STAREHEBAR	1235797	2016	HOTEL	28/01/2017	MABATINI
45	SLIDE PUB	1333652	2016	RESTAURANT	09/11/2016	NGEI
46	SHADITH WINES BAR&RESTAURANT	1301277	2016	MEMBERSHIP	17/08/2017	NGEI
47	JENAS PUB	1340164	2016	RESTAURANT	05/11/2017	NGEI
48	FOUNTAIN PLACE PUB	1170522	2016	RESTAURANT	23/11/2016	NGEI
49	RED & BLACK LIMITED	1378253	2016	RESTAURANT	19/04/2017	NGEI
50	REFLECTION PUB	1311528	2016	RESTAURANT	08/11/2016	NGEI
51	MAKUTANO BAR	1350728	2016	RESTAURANT	24/05/2016	NGEI
52	TULILA BAR & RESTAURANT	1316294	2016	RESTAURANT	08/11/2016	NGEI
53	DECENT PUB	1313371	2016	RESTAURANT	17/02/2017	NGEI
54	CHIAH PUB	1411988	2016	RESTAURANT	22/08/2017	NGEI
55	KIBES &FAMILY SNACK CLUB	1276302	2015	MEMBERS	08/06/2016	M LAN GO K
56	BEVERLY BAR & RESTAURANT	1266034	2015	RESTAURANT	11/01/2017	MLANGO K
57	FRIEND ANEX BAR & RESTAURANT	1350238	2015	RESTAURANT	11/05/2016	MABATINI
58	SWINGERS PUB	1378362	2016	RESTAURANT	23/09/2016	NGEI
59	DROP ZONE	1394125	2016	RESTAURANT	08/03/2017	KIAMAIIKO
60	EWASO PUB & RESTAURANT	1389905	2016	RESTAURANT	10/05/2017	NGEI
61	COOL & COMFORT PUB	1380941	2015	RESTAURANT	16/08/2016	MABATINI
62	PLAN B PUB	1379782	2016	RESTAURANT	28/12/2016	NGEI
63	KAHURUKO BAR	1340224	2016	RESTAURANT	18/12/2016	KIAMAIIKO
64	NEW GATHERA BAR & REST.	1340801	2016	RESTAURANT	15/02/2017	KIAMAIIKO
65	TEXAS BAR	1349364	2016	RESTAURANT	27/01/2016	NGEI
66	SAME PUB	1314995	2016	RESTAURANT	16/11/2016	NGEI
67	CITY WATERS PUB	1314546	2016	RESTAURANT	15/12/2016	NGEI
68	CHAMPION BAR & RESTAURANT	1345530	2016	RESTAURANT	10/11/2016	HURUMA
69	MUNYAKA D.F. A	1277831	2015	RESTAURANT	06/10/2016	KIAMAIIKO
70	JOYRIC WINES & SPIRITS	1377162	2015	WHOLESALE	30/06/2016	KIAMAIIKO
71	OUTSPAN INN	1109441	2016	RESTAURANT	13/12/2016	KIAMAIIKO
72	UNITY BAR	1383802	2015	RESTAURANT	28/12/2016	KIAMAIIKO
73	WHELVER BAR	1383970	2015	RESTAURANT	30/12/2016	KIAMAIIKO
74	POST SITE	1341032	2016	RESTAURANT	24/11/2016	KIAMAIIKO

75	POPULAR BAR	1380112	2015	RESTAURANT	28/01/2017	HURUMA
76	LANDMARK BAR & RESTAURANT	1313348	2015	RESTAURANT	12/04/2016	HURUMA
77	SUPER POWER MEMBER	1329147	2016	MEMBERSHIP	26/11/2016	NGEI
78	MUCHIRI BAR/WINES & SPIRITS	1307077	2015	RESTAURANT	26/11/2016	KIAMAICO
79	DIMPLES WINES & SPIRITS	1392202	2016	WHOLESALE	14/03/2017	NGEI
80	TIDAS WINES & SPIRITS	1198358	2014	WHOLESALE		NGEI
81	SIKAI SANA	1347911	2016	RESTAURANT	29/12/2016	NGEI
82	KANIN 1 BAR & RESTAURANT	1312119	2016	RESTAURANT	29/11/2016	HURUMA
83	NDEREMO BAR	1334945	2016	MEMBERSCLUB	03/11/2016	NGEI
84	NDEREMO TENA PUB	1334965	2016	RESTAURANT	13/05/2017	NGEI
85	KINGS PUB	1372016	2015	RESTAURANT	10/05/2016	KIAMAICO
86	CENTRAL BAR	1038051	2016	RESTAURANT	27/11/2015	HURUMA
87	HURUMA NGEI 1 BAR	1062541	2016	RESTAURANT	14/02/2017	HURUMA
88	VINEYARD Q	1362885	2016	RESTAURANT	15/04/2017	NGEI
89	MU LI KALWE VINCENT BAR	1175327	2015	RESTAURANT	05/07/2016	HURUMA
90	PARIS BAR	1363870	2016	RESTAURANT	07/04/2017	HURUMA
91	THE CALVADOS BAR & GRILL	1385387	2016	RESTAURANT	25/01/2017	NGEI
92	FAITH BAR	1335863	2015	RESTAURANT	17/03/2017	NGEI
93	DIGITAL BAR	1383704	2015	RESTAURANT	27/10/2016	NGEI
94	NEST PUB	1341049	2015	RESTAURANT	08/02/2016	NGEI
95	GRACELAND BAR	1282180	2016	RESTAURANT	09/11/2016	NGEI
96	BIG TIME SPIRITS	1395913	2016	WHOLESALE	15/05/2017	NGEI
97	ALVINS PUB	1358141	2016	RESTAURANT	18/05/2017	MABATINI
98	SILENT PUB	1335697	2016	RESTAURANT	12/05/2017	KIAMAICO
99	CLUB G. MBUTHIA	1327428	2016	MEMBERS	2017/05/11	NGEI
100	MOLOKAI WINES & SPIRITS	1339030	2016	RESTAURANT	2016/02/19	NGEI
101	ETHIO-KENYA BAR & RESTAURANT	1365391	2016	RESTAURANT	2017/05/23	KIAMAICO
102	PYNIS BAR	1405482	2016	RESTAURANT	2017/06/14	MALNGO KUBWA
103	AMANI RESTAURANT	1281346	2016	RESTAURANT	2017/06/19	MABATINI
104	DOMINIC KAMAU JUNCTION	13440190	2016	RESTAURANT	2017/02/16	NGEI
105	CLUB LITMAS	1409548	2016	RESTAURANT	2017/07/05	KIAMAICO
106	BEVERLY BAR & RESTAURANT	1266034	2016	RESTAURANT	2017/01/10	MLANGO KUBWA
107	TEXAS BAR	1345423	2016	RESTAURANT	2017/01/27	HURUMA
108	BY THE WAY WINES & SPIRITS	1344919	2016	WHOLESALE	2017/07/05	KIAMAICO
109	DOMINIC KAMAU JUNCTION	13440190	2016	RESTAURANT	2017/02/16	NGEI
110	CLUB LITMAS	1409548	2016	RESTAURANT	2017/07/05	KIAMAICO
111	BEVERLY BAR & RESTAURANT	1266034	2016	RESTAURANT	2017/01/10	MLANGO KUBWA
112	TEXAS BAR	1345423	2016	RESTAURANT	2017/01/27	HURUMA

113	BY THE WAY WINES & SPIRITS	1344919	2016	WHOLESALE	2017/07/05	KIAMAICO
114	WHITE CASLTE BAR & RESTAURANT	1301714	2015	HOTEL	2017/06/08	MLANGO KUBWA
115	WOODLAND BAR	1341762	2016	MEMBERSHIP CLUB	25/10/2017	NGEI
116	KANGUNDO PUB	1386449	2016	MEMBERSHIP	10/10/2017	NGEI
117	SHAKAINAH WINES	1412563	2016	OFF LICENSE	22/09/2017	KIAMAICO
118	JULASIC 3 BAR	1346765	2016	RESTAURANT	25/08/2017	NGEI
119	KABUITU PUB	1342077	2016	RESTAURANT	04/11/2017	NGEI