FACTORS INFLUENCING THE EMPOWERMENT OF FEMALE IMMIGRANT WORKERS IN THE INFORMAL SECTOR OF EASTLEIGH AREA, NAIROBI COUNTY, KENYA

ROSE WANJIRU MBUGUA

A RESEARCH REPORT SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OF THE MASTER OF ARTS IN PROJECT PLANNING AND MANAGEMENT

UNIVERSITY OF NAIROBI

2014
DECLARATION

This research project is my original work and has not been presented for any award of a degree in any other institution of learning.

Signature __________________________  Date __________________________
Rose Wanjiru Mbugua
Reg No. L50/64922/2010

This research project report has been submitted for examination with my approval as the appointed university supervisor

Signature __________________________  Date __________________________
Professor Christopher Gakuu
School of Continuing and Distance Learning
Department of Extra Mural Studies
University of Nairobi
DEDICATION

This research project report is dedicated to my son, Trevor Mwangi Muthiora and to my husband Samuel Muthiora for your continued encouragement as well as to my beloved parents Mr. Stephen Mbugua and Mrs Anne Mbugua for your prayers and support.
ACKNOWLEDGEMENT

First I would like to appreciate our Lord Almighty, without whom nothing would be possible. I give special recognition to Professor Christopher Gakuu of the University of Nairobi for the guidance I received all through this project. A special mention also goes to the Department of Extra Mural Studies University of Nairobi for their support during the writing of this project report. I cannot forget to thank the library staffs who were there when their assistance was required.

I must sincerely thank all the female refugees and asylum seekers who allowed me to conduct this research project in Eastleigh area, Nairobi County, Kenya. My appreciation further goes to all the women who offered information, took part in the survey and interviews and my prayer is that this report may in some way be used to improve their lives in their efforts to earn a living and survive in a foreign nation albeit all the difficulties they have and continue to face.

My heart felt thanks go to the interpreters with whom we conducted the survey and who enabled me to break this language and cultural barrier. Last but not least to Topps Opiyo for binding this document. May God bless all those who offered me assistance.
TABLE OF CONTENT

DECLARATION..................................................................................................................ii
DEDICATION...................................................................................................................iii
ACKNOWLEDGEMENT....................................................................................................iv
TABLE OF CONTENT......................................................................................................vi
LIST OF FIGURES.............................................................................................................viii
LIST OF TABLES...............................................................................................................ix
LIST OF ABBREVIATIONS AND ACRONYMS..............................................................x
ABSTRACT......................................................................................................................xi

CHAPTER ONE: INTRODUCTION..................................................................................1
1.1 Background of the Study..........................................................................................1
  1.1.1 Informal Sector Workers...................................................................................2
  1.1.2 Female Immigrant Workers..............................................................................2
1.2 Statement of the Problem.........................................................................................4
1.3 Purpose of the Study...............................................................................................5
1.4 Objectives of the study............................................................................................5
1.5 Research Questions....................................................................................................5
1.6 Justifications of the Study.......................................................................................5
1.7 Significance of the Study.........................................................................................6
1.8 Assumptions of the Study........................................................................................6
1.9 Limitations of the study..........................................................................................6
1.10 Delimitations of the study.....................................................................................6
1.11 Definition of key terms..........................................................................................6

CHAPTER TWO: LITERATURE REVIEW..................................................................7
2.1 Introduction..............................................................................................................7
2.2 Theoretical Review...................................................................................................7
  2.2.1 Conceptualization of Empowerment...............................................................7
  2.2.2 Female Empowerment.....................................................................................8
  2.2.3 Government Policy and female empowerment.............................................10
2.2.4 Poverty Levels and female empowerment……………………………………13
    2.2.5 Gender Equality and female empowerment…………………………17
2.3 Summary of Research Gaps……………………………………………………19
2.4 Conceptual Framework…………………………………………………………20

CHAPTER THREE: RESEARCH METHODOLOGY…………………………21
  3.1 Introduction……………………………………………………………………21
  3.2 Study Design……………………………………………………………………21
  3.3 Target Population………………………………………………………………21
  3.4 Sample Design…………………………………………………………………22
  3.5 Data Collection…………………………………………………………………24
    3.5.1 Research Instrument………………………………………………………24
    3.5.2 Data Reliability……………………………………………………………24
    3.5.3 Data Validity……………………………………………………………..24
  3.6 Data Analysis…………………………………………………………………25
  3.7 Ethical Considerations………………………………………………………25

CHAPTER FOUR: DATA ANALYSIS PRESENTATION AND INTERPRETATIONS…………………………27
  4.1 Introduction ………………………………………………………………………27
    4.1.1 Reliability test………………………………………………………………27
    4.2 The response rate……………………………………………………………27
    4.3 General information…………………………………………………………28
      4.3.1 Distribution of respondents by age……………………………………28
      4.3.2 Distribution of respondents by length of stay………………………29
      4.3.3 Distribution of respondents by level of education…………………..29
    4.4 Empowerment of female immigrant workers……………………………30
    4.5 Government policy and Female empowerment…………………………31
    4.6 Poverty levels and female empowerment………………………………32
    4.7 Gender equality and female empowerment……………………………34
    4.8 Correlation analysis…………………………………………………………36
CHAPTER FIVE: SUMMARY OF THE KEY FINDINGS DISCUSSIONS AND CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction..................................................................................................................37
5.2 Summary of key findings..............................................................................................37
5.2.1 Influence of government policy.................................................................37
5.2.2 Influence of gender inequality.................................................................37
5.2.3 Influence of poverty levels.................................................................37
5.3 Conclusions..............................................................................................................39
5.4 Policy recommendations.........................................................................................40
5.4.1 Employment opportunities.................................................................40
5.4.2 Material assistance......................................................................................40
5.4.3 Education and awareness...........................................................................40
5.4.5 Legislation for social and political inclusion.........................................40
5.5 Areas for further study............................................................................................41

REFERENCES...................................................................................................................42
APPENDICES....................................................................................................................46
APPENDIX I: QUESTIONNAIRE.....................................................................................46
APPENDIX II: THE WORK PLAN/ TIMEFRAME...............................................................52
APPENDIX III: GNATT CHART.......................................................................................53
APPENDIX IV: THE BUDGET............................................................................................54
LIST OF FIGURES

Figure 1: Conceptual Framework.................................................................20
Figure 2: Operationalization diagram.......................................................26
LIST OF TABLES

Table 3.1: Target Population..................................................................................22
Table 3.2: Sample Size for various target respondents...........................................23
Table 4.1: Reliability statistics...................................................................................27
Table 4.2: Distribution of respondents by age............................................................28
Table 4.3: Distribution of respondents by length of stay..........................................29
Table 4.4: Distribution of respondents by level of education....................................29
Table 4.5: Empowerment of female immigrant workers...........................................31
Table 4.6: Government Policy....................................................................................32
Table 4.7: Poverty levels..........................................................................................34
Table 4.8: Gender equality.........................................................................................35
Table 4.9: Correlations.............................................................................................36
**LIST OF ABBREVIATIONS AND ACRONYMS**

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEDAW</td>
<td>- Convention on the Elimination of all forms of Discrimination Against Women</td>
</tr>
<tr>
<td>FAO</td>
<td>- Food and Agricultural Organisation</td>
</tr>
<tr>
<td>IOM</td>
<td>- International Organisation for Migration</td>
</tr>
<tr>
<td>NESC</td>
<td>- National Economic and Social Council</td>
</tr>
<tr>
<td>OAU</td>
<td>- Organisation of African Union</td>
</tr>
<tr>
<td>OECD</td>
<td>- Organisation for Economic Cooperation and Development</td>
</tr>
<tr>
<td>UN</td>
<td>- United Nations</td>
</tr>
<tr>
<td>UNDP</td>
<td>- United Nations Development Programme</td>
</tr>
<tr>
<td>UNEP</td>
<td>- United Nations Environment Programme</td>
</tr>
<tr>
<td>UNHCR</td>
<td>- United Nations High Commissioner for Refugees</td>
</tr>
</tbody>
</table>
ABSTRACT

The purpose of this study was to establish the factors that influence the empowerment of female immigrant workers in the informal sector in Eastleigh, Nairobi. The area is bustling with businesses conducted mainly by immigrants from the neighbouring conflict ridden Somalia, majority are in the informal sector and a large percentage being women. The study aims to correlate the influence of government policy, poverty levels and gender equality in the empowerment of female immigrant workers based in Eastleigh area, Nairobi. The purpose is for this information to be used to improve the lives of these women who face social exclusion, discrimination and much difficulty in their bid to earn a living and survive in a foreign nation. The study adopted quantitative and qualitative research methods, and used both secondary data from literature review as well as primary data in the form of face to face interviews and questionnaires. The sample size for the study was proportion of 162 immigrant women out of 3000 employees of businesses in the informal sector in Eastleigh who meet the characteristics to be measured. Data was analyzed using inferential statistics, in particular multiple linear regression for the quantitative data and descriptive analysis for the qualitative data. The study adhered to appropriate research procedures and consent was sought before administering the questionnaires. Respondents were informed of their right to take part in the survey and full confidentiality supplied.

The findings of the study indicated that government policy and gender equality greatly affected the empowerment of female immigrant workers in Eastleigh area, Nairobi, while their poverty levels had an insignificant relationship with their empowerment. It was therefore concluded that the government did not have clear strategies on how to protect female immigrant workers from legal, economic and social challenges and there is a need to improve the levels of education and awareness among female immigrant workers.
CHAPTER ONE
INTRODUCTION

1.1 Background of the Study

The economic empowerment of women is a prerequisite for sustainable development, pro-poor growth and the achievement of all the Millennium Development Goals (MDGs). Gender equality and empowered women are catalysts for multiplying development efforts. Investments in gender equality yield the highest returns of all development investments Organisation for Economic Co-operation and Development (OECD, 2010). Women usually invest a higher proportion of their earnings in their families and communities than men. Increasing the role of women in the economy is part of the solution to the financial and economic crises and critical for economic resilience and growth. However, at the same time, we need to be mindful that women are in some contexts bearing the costs of recovering from the crisis, with the loss of jobs, poor working conditions and increasing precariousness (OECD, 2012).

Economic empowerment is the capacity of women and men to participate in, contribute to and benefit from growth processes in ways which recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth. Economic empowerment increases women’s access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information (Eyben et al., 2008).

Women’s economic participation and empowerment are fundamental to strengthening women’s rights and enabling women to have control over their lives and exert influence in society. It is about creating just and equitable societies. Women often face discrimination and persistent gender inequalities, with some women experiencing multiple discrimination and exclusion because of factors such as ethnicity or caste (Swedish Ministry for Foreign Affairs, 2010).
1.1.1 Informal Sector Workers

Informal sector workers are generally those with low incomes or self-employed, working in very small unregistered companies or the household sector, often on a part-time basis and migrant workers in industries such as agriculture, construction and services (OECD, 2009). Compared to workers in the formal sector who normally join either mandatory or voluntary pension systems or both those in the informal sector are typically not covered well in many cases not at all by modern, structured pension systems. They do not have access to pension plans organised or run by employers, may lack official registration papers or other documents which could help the relevant authorities target them for other schemes, may change job frequently and often live and work in rural areas which financial infrastructure is poor or non-existent.

These workers may also come from lower income and uneducated groups, meaning their knowledge and understanding of pension and saving products is limited and their resources for long-term savings scarce. Hence gaining access to a structured pension system is a challenge for these workers. This issue is even more severe in developing countries, and indeed a rise in the informal sector has been correlated with economic growth in several regions (OECD, 2009).

1.1.2 Female Immigrant Workers

Nearly half of the world’s migrants are women. Migration can be defined as “a process of moving, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes the migration of refugees, displaced persons, uprooted people and economic migrants”. Kenya holds a large number of migrant workers. The types of migrants in Kenya commonly include irregular migrants, asylum seekers, labour and economic migrants, trafficked persons, urban migrants, internally displaced persons and refugees (IOM, 2004).

Kenya’s location has made it prone to receiving migrant refugees and asylum seekers from conflict ridden areas such as Somalia, Ethiopia, Eritrea and Sudan. As at 31st
January 2012 UNHCR estimates that there are at least 602,831 refugees and asylum seekers in Kenya with 53,075 registered in Nairobi and 48% being women. However, these figures represent asylum seekers that have been registered by the organization and the actual figure may be well over 100,000 individual refugees in Nairobi only. Those asylum seekers registered in Nairobi agree to a non-assistance policy which states that they have chosen not to reside in the camps because they are self sufficient and can provide for themselves.

Eastleigh is a suburb of Nairobi, Kenya. It is located east of the Central business district. Predominantly inhabited by Somali immigrants, it has been described as "Little Mogadishu", as well as "a Country within a country with its own economy" on account of its robust business sector. Eastleigh is almost entirely inhabited by Somalis, except for a few indigenous residents. The suburb's commercial sector is likewise dominated by Somalis, with most if not all businesses owned by the Somali community.
1.2 Statement of the Problem

Majority of migrant women live under the poverty line, and are forced into extreme work conditions and harsh standards of living in their bid to earn a living and to take care of their children and family (Malhotra, et al. 2002).

Principle six of international engagement in fragile states, calls for development partners to consistently promote gender equality, social inclusion and human rights, and highlights the importance of involving women, youth, minorities and other excluded groups in service delivery and state building strategies from the outset (OECD, 2011).

Africa’s growth and development agenda can only succeed if the continent is able to draw on all its resources and talents, and if women are able to participate fully in economic, social and political life. This will require intensified efforts to eliminate discrimination and promote equal rights. The strong commitment which has been demonstrated by African governments needs to be complemented by strong support from the wider international community, within the framework of a clear allocation of responsibilities, and the clear mapping out of specific steps and measures (OECD, 2009).

For this to be achieved, all synergy should be geared towards the same. For instance, academicians and practitioners concur that several factors affect full achievement of empowerment for all. Since no empirical evidence is available to indicate what these factors are and especially with regards to female immigrant workers in Kenya, the researcher avers that it is worth a task to research on the same and document it for use by researchers and practitioners but test it within the informal sector in Eastleigh.
1.3 Purpose of the Study
The purpose of this study is to determine the factors influencing empowerment of female immigrant workers in the informal sector of Eastleigh area, Nairobi County, Kenya

1.4 Objectives of the Study
I. To examine the influence of government policy on empowerment of female immigrant workers in the informal sector in Eastleigh
II. To assess the influence of poverty levels on empowerment of female immigrant workers in the informal sector in Eastleigh
III. To assess the influence of gender equality on empowerment of female immigrant workers in the informal sector in Eastleigh

1.5 Research Questions
I. How does government policy influence on empowerment of female immigrant workers in the informal sector in Eastleigh?
II. To what extent is the influence of poverty levels on empowerment of female immigrant workers in the informal sector in Eastleigh?
III. To what extent does gender equality influence on empowerment of female immigrant workers in the informal sector in Eastleigh?

1.6 Justifications of the Study
The study will provide remedial measures to inequalities experienced by female immigrant workers in Kenya and in particular those working in the informal sector in Eastleigh

1.7 Significance of the Study
The findings of this study may be useful to various stakeholders vis-a-vis; the government of Kenya, the larger informal sector and academicians. To start with, the findings will be useful to the government in shaping women empowerment policies to accommodate female immigrant workers in the informal sector in Kenya. Secondly, the findings will be useful to the management of various industries in the informal sector in
informing necessary administrative actions geared towards empowering female immigrant workers and or cushioning them from effects of gender discrimination. Finally, the study will be useful to researchers interested in advancing this study.

1.8 Assumptions of the Study
The research assumes that the information that will be provided by the respondents will be a true representative of empowerment situation of the female immigrant workers in the informal sector in Nairobi. The research also assumes that the respondents will provide reliable information to enable the researcher to make viable conclusions and recommendations about the research.

1.9 Limitations
Initially there was a problem of respondents, but the researcher recruited a data collectors of Somali origin who would easily collect the required information without creating unnecessary tension among respondents.

1.10 Delimitations of the Study
The scope of this study is the informal sector in Nairobi and in particular selected industries in the informal sector operating in Eastleigh area of Nairobi. The study targeted chairpersons or persons-in-charge of various such industries in Eastleigh, who are officially recognised by the authorities (Kenyan government and UNHCR). The study focussed purely on female migrant workers of age between 18 to 45 years old.

1.11 Definition of Key Terms
Empowerment – refers to increasing the spiritual, political, social, educational, gender, or economic strength of individuals and communities.
Gender inequality – refers to unequal treatment or perceptions of individuals based on their gender.
Policy – refers to a principle or rule to guide decisions and achieve rational outcomes.
Poverty levels – refers to the levels of deprivation of basic human needs, which commonly includes food, water, sanitation, clothing, shelter, health care and education.
CHAPTER TWO
LITERATURE REVIEW

2.1 Introduction
This chapter presents a review of the related literature on the subject under study presented by various researchers, scholars, authors and analysts. It provides literature on women entrepreneurs, lending regulation, women saving mechanism and interest rates regulation. The grounding model of this study i.e. model of impact chains has also partly been reviewed. As well, other components tackled here include summary of research gaps and the conceptual framework.

2.2 Theoretical Review
This topic summarises the theories viewed to relate to the empowerment of female immigrant workers.

2.2.1 Conceptualization of Empowerment
In their extensive review of research on women’s empowerment, Malhotra et al. (2002) argue that international development research is approaching a consensus about the conceptualization of empowerment. As a starting point for their discussion, Malhotra et al. (2002) use a definition of empowerment suggested by Kabeer (1994). Kabeer’s simple and illustrative definition of empowerment is “the expansion in people’s ability to make strategic life choices in a context where this ability was previously denied to them” (Malhotra, et al. 2002).

From this definition Malhotra et al. (2002) suggest that empowerment contains two important elements that distinguish it from the general concept of “power,” the idea of process or change from a condition of disempowerment and the concept of human agency, which implies choices made from the vantage point of real alternatives without severe consequences. Women’s empowerment, then, is conceptualized as an increase in agency over time.

However, Malhotra et al. (2002) also concede that one of the main challenges created by this particular conceptualization of empowerment is measurement. Although demographers often measure processes or transitions (health transitions, fertility
transitions, etc.), measuring a power transition is much more difficult. One factor that makes measuring empowerment as a process difficult is the “enormous problem with regard to the availability of adequate data across time” (Malhotra et al. 2002:20). Even if longitudinal data on women’s levels of power were available, there is the complicating factor that “the behavioural and normative from tiers that define appropriate indicators for measuring empowerment are constantly evolving” (Malhotra et al. 2002).

As behavioural norms change over time, so too do the behaviours that are indicative of power. As a result, it is not always possible to measure empowerment at two different points in time in the same way. Measuring women’s empowerment with different variables makes quantifying gains in power and comparative analysis over time problematic. It is, therefore, almost impossible to measure women’s empowerment quantitatively as a process.

2.2.2 Female Empowerment

Empowering women is an indispensable tool for advancing development and reducing poverty (UNFPA, 2010). Gender equality and women’s empowerment are firmly grounded in international and national laws and declarations. Several major international and national agreements and declarations highlight on the importance of gender issues in development. The Convention on the elimination of all forms of discrimination against women (CEDAW) is an international bill of rights for women. The General Assembly adopted the Convention in December 1979, and as of 2004, 179 countries had ratified it. Consisting of a preamble and 30 articles, CEDAW defines what constitutes discrimination against women and sets up an agenda for national action to foster greater equality (UNFPA, 2010).

The Beijing declaration and platform for action was adopted at the September 1995 Fourth World Conference on Women by representatives from 189 countries. The Platform reflects a new international commitment to the goals of equality, development and peace for all women everywhere (UNFPA, 2010). The United Nations Millennium Declaration was unanimously adopted at the conclusion of the Millennium Summit, the
first General Assembly of this century and the largest-ever gathering of world leaders. It contains a statement of values, principles and eight specific goals with related targets that constitute an international agenda for the twenty-first century. Goal 3 is “to promote gender equality and empower women”. However, gender equality and women’s empowerment are also widely recognized as being essential to achieving the other seven Millennium Development Goals as well (UNFPA, 2010). Also, adopted in 1993, the Declaration on the Elimination of Violence against Women defines violence against women and calls on states to take specific measures against it (UNFPA, 2010).

According to a report entitled ‘Gender Equality and Women’s Rights in Kenya’ despite the traditionally low status of women in Kenyan society, and the governance problems the Government of Kenya is one of the African governments which has gone the furthest in addressing issues around gender inequality. In its report to the Commission for the Elimination of all forms of Discrimination Against Women (CEDAW), the Government of Kenya states that ‘customary practices, lack of awareness on legal rights, lack of capacity-building opportunities, stereotyped roles and poverty still pose a major deterrence on women in attaining their full development and fundamental rights’ (GoK, 2000).

The report further states that in the past two decades, legislation has been passed which outlaws discrimination on the basis of sex and many policies which perpetuate inequalities have been amended. In law, women and men in Kenya have equal access to political participation, health and education services, employment and property ownership. Key legislative changes have been made which have the potential to greatly improve the situation of women. The 1981 Law of Succession Act gave women and men equal rights to inherit, own and dispose of property. Discriminatory social policies which deal with housing, contracts and conditions of employment and tax relief have also been modified.

The report elaborates that the gender policy in Kenya was initially introduced along the lines of Women in Development (WID) approach which focused on women-targeted projects. Initiatives were largely concerned with health and education and were in the
form of support for small projects in welfare and income generation (GoK, 2000; Were and Kiringai, 2003). With the advent of Gender and Development, a more sectoral approach has been adopted, which has aimed to incorporate a gender perspective in mainstream development planning (GoK, 2000). Key documents on national development which now include gender policy are: the Social Dimensions for Development Programme, the Poverty Eradication Plan (1999 – 2015), the Kenya Demographic Health Survey and the Kenya Economic Surveys.

The new constitution which was passed and promulgated in Kenya in August, 2010 has been touted as one which has highlighted gender issues and empowered women by enhancing gender equality. In addition, the Kenya Government Vision 2030 strategy provided a key opportunity to suggest ways of better conceptualizing and addressing gender inequalities for the good of development in the country (Society for International Development, 2010).

2.2.3 Government Policy and Female Empowerment

Civil war, disease, resource conflicts, genocide, coup d’états and declining economies to name but a few, have characterized the African continent in the past three decades, resulting in displacement and migration of people from their countries in search of peace, economic and political stability, safety and better livelihoods. Some have migrated to western countries while others have remained on the continent, seeking refuge in neighboring countries which they deem stable. Although the African states to which they migrate to are relatively stable, they are developing countries with struggling economies and hence lack adequate resources to cater for its population, let alone additional burden of the immigrants. Kenya is one such country; being relatively stable politically and economically. Refugees from the greater Horn of Africa as well as the Great Lakes region have, due to instability and conflict in their own countries, often sought refuge in Kenya, however, the largest numbers of those in the country come from Somalia, (UNHCR, 2010) its neighbor to the northeast.
Grappling with economic and political challenges, which include rising poverty levels, increase in rural-urban migration and growing unemployment and restlessness among its youthful population (Macharia, 2003), Kenya presents a context where refugees needs are often not met adequately. To cope with the refugee influx, the Government of Kenya enacted an encampment policy in the early 1990s. However, to date, a significant number of the refugees resist confinement to the camps by moving to urban areas where they settle in various suburbs and other peri-urban areas, especially near the capital, Nairobi. Majority of these refugees who resettle in urban areas are Somalis and often find themselves having to, buy their legality through unscrupulous, often illegal, means, thus putting Kenyan law enforcement practices, policies and policing to the test.

The Kenyan law does not recognize urban refugees but has provisions for an encampment policy. Therefore, any refugee living outside the camp, without authorization, is considered an illegal migrant. The Kenyan government uses the two definitions stipulated in the 1951 United Nations Convention for Refugees and the Organization of African Unity to define a refugee. The two international instruments define a refugee as: Any person, owing to well founded fear of being persecuted for reasons of race, religion, and nationality, membership of a particular group or political opinion, is outside the country of his nationality and is unable to or owing to such fear, is unwilling to avail himself of protection of that country (United Nations Convention of 1951). The Organization Of Africa Unity broadened this definition by adding that a refugee is any person; owing to external aggression, occupation, foreign domination or events seriously disturbing public order in either part or the whole of his country of origin or nationality, is compelled to leave his place of habitual residence in order to seek refuge in another place outside his country of origin or nationality (OAU 1969).

The Kenyan government on the 2nd of January 2007 put into effect the Refugee Act of 2006, with more stringent policies on encampment of all refugees in the country. Article 25 Section (E) states that any person who, not being a refugee and not having a valid refugee identification document, fails to comply with an order of the minister to leave Kenya; or (F) resides without authority outside the designated areas specified under
Section 16(2). This clearly does not give room or create any policies regarding urban refugees. In this case, the refugees are the Somalis residing in Eastleigh who have escaped the camps or those who come directly from Somalia, and thus have not presented themselves to the Kenyan authorities.

Campbell notes that “several thousand refugees without legal protection or material assistance live permanently in Nairobi” (Campbell, 2006). Neither the Kenyan government nor the United Nations High Commissioner for Refugees (UNHCR) provide protection to this group, because refugees living outside the camps are regarded as illegal migrants, and so their security is not guaranteed. Consequently, they are prone to physical attacks from the locals, police harassment, robberies and muggings, which, compared to the refugees in the camps, are higher among these urban refugees (Turton, 2005). Before the Government of Kenya withdrew from refugees affairs and left the mandate to UNHCR in the early 1990s, it used to grant refugees full status and a choice to live anywhere they desired in the country. Before 1991, the Kenyan government granted refugees protection based on both the Organization of African Unity of 1969 and the UN Conventions of 1951.

Under the OAU/UN Conventions, refugees got Alien Identity Cards from the National Registration Bureau. Although these cards used to be valid indefinitely, the policy now has changed in that the cards will only be valid for two years (Turton, 2005). This decision was reached because the last decade of the 20th century saw a large influx of Somali refugees into Kenya after the collapse of the Somali state. The Kenyan government extricated itself from the Refugees Affairs and delegated its duties to UNHCR. This happened at the same time when the encampment policy was created with an ipso facto of disorganized assistance to refugees which was meant to improve services and assistance that would be accorded to the refugees if they were put together.

However, the encampment policy has its shortcomings in that it restricts refugees right to freedom of movement; right to engage in wage-earning employment or self-employment as well as the provision of legal documents or identifications cards as stipulated in
Articles (26), (17), (18) and (27) respectively in the United Nations Conventions of 1951, which Kenya is a signatory to. The conventions do not dictate how the states should implement these policies; neither do they place sanctions if the conventions are violated. This gives governments space to implement the conventions within their own interest and interpretation. On a broader perspective, scholars argue that states’ sovereignty is embedded in their “ability to define who has the right and ability to occupy territory and access benefits of residence (Landau and Monson, 2008:319). In discussing the laws discussed above on the measures put by the Kenyan government to control illegal migration, theories on spatial control are used to understand further how and why states do so.

Torpey (1998) argues that the state has the legitimate monopoly over movement and recognizes the fact that states have “expropriated the legitimate means of movement and monopolized the authority to determine who may circulate within and across their borders” (Torpey, 1998). Some of the measures put in place by the Kenyan government in this regard are the creation of camps where all the refugees and/or asylum seekers coming into the Kenya are supposed to live. To a limited extent, this system has been effective as discussed in the preceding literature, but has also created or produced a group of illegal migrants, in this case the Somalis, who avoid the refugee camps in order to live in the country’s capital city.

2.2.4 Poverty Levels and Female Empowerment
Poverty is endemic in Kenya yet the fight against it has been unsuccessfully going on from early 1960s to-date. The people of Kenya continue to suffer from poverty and related problems despite the enormous resources spent on poverty reduction strategies (Kulundu 2007). Poor health, low productivity, vulnerability to hazards, environmental degradation and unsustainable urbanization are some of the impacts of household poverty which are already taking place in the country, and which pose a challenge to the attainment of the Millennium Development Goals (Park et al. 2002, Symons 1968, FAO 2008, and World Commission on Environment and Development (WCED) 1987. Poverty is a relative term, and in the context of food security, household poverty can be defined as
lack of or inadequate food in terms of quantity and quality or its cash equivalent within a particular household, and aggravated by minimal or lack of other basic needs. The basic needs referred to include food, clothing, shelter, health care, education and other livelihoods.

In the world today, the poor and hungry will often destroy their immediate environment in order to survive, cut down forests, over-graze grasslands, over-use marginal lands and in growing numbers crowd in the already congested cities, simply because they are trying to meet the requirements of certain basic needs (World Commission on Environment and Development, 1987). According to Sandbrook (1982), the material basic needs include certain minimum levels of private consumption of food, clothing and shelter, and access to certain essential public services such as pure water, sanitation, public transport, health, and education facilities as the fulfillment of these basic needs is essential for survival of man.

Globally, FAO 1987; Nana-Sinkam 1995; UNCTAD 1996 and UNDP 1997, have shown that per capita food production has been falling and household and national food security is at risk in many countries of the world, while projections of food security on a global scale indicate that by the year 2025, Africa will only be able to feed 40% of its population. These studies noted the inter-dependence between food security and poverty and the role of small-scale farmers in attaining food security anywhere in the world. About 850 people are chronically hungry due to extreme poverty, while up to 2 billion people lack food security intermittently as a result of varying degrees of poverty (Google 2008). The World Bank (1988) viewed absolute poverty as a condition of life so characterized by malnutrition, illiteracy and disease beneath any reasonable human decency.

Food insufficient households are those households with inadequate food to eat sometimes or even all the times, particularly, in households with inadequate food production and income, leading to low nutrient intake (Gundersen and Oliveira 2001). Over 60 mil- lion people face food emergencies throughout the world at any given time due to national
disasters/hazards as well as man-made disasters, and in Eastern Africa alone, about 30% of the people (18 million people) face food shortages, thus making it necessary to find ways of dealing with such a major economic and social problem (WRI et al. 1996; Pearson and Greenwell 1980, and FAO 2001a, b). UNEP 1999; FAO 1996, and WRI et al. 1990, have discussed the linkages between agriculture, poverty and the environment.

The studies noted that poverty among rural people reinforces any existing trend towards environmental degradation by placing even greater stress on the natural resources. According to these sources, among the African poor, poverty is both a cause and a consequence of accelerating soil degradation and declining agricultural activity, while undernourishment is attributed to inaccessibility to food, uneven food distribution and lack of purchasing power. Some of the data required when dealing with poverty include, stocks of food items, price trends, crop output, domestic demands, weather fluctuations, infrastructural performance, credit facilities, government decisions, and the vulnerable/populations at risk (Alagh, 1995). The World Bank define poverty line as US $ 420 per capita in 1990 prices, and for inter-country comparisons, people live below absolute poverty line if their incomes are under US $ 370 per capita (1985prices), and are considered extremely poor if their incomes are below US $ 275 in Purchasing Power Parity (WRI et al. 1990).

The general decline in food security between 1960 and 1980 in sub-Saharan Africa was attributed to increased severity of poverty in the area (UNEP 1995, 1999; FAO 1996; UNDP 2000 and WRI et al. 1996). They further noted that, due to the problems of persistent poverty and high population growth, food security problems and under-nutrition were relatively intractable in sub-Saharan Africa and south-east Asia. The poor and hungry people often face social and political exclusion as they have little access to education, health services and safe drinking water (Sanchez et al. 2005). Sanchez et al., (2005) also recorded that hunger reduction is always a major part of poverty strategy as little progress can be made in reducing poverty as long as large numbers of people suffer from malnutrition. According to Google 2005a, rural areas in Africa are generally poorer than urban areas with women, particularly, women headed households being poorer than
the male headed ones in terms of food security, income, size of land cultivated, together with technology used. For example in the United States of America, the rise in poverty levels has been blamed on increases in single mothers and reduction in 2 parent families (Danzinger and Havenman 2004).

As far as poverty and health is concerned, Joo Oh (2001) noted that persistent and repetitive poverty spells are associated with increased risks of mortality, and after taking education and employment status into account, poverty dynamics are less damaging. Similarly, Tweeten (1999) also pointed out that sanitation, education and health care are important instruments for alleviating food insecurity and poverty among the poor due to the inter-dependence between these two issues. Poverty together with physical handicap and low performance of the worker, lack of initiative and drive, susceptibility to endemic and infectious diseases are responsible for widespread malnutrition not only in Kenya, but in the entire continent of Africa, where diets are frequently insufficient in quantity and quality Engmann (1972). Other studies have shown that increased food crop production may not necessarily lead to poverty eradication amidst poor health, coupled with safe water and good sanitation for making adequate nutrition (G8, 2005).

Seccombe (2000) observed that poverty is not randomly distributed as race; gender, family structure, and parental education all have a significant effect on the likelihood of experienced poverty. More research and development was needed on poverty in order to make a greater impact on poverty reduction, with public distribution systems targeting the poor and vulnerable groups, with their bases at the community level due to the sensitive issues relating to land, and the likely contradictions of large scale conservation and food and pasture requirements (Kannan et al. 2000; Salih 1996 and Williams 1999). The vulnerable groups include the young, the elderly, lactating mothers, landless peasants, smallholders and hired agricultural workers (Gunder-sen and Oliveira 2001, Smith 1999 and Sijm 1999).
2.2.5 Gender Equality and Female Empowerment

In most developing countries, gender inequality is a major obstacle to ending poverty and meeting all the MDG targets UNDP (2006). The feminization of poverty, which refers to the widening gap between men and women living in poverty over the last decade, makes addressing the multiple causes of women’s poverty more pressing than ever.

Gender relations in Kenya have been moulded by a combination of factors that draw from the influence of various traditions, customs and cultural practices, levels of education and awareness, economic development and emerging patterns of social organisation, besides legislation. The socio-cultural attitudes held by both men and women, the socialisation processes and women’s perception of their own status, roles and rights are of particular significance in determining the status of women. Since young children are socialized by women at a very early age, they can change their attitudes or perpetuate negative perceptions (Republic of Kenya, 2000). The challenge Kenya faces today is how to create an enabling environment which recognizes the potential roles and responsibilities of women and men in the development of the country and utilize strategies that will address the socio-cultural barriers that have contributed to gender disparities and inability of women to realize their full potential (Republic of Kenya, 2000).

The development of a gender policy by the government of Kenya reaffirms its commitment to addressing gender issues. The policy recognizes that it is the right of men, women, boys and girls to participate in and benefit from development and other initiatives. The policy advocates for new departures and strategies that are aimed at ensuring greater participation of men and women and equal access to development resources and distribution of the benefits. It promotes a more cost-effective way of managing resources and ensuring sustainable development. The Policy asserts the need to focus on empowerment strategies that not only demonstrate understanding of the essential linkages between the reproductive and productive roles of women, but also recognise the need to adopt equity as a goal and its achievement through the removal of any existing disparities between men and women. It highlights the social, cultural, economic and political factors that perpetuate inequalities in access to and control of
development resources and benefits. It proposes strategies that will ensure that resources are available and that structures are in place to addresses specific needs and skills of men and women (Sanchez et al. 2005).

Since 1963, national and sectoral policies have had different impacts on Kenyan women and men, and more often than not have overlooked gender concerns. The National Policy on Gender and Development provides a basis for the Government to underscore its commitment to advancing the status of women. The Government of Kenya is determined to address any existing imbalances through policy formulation and implementation taking into account different needs and skills of men and women (Republic of Kenya, 2000). Since independence, the Kenya Government has demonstrated concern for the welfare and special needs of women. This concern led to the establishment of the Women’s Bureau in the Ministry of Culture and Social Services in 1976 as the national machinery for the advancement of women (Republic of Kenya 2000). This was an acknowledgement of women as a population category with special needs that require particular attention. Within the same Ministry, The Community Based Nutrition Programme complemented the Women’s Bureau by implementing strategies that were aimed at strengthening the roles of women within the family with particular attention to the status and welfare of young children (Republic of Kenya, 2000). According to the Republic of Kenya (2000) most Government Ministries have set up special units that are aimed at addressing women issues and subsequently gender concerns in their respective sectors. The Ministry of Education and Human Resources Development has a department of women’s education that is essentially a home economics unit. This unit has been transformed into a gender focal point and has launched a task force that has formulated an action plan for mainstreaming gender in the education sector. The Ministry of Agriculture addresses women’s concerns in agriculture and food production through the home economics division. It has recently introduced a clear gender and development strategy with a specific unit for implementation. The Ministry of Health addresses gender concerns through the Primary Health Care Programme. It also has a network of Maternal Child Health and Family Planning services. Other line ministries have also set focal points geared towards mainstreaming gender issues in their programmes and policies.
2.3 Summary of Research Gaps
The literature reviewed in this study indicates that a number of studies relating to the subject matter of this study have been done but empirical evidence for most areas are lacking. It is also evident that most of those studies already done, a majority of them are at the international scene and at the regional level establishing a gap in relation to scope providing a rationale for further research attempts to zero in on this gap, especially in relation to the local context.

To start with, empirical evidence indicates that with regards to government policy, no much work has been done within the informal sector. This calls for an attempt to do the same to bridge this gap. In addition, as related to poverty levels as well, there is no empirical evidence to indicate whether or not studies that examine poverty levels within informal sector and in particular the ones in Eastleigh have been done.

Finally, a number of the studies done on gender equality tend to touch more on formal sector as opposed to the informal sector. This provides extensive gaps in research. Consequently, it is in this background the researcher contends that there is need to further explore and document the same for use in academia and in practice.
2.4 Conceptual Framework

A conceptual framework helps simplify the proposed relationships between the variables in the study and shows the same graphically or diagrammatically (Mugenda & Mugenda, 2003). Figure 1 shows how the various independent variables influence the dependent variable under study.

The conceptual framework of this study is based on three independent variables namely; government policy, poverty levels and gender inequality. The dependent variable of this study is empowerment of female immigrant workers in informal sector in Eastleigh.
CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Introduction
This chapter sets out various stages and phases that will be followed in completing the study. It presents details of the research design to be used in the study, the population, data collection and analysis techniques, ethical considerations and limitations of the study. It also gives an indication of what is expected at the end of the study.

3.2 Study Design
This study employed descriptive cross-sectional study to investigate factors influencing empowerment of female immigrant workers in informal sector in Eastleigh. This design is good, because it shows the relationship between variables. According to (Mugenda and Mugenda, 2003) descriptive studies report summary data such as measures of central tendency including the mean, median, mode, deviance from the mean, variation, percentage, and correlation between variables. Descriptive studies can yield rich data that lead to important recommendations. Some of the main advantages of descriptive research design is that it enables the investigator to collect primary raw data from respondents easily, plus ability to accommodate large sample sizes' generalizability of results and ability to distinguish small differences between diverse samples groups.

3.3 Target Population
Mugenda and Mugenda (2003) define a population as an entire group of individuals, events or objects having a common observable characteristic. Target population in statistics is the specific population about which information is desired. The target population of this study was all the employees in various industries in the informal sector. There are approximately 25,000 such employees in Eastleigh (NESC, 2013). However, the proportion of the population that has the characteristics to be measured constitutes 3000 employees of businesses in the informal sector in Eastleigh. The category of the target population was as follows table 1;
### Table 3.1: Target Population

<table>
<thead>
<tr>
<th>Branch</th>
<th>Population frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supermarkets</td>
<td>2150</td>
<td>8.6</td>
</tr>
<tr>
<td>Wholesalers</td>
<td>4775</td>
<td>19.1</td>
</tr>
<tr>
<td>Hotels</td>
<td>3700</td>
<td>14.8</td>
</tr>
<tr>
<td>Construction</td>
<td>3925</td>
<td>15.7</td>
</tr>
<tr>
<td>Clothes vendors</td>
<td>4350</td>
<td>17.4</td>
</tr>
<tr>
<td>Telecommunication agents</td>
<td>2600</td>
<td>10.4</td>
</tr>
<tr>
<td>Jua kali artisans</td>
<td>3500</td>
<td>14</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25000</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Source: NESC (2012).

### 3.4 Sample Design

According to Kothari (2002) the required sample size can be estimated through calculation using the following formula:

\[ n = \frac{T^2 p g}{m^2} \]

Where:
- \( n \) = the required sample size
- \( T \) = the standard normal deviate at the required confidence level
- \( p \) = the proportion in the target population estimated to have the characteristics being measured
- \( g = 1-p \)
- \( m \) = the level of statistical significance set (Margin of error)
The sample size was estimated within 95% confidence interval ($z=1.96$) and a desired accuracy level of 0.05 as follows;

$$n = (1.96)^2 \times (0.12) \times (0.88) / (0.05)^2 = 162 \text{ (approx)}$$

For this research a total sample size of 162 will be adequate. Since 162 is the total sample size required, this was picked as a proportion of 3000 using stratified random sampling as follows;

**Table 3.2: Sample Size for various target respondents**

<table>
<thead>
<tr>
<th>Branches</th>
<th>Population frequency</th>
<th>Sample</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supermarkets</td>
<td>295</td>
<td>15</td>
</tr>
<tr>
<td>Wholesalers</td>
<td>557</td>
<td>29</td>
</tr>
<tr>
<td>Hotels</td>
<td>450</td>
<td>24</td>
</tr>
<tr>
<td>Construction</td>
<td>472</td>
<td>25</td>
</tr>
<tr>
<td>Clothes vendors</td>
<td>515</td>
<td>27</td>
</tr>
<tr>
<td>Telecommunication agents</td>
<td>381</td>
<td>20</td>
</tr>
<tr>
<td>Jua kali artisans</td>
<td>430</td>
<td>23</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3000</strong></td>
<td><strong>162</strong></td>
</tr>
</tbody>
</table>

Source: Author (2014)
3.5 Data Collection

3.5.1 Research Instrument
Data was collected using mainly questionnaires; they were interview administered questionnaire method. The questionnaire was structured, and had open and closed ended questions. It comprised of two sections. The first part sought to obtain general information on respondents’ profile. The second part was devoted to the identification of the factors influencing empowerment of female immigrant workers in informal sector in Eastleigh, where the four variables of the study were put into focus. The researcher adopted a drop and pick method where the instruments were dropped in the morning and be collected after having been completed by the respondents.

3.5.2 Reliability
According to Mugenda and Mugenda (2003), reliability is a measure of the degree to which a research instrument yields consistent results or data after repeated trials and validity is the degree to which results obtained from the analysis of the data actually represent the phenomenon under study. One of the most popular reliability statistics in use today is Cronbach's alpha (Cronbach, 1951). Cronbach's alpha determines the internal consistency or average correlation of items in a survey instrument to gauge its reliability. The qualitative data in the open ended sections was analysed using descriptive analysis, then they were analysed.

3.5.3 Validity
The researcher carried-out a pilot study to pretest and validates the questionnaire. The pilot study enabled the researcher to identify items that require modification. The result helped the researcher to correct inconsistencies arising from the instruments, which ensured that they measure what is intended.
3.6 Data Analysis

Before processing the responses, the completed questionnaires were edited for completeness and consistency. The data was coded to enable the responses to be grouped into various categories. The researcher mainly used descriptive statistics to analyze data. The analysis was done by the use of SPSS (Statistical Package for Social Studies) version 19 and Microsoft excel software was used to generate outputs. This included frequency distribution tables, mean and standard deviation. The data was presented in form of narrative, pie charts, bar graphs and, frequency tables.

Inferential statistics especially multiple regression analysis was also be considered for quantitative data. Cronbach alpha test was used to test for the reliability or internal consistency of the study variables. Multiple linear regressions were used to establish the predictive power of the study model specified. The study applied Cronbach’s alpha reliability coefficient for likert-type scales to test the tools. The Cronbach's alpha reliability coefficient was employed because; summated scales are often used in survey instruments to probe underlying constructs that the researcher wants to measure. These may consist of indexed responses to dichotomous or multi-point questionnaires, which are later summed to arrive at a resultant score associated with a particular respondent. Usually, development of such scales is not the end of the research itself, but rather a means to gather predictor variables for use in objective models. However, the question of reliability rises as the function of scales is stretched to encompass the realm of prediction.

3.7 Ethical considerations

This study adhered to appropriate research procedures and all sources of information was acknowledged as far as possible. Before the questionnaire is administered, consent was sought and given by the respondents. The respondents were informed of their right not to take part in the survey. Full confidentiality was maintained especially when dealing with questionnaires and the identity of the respondents were kept secret. Personal information will only be used for the purpose of the study and the respondents were not be revealed to any other source. Participants were informed of any potential limitations to the confidentiality of any information supplied. Procedures were put in place to protect the
confidentiality of information and the anonymity of the participants in all research materials. The participants will be offered access to the results of the study.

3.8 Operationalization Diagram

<table>
<thead>
<tr>
<th>Government Policy</th>
<th>Empowerment of Female Immigrant Workers in Informal Sector in Eastleigh</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Legal protection framework</td>
<td>• Ability to work freely in host country</td>
</tr>
<tr>
<td>• Material assistance</td>
<td>• Earn adequate &amp; decent living</td>
</tr>
<tr>
<td>• Political challenges</td>
<td>• Freedom from harassment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Equality</th>
<th>Poverty Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Gender disparity</td>
<td>• Social-political exclusion</td>
</tr>
<tr>
<td>• Feminization of poverty</td>
<td>• Low productivity</td>
</tr>
<tr>
<td>• Socio-cultural attitudes</td>
<td>• Vulnerability to hazards</td>
</tr>
</tbody>
</table>
CHAPTER 4
DATA ANALYSIS AND INTERPRETATIONS

4.1 Introduction
This chapter presented the outcomes of the analysis of the data collected during the study survey. This section was divided into twelve sections. Section 4.1 covered introduction, section 4.2 gave the study response rate, section 4.3 gave general information, section 4.4 gave information on empowerment of female immigrant workers, section 4.5 gave information on government policy, section 4.6 gave information on poverty levels, section 4.7 gave information on gender equality, section 4.8 gave information on reliability test, section 4.9 gave information on correlation analysis, section 4.10 gave information on model formulation and estimation, section 4.11 gave information on ANOVA, 4.13 gave information on model fit and section 4.14 gave information on test of hypotheses. Both descriptive and inferential statistics were relied on to draw conclusions.

4.1.1 Reliability test
A reliability test was done using Cronbach's alpha test. The main reason for this test was to measure the internal consistency of the study components, which is, how closely related a set of components are as a group. The Cronbach's alpha value for this research was found to be 0.867 suggesting that the components have relatively high internal consistency. Wherry (1984) argued that a reliability coefficient of 0.70 is considered "acceptable" in most social science research situations. The findings of this study were as indicated in table 3.

Table 4.1: Reliability Statistics

<table>
<thead>
<tr>
<th>Cronbach's Alpha</th>
<th>Cronbach's Alpha Based on Standardized Items</th>
<th>N of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>.867</td>
<td>.843</td>
<td>26</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)

4.2 The Response Rate
Out of the 162 questionnaires administered, 144 were successfully filled and returned. This implied that the response rate for this study was 88.8%. This was considered adequate for analysis.
4.3 General Information

4.3.1 Distribution of Respondents by Age

The study found out that a majority (41.7%) of the respondents were below 30 years of age while 25% of the respondents were between 40-49 years. This implied that a majority of female immigrant workers in Eastleigh were in the age bracket of the people who are economically active. The rest of the findings are as shown in table 4.

Table 4.2: Distribution of Respondents by Age

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 30 years</td>
<td>60</td>
<td>41.7</td>
</tr>
<tr>
<td>30-39 years</td>
<td>48</td>
<td>33.30</td>
</tr>
<tr>
<td>40-49 years</td>
<td>36</td>
<td>25.0</td>
</tr>
<tr>
<td>50-59 years</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>Total</td>
<td>144</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)
4.3.2 Distribution of Respondents by Length of Stay

Majority (50%) of the respondents were found to have only stayed for less than 5 years explained by ravaging conflicts in the neighboring countries especially Sudan and Somalia while 16.7% were found to have been around for over a decade shown table 5.

**Table 4.3: Distribution of Respondents by Length of Stay**

<table>
<thead>
<tr>
<th>Length of stay</th>
<th>Frequency</th>
<th>Percent (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5 years</td>
<td>72</td>
<td>50.0</td>
</tr>
<tr>
<td>5-10 years</td>
<td>48</td>
<td>33.3</td>
</tr>
<tr>
<td>10-15 years</td>
<td>24</td>
<td>16.7</td>
</tr>
<tr>
<td>Total</td>
<td>144</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)

4.3.3 Distribution of Respondents by Level of Education

Majority (58.3%) of the respondents were found to be completely illiterate while 8.3% of the respondents had post secondary education. This may be explained by long time political instability experienced in countries residing in the horn of Africa region. The rest of the findings are as contained in table 6.

**Table 4.4: Distribution of Respondents by Level of Education**

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>Frequency</th>
<th>Percent (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>36</td>
<td>25.1</td>
</tr>
<tr>
<td>Secondary</td>
<td>12</td>
<td>8.30</td>
</tr>
<tr>
<td>College</td>
<td>12</td>
<td>8.30</td>
</tr>
<tr>
<td>None</td>
<td>84</td>
<td>58.30</td>
</tr>
<tr>
<td>Total</td>
<td>144</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Survey data (2014)
4.4 Empowerment of Female Immigrant Workers

The respondents were asked to rate various statements on empowerment of female immigrant workers based in Eastleigh on selected empowerment measures on a five point likert scale. The range was strongly disagree (1) to strongly agree (5). The scores of strongly disagree and disagree were taken to represent a component that had an influence to a small extent (S.E) equivalent to a mean score of 0 to 2.5 on a continuous likert scale; (0≤ S.E≤ 2.4). Scores of neutral were taken to represent a component that had an influence to a moderate extent (M.E) equivalent to a mean score of 2.5 to 3.4 on the continuous likert scale: (2.5≤M.E≤ 3.4). The scores for both agree and strongly agree were taken to represent a variable component which had an influence to a large extent (L.E) equivalent to a mean score of 3.5 to 5 on a continuous likert scale; (3.5≤ L.E≤ 5.0). A standard deviation of 1.5 implied a significant difference on the influence of the component among respondents.

From descriptive statistics generated from the data collected during the survey, the study found out that lack of employment opportunities (mean: 4.25) had the greatest influence on empowerment of female immigrant workers based in Eastleigh. Poor access to economic resources and opportunities for women (mean: 4.25), poor access to productive assets, skills development and market information (mean: 4.17) and lack of adequate sources of earnings also greatly influenced empowerment of the female immigrant workers. Lack of fair distribution of benefits of growth (mean: 3.92) was also found to greatly influence empowerment of female immigrant workers in Eastleigh area of Nairobi County. See results in table 7.
Table 4.5: Empowerment of Female Immigrant Workers

<table>
<thead>
<tr>
<th>Constructs</th>
<th>N</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of adequate sources of earnings</td>
<td>144</td>
<td>4</td>
<td>5</td>
<td>4.08</td>
<td>.277</td>
</tr>
<tr>
<td>Lack of employment opportunities</td>
<td>144</td>
<td>4</td>
<td>5</td>
<td>4.25</td>
<td>.435</td>
</tr>
<tr>
<td>Lack of fair distribution of benefits of growth</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>3.92</td>
<td>.495</td>
</tr>
<tr>
<td>Poor access to economic resources and opportunities for women</td>
<td>144</td>
<td>4</td>
<td>5</td>
<td>4.25</td>
<td>.435</td>
</tr>
<tr>
<td>Poor access to productive assets, skills development and market information</td>
<td>144</td>
<td>4</td>
<td>5</td>
<td>4.17</td>
<td>.374</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)

4.5 Government Policy and Female Empowerment

Similarly, the respondents were asked to rate various statements on the influence of government policy on empowerment of female immigrant workers based in Eastleigh on government policy measures and on a five point likert scale. The range was strongly disagree (1) to strongly agree (5). The scores of strongly disagree and disagree were taken to represent a component that had an influence to a small extent (S.E) equivalent to a mean score of 0 to 2.5 on a continuous likert scale; (0≤ S.E≤ 2.4). Scores of neutral were taken to represent a component that had an influence to a moderate extent(M.E) equivalent to a mean score of 2.5 to 3.4 on the continuous likert scale: (2.5≤M.E≤ 3.4). The scores for both agree and strongly agree were taken to represent a variable component which had an influence to a large extent(L.E) equivalent to a mean score of 3.5 to 5 on a continuous likert scale; (3.5≤ L.E≤ 5.0). A standard deviation of 1.5 implied a significant difference on the influence of the component among respondents. From the outcome of statistics generated during analysis, the study found out that lack of provision for employment opportunities for women in government policy (mean: 4.25) had the greatest influence on empowerment of female immigrant workers based in Eastleigh. At the same time lack of provision for material assistance for women in government policy (mean: 4.08), lack of provision for safety and better livelihoods in government policy...
(mean: 3.83) and the lack of provision for legal protection for women in government policy (mean: 3.75) also greatly influenced empowerment of female immigrant workers. However, lack of provisions for benefits of residence for women in government policy (mean: 3.25) was found to moderately influence empowerment of female immigrant workers in this area of study as shown in table 8.

Table 4.6: Government Policy

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of provisions for safety and better livelihoods in government policy</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>3.83</td>
<td>.555</td>
</tr>
<tr>
<td>Lack of provisions for employment opportunities for women in government policy</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>4.25</td>
<td>.597</td>
</tr>
<tr>
<td>Lack of provisions for legal protection for women in government policy</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>3.75</td>
<td>.724</td>
</tr>
<tr>
<td>Lack of provisions for material assistance for women in government policy</td>
<td>144</td>
<td>4</td>
<td>5</td>
<td>4.08</td>
<td>.277</td>
</tr>
<tr>
<td>Lack of provisions for benefits of residence for women in government policy</td>
<td>144</td>
<td>3</td>
<td>4</td>
<td>3.25</td>
<td>.435</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)

4.6 Poverty Levels and Female Empowerment

Equally, the respondents were asked to rate various statements on the influence of poverty levels on empowerment of female immigrant workers based in Eastleigh on poverty level measures on a five point likert scale. The range was strongly disagree (1) to strongly agree (5). The scores of strongly disagree and disagree were taken to represent a component that had an influence to a small extent (S.E) equivalent to a mean score of 0 to 2.5 on a continuous likert scale; (0≤ S.E≤ 2.4). Scores of neutral were taken to represent a component that had an influence to a moderate extent (M.E) equivalent to a mean score of
2.5 to 3.4 on the continuous likert scale: \(2.5 \leq M.E \leq 3.4\). The scores for both agree and strongly agree were taken to represent a variable component which had an influence to a large extent\(L.E\) equivalent to a mean score of 3.5 to 5 on a continuous likert scale; \(3.5 \leq L.E \leq 5.0\). A standard deviation of 1.5 implied a significant difference on the influence of the component among respondents.

From the outcome of the analysis, it was found out that the impact of social and political exclusion of women (mean: 4.33) had the greatest influence on empowerment of female immigrant workers based at Easleigh. Impact of minimal or lack of basic needs such as food, clothing, shelter and health care (Mean: 3.92) and lack of essential public services such as pure water, sanitation, public transport, health and education facilities (mean: 3.92), low productivity of women (mean: 3.75) and overuse of urban lands (mean: 3.67) and inadequate food in terms of quantity and quality (mean: 3.58) were also found to greatly influence the empowerment of female immigrant workers. However, impact of unsustainable urbanization (mean: 3.42) was found to moderately influence empowerment of female immigrant workers operating in Eastleigh area of Nairobi County. Table 9 has details of the findings.
Table 4.7: Poverty Levels

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impacts of low productivity of women</td>
<td>144</td>
<td>3</td>
<td>4</td>
<td>3.75</td>
<td>.435</td>
</tr>
<tr>
<td>Impacts of unsustainable urbanization</td>
<td>144</td>
<td>3</td>
<td>4</td>
<td>3.42</td>
<td>.495</td>
</tr>
<tr>
<td>Impacts of inadequate food in terms of quantity and quality</td>
<td>144</td>
<td>3</td>
<td>4</td>
<td>3.58</td>
<td>.495</td>
</tr>
<tr>
<td>Impacts of minimal or lack of basic needs such as food, clothing, shelter and health care</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>3.92</td>
<td>.495</td>
</tr>
<tr>
<td>Impacts of overuse of urban lands</td>
<td>144</td>
<td>3</td>
<td>4</td>
<td>3.67</td>
<td>.473</td>
</tr>
<tr>
<td>Impacts of lack of essential public services such as pure water, sanitation, public transport, health and education facilities</td>
<td>144</td>
<td>3</td>
<td>4</td>
<td>3.92</td>
<td>.277</td>
</tr>
<tr>
<td>Impacts of social and political exclusion of women</td>
<td>144</td>
<td>4</td>
<td>5</td>
<td>4.33</td>
<td>.473</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)

4.7 Gender Equality and Female Empowerment

The respondents were asked to rate various statements relating to influence of gender equality on empowerment of female immigrant workers based in Eastleigh on selected equality measures on a five point likert scale. The range was strongly disagree (1) to strongly agree (5). The scores of strongly disagree and disagree were taken to represent a component that had an influence to a small extent (S.E) equivalent to a mean score of 0 to 2.5 on a continuous likert scale; (0≤ S.E≤ 2.4). Scores of neutral were taken to represent a component that had an effect to a moderate extent(M.E) equivalent to a mean score of 2.5 to 3.4 on the continuous likert scale: (2.5≤M.E≤ 3.4). The scores for both agree and strongly agree were taken to represent a variable component which had an influence to a large extent(L.E) equivalent to a mean score of 3.5 to 5 on a continuous likert scale; (3.5≤ L.E≤ 5.0). A standard deviation of 1.5 implied a significant difference on the influence of the component among respondents.
Based on generated statistics, the study indicated that poor levels of education and awareness (mean: 4.08) had the greatest influence on empowerment of female immigrant workers at Easleigh area of Nairobi County. The study also indicated that national and sectoral policies (mean: 3.92), existence of gender disparities (mean: 3.83), poor socialization processes and women’s perceptions of their own status (mean: 3.58) and impacts of traditions, customs and cultural practices (mean: 3.50) had great influence on empowerment of female immigrant workers based in Eastleigh. However, poor recognition of potential roles and responsibilities of women and men (mean: 3.17) was found to have a moderate influence as shown in table 10.

Table 4.8: Gender Equality

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impacts of traditions, customs and cultural practices</td>
<td>144</td>
<td>2</td>
<td>4</td>
<td>3.50</td>
<td>.766</td>
</tr>
<tr>
<td>Poor levels of education and awareness</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>4.08</td>
<td>.642</td>
</tr>
<tr>
<td>Poor socialization processes and women’s perceptions of their own status</td>
<td>144</td>
<td>2</td>
<td>4</td>
<td>3.58</td>
<td>.642</td>
</tr>
<tr>
<td>Poor recognition of potential roles and responsibilities of women and men</td>
<td>144</td>
<td>2</td>
<td>4</td>
<td>3.17</td>
<td>.802</td>
</tr>
<tr>
<td>Existence of gender disparities</td>
<td>144</td>
<td>2</td>
<td>5</td>
<td>3.83</td>
<td>.690</td>
</tr>
<tr>
<td>National and sectoral policies</td>
<td>144</td>
<td>3</td>
<td>5</td>
<td>3.92</td>
<td>.495</td>
</tr>
</tbody>
</table>

Source: Survey data (2014)
Further tests were performed to establish the reliability of the study components, to examine the nature of relationship that existed between study variables and estimate the predictive power of the study model. To this end reliability test, Pearson product moment correlation analysis and multiple regression analysis were carried out.

4.9 Correlation Analysis

Table 4.9: Correlations

<table>
<thead>
<tr>
<th></th>
<th>Empowerment of female immigrant workers (Independent variable)</th>
<th>Government policy (Dependent variable)</th>
<th>Poverty levels (Dependent variable)</th>
<th>Gender equality (Dependent variable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality healthcare service delivery</td>
<td>Pearson Correlation</td>
<td>1</td>
<td>.763</td>
<td>.113</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>.123</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>Government policy</td>
<td>Pearson Correlation</td>
<td>.763</td>
<td>1</td>
<td>.173</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>.123</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>Poverty levels</td>
<td>Pearson Correlation</td>
<td>.113</td>
<td>.173</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>.265</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
<tr>
<td>Gender equality</td>
<td>Pearson Correlation</td>
<td>.846**</td>
<td>.178</td>
<td>.159</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.078</td>
<td>.117</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>144</td>
<td>144</td>
<td>144</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed). * Correlation is significant at the 0.05 level (1-tailed). Table 11 indicates that there is a strong positive improvement in empowerment of female immigrant workers with government policy (r=0.763, p=0.05) and a weak positive improvement with poverty levels (r=0.113, p=0.05). The table also indicates a strong positive improvement in empowerment of female immigrant workers with gender equality (r=0.846, p=0.10).
CHAPTER 5
SUMMARY OF THE KEY FINDINGS, CONCLUSIONS AND
RECOMMENDATIONS

5.1 Introduction
This chapter covered summary of the key findings, conclusions, policy recommendations as well as areas for further study.

5.2 Summary of the Key Findings
This study was conducted within the informal sector operating in Eastleigh area of Nairobi County to examine factors influencing empowerment of female immigrant workers. The specific concerns of the study included: To examine the influence of government policy, poverty levels and gender equality on empowerment of female immigrant workers.

5.2.1 Influence of government policy on empowerment
The study found out that there was a strong positive improvement in empowerment of female immigrant workers with government policy (r=0.763, p=0.05).
On the influence of government policy on empowerment of female immigrant workers, the study found out that lack of provision for employment opportunities for women in government policy, lack of provision for material assistance for women in government policy, lack of provision for safety and better livelihoods in government policy and the lack of provision for legal protection for women in government policy greatly influenced empowerment of female immigrant workers in the informal sector in Eastleigh in that order respectively. However, the study found that lack of provision for benefits of residence for women in government policy was found to moderately influence empowerment of female immigrant workers in this area of study.

5.2.2 Influence of gender equality on empowerment
The study also indicated a strong positive improvement in empowerment of female immigrant workers with gender equality (r=0.846, p=0.10).
On the influence of gender equality on empowerment of female immigrant workers, the study indicated that poor levels of education and awareness, the national and sectoral policies, existence of gender disparities, poor socialization processes and women’s perceptions of their own status and impacts of traditions also influenced empowerment of female immigrant workers in the informal sector in Eastleigh in that order respectively.

5.2.3 Influence of poverty levels on empowerment

The study found a weak positive improvement with poverty levels ($r=0.113$, $p=0.05$). This indicated that the impacts of low productivity of women, unsustainable urbanisation, lack of adequate food and basic needs poorly influenced the empowerment of female immigrant workers.

These findings are in agreement with a similar research by (UNFPA, 2010) that stated that empowering women is an indispensable tool for advancing development and reducing poverty. The outputs of multiple regression analysis indicated that there existed a significant relationship between government policy (i.e. $0.045 \leq p$-value $\leq 0.05$), gender equality (i.e. $0.027 \leq p$-value $\leq 0.05$) and the empowerment of female immigrant workers and insignificant relationship with poverty levels (i.e. $0.946 \geq p$-value $\leq 0.05$) in the informal sectors operating in Eastleigh area of Nairobi County.
5.3 Conclusions

Based on the objectives of the study, it was concluded that there was an urgent need to address the plight of female immigrant workers operating in the informal sector in Kenya and more particularly those operating in the informal sector in Eastleigh area of Nairobi County.

The study concluded that there was need to review government policy to provide for forms of employment opportunities for female immigrant workers in the informal sector in Kenya. The study also concluded that the government did not have a clear strategy on how to protect female immigrant workers from legal, economic and social challenges facing them in their pursuit of economic empowerment.

The study concluded that poor levels of education and awareness among female immigrant workers coupled with weak and sectoral policies, gender disparities and poor socialization processes posed serious hurdles in empowerment of this group of workers in the informal sector. These findings are in agreement with Seccombe (2000) who observed that poverty is not randomly distributed as race; gender, family structure, and parental education all have a significant effect on the likelihood of experienced poverty.

However, even though poverty levels was found to have insignificant relationship with empowerment of female immigrant workers, the study concluded that this group of workers were socially and politically excluded and that they lacked basic needs such as food, shelter, clothing and healthcare as well as water, sanitation and public transport facilities.
5.4 **Policy Recommendations**

The following policy recommendations were proposed to improve empowerment of female immigrant workers operating in the informal sector in Kenya.

5.4.1 **Employment opportunities through public private partnerships**

A framework for provision for forms of employment opportunities to female immigrant workers is put in place. This is to be achieved through public private partnerships anchored on clear provisions in the national policy framework on empowerment of immigrant workers.

5.4.2 **Material assistance**

A mechanism is put in place that provides for material assistance to women. This is to be achieved through mapping out to identify the number of those in need, the level of assistance they require and listing of relevant donors including foreign governments, non-governmental organizations and international bodies with such mandates.

5.4.3 **Education and awareness programs**

A mechanism of provision of education and awareness to female immigrant workers is developed. This is to be achieved through development of education and awareness programs tailored towards capacity building and technical assistance. Fourth, mechanisms are put in place that ensures regular review of national and sectoral policies. This is to be achieved by recognizing changing circumstance and conditions in the social, political and economic contexts.

5.4.5 **Legislation for social and political inclusion**

A means is devised that ensures social and political inclusion of women. This is to be achieved through legislation and proper enforcement. Sixth, a mechanism is developed that ensures efficient provision of public services. This is to be achieved through review of various policies relating to provision of water, sanitation, public transport, health and education facilities among other recommendations.
5.5 Areas for further study
A study is done to incorporate more variables like; social equity, community participation and non discrimination of the marginalized groups. This is supported by the fact that the coefficient of determination of the model of this study was not found to be 1 implying that there are other extraneous variables that explain variations in empowerment of female immigrant workers in the informal sector in Kenya and in particular those operating from Eastleigh area of Nairobi County.
REFERENCES


OECD (2010a), Accelerating progress towards the MDGs through pro-poor growth: policy messages from the DAC Network on Poverty Reduction, OECD, Paris.

OECD (2010b), Integrating gender equality dimensions into public financial management reforms, Gender Equality, Women’s Empowerment and the Paris Declaration on Aid Effectiveness Issues Brief 6, OECD DAC Network on Gender Equality, Paris.


APPENDICES

APPENDIXES I: QUESTIONNAIRE

Serial No……………………………..

My name is Rose Mbugua, I am a Master of Project Management at University of Nairobi. Kindly fill this questionnaire to enable me collect data for this study. The questionnaire is meant to collect information on ASSESSMENT OF THE FACTORS INFLUENCING EMPOWERMENT OF FEMALE IMMIGRANT WORKERS IN INFORMAL SECTOR IN EASTLEIGH. Kindly answer the questions by writing a brief statement or ticking in the boxes provided as will be applicable. The information provided will be treated as strictly confidential and at no instance will your name be mentioned in this research. This research is intended for academic purposes only.

SECTION ONE: DEMOGRAPHIC INFORMATION

1. Age  ☐ below 30 years  ☐ 30-39 years  ☐ 40-49 years

2. For how long have been here?
   a)  ☐ 0-5 years
   b)  ☐ 5-10 years
   c)  ☐ 10-15 years
   d)  ☐ 15-20 years
   e)  ☐ 20 and above years

3. What is your highest level of education?
   i. None  ☐  iii. Secondary  ☐
   ii. Primary  ☐  iv. College  ☐
   v. Other (specify) ………………………………………….
SECTION TWO: EMPOWERMENT OF FEMALE IMMIGRANT WORKERS

4. The following are statements about empowerment of female immigrant workers in Eastleigh. To what extent do you agree with these statements? Guide: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)

<table>
<thead>
<tr>
<th>No</th>
<th>Description</th>
<th>Strongly Disagree (1)</th>
<th>Disagree (2)</th>
<th>Neutral (3)</th>
<th>Agree (4)</th>
<th>Strongly Agree (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Lack of adequate sources of earnings impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii</td>
<td>Lack of employment opportunities impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii</td>
<td>Lack of fair distribution of benefits of growth impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv</td>
<td>Lack of adequate sources of earnings impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v</td>
<td>Poor access to economic resources and opportunities for women impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>vi</td>
<td>Poor access to productive assets, skills development and market information impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
SECTION THREE: GOVERNMENT POLICY

5. Comment on the following issues on government policy on female immigrant workers in Eastleigh. Guide: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)

<table>
<thead>
<tr>
<th>No</th>
<th>Description</th>
<th>Strongly disagree (1)</th>
<th>Disagree (2)</th>
<th>Neutral (3)</th>
<th>Agree (4)</th>
<th>Strongly agree (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Lack of provisions for safety and better livelihoods in government policy impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii</td>
<td>Lack of provisions for employment opportunities for women in government policy impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii</td>
<td>Lack of provisions for legal protection for women in government policy impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv</td>
<td>Lack of provisions for material assistance for women in government policy impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v</td>
<td>Lack of provisions for benefits of residence for women in government policy impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
SECTION FOUR: POVERTY LEVELS

6. The following are statements about poverty levels on female immigrant workers in Eastleigh. To what extent do you agree with these statements? Guide: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)

<table>
<thead>
<tr>
<th>No</th>
<th>Description</th>
<th>Strongly disagree(1)</th>
<th>Disagree (2)</th>
<th>Neutral (3)</th>
<th>Agree (4)</th>
<th>Strongly agree (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Impacts of low productivity of women impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii</td>
<td>Impacts of unsustainable urbanization impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii</td>
<td>Impacts of inadequate food in terms of quantity and quality impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv</td>
<td>Impacts of minimal or lack of basic needs such as food, clothing, shelter and health care impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v</td>
<td>Impacts of overuse of urban lands impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>vi</td>
<td>Impacts of lack of essential public services such as pure water, sanitation, public transport, health and education facilities impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>vii</td>
<td>Impacts of social and political exclusion of women impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### SECTION FIVE: GENDER EQUALITY

7. Comment on the following issues on gender inequality on female immigrant workers in Eastleigh. Guide: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)

<table>
<thead>
<tr>
<th>No</th>
<th>Description</th>
<th>Strongly disagree(1)</th>
<th>Disagree (2)</th>
<th>Neutral (3)</th>
<th>Agree (4)</th>
<th>Strongly agree (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Impacts of traditions, customs and cultural practices impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii</td>
<td>Poor levels of education and awareness impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii</td>
<td>Poor socialization processes and women’s perceptions of their own status impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv</td>
<td>Poor recognition of potential roles and responsibilities of women and men impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v</td>
<td>Existence of gender disparities impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>vi</td>
<td>National and sectoral policies impedes empowerment of female immigrant workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

-THANK YOU-
## APPENDIX II

### THE WORK PLAN / TIMEFRAME

<table>
<thead>
<tr>
<th></th>
<th>TARGET DATE</th>
<th>TASK TO BE ACHIEVED</th>
</tr>
</thead>
</table>
| 1 | Nov 2013    | Formulate and clarify research topic  
                              Read literature  
                              Define objectives clearly and finalize objectives |
| 2 | Dec 2013    | Proposal preparation  
                              Develop questionnaire |
| 3 | Jan 2014    | Defense of research proposal  
                              Devise research strategy |
| 4 | Feb 2014    | Pilot test and revise questionnaire  
                              Administer questionnaire  
                              Data Analysis and drafts preparation  
                              Further write up |
| 5 | March 2014  | Draft completed  
                              Corrections, print and bind  
                              Submit project  
                              Final Project Defense |
| 6 | Apr 2014    | Submission of corrected final copy |
### APPENDIX III

#### GNATT CHART

<table>
<thead>
<tr>
<th>Activity</th>
<th>NOV</th>
<th>DEC</th>
<th>JAN</th>
<th>FEB</th>
<th>MAR</th>
<th>APR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formulate and clarify research topic</td>
<td></td>
<td></td>
<td><strong>X</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Read literature</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Define objectives clearly and finalize objectives</td>
<td></td>
<td><strong>X</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proposal preparation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop questionnaire</td>
<td></td>
<td></td>
<td></td>
<td><strong>X</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Defence of research proposal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>X</strong></td>
<td></td>
</tr>
<tr>
<td>Devise research strategy</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>X</strong></td>
<td></td>
</tr>
<tr>
<td>Pilot test and revise questionnaire</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>X</strong></td>
</tr>
<tr>
<td>Administer questionnaire</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>X</strong></td>
</tr>
<tr>
<td>Data Analysis and drafts preparation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Final Project Defense</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>X</strong></td>
</tr>
<tr>
<td>Submission of corrected final copy</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## APPENDIX IV
### THE BUDGET

<table>
<thead>
<tr>
<th>CORE ACTIVITIES</th>
<th>ITEMS/PARTICIPANTS</th>
<th>TOTAL COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consolidation of literature</td>
<td>Secondary search - Travel expenses</td>
<td>2,500</td>
</tr>
<tr>
<td>Designing and developing research instruments</td>
<td>Typing and photocopying of research instruments</td>
<td>1,500</td>
</tr>
<tr>
<td>Research Induction and training</td>
<td>Transport for researcher and translator for pilot study</td>
<td>5,000</td>
</tr>
<tr>
<td>Finalizing of research instruments</td>
<td>Typing and photocopying</td>
<td>2,000</td>
</tr>
<tr>
<td>Main field/ data collection</td>
<td>Travel allowance for researcher and two translators</td>
<td>10,000</td>
</tr>
<tr>
<td>Translation</td>
<td>Cost of two interpreters</td>
<td>5,000</td>
</tr>
<tr>
<td>Report writing and Typing</td>
<td>Reports drafts and final copies</td>
<td>5,000</td>
</tr>
<tr>
<td>Others</td>
<td>Books, Reams of paper and Telephone</td>
<td>5,000</td>
</tr>
<tr>
<td>10% contingency</td>
<td>---</td>
<td>5,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>41,000</strong></td>
</tr>
</tbody>
</table>