

# UNIVERSITY OF NAIROBI

INSTITUTE OF AFRICAN STUDIES

WOMEN DISCRIMINATION IN GENDER DIVISION OF LABOUR IN

NAIROBI INDUSTRIAL AREA:

*"AN ANALYSIS OF SANTOWELS COMPANY LIMITED."*

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N 50/P/7264/02

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OF THE REQUIREMENT FOR THE DEGREE OF MASTER OF ARTS  
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**DECLARATION**

I, Winfred Osimbo Lichuma, Student, Registration Number N/50/P/7264/02, do hereby declare, that this project is my original work and has not been presented for a degree in any other University.

CANDIDATE.....*Winfred Osimbo Lichuma*.....

DATE.....*21/11/2006*.....

**WINFRED OSIMBO LICHUMA**

**N 50/P/7264/02**

This Project has been submitted for examination with my approval as the University Supervisor.

Signature.....*[Handwritten Signature]*.....

DATE.....*20<sup>th</sup> | 11 | 2006*.....

**DR. W.K. SUBBO**  
**INSTITUTE OF AFRICAN STUDIES**  
**University of Nairobi**

## **DEDICATION**

To all the women of the world in their spirited efforts to eliminate gender discrimination and gender based violence against women.

## ACKNOWLEDGEMENT

I would like to express my gratitude and appreciation to all those who made me realize my ambitions of expanding my knowledge in Gender and Development studies.

First and foremost, I am truly grateful to my supervisor Dr. W.K. Subbo, for his time, knowledge, teachings, encouragement, comments, criticisms and constructive suggestions that shaped this paper. Without his support, it would have been a very long tiring exercise.

Secondly my special thanks go to Mr. Peter Anyanzwa of Suntowels Company Ltd and all the management and workers of this company who assisted me during the entire period of research at the company. To the key informants, I salute you for your time and quite honest responses.

Lastly I will not forget to thank the entire Institute of African Studies for finding it relevant to offer Gender Studies in Development. Finally to my classmates and family members, I express my warm and sincere gratitude for all the support I enjoyed throughout this study.



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## LIST OF ABBREVIATIONS

CEDAW	Convention on Elimination of All Forms of Discrimination against Women
GAD	Gender and development
ERS	Economic Recovery Strategy
ILO	International Labour Organization
MDGs	Millennium Development Goals
MTEF	Medium Term Expenditure Framework
NARC	National Alliance Rainbow Coalition
NGO	Non-Governmental Organization
PRSP	Poverty Reduction Strategy Paper
UNDP	United Nation Development Programme
WID	Women in Development

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1. Distribution of employed persons aged 15-64 years by industry and sex.
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3. Respondent's Age.
4. Respondent's marital status.
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## ABSTRACT

This study investigates the women discrimination in industrial labour. It is an analysis of Santowels Company Limited. The overall objective of the study was to analyse the industrial gender division of labour in Kenya establishing the constraint that have caused women to be the unprivileged class, thus causing economic marginalization.

The study used questionnaires that were formulated to assist the key informants who included the management and employers of Santowels Company Limited.

The assumptions made were that social-cultural factors that favour patriarchy have the greatest influence on women participation in gainful employment and that the participation of women in formal employment is complicated by the women triple roles that make them ineffective.

Amongst the hypothesis that the study set to operationalize were that women are marginalized in labour markets with majority of them hired as casual labourers, since most employers prefer to hire men as opposed to women.

The company under study was selected based on the nature of its activities that were considered light enough to be undertaken by both genders satisfactorily in

the industrial area of Nairobi. The key informants were selected purposively from the employees.

The findings of the study show that gender inequalities are experienced in industrial labour and women are mostly discriminated and marginalized. Most women interviewed were engaged as casual labourers. Women production in industrial labour was found to be very low as compared to men.

The study makes a case that there is a correlation between education levels that appear to influence the employment categories of women. The factors influencing the marginalization of women in employment as established by the study are cultural stereotypes in the sexual division of labour; low levels of education and training amongst women; lack of opportunities suitable for women and overall lack of representation of women in decision-making levels.

The study concludes that there is need for the government to create an enabling environment to enable more women to seek industrial employment. Among the specific recommendations are that there is need to review and amend the existing laws and policies to allow women the right to participate equally in economic activities. Policies that are gender sensitive need to be formulated to ensure that women are not marginalized. Above all women should be sensitized to be more aggressive in pursuing employment and to learn how to balance their triple roles.

## **CHAPTER ONE**

### **INTRODUCTION AND BACKGROUND TO THE STUDY**

#### **1.0 Introduction**

Inequalities in earnings, bargaining power and assets, employment and education between women and men still dominate the working conditions for women world wide where patriarchal socio-cultural practices continue to dominate. The main gender issue in employment is that women are concentrated in unpaid and underpaid work due to pervasive gender inequalities in terms of their access to employment, education, credit, land, productive inputs, security and decision making power.

#### **1.1 Concept of Gender**

The concept of gender is analogous to class in that it refers to a structural relationship of equality with respect to class. The relationship derives from differential control over the means of production and is expressed in the capital labour contention with respect to gender. That relationship derives from women's childbearing function and is expressed in the sexual division of labour. It is an acknowledged fact that throughout the world, there are gender systems in which women as a group are disadvantaged.

The society hails men as heads of homes and breadwinners. Using these stereotypes, society flagrantly and severely discriminates against women in the labour force. This is despite the fact that society's attitudes towards women are

based on myths rather than reality. Presently many women are now rearing children without any financial assistance from their husbands. Secondly, the female-headed households are now increasing especially due to HIV and AIDS pandemic. Thirdly, the rate of divorce and separation are forcing many women without wage earning skills into primary support role for themselves and their children. Nevertheless, women are still confined to low paying jobs by virtue of their education level, type of career and societal refusal to accept the real reasons why women work.

Gender division of labour in Kenya gets its roots from culture. Culturally defined, gender ideologies define rights and responsibilities and what is “appropriate” behaviour for women and men. They also influence access to and control over resources, and participation in decision making. These gender ideologies often reinforce male power/dominance and the ideas of women's inferiority.

The purpose of this study is to contribute and built on the existing knowledge on the linkages between women's labour market and the gender equity in Kenya. Specifically the study will look at gender relations in industrial wage employment, the work environment and working conditions. This will be weighted against women's productive and reproductive work and finally asses the level of empowerment of women. The study will seek to establish the factors influencing women subordination in industrial labour and make recommendations on how they can be overcome.



The 1995, UNDP's Human Development Report established that there was no country in the world where gender equality had been achieved. The same year the women's conference in Beijing endorsed an Action Programme for promotion of equality between women and men. The Beijing Platform of Action identified twelve common, critical areas of concern that include poverty, education, health, violence, armed conflict, environment, power, decision-making and the situation of female children that countries needed to address.

Another aspect of concern for Kenya as a government is to meet the Millennium Development Goal 3 (MDGs) aimed at promoting Gender equality and Empowerment of women. In the Kenyan Government progressive report of 2003, the challenges noted to achieve this goal include addressing the disparities in gender that arise at all levels, both in public and private sphere.

It is at the centre of these international standards that this study undertakes to carry out a gender analysis of one manufacturing industrial company, Santowels, a limited liability company registered in Kenya carrying out its business in Nairobi's Industrial Area. The study will analyse the women in the labour force of the company with a view of establishing the extent to which gender equality has been achieved especially with the recent advent of feminists' movement.

## ***1.2 Gender and Poverty situation in Kenya.***

Though Kenya is considered more developed among African countries, poverty remains widespread. The Kenyan poverty Reduction Strategy Paper (PRSP), 2001-2004, was formulated with twin objective of poverty reduction and economic growth through a three year Medium Term Expenditure Framework (MTEF) budget. On gender imbalance, the PRSP observes that the assessment carried out revealed that men dominate the access, control and decision-making patterns within the household. On the other hand women control only minor resources and assets such as chicken, furniture and utensils. Studies done globally indicate that poor women are more vulnerable than poor men and find it more difficult to escape from poverty. In Kenya, poverty of women is closely linked to the pattern of their employment and their labour statuses in the labour market with sufficient evidence to suggest that women headed households tend to have the lowest incomes due to the lack of productive resources.

The PRSP is now amalgamated with the Economic Recovery Strategy (ERS) prepared by the NARC government in 2003 as a policy document. The ERS does not make any mention of gender. However, it proposes to improve the economy in order to create 500, 000 jobs per year for all. The assumption is that these jobs will be for both men and women. The Kenyan National Development Plan 1997-2001 programmed to ensure effective implementation and mainstreaming of gender issues in industrialisation through donor and private sector support through NGOs. The Ministry of Gender, Sports, Culture and social services is currently in-charge of policies in gender. It has set out to mainstream gender into all

development projects. To this end, a gender commission has been set up to foresee this progress, under the said Ministry of Gender, Sports, Culture and Social Services.

### **1.3 *Gender division of labour in the domestic sphere***

Division of labour in the family sees women engaged in the domestic roles. Working women have additional workload on return at home after work. In reference to the married couples, men are seen as heads of homes with a legal and moral duty to support their wives. Experience has shown that employers consider men for permanent jobs while women are considered as temporary employees. Women's role as child bearers and child rears, being mothers and wives serve to eliminate them as competitors for men in the labour market. On the same strength employers are reluctant to engage women and when they do, they are not ready to offer them relevant training since they are considered not readily replaceable or substitutable. As a result women are kept in low grades with minimum training, with little or no career ladder to jobs that offer meaningful resources.

### **1.4 *Cultural practice as gendered exclusion***

While the gender division of labour tends to be seen as natural and immutable, in fact these ideas and practices are socially constructed. These result in context-specific patterns of who does what by gender and how it is valued. This begins at home while undertaking domestic roles and it is my thesis that this continues in productive employment. However roles typically designated as female are almost invariably less valued than those designated as male.

Men tend to be more associated with productive role while women are associated with bearing and raising children, caring for other family members, and household management tasks, as well as home based production. Men engage particularly in paid work and market production. In the labour market, although women's overall participation rates are rising, they tend to be confined to a relatively narrow range of occupations or contracted in lower grades than men, usually earning less.

The current study is undertaken on the above presumptions with a view that formal documentation and recognition of women's roles and the related time burden is crucial for gender-sensitive development interventions. It is appreciated that recently, international organizations have begun to measure all forms of economic activity by gender. Gender and development policies and programmes can challenge women's socially prescribed roles, in pursuit of gender equity. For example, women have been trained and employed as technicians, engineers, doctors etc, which jobs were before in the domain of men. However the aim of women engagement in productive roles should be justified with the remuneration they get.

### ***1.5 Industrial trends in employment in Kenya.***

While women's labour in Kenyan economy is, and has always been, based in the agricultural sector, the extent of their labour force participation is quickly expanding into the modern non-agricultural sectors. The women's participation has undergone a major transition concomitant with the demand for specialized labour force. Due to a variety of factors-historically, cultural, structural and institutional, women in both

the formal and informal employment sectors find themselves disadvantaged. As more and more women enter wage and non-wage employment and takes on larger roles in the national economy, it becomes increasingly important that hindrances to women's economic self-realisation should be addressed. (Mbugua Wariara: 1989).

As a British colony, from 1895 to 1963, Kenya's indigenous economy was dominated by the expanding capitalist system of worldwide market exchange, entailing in the core industrial economies-production based mainly on wage labour. Although men constituted the major source of labour during colonial period, women performed integral functions arising out of the relationship between male, wage-earning and the family. As a result of both the traditional and the newly emergent division of labour, women normally remained at home, subsidizing the husband's wage through expanded agriculture and trading activities in addition to household and child-rearing tasks.

Since 1970s, the level of participation in labour force by both men and women has risen considerably. The growth of secondary industries after the war and the declaration of the state of emergency saw the advance of women into non-agricultural employment with women recruited in wage employment as tea picking, fruit and vegetable canning, glass manufacture, dressmaking but all as temporary staff.

A recent survey carried out on labour force in Kenya has shown the higher participation in wage employment of men as compared to female as in the table below.

**Table 1: Distribution of Employed Persons Aged 15-64 Years by Industry and Sex: Report of 1998/99 Labour Force Survey: March 2003.**

Industry	Male	Female	Total Urban
Agriculture and hunting	89,807	105,261	195,069
Fishing	4,338	3,553	7,691
Mining and quarrying	7,321	3,928	11,248
Manufacturing	211,438	30,339	241,777
Electricity, gas and water	21,179	1,622	22,800
Construction	95,475	2,843	98,318
Wholesale and retail	217,115	97,567	314,682
Hotels & Restaurants	87,652	52,700	140,352
Transport and Communication	211,915	11,688	223,603
Finance, intermediation	144,836	72,586	217,422
Public Administration & defence	100,794	54,787	155,581
Education	78,692	64,657	143,349
Health	80,050	57,936	137,986
Other community, social and Personal services	221,291	150,135	371,425
Private households with Employed persons	2,459	3,963	6,423
Not stated	245,157	533,593	780,751
<b>Sub-total</b>	<b>1,821,518</b>	<b>1,246,958</b>	<b>3,068,477</b>

**Source: Republic of Kenya: Report of 1998/99, March 2003**

### **1.6 Overview of Santowels Limited Company (Profile)**

Santowels is a registered limited liability Company registered in Kenya under the Company's Act. The Company came into being on 1<sup>st</sup> August 1992. Santowels manufactures plastic goods for packaging both for local and export consumption with customers through out the African continent and beyond.

Santowels is taken to be a model sample industrial manufacturing company involved in production and operates 24 hours in a day and through out the week. It has a total of 250 employees including the management. Santowels is an urban

formal enterprise, confined to the informal economy where majority of its employees work with no contracts. It is situated in Industrial Area in Nairobi amongst other manufacturing industries dealing in different goods.

In Kenya, Industrial Area attracts majority of job seekers for wage employment. The Company is selected using purposive sampling because it fits the description of what the study wishes to evaluate. In my view, the company's work mostly entails light work dealing in manufacturing and packaging of plastic containers and in my view ought to attract more female employees.

### **1.7 Statement of the Problem**

Recently, women's changing roles have become a concern to policy makers and to women themselves. Many studies have focused on the increasing participation of women in the labour force. In the last three decades, there has been a dramatic increase in women's work outside the family and especially in industries in Kenya. This is true with research done elsewhere. A comparative study carried out of women's work in Mexico and Canada revealed that in industrialized countries, women participation is on the increase. (Leo Kanowitz: 1973)

The focus of this study is on women as they belabour to perform the multiple roles within the family system and in the work system outside the home. The present study looks at gender relations in employment in an industrial setting. The research problem is to establish what social factors influence women's work status in Kenyan industries.

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It hopes to demonstrate how gender hierarchies, which have been firmly established by society through culture and gendered, are extended and maintained in factory labour. The basic argument is that women face barriers or impediments in societies. Many of these barriers are due to women's position in society that influences their work status.

The study looks at how gender subordination of women by men runs throughout the employment process and influences the choice of access to employment, commencing from recruitment and type of job, experience and wage levels. The study also analyses Santowels Ltd, the sample model company to establish how gender sensitive its employment trends, employment status, occupational and remuneration differential operations are. Finally the study establishes the factor's influencing women's participation in industrial labour and proposes recommendations on the possible solutions as the way forward.

### **1.8 Objective of the Study**

The overall objective of this study is to analyse the industrial gender division of labour in Kenya and to establish the constraints that have caused the women to be the unprivileged class in the trends of industrial labour thus causing their economic marginalization.

#### **Specific Objectives**

- To establish the extent of gender sensitivity and the link between gender disparities, pattern of women employment, poverty status and the marginalization of women in industrial labour.

- To determine gender percentages of women engaged at the various levels of employment and establish the type of work women undertake.
- To establish the influence of culture and cultural norms to the industrial gender distribution of duties and to find out to what extent women's triple roles influence their productive role and how stereotypes are a constraining factor to women employment.
- To establish if the women's participation in labour is equivalent or less than that of men and how the employer views participation of both genders.
- To make legal and policy recommendations on strategies that can be used to increase women participation in formal employment, to counter the existing constraints.

### **1.9 *Justification for the study.***

The question of gender equality and women empowerment in particular both as an academic discipline and as a means of engendering the society has increasingly taken centre stage in Kenya and the world over. This is especially in matters relating to equal opportunities for all given the existing discrimination of women in almost all aspects of socio-economic and political aspects of life. Indeed it has become such an important global issue that it is currently classified as one of the MDGs to be achieved throughout the world by the year 2015. This calls for the need to investigate the causes and actual status of gender imbalance in labour market with a view of coming up with possible solutions. This study, which is an academic research, is an effort towards this direction.

In order to meet MDG 3, the government of Kenya has to address several issues to effectively reduce the gender disparities. In the recent MDG Progress Report for Kenya 2003, the government acknowledges that the involvement of women in positions of decision-making both in the government and private institutions still remains a big challenge that ought to be overcome. The study intends to add to the future MDG's progress report for Kenya.

This study will be beneficial to policy makers working on women empowerment priorities in relation to gender policies and development in general. Besides, this study is a response to earlier recommendations for further research on the gender questions from related studies in the past. The study is most useful and timely for the need to meet the MDGs challenge on gender equality and women empowerment.

The study is also important since it makes recommendations to improve gender relation in employment. Finally this study will enable the Gender Commission of Kenya to engage in an elaborate Gender Mainstreaming process with employers in industrial manufacturing sector.

#### **1.10 Hypotheses (Assumptions)**

The Study makes assumptions that;

1. Socio-Cultural factors that favour patriarchy have the greatest influence on women participation in gainful employment in formal sector in Kenya.
2. The participation of women in formal employment is complicated by women triple roles that make them ineffective employees.

The hypotheses operationalized are that:

- Women are marginalized in labour markets in Kenya and the pattern of employment is linked to cultural perceptions (stereotypes)
- Majority of Women are hired as casual labourers as opposed to managerial posts due to their low level of education.
- Men supposedly deserve to be employed since they are breadwinners for the families.
- Most employers resist employing women due to fear of their demanding family roles that results in more cases of absenteeism

### **1.11 Scope and limitations**

Due to the wide range and complexities of analysing gender relations, it is not possible or even feasible to investigate all the proposed factors and mechanisms that determines and shape gender labour relations. This analysis is confined to investigating the operations of Santowels Ltd, in terms of its institutional scope as opposed to the whole manufacturing sector or carrying out a comparative analysis.

The study used information in records available at the offices of Santowels Ltd. As would be expected in use of secondary data, there is limitation of misreporting and poor record keeping practices. Data limitations arose from the use of a small sample

due to the overall small size of the factory under study. Santowels Ltd has a total of 250 employees including the management.

Personal interviews were administered through questionnaires that have the limitation of the extent to which respondents are willing to answer and to provide accurate and unbiased information. Notable errors such as misunderstanding questions and possible exaggeration of some answers by respondents were expected. This limitation was dealt with by using the statistical inference method of analysis that allows for inferring general conclusions about a parameter from examining a sample of it.

Other limiting factors were the financial constraints and the time limit since the research had to be completed within the designated academic duration. These limitations were dealt with by use of cheaper methodology such as sampling and self-administered questionnaires. The study presumed that Santowels Ltd is a model company registered under the Kenyan laws and subject to the Employment laws.

Lastly, Gender equality that is aimed to be the measure for empowerment was defined on the basis of a 30% rule. The assumption was that 30% is the critical mass to gender proportional representation.

## CHAPTER TWO: LITERATURE REVIEW.

### ***2.0. Introduction***

This chapter reviews and focuses on literature relevant to the general and specific objectives of this study. It reviews the international and local situation and discusses the socio-cultural, economic, and legal aspects of gender division of labour.

### ***2.1. The International Labour organization views***

The question of equality of opportunity has been one of the fundamental objectives of the International labour organization (ILO). This is provided for by the very constitution of the ILO that came into force in 1919. The ILO provides that every country should set up by law standards that respect the conditions of labour in regard to equitable economic treatment of all workers. In specific the ILO has come up with various conventions but the two that are fundamental to equal treatment are the Discrimination (Employment and Occupation) Convention, 1958 (No.111) which calls for a national policy to eliminate discrimination in access to employment, training and working conditions on grounds of race, colour, sex, and religion. Secondly, the Equal Remuneration Convention of 1951 (No.100) that calls for equal pay for men and women for equal work value. The ILO conventions are international agreements that upon ratification, a country is expected to ensure that they are reflected in the national level, policies and laws to conform to the international standards.

The approach of ILO against poverty through a gender perspective is that poor women are more vulnerable than poor men. (ILO Modular Package on Gender, Poverty and Employment-2000.) It is clear that the connectivity between poverty and employment is obvious.

## ***2.2. Global patterns and trends in female labour force participation***

Recent studies reveal that women account for 44% of people in paid employment. However, there are clear constraining factors that have made women unable to compete with men in the labour sector.

At the beginning of industrialisation, in England and France, heavy machines in manufacturing process came into being. At the same time new careers for women came up such as clerks, typists and secretaries. Compulsory education meant that teachers were needed and health system required nurses. The tertiary sector needed supply of cheap labour while industrial employment drew male workers and was good paying. Women then began to be recruited in the manufacturing sector. Following the above study, it is seen that the revolution of women at the time of industrialization was twofold. First, was the admission of women into masculine jobs and second, was the endeavour of a growing number of women combining family and employment. (Alva Myrdal & Viola Klein: 1956)

Exploitation of women was noted as early as 1963 when Friedan wrote in the book 'Feminine Mystique' stating that women are exploited as buyers and sellers of products. Friedan was against the idea that women are valued for their bodies.

(Friedan B: 1963) The writer was against the American view of women being portrayed as sex objects. On the other hand, it has been observed that the jobs associated with women are of low cadre like secretarial, nursing, teaching, temporary and part-time engagement, home cleaners, baby sitters and house hold workers to mention but a few.

In discussing African women and Work, one writer Simons H.J observed that when women enter the professions and work in factories, they acquire a measure of independence and strengthen their position in the family and in public life. Industrialization that began by destroying domestic handicrafts and depriving women of their traditional occupations is therefore ultimately a liberating force. In specific reference to South African women, the writer says that women were in an unfortunate state of underdevelopment due to the decline in economies. Employers have preferred men who are mobile and better suited for heavy manual labour on farms, mines, roads and railway works. Discrimination explains the exclusion of women in most industrial occupations. (Simons H.J: 1968)

In the view of one Caroline Bird, while discussing the role women play in society, she says the gap between men and women reflects the fact that women are often limited to work that pays less than the work done by men. (Caroline Bird: 1971)

At a workshop held in the Mexico on Occupational Segregation on International Women's year, Blaxall and Reagan made a presentation and observed that there was something wrong with the position in today's world since women tended to be



segregated into certain "female" occupations. They further observed that universally women's work was less valued than that done by men and further that women are deliberately paid less than men for the same job. (Martha Blaxall & Barbra Reagan: 1976)

Heidi Hartman, an economic historian on the other hand deals with the interrelation and mutual accommodation of capitalism and patriarchy throughout history and across cultures from the viewpoint of economic history. She believes that the hierarchical sexual division of labour with men at the top and women at the bottom must be eliminated, if women are to attain equal social status with men and develop full human potentials. (Heidi Hartman: 1976). She argues that the current capitalism view of women emanated from the patriarchal system that saw men control the labour of women and children in the family.

The views by Heidi Hartmann totally agree with Boserup views in her book "the Women's Role in Economic Development". She writes extensively of particular problems that were occasioned to women when third world tribal groups came into contact with western colonial administrations. The usual result was the creation or strengthening of male dominance, for example where administration taught men advanced agricultural techniques while women were most farmers.

The role of women had been ignored for long and Boserup pointed out a variety of subjects that are related to women in economic development. She argues that the processes of economic development marginalized women producers and her

writing debates have raged over the impact of industrialization on women's work and lives. On division of labour, Boserup criticized the dubious generalization and stereotyped sex roles that attribute the provision of food to men in most communities arguing that women too have been food providers in many communities. (Lourdes Beneria & Gita Sen: 1978)

In reference to 'Women and Poverty in the third World', Mary Bidrsall and Paul McGreevey observe that women usually have to trade-off between market work, childcare and leisure. In most cases where women work, older children in the family have to substitute for the mother in the home by taking care of the other siblings. (Mary Bidrsall ed. et el: 1983).

Louise and Joan Scott when discussing women and Work point out that under the family wage economy, married women performed several roles for their families. They often contributed wages to the family fund, managed the household and they bore and cared for children. With industrialization, however, the demands of wage labour increasingly conflicted with women's domestic activities. The terms of labour and the price paid for it are functions of the employer's interest. These take little account of household needs under most circumstances. Industrial jobs required specialization and a full time commitment to work, usually in a specific location away from home. The two writers further observed that while under the domestic mode of production women combined market-oriented activities and domestic work, the industrial mode of production precluded an easy reconciliation of married women's activities. (Louise and Scott: 1989). The study by the two concluded that

employers preferred male to female employees because women were considered unreliable given that they would get pregnant and miss work while men were considered the breadwinners.

The wrong assumption about women has been that they are mothers and their duties entail giving birth and feeding children till maturity. Three roles according to Moser given by society to women are classified as; Reproductive, Productive and for the Community. In productive role she pointed out that it comprised work done for payment. Reproductive is the work done in child bearing and domestic tasks and at the Community level she saw it as an extension of the reproductive role that is voluntary and not for pay. (Moser: 1993). The study took into account these triple roles of women.

### ***2.3. The Subordination of women and industrialization***

Since the 1960s, a new type of wage employment became available to women in third world factories. This was the 'world market factories' producing goods exclusively for export to the rich countries. (Hancock: 1980). Jobs that are identified as women tend to be classified as unskilled or semi-skilled whereas technically similar jobs identified as men's work tend to be classified as skilled. (Philips and Taylor, 1980).

Lim describes women subordination as 'secondary status in labour market. He says that women form a 'reserve army' of labour, easily fired when firms want to cut down on their labour force and easily re-hired when firms want to expand

again. This tends to be explained in terms of women's role in the family and the reproductive role. (Lim, L: 1978). A study carried out on differentiation of the labour force to establish why young women overwhelmingly constitute the labour force of world market factories, showed that 'female labour 'was cheaper but the unit productivity of women was lower as compared to men. (Elson and Pearson: 1998). The justification given by companies in that study undertaken in Malaysian and Malawi was that men need an income to support their family while women do not.

#### ***2.4. Gender discrimination in labour wage***

Leo Kanowitz writing about sex Roles in Law and Society notes that for female, in economic sphere, women are largely confined to sedentary, monotonous work under the supervision of men, and are treated unequally with regard to pay, promotion, and responsibility. (Leo Kanowitz; 1973) With the exceptions of teaching, nursing, social service, and library work, in which they do not hold a proportionate number of supervisory positions and are often occupationally segregated from men, women make a poor showing in professions. The writer observes that women are given unequal opportunity in education and Women College's are inferior to the men's. Even when politically admitted to parties women are subordinate to men.

The role of women in development has become an important issue for planners in developing countries because of the potential untapped human resource that women represent. The participation of women is complicated by the fact that women carry the major responsibility in childbearing process.

A study of six countries by the comparative labour law group on discrimination found out that discrimination goes together with unequal treatment and inequality. (Benjamin Aaron: 1978) However factories have been allowed to have protective laws that ought not to be confused with discrimination. This is referred to as differential treatment as opposed to discrimination.

The UN Decade for women (UN 1975-1985) was launched to promote equality and development, but women and men in developing countries continue to suffer from poverty, ignorance and disease. Women are placed in a disadvantaged position by gender discrimination, economic marginalization, and the burden of their triple roles.

Convention on Elimination of all forms of Discrimination against Women (CEDAW) is quite categorical that there ought to be no discrimination of women in whatever form.

### **2.5. *Kenyan perspective***

Unemployment and underemployment characterize the lives of many in the labour force in particular women being less secure in formal employment. A study on Gender and Employment dimension on poverty, policy issues and challenges undertaken in Kenya, Uganda and Tanzania indicated that gender inequality is highest in formal sector wage employment. Men dominate almost all sub-sectors of formal sector employment while women are overrepresented in low-skill, low

remuneration jobs in both rural and urban areas. (National Policy Group Report on behalf of ILO office, Geneva: May 2004.).

The report assessed that between 1983 and 2000, in Kenya, although there was a steady rise in female wage employment, the participation of women was still about 30% that of men. The study further noted that in Kenya, women are underrepresented among professionals, technical and managerial posts. There is considerable anecdotal evidence of employers in both formal and informal sectors reluctance to employ women because of the potential of pregnancy and added costs of maternity care and cover. Women are more likely to be hired as temporary and casual employees and therefore subjected to poor and uncertain working conditions with lower wages for similar work with men

Currently Kenyan labour laws thus the Employment Act (226) and the Regulation of Wages Act (229), are under review. The current constitution has provisions that provide for the right to work under the section on Fundamental Rights.

## ***2.6 Legal Framework***

Discrimination against women violates the principles of equality of rights and respect for human dignity. Discrimination is also an obstacle to women participation on equal terms with men in the political, social, economic and cultural life. International law is against discrimination in employment on the basis of sex, race and colour. The law makes attempts to tame male chauvinism. However the law in itself is seen to discriminate against women. They are restriction on the

hours women are allowed to work and limitations to working in some areas for example in mines.

The International Labour Organization (ILO) sets regulations of labour matters and outlines internationally sets recognized human and labour rights and standards to improve the working and living conditions and the equitable treatment of workers worldwide. It also advocates for decent work. Decent work by the very definitions is said to mean productive work in which rights are protected with adequate income, social protection and sufficient sense that all should access income-earning opportunities.

The 1979 Convention on Elimination of All forms of discrimination against women (CEDAW) gave positive affirmation to principle of equality by requiring states to take all appropriate measures including legislation, to ensure full development and advancement of women for purposes of guaranteeing them the exercise and enjoyment of human rights, fundamental freedoms on basis of equality with men. The principle of non-discrimination runs through out the international instruments.

Domestically, in Kenya the employment policies and legal framework are contained in various policy documents and acts of parliament. Principally, the Constitution of Kenya provides for the protection of the fundamental rights and freedom of individual and holds that no person shall be held in slavery or servitude, forced labour or subjected to torture or inhuman degrading punishment or treatment.

However, the Kenyan laws date as back as 1930s and 1950s. They are outdated and do not reflect the present language in gender and development. S. 28 of the employment Act (Cap 226) prohibits the engagement of women and children in industrial undertaking between 6.30 p.m to 6.30 a.m, with exception in cases of emergencies, work connected to raw materials or holding responsible managerial positions. Nevertheless, the Minister may consult with the board to allow engagement of women up to midnight or from 5.00 a.m. The law is clear that women should not be engaged in mines and underground work. The Regulation of Wages and Conditions of Employment Act (Cap 229), save for providing guidance on minimum wages and maternity leave provision, is not gender specific in its wording.

Women suffer inequalities in terms of their access to employment, education, credit, land, productive inputs, security and decision-making. Kenya does not have a national gender policy in existence though one is under preparation. The National Commission on Gender and Development Act, 2003 is now in force. Among the functions of the commission is to participate in the formulation of national development policies and to lobby and advocate for legal issues affecting women and further to formulate laws, practices and policies that eliminate all forms of discrimination against women. This is the background upon which this study analyses Santowels Ltd.



## **CHAPTER THREE:**

### **THEORETICAL FRAME WORK**

#### **3.0. Introduction**

The study used the Caroline Moser's Framework. She developed it as a method of gender analysis at the Development Planning unit, University of London, UK in the early 1980s. (Canadian March et al, 2000) This framework is a challenge to the traditional planning methods based on Women in Development (WID) and make preference for Gender and Development (GAD) approach, arguing for an integrated approach in gender planning. This chapter also defines the common gender concepts and terms.

#### **3.1. Theoretical Framework-Caroline Moser Framework**

The framework aims to set up "gender-planning" in its own right. According to Moser, the goal of gender planning is emancipation of women from their subordination and their achievement of equality, equity, and empowerment.

The framework has three concepts namely: -

- Women's triple role;
- Practical and strategic gender needs;
- Categories of WID/GAD policy approaches.

Moser's framework is based on a notion of **5 planning tools as below: -**

#### **Moser Tool 1: Gender roles identification/triple role.**

This tool maps the gender division of labour by asking who does what? She identifies the triple role for women that consist of reproductive, productive and

Community-managing activities. In contrast men normally undertake productive and community politics. The definitions given by Moser for these roles are: -

**Reproductive work:** Involves the care and maintenance of the household and its members that include bearing children and their care, preparing food, collecting water and fuel, shopping and general housekeeping.

**Productive work:** This involves the production of goods and services for consumption and trade in both employment and self-employment.

**Community work:** Both men and women engage in community activities although gender division of labour also prevails.

As will be exhaustively discussed in chapter five, the triple role of women inhibits their participation in industrial labour.

### ***Moser Tool 2: Gender needs assessment.***

The concept is based on the idea that women as a group have particular needs, which differ from those of men as a group. She distinguishes between practical gender needs and strategic gender needs.

**Practical gender needs:** These are the immediate gender needs to assist in current activities. These relate to inadequacies in living conditions and propose development interventions that are intended to meet women's practical gender needs.

**Strategic gender needs:** Moser defines this as those needs if they were met, would enable women to transform existing imbalance of power between women and men. These needs exist because of women's subordinate social status. These

relate to gender division of labour, power and control and include issues like legal rights, domestic violence, equal wages, and women control over their own bodies.

***Moser Tool 3: Disaggregating control of resources and decision making within the household.***

The tool asks questions: Who controls what? Who decides what? and How?

The Framework links resources allocation within the house hold with the bargaining processes that determines this.

***Moser Tool 4: Planning for balancing the triple role***

Here the planning has to take into account the balance of women competing demands on reproductive, productive and community responsibilities. To balance the roles, women's involvement and constraints in each role has to be determined.

***Moser Tool 5: Distinguishing between different aims in interventions: the WID/GAD policy Matrix.***

This is the evaluation tool to examine the current approach and to consider the suitable approach for future work. The Moser framework gives an analysis of five different types of policy approach, which have dominated development planning over the last few decades. These are **Welfare**, **Equity**, **anti-poverty**, **efficiency** and **Empowerment** approach.

**Welfare:** Approach acknowledges women in their reproductive role only and sees them as passive beneficiaries of development interventions. It aims to meet women's practical gender needs.

**Equity:** This runs from WID approach that recognises women as active participants promoting equality of women. It recognises the triple role and seeks to meet women's strategic gender needs reducing their inequality with men.

**Anti-Poverty:** Purpose is to ensure that poor women move out of poverty by increasing their productivity, thus recognising the women's productive role seeking to meet their practical gender needs.

**Efficiency:** It seeks to meet women's practical needs ensuring that development is more efficient and effective through harnessing women's economic contribution.

**Empowerment:** Its purpose is to empower women through supporting their own initiatives, thus fostering self-reliance. It openly acknowledges the centrality of power, asserting that women have to get more of it in order to change their positions.

***Moser Tool 6: Involving women and gender-aware organisations and planners, in planning.***

Finally the framework asks users to think about the importance of involving women, gender-aware organisations, and planners themselves in planning. This is to ensure that both practical and strategic gender needs are identified and incorporated into the planning process.

### ***3.2 Conceptual Framework***

The conceptual framework took into account the socio-economic status of both men and women. It established social marginalizing factors that hinder women participation.

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### ***3.2 Conceptual Framework***

The conceptual framework took into account the socio-economic status of both men and women. It established social marginalizing factors that hinder women participation.

The access to resources by both genders was analysed to establish the level of empowerment of women. The question to be answered was whether society recognises women's heavier workloads and whether they see male domination as a manifestation of gender inequality. Using Moser's framework, in **Tool 1**, the study commenced by identifying gender roles and analysing them according to the three categories of **productive, reproductive and community** work. Each activity corresponded with the gender division of labour answering the question: who does what? Identification of time allocation to each activity and activity focus was established.

In **Tool 2**, the practical and strategic needs of women were recognised with a view of establishing how the company management makes attempts to address the gender disparities in the gender division of labour. Women's practical and strategic needs were documented from the women employees in the course of the research through the structured questionnaires and the focused group discussion. **Tool 3** determined collected data on who controls what? and who makes decisions both at household level and otherwise. The **access and control** of resources and benefits was a key factor in the study. The resources availability and access was necessary to fulfil the activities in **Tool 1**. In the next level of **Tool 4**, the study sought to find out if the planning is balanced with the women's triple role. Proper assumptions were reached on the women capability after taking into account the **reproductive, productive and community** roles. In **Tool 5**, an analysis of the policy aim of the company was taken into account; The study looked at the opportunities open to women to discuss their practical needs in a way looking forward to addressing their

strategic gender needs. Keen interest was paid to the underlying factors that caused women subordination. In the final level of **Tool 6** that involves women, the study sought to establish how the company involves women employees in their programmes and in decision-making capacity.

The variables that were used to measure empowerment during the analysis were:

1. Level of education
2. Employment status.
3. Marital status
4. Traditional /Cultural beliefs
5. Income

The dependant variable used was employment status. The independent variables that included education, marital status, income and traditional beliefs were looked at to see how they affected employment status. Propositions were drawn from these variables.

### **3.3 Critical assumptions**

It was assumed and expected that the level of education would determine the kind of employment a woman would take up. The duration of that employment determined whether empowerment had been achieved. The higher the level of education, the better the position held by women. Other factors like woman's social status in decisions made to work outside home, decision on how to spend her income and managerial control were considered as measures of empowerment. It

was further assumed that Santowels acted as a model operational company representing companies in manufacturing industry in industrial area.

The study presupposed that equality of participation could translate in empowerment to eliminate discrimination. Finally the women perceptions of their subordinate roles were to measure the level of participation and empowerment to curb gender disparities in employment in the manufacturing sector.

### ***3.4 Relevance of the Framework to the study***

Over the past decades, it has been increasingly recognised that there is need for advancement and empowerment of women with a view to removing all obstacles that hinder active participation of women in all spheres of public and private life.

Private companies mostly fail to make equitable provisions for both male and female gender.

The theoretical model is relevant since it helped the researcher to identify the constraints that hinder women participation at all levels of the labour force including decision making levels. The framework gave guidance during the assessment at each level to determine women empowerment that promotes equality.

On the other hand, Moser's framework was useful in planning at all levels and for creating gender awareness of women's subordination in all spheres of life. The tool on triple roles makes visible work of women that tends to be invisible. It makes



sense to use the triple-role analysis in planning framework because any development interventions in one area of work will affect activities performed in the other two areas.

### **3.5 Conclusion**

Moser's framework as a concept challenges the unequal gender relations and supports women empowerment. Santowels is called upon to have gender sensitive planning that will challenge their gender division of labour and remove the unseen institutionalised gender discrimination in division of labour. The Moser's framework is highly recommended.

### **3.6 Definitions of Terms/Concepts.**

Selected concepts that are central to Gender Development thinking are explained here. This is intended to help explore some of the key ideas in Gender and Development to help understand the relations with division of labour based on gender.

**Culture**-The distinctive patterns of ideas, beliefs and norms, which characterise the way of life and relations of a society or group within a society.

**Feminism**-Movement that supports that women are subordinated and need to be deliberated.

**Gender Analysis-** The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender.

**Gender Discrimination-** The systematic, unfavourable treatment of individuals on the basis of their gender, which denies them rights, opportunities or resources.

**Gender division of labour-**The socially determined ideas and practices that define what roles and activities are deemed appropriate for women and men.

**Gender Equality and Equity-**Gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere.

**Gender equity-** denotes the equivalence in life outcomes for women and men, recognising their different needs and interest, and requiring a redistribution of power and resources.

**Gender Mainstreaming-** An organisational strategy to bring gender perspective to all aspects of an institution's policy and activities, through building gender capacity and accountability.

**Gender Needs-** Shared and prioritised needs identified by women that arise from their common experiences as a gender.

**Gender Planning-** The technical and political processes and procedures necessary to implement gender-sensitive policy.

**Gender Relations-** Hierarchical relations of power between women and men that tend to disadvantage women.

**Gender training-** A facilitated process of developing awareness and capacity on gender issues, to bring about personal or organisational change of gender equality.

**Patriarchy** - Systemic societal structures that institutionalise male physical, social and economic power over women.

**Sex and Gender**- Sex refers to the biological characteristics that categorise someone as either female or male; whereas gender refers to the socially determined ideas and practices of what is to be female or male.

**WID/GAD** - The **WID (Women in Development)** approach calls for greater attention to women in development policy and practice, and emphasises the need to integrate them into the development process.

In contrast, the **GAD (Gender and Development)** approach focuses on the socially constructed basis of differences between men and women and emphasises the need to challenge existing gender roles and relations.

**Women's Empowerment**- A 'bottom-up' process of transforming gender power relations, through individuals or groups developing awareness of women's subordination and building their capacity to challenge it

**Women's Human rights**-The recognition that women's rights are human rights and that women experience injustices solely because of their gender.

## **CHAPTER FOUR:**

### **STUDY METHODOLOGY**

#### ***4.0 Introduction***

The study was aimed at examining the extent of women participation in the economic growth process. Both primary and secondary data were used. The researcher administered questionnaires to key informants alongside one focus group discussion of women employees. This chapter deals with ethical compliance issues, sources of data used in the research, sampling methods and the data analysis.

#### ***4.1 Ethical issues related to the research***

Throughout this study, ethical issues were observed. Permission to interview the employees including the management was sought and obtained voluntarily from the Managing Director of Santowels Company Limited.

The researcher assured the key informants that the research was an academic exercise and information received in confidence could not be divulged and would be kept confidential.

#### ***4.2 Site Description***

The research site is in industrial Area of Nairobi province. Nairobi is the capital city of Kenya. In accordance with the design of the city of Nairobi, Industrial Area houses most major factories in Kenya. Santowels Ltd, the company under study is

based along Mombasa Road in the Industrial Area and deals in manufacturing of plastic packaging materials. *(See Map at page ii)*

#### **4.3 Population**

The target population of the study were the employees of Santowels Ltd who included the management. The unit of analysis was the individual employees of the company under study.

#### **4.4 Sample selection and Sampling Procedure**

Purposive sampling technique was used. In total 64 respondents (Key informants) were interviewed out of a total of 250 employees of the company under study. The purpose of sampling is to secure a representative group that enabled the researcher to gain information about the population.

The employment daily registers were availed by the management and were used as the sampling frame. The researcher then randomly selected 34 female and 30 male employees who took part in the research. Due to the practical certainty of human bias, the purposive (judgement) sampling was applied with caution

#### **4.5 Sources of Data**

##### **4.5.1 Primary data**

Data was collected from both the management and employees of Santowels limited through structured questionnaires. The study used both qualitative and quantitative methods as supplements of each other. Due to the nature of the quick

results that was intended to be achieved, self administered questionnaires were administered directly to the respondents and depending on their level of understanding; the respondents selected whether to fill in person or by assistance of the researcher.

#### **4.5.2 Secondary data**

Secondary data was deduced from documentary research involving the study of records kept by Santowels Ltd. This was supplemented by information that was received through primary data collection. Secondary data was gathered from the laws of Kenya and international instruments including economic records and other surveys carried out in Kenya. The study also looked at the ILO international standards as codified and reflection was made to the legal provisions that protect labour segregation in Kenya.

#### **4.6 Interviews**

Oral interviews were administered on the basis of the questionnaires. These were face to face interviews establishing a good rapport between the interviewer and the respondents.

#### **4.7 Participant observation**

This is a primary technique of data collection where the interviewer reckons what they see, i.e. the facilities available for use by employees, i.e. toilets etc. The questionnaire was administered at the employee's place of work and the instant record of observation was made.

#### ***4.8 Focused group discussion***

The study had one focused group discussion with the female employees of Santowels Ltd after the personal interviews to establish whether they had any common problem or views to give.

#### ***4.9 Method of Data analysis***

Data was analyzed qualitatively by descriptive analysis of interviews and discussions. All data was disaggregated by gender. The data was also analyzed qualitatively through tabulation of calculation of percentages to establish the ratio, and SPSS computer package was used to analyse the data.

#### ***4.10 Library Research***

Continuous library research was undertaken through out the research period. The Literature review (Chapter two) was constantly reviewed and enhanced to the end of the research.

## CHAPTER FIVE

### FACTORS INFLUENCING WOMEN MARGINALISATION IN INDUSTRIAL LABOUR

*(Research Finding and Discussions)*

#### 5.0 Introduction

The purpose of this study was to analyze industrial gender division of labour and to establish constraints that have caused women to be disadvantaged in industrial labour resulting in their economic marginalization. This chapter provides detailed analysis of data and information collected from the key informants. It discusses the findings in light of the objectives of the study. The sample was made up of 59 non-management employees and 5 management level employees of Santowels Limited. Specifically the objectives of the study were:-

- To establish extent of gender sensitivity and the link between gender disparities, pattern of women employment, poverty status and marginalization of women in industrial labour.
- To determine gender percentages of women engaged at the various levels of employment and establish the type of work women undertake.
- To establish the influence of culture and cultural norms to the industrial gender distribution of duties and to find out the extent women's triple roles influence their productive role and how stereotypes are a constraining factor to women employment.



- To establish if women's participation in labour is equivalent or less than that of men and how employer views participation of both genders.
- To make legal and policy recommendations on strategies that can be used to increase women participation in formal employment, to counter the existing constraints.

The data collected was coded and entered in SPSS package where analysis was done. Frequency tables cross tabulations, simple percentages and charts are used to present the findings upon which interpretations and conclusions are made.

### 5.1 Respondents Profile

In total the study got results from 64 key informants using the questionnaire (appendix 1)

Gender	Frequency	Percent
Male	30	46.9
Female	34	53.1
<b>Total</b>	<b>64</b>	<b>100.0</b>

**Table 2: Respondent Gender. (Source: Researchers Field Data)**

As shown in the table 2 above, 46.9% of the respondents were male while the females constituted 53.1% of the sample.

Age	Frequency	Percent
Less than 25 yrs	5	7.8
25-34 yrs	22	34.4
35-44 yrs	34	53.1
45 years and above	3	4.7
<b>Total</b>	<b>64</b>	<b>100.0</b>

**Table 3: Respondent Age. (Source: Researchers Field Data)**

Majority of the respondents were in the 35-44 age brackets, as those aged between 25-34 years made up 34.4% of the sample. The least (4.7%) were aged above 45 years.

Marital status	Frequency	Percent
Single	16	25.0
Married	46	71.9
Widower	2	3.1
<b>Total</b>	<b>64</b>	<b>100.0</b>

**Table 4: Respondents marital status. (Source: Researchers Field Data)**

The table above indicates that majority (71.9%) of the respondents were married.

The singles made up 25% while the widowed were only 3.1%.

Head of Household	Frequency	Percent
Self	35	54.7
Spouse	25	39.1
Relative	4	6.3
<b>Total</b>	<b>64</b>	<b>100.0</b>

**Table 5: Head of household. (Source: Researchers Field Data)**

As regards the heading of respondents' households, 54.7% of those interviewed were themselves the household heads. 39.1% had spouses as heads while 6.3% were staying with relatives.

Highest level of education	Male	Female
Primary	10.0%	90.0%
Secondary	51.1%	48.9%
Post secondary	71.4%	28.6%

**Table 6: Respondents highest level of education by sex. (Source: Researchers Field Data)**

As shown in the table 6, 90% of those with primary level education only were females. Those with secondary education were 51.1% male and 48.9% female. Majority (71.4%) of those with post secondary training were male.

The findings indicate that there were more women in the lower levels of education than men and vice versa.

## 5.2 Domestic/Family life

The study sought to investigate how the domestic way of life impacted on the respondents' participation in employment. Among the issues raised was presence of young children that would need attention. The respondents were required to state whether they had children aged below 6 years. The responses elicited were tabulated in table 7 below.

<b>Has children below 6 yrs</b>	<b>Frequency</b>	<b>Percent</b>
Yes	44	68.8
No	20	31.3
<b>Total</b>	<b>64</b>	<b>100.0</b>

**Table 7: Have children below 6 years. (Source: Researchers Field Data)**

It can be seen from the table 7 above that 68.8% of the respondents had children under the age of 6 years. It was further found out that 79.4% of the women were mothers to children below the specified age. This indicates that women were under more pressure than men to attend to domestic responsibilities. This lowers women participation in work outside the home.

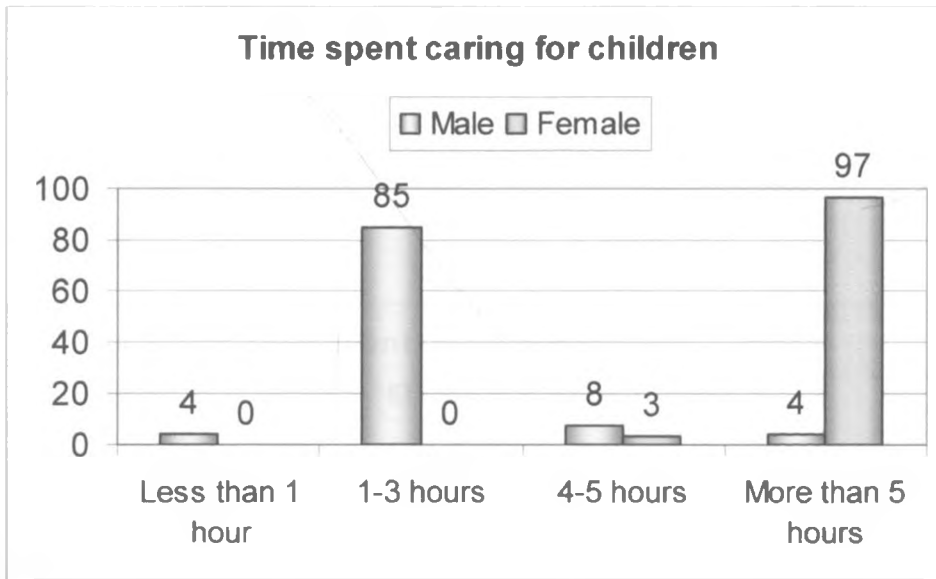
Caretaker	Male	Female
House help	42.3%	51.7%
Family member/relative	11.5%	44.8%
Spouse	46.2%	.0%
Friend/ neighbour	.0%	3.4%
Total	100.0%	100.0%

**Table 8: Person taking care of the young while parent is at work. (Source: Researchers Field Data)**

The table 8 shows how the respondents took care of their young children. It can be seen that majority of the males (46.2%) left the responsibility to their spouses while another 42.3% had house helps. Females on the other hand mostly relied on the house helps and family members to take care of their young ones.

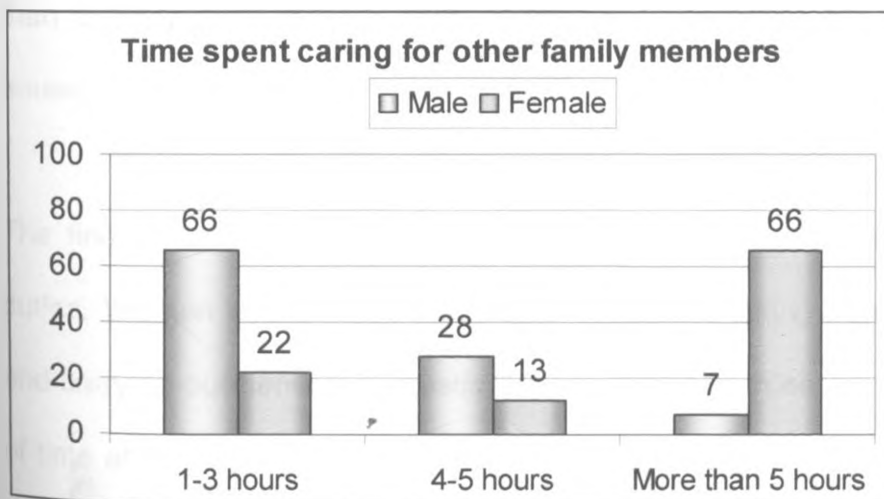
The patterns show that women who have to go to work must find someone to take care of their children. There was no single case of females abdicating the responsibility to their spouses to go to work. This suggests that the traditional system where it is the females that took care of the children as men went to work is still very much in play, in the modern society.

The study also sought to determine the amount of time males and females spent in carrying out domestic chores. The figures 1, 2 and 3 below illustrate the findings.



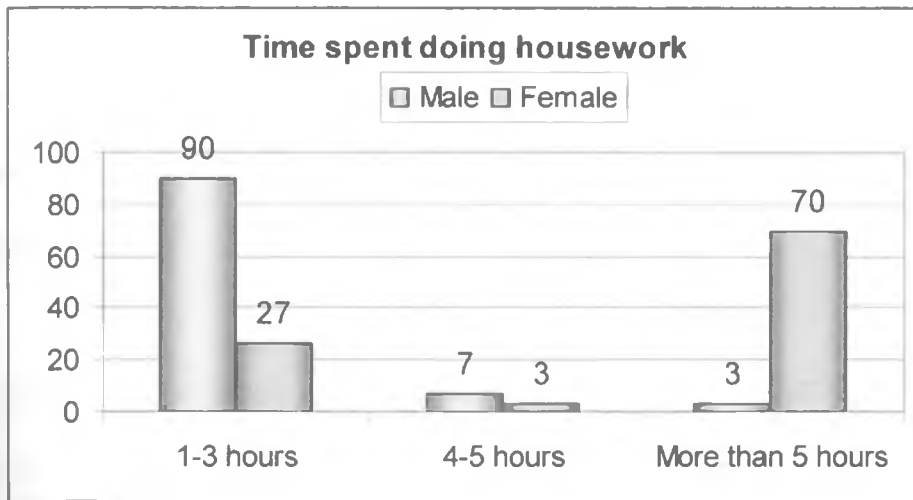
**Figure 1: Time spent caring for the children (Source: Researchers Field Data).**

According to the figure 1 above, 97% of the women informants spent more than 5 hours caring for their children. Majority of the men on the other hand only spent 1-3 hours doing the same. The findings indicate the responsibility of taking care of children heavily leaned on the women regardless of their status in employment.



**Figure 2: Time spent caring for other family members. (Source: Researchers Field Data)**

As shown in the figure above, 66% of the men spent 1-3 hrs taking care of the rest of the family members. Majority of the women (66%) spent more than 5 hours on the same.



**Figure 3: Time spent doing housework. (Source: Researchers Field Data).**

Housework was mostly done by women whereby 70% of women invested more than 5 hours daily doing it. 90% of the men only spent 1-3 hours on performing housework.

The findings reveal a clear bias between the genders in performing household duties. Women spent much more time than men taking care of family members and carrying out general domestic duties. Whilst both sexes spent equal amounts of time at work, the quality of females input at work could be compromised by the strenuous schedule they went through at the household level. This could strengthen the long held view that men are more productive at work and could further perpetuate gender discrimination at work.

Even so, the opinion on the impact of domestic roles on production at work was found to significantly differ between men and women. While 92% of the men thought it was a major hindrance, 94% of the women said it was not. Clearly the decision to hire a man or woman for the same position would differ depending on the gender of the person making it. This suggests that having more women in management levels would significantly reduce any gender biases in accessing opportunities.

Of interest in the study was to unravel the economic status of the respondents in terms of the income sources and levels. The table 9 below shows the respondents' source of income.

<b>Income Source</b>	<b>Frequency</b>	<b>Percent</b>
Salary/wages	62	96.9
Business	1	1.6
Family & community support	1	1.6
<b>Total</b>	<b>64</b>	<b>100.0</b>

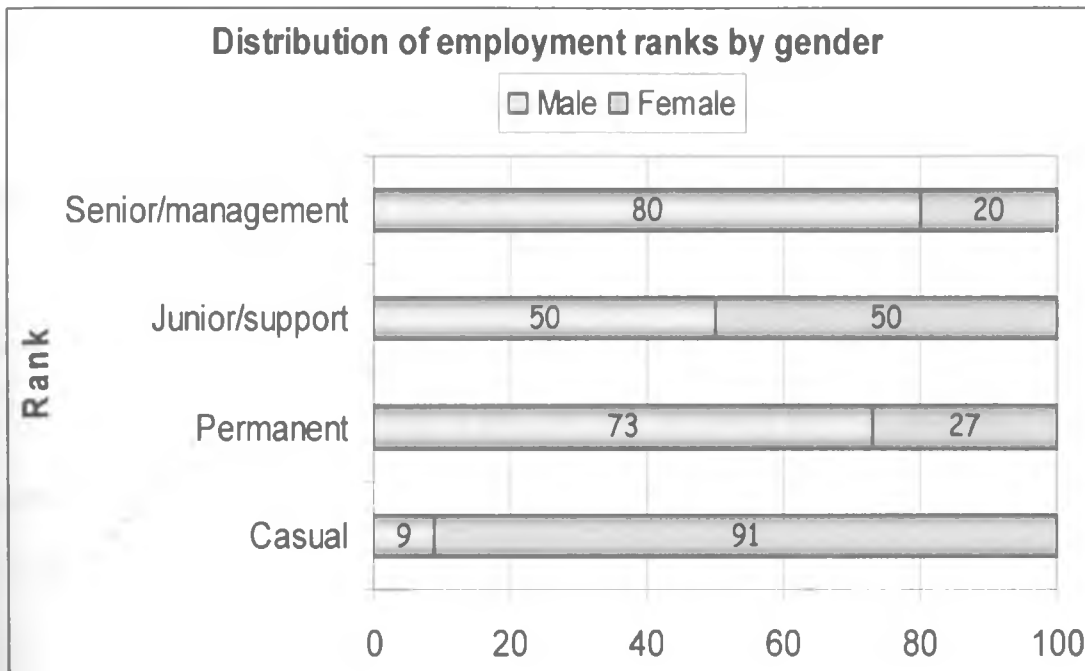
**Table 9: Main sources of income. (Source: Researchers Field Data)**

As can be seen from the table above, majority of the informants had the salary/wages as their only source of income. Only 1.6% had additional revenues



from the business while a similar proportion received monetary support from family and/or community.

The figure 4 below illustrates the distribution of employment ranks positions across the gender divide.



**Figure 4: Employment status by gender. (Source: Researchers Field Data)**

It can be observed from the figure above that 80% of the senior management positions were occupied by males. Males at 73% also dominated the permanent employment positions while the females took up the majority (91%) of the casual jobs. The repercussion of the above finding could be expected to reflect in the income levels of the sexes as given in the table below.

Monthly income/earnings	Male	Female
Less than Ksh 10,000	66.7%	91.2%
Ksh 10,000 to 25,000	10.0%	2.9%
Ksh 25,000 to 50,000	10.0%	2.9%
Ksh 50,000 and above	13.3%	2.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 10: Monthly income by gender. (Source: Researchers Field Data)**

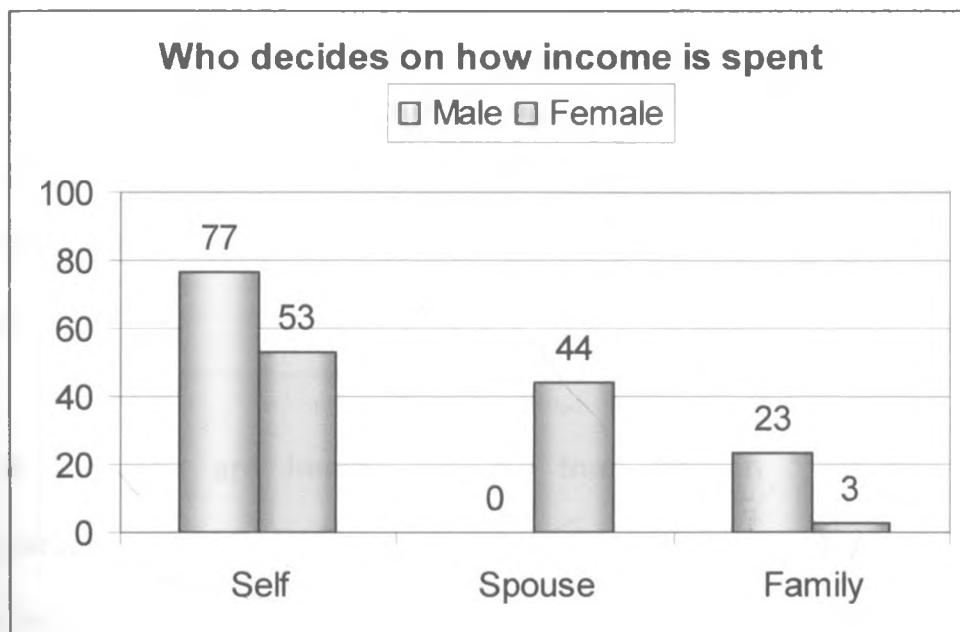
It is evidenced by the table 10 above that majority of the female employees lie in the lowest income group. Only 8.9% of the females had a monthly income exceeding Kshs 10,000. Males on the other hand dominated the higher income groups.

### **5.3 Income and Expenditure**

Acquisition of other professional training was another aspect of career advancement investigated. 36.7% of the males compared to 15.2% of the females had acquired additional professional training. These suggest that males were more ambitious in identifying career advancement opportunities and took a step further to prepare for the same.

The respondents were asked to state who in their family had the final say on how the income was spent in the household. Traditionally man in the household had the final say on all the income generated in the household. The study sought to

unravel whether that trend was still intact even as the females' increased participation in income generation. In the figure 5 below, the responses obtained were clustered by gender.



**Figure 5: Spending decision maker (Source: Researchers Field Data)**

As shown in the figure above, 77% of the males decided how they spent the income while 23% consulted their spouses. None of the males had their spouses decide for them on the expenditure. 53% of the females made their own decision while 44% had their male spouses decide for them.

The findings indicate that men still had a lot of influence in deciding on how the income is spent regardless of who in the family earned it.

#### **5.4 Gender Participation and Stereotypes.**

The respondents were faced with various statements seeking their opinion on gender relationships at work and in the society in general. The participants were

required to agree or disagree. The responses obtained are shown on the tables that follow.

<b>Men are harder working than women</b>	<b>Male</b>	<b>Female</b>
Totally agree	51.7%	12.0%
Partially agree	31.0%	72.0%
Totally disagree	17.2%	16.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 11: Men are harder working than women \* Gender. (Source: Researchers Field Data)**

The table above indicates a general agreement that men were harder working than women. Male respondents agreed more strongly than the females of whom 72% partially agreed.

<b>Men mostly provide for their families while women do not</b>	<b>Male</b>	<b>Female</b>
Totally agree	46.7%	9.7%
Partially agree	30.0%	54.8%
Totally disagree	23.3%	35.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 12: Men mostly provide for their families while women do not \* Gender. (Source: Researchers Field Data)**

As shown from the table above, 76.7% of the males compared to 64.5% of females agreed that it was men that mostly provided for their families. This finding reflects a concurrence with the traditional patterns where the males were the family breadwinners.

<b>Men are chosen by God to be leaders</b>	<b>Male</b>	<b>Female</b>
Totally agree	48.3%	9.7%
Partially agree	24.1%	29.0%
Totally disagree	27.6%	61.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 13: Men are chosen by God to be leaders \* Gender (Source: Researcher Field Data).**

The male and female respondents differed in opinion on the statement about leadership with 61.3% of the women totally disagreeing that men are anointed by God to lead. Majority of the men agreed, 48.3% of them strongly so. This may be an indication of male chauvinism.

<b>Men usually earn higher incomes than women</b>	<b>Male</b>	<b>Female</b>
Totally agree	43.3%	21.2%
Partially agree	33.3%	51.5%
Totally disagree	23.3%	27.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 14: Men usually earn higher incomes than women \* Gender. (Source: Researchers Field Data)**

As regards income, both sexes were in agreement that men took home a bigger share than women. This suggests that the statement was deemed to be factual by the respondents.

<b>Men should not eat food cooked by a house help</b>	<b>Male</b>	<b>Female</b>
Totally agree	26.1%	9.7%
Partially agree	26.1%	48.4%
Totally disagree	47.8%	41.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 15: Men should not eat food cooked by a house help \* Gender. (Source: Researchers Field Data)**

The above statement elicited a sharp division in opinion among the respondents. Almost half of the men (52.2%) agreed while 47.8% totally disagreed. Surprisingly, females agreed more to it than men, perhaps because they stood to bear any undesirable consequences when house helps get too close to their husbands. This finding indicates that women, though working as much as men, still view it as their primary responsibility to cook for their husbands.

<b>Men highly respect wives who give birth to baby boys and not girls</b>	<b>Male</b>	<b>Female</b>
Don't know	4.2%	3.1%
Totally agree	16.7%	12.5%
Partially agree	25.0%	12.5%
Totally disagree	54.2%	71.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 16: Men only respect wives who give birth to baby boys and not girls who are less valued \* Gender (Source: Researchers Field Data).**

The respondents most disagreed with the above statement. The females disagreed more at 71.9% compared to men with 54.2%. This indicates a shift of paradigm from the traditional stand where baby boys were more treasured than girls and openly so.

<b>Women are expected to be good wives and mothers</b>	<b>Male</b>	<b>Female</b>
Totally agree	70.0%	31.3%
Partially agree	26.7%	59.4%
Totally disagree	3.3%	9.4%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 17: Women are created to be good wives and mothers \* Gender.**

**(Source: Researchers Field Data)**

The respondents generally agreed to the statement. Men were found to agree more strongly than women, majority of whom, 59.4%, were in partial agreement.

<b>Women are totally dependent on men</b>	<b>Male</b>	<b>Female</b>
Totally agree	50.0%	6.5%
Partially agree	30.0%	9.7%
Totally disagree	20.0%	83.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 18: Women are totally dependent on men \* Gender (Source: Researchers Field Data).**

The sexes clashed in opinion regarding the statement above. While 80% of the men agreed that women entirely depended on men, 83.9% of the females



disagreed. The divide in opinion could arise from the fact that the female respondents were already working and so had some measure of independence.

Both sexes overwhelmingly agreed that women could not do hard strenuous work. This could subsequently be a criterion to determine the gender to be hired for specific kinds of work.

<b>Women are poor savers but extravagant spenders</b>	<b>Male</b>	<b>Female</b>
Totally agree	29.2%	6.7%
Partially agree	50.0%	50.0%
Totally disagree	20.8%	43.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 19: Women are poor savers but extravagant spenders \* Gender (Source: Researchers Field Data).**

Regarding spending habits, 79.2% of the males agreed that women were poor savers while the proportion of females that agreed to the statement was 56.7%. This finding suggests that most women are likely to give up their incomes to men to invest.

<b>Women are poor managers</b>	<b>Male</b>	<b>Female</b>
Totally agree	26.1%	3.6%
Partially agree	43.5%	10.7%
Totally disagree	30.4%	85.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 20: Women are poor managers \* Gender. (Source: Researchers Field Data)**

As can be seen from the table above, 85.7% of the women strongly disagreed that females were poor managers. On the other hand, 69.6% of the men agreed and concurred to lack of management prowess on women. The statement that 'women are like children and must be cared for' was accepted by 75% of the men and 80.6% of the women. This revealed a surprisingly high proportion of women acknowledging a need for care and protection from men; far from the usual calls for equality.

<b>Women must be submissive to men</b>	<b>Male</b>	<b>Female</b>
Totally agree	72.4%	3.3%
Partially agree	20.7%	60.0%
Totally disagree	6.9%	36.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 21: Women must be submissive to men \* Gender. (Source: Researchers Field Data)**

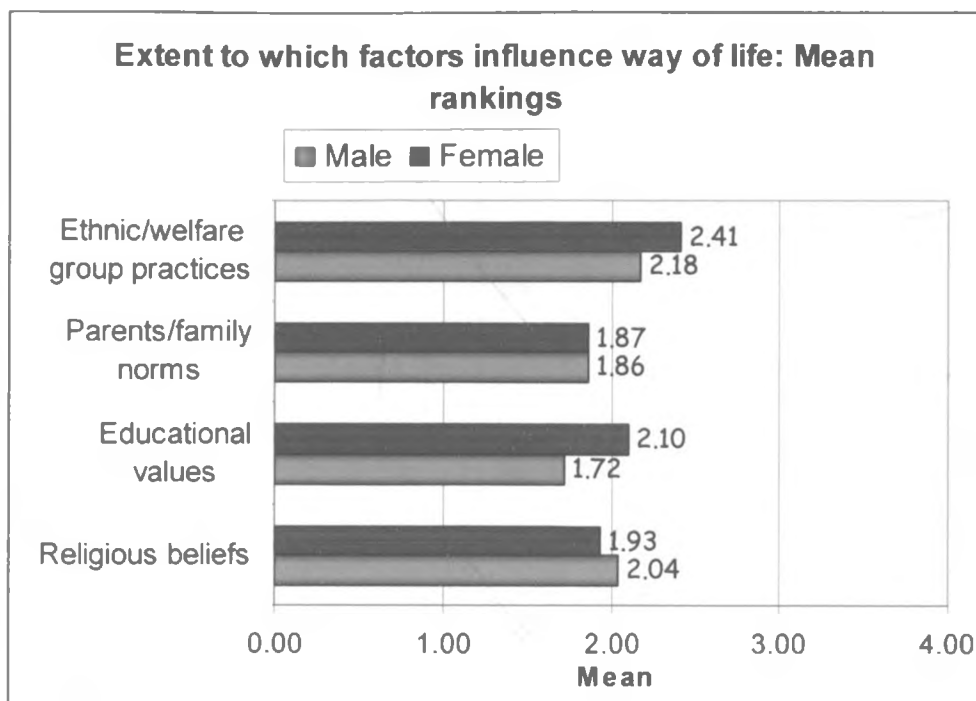
The table above shows majority of the men agreed that women should be submissive to men, with 72.4% being in total agreement. Majority of the women on the other hand partially agreed.

<b>Women place is in domestic sphere and not public sphere</b>	<b>Male</b>	<b>Female</b>
Totally agree	25.0%	6.5%
Partially agree	25.0%	51.6%
Totally disagree	50.0%	41.9%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 22: Women place is in the kitchen and rearing children & never in formal employment \* Gender. (Source: Researchers Field Data)**

As shown above, 50% of the men would prefer women to stay at home while they worked. 58.1% of the females agreed to the statement. The findings indicate that men were split down the middle between those that would rather women work and those that don't.

The respondents were asked to rate the extent to which the given factors influenced their lives. The responses were clustered by gender as illustrated in figure 6 below.



**Figure 6: Factors influencing way of life. (Source: Researchers Field Data)**

**Scale:** 1- Very much 2- Averagely 3- Very little 4- Not at all

It can be seen that parents and family roles equally influence the lives of the respondents male and female alike. Educational values affected male the most and did so more than it did females. Religious beliefs influenced females more than it affected males. In general ethnic practices had the least influence on the lives of the respondents.

<b>Basis for wage guidelines</b>	<b>Frequency</b>	<b>Percent</b>
Internal company rules	32	50.0
Business performance (profit margins)	25	39.1
Government labour laws	7	10.9
<b>Total</b>	<b>64</b>	<b>100.0</b>

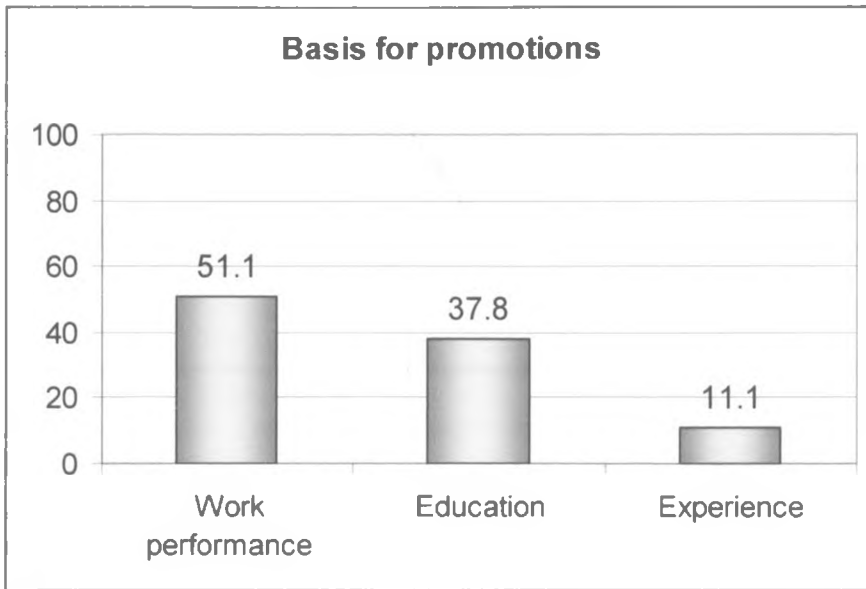
**Table 23: Basis for salary/wage guidelines. (Source: Researchers Field Data)**

### ***5.5: Employment and labour policies***

As evidenced by the table 23 above, most respondents said salary guidelines were determined by internal company rules. 39% attributed the guidelines to company performance while 11% said the company complied with government labour laws.

Majority (82.5%) of the workers disagreed that wages were determined by the department one worked in. Similarly, 96.8% of the informants disagreed that the company recruitment policy was gender responsive.

The findings indicate that the workers overwhelmingly saw the existing recruitment policy to be biased.



**Figure 7: Basis for promotions. (Source: Researchers Field Data)**

As regards promotion procedures, majority of the respondents said they were determined by performance, 37.8% attributed them to educational qualifications while only 11% said promotions were experience based.

### **5.6: Welfare**

On sanitation facilities, all respondents said they had separate facilities for men and women as required. Majority of the respondents said the company did not have child care services for young mothers with babies. This implies that such mothers had to stay at home to baby-sit or get other people to do the job as they went to work.

All the respondents acceded that the company had provisions for maternity leave which 95% of the respondents said were 2 months while 5% said were 21 days. There was an overwhelming concurrence (97%) that men enjoyed better working conditions than women.

Category label	Count	% Responses
Household chores	20	40.8
Children	17	34.7
Women cannot operate machines & lift heavy loads	5	10.2
Illiteracy	4	8.2
Husbands deny their wives permission to work	3	6.1
<b>Total responses</b>	<b>49</b>	<b>100.0</b>

**Table 24: Impediments to women participation in employment (Source: Researchers Field Data)**

As shown above, household chores were said to be the highest impediment to women participation in employment. Rearing of children was said to be another constraint as women had to break from employment to give birth or nurse young children. Husbands, although to a small extent, were said to deny their wives permission to work, preferring to have them stay at home and take care of the family.

### 5.7: Management responses

The managers were asked whether they had a gender policy in place. Majority said there was none, implying that hiring was done at the discretion of relevant officials. This suggests a loophole whereby an individual attitude or perception would largely influence choice of those to be recruited.

All managers preferred male employees as they were deemed to be more productive and active than their female counterpart. Women employees were mostly engaged in light duties like cleaning and packaging.

Although the company stated that it had an equal employment opportunity for women and men, it did not necessarily translate to hiring men and women in equal numbers. The reasons given for this anomaly were that more men than women jobseekers turned up and that few opportunities existed for women.

Basis for wage guidelines	Frequency	Percent
Government guidelines	2	50.0
Experience, education & qualification	1	25.0
Business profit margins	1	25.0
<b>Total</b>	<b>4</b>	<b>100.0</b>

Table 25: Guiding factor in deciding on the wages. (Source: Researchers Field Data)



Majority of the managers pointed out that wages were determined by government guidelines. While 25% said experience and qualification were the guiding factors, another similar attributed the same to company financial performance. The lack of uniformity in responses indicates that the company lacks clear and transparent wage guidelines.

### ***5.8 Conclusion.***

Gender inequalities manifest itself in differential access to resources and opportunities. This in turn exacerbates the high rate of female dependency on male and equally high levels of poverty among women. Lower levels of women education are a barrier to women obtaining better-paid jobs in industrial labour.

From the analysis as per the data, gender gaps in the sexual division of labour prevent women from fully exploiting the possibilities of attracting employers to offer them better paying jobs. As demonstrated, women are hampered by household chores (reproductive roles) and thus their participation in industrial labour is lower as compared to men.

## **CHAPTER SIX**

### **SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS**

#### **6.0 Introduction**

This chapter gives a summary of the study findings. It also gives the recommendations, conclusion and proposes further research.

#### **6.1 Summary of findings**

The findings are stipulated below:-

- Majority of the workers were young parents with children aged below 6 years. The respondents had a helper take care of the children as they went to work. Unlike males, there was no case of a female employee leaving the children with the spouse, a testimony that domestic responsibility was left to the women.
- Women in employment spent much more time than their male counterparts taking care of the children and other family members.
- Women's lower level of education is a barrier to their being engaged in decision making level in employment. This in turn leads to higher dependency ratio and more engagement in casual labour.
- Majority of the informants had no additional source of income besides their salary/wage.

- There was a clear bias in distribution of employment ranks with males dominating senior management and permanent positions while females were mostly hired on casual basis.
- Men earned more than women and had more say on spending of the income at the household level regardless of who earned it.
- Respondent's ways of life were influenced by societal norms and beliefs.
- The main impediments to women participation were identified as household chores and taking care of children.
- Women employees were lowly educated and were mostly hired as casual labourers.
- The employer preferred to hire men as opposed to women since men were considered to be more productive than women.
- Santowels did not have a gender policy in place.

## **6.2 Conclusion**

The analysis identifies the lack of education and appropriate training as the most critical constraints to women access to better employment opportunities. However, effective participation of women in employment is a goal that should be envisaged by the employing companies and the citizenry due to the inherent benefits that cannot be gainsaid. This participation of women need to be two fold i.e. quantitative, in terms of numbers and qualitative encompassing the level of positions they are engaged in.

The hypotheses that were set to be operationalised have positively been proved at the end of the study. It is true that women are marginalised and mostly serve in low

levels of organisations, basically on casual basis. Employers opt to employ men as opposed to women because of the triple roles of women often viewed as a constraining factor. Traditionally, Kenya is a very 'Macho' society where women's role is seen to be in the home taking responsibility for reproductive and household tasks.

A host of factors were seen to encumber such effective participation of women. These range from attitudes both by women and would be employers, women preparedness for such employment as well as social obligations and responsibilities. The observation raises questions about the extent to which paid employment contribute to women's "emancipation".

Granted that affirmative action or any other regulations that would directly control the numbers of women workers are not likely to be instituted in the existing free labour market, the onus lies with women to sharpen their skills and compete effectively on equal footing with their male counterparts. Access to education would clear some of the obstructions as it will open up a host of other opportunities. Education has been noted to open livelihood opportunities for women and also empower them to stand up against gender discrimination. Female workers in the case study were found to be the least educated, thus limiting their participation in professional employment.

The research reveals that there is considerable anecdotal evidence of employers refusing to hire women because of the potential of pregnancy and the added costs

of maternity care and cover. The management in their response considered that women would put less effort than men because of their family commitments.

Traditionally the domestic labour that preoccupies the women include cooking, washing utensils, washing clothes, fetching water, child care and care of the old and the sick. Women's vulnerability arises from their unequal social status and from unequal power relation, which accord women less access to and control over assets and resources than men, and moreover women participate less in decision making.

The study confirmed the findings of most other research that the gender division of labour continues to be inequitable despite the increasing responsibilities and work of women as income earners.

On the other hand, women's reproductive role is seen as a justification for perceiving women as secondary in employment. The women's reproductive roles limit their option in engaging and effectively participating in formal employment. The women sustain an immense double burden in combining their productive and reproductive work.

Women are disadvantaged in the company under study since they suffer low pay and lack major services especially the child care facilities and most are engaged on temporary basis and therefore remain marginalized.

### **6.3 Recommendations.**

Following the study findings, the following are the recommendations that need to be put in place to increase women participation in industrial employment and to counter the existing constraints. It is observed that several government policy papers and strategies have made recommendations but have not been implemented.

- **Laws and policies:** Gender policies must be institutionalised and mainstreamed in employment through gender policies and in the planning process. The labour laws are currently under review. This study recommends urgent action on that review process that must make the labour laws gender sensitive. More flexible working hours for women are proposed.
- **Gender mainstreaming:** There is urgent need to have a clear gender mainstreaming strategy to govern employment relationship. Mainstreaming gender in employment policies should be formulated to allow women the right to participate equally in economic activities. As reflected in chapter three, the Carolyne Moser framework should give the guideline for organisations in development of the gender policies and programmes.
- **Recruitment of employees:** In recruitment process, as provided by Moser framework, the guiding aspects should be the recognition that men, women, boys and girls have different gender needs and roles. The needs can either be practical or strategic and that has to be reflected in the different gender policies. The triple role of women, thus reproductive, productive and community must be considered for safe gender planning.

- **Training:** There should be training for both men and women to understand the meaning of gender. Women's education and training should be enhanced to enable them compete in the job market.
- **Sensitisation of women:** Women need to be sensitized to be more aggressive in pursuing employment opportunities. Their numbers in employment would be enhanced if more women turned up to seek the opportunities.
- **Affirmative Action:** In order to bring women to the same playing ground as men, integrated affirmative action is proposed for organisations. In addressing gender gaps existence in employment; it is recommended that women be able to reconcile work and family life.
- **Working environment:** Organisations should create an enabling environment to enhance the participation of women in employment. The role of trade unions must be developed to represent women's concerns in employment.
- **Gender disaggregated data:** Gender disaggregated data should be captured to facilitate development of policy; planning and management programmes. Companies should be encouraged to consider in their employment guidelines ratio of men to women to be employed.
- **Women in decision making level:** Programmes geared towards enhancement of empowerment of women to join decision making level that is currently dominated by men is highly recommended. Organisation could be encouraged to develop flexible arrangements to accommodate women.

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- **Appropriate facilities:** Appropriate facilities including child day care services must be provided by employers to encourage women participation in employment.
- **Change of attitudes:** There is need for change of attitudes dominated by cultural stereotypes. Organisations should realise that women are equally productive in industrial labour as are men.

#### ***6.4 Recommendations for further research***

Finally there is need for more research to establish the effect of gender division of labour on other private and public setting alike.

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**QUESTIONNAIRE**

**Part A**

**For Official use only:**

Respondent Number	
Name of interviewer	
Date of interview	
Time begun	
Time Finished	

**Introduction**

My name is .....I am the researcher/research assistant undertaking the aforesaid study. The study is an academic research in for the award of a master's degree at the University of Nairobi. All your answers including your personal identity will be treated with total confidentiality and shall not be divulged to unauthorized parties. The findings of this study shall be used for future academic and policy-making purposes and your participation shall be a great contribution to this end.

This interview will last about half an hour to 20 minutes

**Part B**

**For All respondents**

Bio data

1. What is your name? (Optional).....

2. What is you gender orientation?

Male

Female

3. How old are you?

- Less than 25 years
- 25 – 34years
- 35 – 44 years
- 45 years and above

4. What is your marital status?

- Single
- Married
- Others (Please Specify)

5. Who is the head of your household?

- Self
- Spouse
- Relative
- Others (Please Specify)

6. What is your religion?

- Christian
- Muslim
- Hindu
- Others (Please Specify)

7. What is your race/ethnic background?

- Black (Kikuyu, Kamba, Luhya, Luo etc)
- White (East Europe, America, west Europe etc)
- Asian (Indian, Chinese, Japanese, Korean etc)
- Others (Arab, Colored, Jew etc)

8. What is the highest level of education/training attained

- None
- Primary
- Secondary
- Post Secondary

**Domestic/Family life**

9. How many children do you have? Please Specify how many below 6years?

.....  
.....

10. Who takes care of your young children while at work?

- House help
- Family member/relative
- Spouse
- Friend/neighbor

11. How much time do you spend per day caring for your children?

- Less than 1 hour
- 1 –3 hours
- 3 – 5 hours
- More than five hours

12. How much time do you spend per day caring for other members of your family?

- 1 –3 hours
- 3 – 5 hours
- More than five hours

13. How much time do you spend per day doing household work?

- 1 –3 hours
- 3 – 5 hours
- More than five hours

14. Do you agree that the women’s double roles make them less productive in industrial labour?

Explain.

.....  
.....  
.....



**Income**

15. What are your main sources of income?

Salary/wages

Business

Spouse support

Family and community support

16. What is your employment status- rank? State your occupation

Casual

Permanent

Junior/ support

Senior/management

.....

17. What are your monthly income/earnings?

Less than Ksh 10,000

Ksh 10,000 to 25,000

Ksh 25,000 to 50,000

Ksh 50,000 and above

18. Have you acquired any other professional training?

Yes

No

Which ones? (Please Specify)

.....

19. How many man hours do you work per daytime and how many at night?

.....  
.....

20. Who decides how you spend your incomes?

- Self
- Spouse
- Family
- All the above

21. Do you have provision for overtime and who determines who works for overtime and why?

.....  
.....  
.....

22. Do you prefer to work during the day or at night and why?

- Day
- Night

23. What % of your income goes to the following?

- Household budget.....
- Rent/medical/education .....
- Leisure/entertainment.....
- Savings/investments.....
- Extended Family.....

**Cultural Norms/Belief.**

24. To what extent do cultural beliefs contribute to the following statements about men and women in the community?

About Men	Totally Agree	Partially Agree	Totally disagree	Don't Know
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Most parents prefer educating boys to girls				
Most families prefer a man employed rather than a woman				
Men are better investors than women				
Men are harder working than women				
Men mostly provide for their families while women do not				
Men are chosen by God to be leaders				
Men usually earn higher incomes than women				
Men should not eat food cooked by a house help				
Men only respect wives who give birth to baby boys and not girls who are less valued				
<b>About Women</b>				
Women are created to be good wives and mothers				
Women are totally dependent on men				
Women can not do hard strenuous work				
Women are poor savers but extravagant spenders				
Women are poor managers				
Women are like children and must be cared for				
Women must be submissive to men				
Women Place is in the kitchen and rearing children and never in formal employment				

25. To what extent is your way of life influenced by the following sources

Source	Very much	Averagely	Very little	Not at all
Religious beliefs				

Educational values				
Parents/family norms				
Ethnic/welfare group practices				

**Labor policies**

26. What is the company gender policy on recruitment?

.....

.....

.....

.....

27. What is the basis for salary/wage guidelines?

- Government labor laws
- Internal company rules
- Business performance (profit margins)
- Others (name)

28. Do the wages earned depend on the department of deployment? Why?

- Yes
- No

.....

.....

29. Does the company have a gender responsive recruitment Policy?

- Yes
- No

30. What is the basis for promotions? (Please Specify)

.....

.....

**Welfare**

31. Are there special/ separate sanitation facilities for men and women?

Yes

No

32. Does the company have child care services for young mothers with babies?

Yes

No

33. Are there provisions for maternity/ paternity leave? How many days each?

Yes

No

.....

34. Between men and women who enjoy better working conditions in the company and why?

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.....  
.....  
.....

35. Please specify any factor that you think keeps women out of employment from the company?

.....  
.....  
.....  
.....

**EXCLUSIVE FOR THE MANAGEMENT**

1. Do you have a gender policy in place?

Yes

No

2 Which sex do you prefer to employ and why?

Male

Female

.....  
.....  
.....  
.....

3. What is the retention Capacity of Men and Women after employment? Please Explain

.....  
.....  
.....

4. Does the Company have an equal employment opportunity for women and men? Please Specify

.....  
.....  
.....

5. How many women are at the managerial level and how have been the rate of employment of women as compared to the men in the last 5 years? Please Explain.

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.....  
.....

6. In your experience do you think women are as reproductive as their male counterparts in employment? Please explain

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.....  
.....  
.....

7. What are the main duties women are engaged in? Please list

.....  
.....  
.....  
8. What is the guiding factor in deciding on the wages? Please explain.

.....  
.....  
.....

