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REPORT OF SURVEY : DOMESTIC WORKERS IN KENYA

Presented by IDAY-KENYA, PALM and Dr. Pacificah F.Okemwa

Kenyatta University

Department of Gender and Development Studies

P.O BOX 43844- 00100, Nairobi, Kenya

*PROJECT « STOPPING VIOLENCE AGAINST CHILD DOMESTIC WORKERS
THROUGH REGULATION AND EDUCATION »*

FINAL REPORT



CEFA
Il seme della
solidarietà

CONTACT

IDAY-Kenya

N°28 Metropolitan Court Argwing Kodhek Road Hurlingham
P.O Box 2849401- GPO 00100 Nairobi
+254 733 606 146
kenya@iday.org

PALM

Gen. Mathenge Lane (off Gen. Mathenge Dr.) |Westlands
P.O Box 16340 GPO 00100 Nairobi
info@literacyafrica.org
+ 254 702652922 - +254 724395299
www.literacyafrica.org



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Dr. Pacificah Okemwa, Lead Consultant, Kenyatta University

EXECUTIVE SUMMARY

This survey was an effort to contribute to ending violence against child and young domestic workers in Kenya as part of a regional programme lead by IDAY International. The survey was conducted based on the recommendations proposed in the conference convened by IDAY in November 2010 in Burundi. Based on country reports on the situation of child and young domestic workers, participating civil society organizations, countries committed to implement action aimed at ending the violence faced by this group. In this regard members of IDAY Kenya including Dr. Jagongo, Dr. Arudo and Dr. Okemwa proposed the need for a survey determine attributes of the target group which would inform any action on domestic workers. This was adopted, therefore, and all countries were to conduct surveys in their respective countries based on tools developed by the Kenya team and standardized by the international team. The survey findings are as follows:

First, the survey established that there are many domestic workers in the country, spread out mostly in the cities and urban centers. A considerable percentage of adult domestic workers are young with 49 % falling between ages 18-25. Majority (52 %) had attained primary (basic) level of education and missed the opportunity to attain higher levels due to financial difficulties. Many of them still yearn for a chance to continue with their education to complete the primary, secondary and tertiary cycles. Further, a high percentage (86%) would like to go for professional training and the majority of these (59%) would like professional training in domestic work. The study therefore, concludes that if properly regulated, professional training in domestic work will attract many men and women as some already appreciate it. Such training will equip domestic workers with work related skills such as cooking (25 %), computer literacy (36%) according to the requests from domestic workers; childcare (52 %), first aid (52 %) and cleanliness (32 %) according to employers; and human rights information, financial and personal empowerment which will be helpful in addressing the various forms of violence they face.

Second, there are relatively fewer child domestic workers (CDWs) in the regions that were studied. This is attributed to free primary education offered by the Kenyan government as well as efforts by the labour office to end child labour. Of the 187 children included in the study, the majority were in Kiambu and Meru counties. This situation is due to poverty in Kiambu especially among squatter populations that work in the coffee growing belt. Meru on the other hand, is a Khat (*Miraa*) growing area where access to easy money has been the main attraction for children. In the other counties, poverty was the main driver of child domestic work. Most of the child domestic workers (85%) were between ages 14-17 years. A majority (51%) had attained primary level of education and would like to continue their education if they got financial support. 53 % of these would consider training in domestic work. These children work for long hours (32%), get hurt and may be mistreated but all they can do is cope with the situation. Children in domestic work, however, expressed very strongly the willingness to re- integrate school.

Third, most of the employers (67%) of domestic workers were women aged between 30-39 years (36 %), married (81%) and with young families, more so, with school going children. This group is in need of domestic work services as most of them work outside the home and need someone to mind their children while they are away. Employers face many challenges dealing with domestic workers including leaving without notice, poor quality of work, lack of basic skills, poor time management and harassment of the children among others. They expressed, however, willingness to make financial and time contributions towards training of domestic workers.

Finally, efforts by government to improve working conditions through legislation have not been very successful, as they are not matched with adequate information and skills on the part of domestic workers. In all the counties, government and County officers lacked data on numbers and conditions under which domestic workers work. KUDHEIHIA (Kenyan Union of Domestic, Hotel, Educational Institutions, Hospitals, and Allied Workers), the trade union mandated to address the plight of domestic workers also faced challenges in accessing them. The officers complained that the domestic workers hardly paid their union dues and were changing work places too often making it hard to monitor working conditions.

It is clear that there is a need to target areas with the highest number of children in domestic work to create awareness and improve the status of children in those areas. It is also recommended to consider some training for domestic workers as a good number of them already appreciate the work. This will ultimately improve the efficiency and professionalism of the domestic workers and thereby it will solve the employers challenging their lack of professionalism.

List of acronyms

CDWs	Child Domestic Workers
IDAY	International Day of the African Child and youth
DW(s)	Domestic Work (ers)
KUDHEIHA	Kenya Union of Domestic, Health, Educational Institutions, Hotels and Allied Workers
GoK	Governement of Kenya
ILO	International Labour Organization

Definition of terms

Child domestic worker Refers to children below the age of 18 years working in the domestic arena in the home of a third party or employer. It includes permissible and non-permissible work.

Domestic worker Refers to persons engaged in domestic work within an employment relationship also defined as third party household. In this survey, domestic workers include gardeners, nannies, house girls, houseboys etc.

Household Refers to a domestic unit that consists of members of a family who live together alongside non-relatives such as servants.

CHAPTER 1- INTRODUCTION AND BACKGROUND

1.1 Introduction and background

It is noted that many children and young people are involved in domestic work in many parts of the world. While some work under humane conditions, a large number of women, girls and boys in this occupation are predisposed to abuse and work under slavery-like conditions. Many are also exposed to multiple forms of psychological, physical, sexual violence and abuse as well as deprivation of education. Domestic work is embedded in tradition as part of child rearing but it also results from a series of external factors such as poverty, overpopulation and a growing demand for domestic services.

Socio-demographic characteristics

Domestic work absorbs a heterogeneous group of men and women who may be full-timers / part-timers, working for one or multiple employers and are either live-in or live-out. Although domestic workers perform essential services for the well-being of families and the smooth functioning of the national economy, they have long been ignored in labour legislation and social policy ILO (2008). It is linked to the global history of slavery, colonialism and other forms of servitude.

National surveys and/or censuses of 117 countries estimate that in 2010, the number of domestic workers was around 53 million worldwide. ILO (2010). However, given the nature of domestic work, the true number could be close to 100 million worldwide (Simonovsky&Luebker, 2011: 6). Thus, ILO (2011) observes domestic work accounts for 7.5% of women's wage employment worldwide, and a far greater share in some regions. Domestic work is therefore, an important, if often ignored, source of employment. It accounts for 1.7% of total employment worldwide and some 3.6% of all wage employment.

Although very important, domestic workers remain hidden and invisible, hence problematic to get available and accurate data on their prevalence (ILO, 2011b). These set of workers do not appear in official statistics, and child domestic workers are ignored by household surveys. The age of domestic workers range from 5 to 64 years, however, the bulk of these workers are between 5-17 years (ILO, 2007). The ILO (2010), estimates that in 2008, the number of 5-17- year-olds in domestic work worldwide was 15.5 million. Of this number, 73% are girls and 27% are boys aged 5-14 years. Because of their age they do not appear in the national labour market statistics that mostly cover those aged 15 and older. Child domestic workers younger than 15 of age remain outside the regular labour market statistics.

Working conditions

Working time and schedules are one of the areas in which domestic workers have weaker protection than other workers. The principle of equal treatment that is found in the ILO Domestic Workers Convention (No. 189) of 2011 is not yet a reality. More than half of all domestic workers have no limitation on their weekly normal hours of work under national legislation, and approximately 45% have no entitlement to weekly rest periods and are not paid annual leave (ILO, 2013). Long working hours are especially common among live-in domestic workers, who usually work on a full-time basis and are, in many cases, expected to be available at all times (ILO, 2011c; Rodriguez, 2007).

Domestic workers are among the **lowest paid workers in any labour market** (Oelz, 2011). The undervaluation is linked to the perception of domestic work and care giving as "unproductive". Therefore, household work carried out by domestic workers is often perceived as devoid of value and exogenous to the labour market (Tomei, 2011). According to ILO (2013), this is a strong rationale for the setting of minimum wages in order to protect domestic workers from exploitation and unduly low wages. Some domestic workers are paid in kind (accommodation and meals). This type of payment has traditionally been considered part of the remuneration of house cleaners and housekeepers (Global network, 2010). This propensity, often justified by the attitude to consider the worker as "a family member" rather than a real worker, often leads to conditions of exploitation and abuse.

Challenges facing domestic workers

Societies do not regard domestic work as real work, coupled with its social, and economic invisibility and low social status, domestic workers themselves sometimes do not see their work as dignified work, deserving of respect and recognition (ILO, 2013). As such, domestic workers, especially the live-ins, often encounter various challenges which may include: **long hours of work, heavy workloads, lack of privacy,**

low salaries, inadequate accommodation and food (live-in workers), **job insecurity, absence of benefits** (normally granted to other categories of workers), and **exposure to violence and abuse** among others.

Additionally, domestic workers are exposed to many abuses and mistreatment. Mistreatment of domestic workers by their employers, which include emotional, physical and sexual abuse, is common. Other forms of psychological abuse include verbal insults, threats, denial of time off and being treated as sub-human beings (ILO, 2013). The employment relationship between domestic worker and employer is often exhibits high level of control by the employer.

Where domestic work carries a social stigma, domestic workers are likely to refuse to identify themselves as such. It is not uncommon for domestic workers to be related to their employer by kinship, unpaid and thus not identified as “*paid employees*”. In fact, **domestic work is often embedded in practices of support, reciprocity and interdependence between relatives, friends or people belonging to the same community**. A case in point is child fostering “*confiage*” in West Africa and “*vidomegon*” in Benin. In the United Republic of Tanzania, urban middle-class women have drawn on *Undugu* (a Swahili term representing an ideology of kinship and bonds of friendship, ethnicity and tribe) as a cultural means of obtaining the labour of “*housegirls*” from poorer relations (Kiaga, 2012). Likewise, in Zimbabwe children are often sent to stay with their better-off relatives, where they are expected to “earn” their upkeep (Bourdillon, 2006).

Child domestic worker

The ILO regards domestic work as one of the worst forms of child labour. Although child and young domestic workers suffer violence, they are often overlooked in policies and interventions. This is because domestic work is hardly associated with work and is still **accepted as part of a child’s education process especially for girls and is therefore hardly ever monitored by child protection services**. Based on this, the project aims to improve existing laws, policies and referral mechanisms in the six countries namely; Kenya, Uganda, Burundi, Rwanda and DRC. At the same time, achieving protection of all children against abuse in domestic work requires addressing the social and legal status of domestic work in general, and identifying gaps in equal education opportunities and provision for all. Many researchers argue that **poverty is the main cause of child labour** (Admassie, 2002; Andvig et al., 2001; Grootaert and Patrinos, 1999; Jensen and Nielsen, 1997; Manda et al., 2003; Patrinos & Psacharopoulos, 1997). Yet, the growing number of working children in sub-Saharan Africa has **also been linked to other factors including; economic stagnation, war, famine, orphanhood, and the rapid spread of HIV/AIDS** (Admassie, 2002; Andvig et al., 2001; Bass, 2004; Bhalotra, 2003; Manda et al., 2003).

In terms of physical well-being, the child domestic worker is usually **exposed to malnutrition or infectious diseases**. He or she is also at **risk of fatigue and domestic accidents** such as burns, cuts and strained muscles. **Intellectual development is typically impaired** by lack of schooling, low level of education and knowledge and lack of skills other than those used in the home. Child domestic workers are also at **risk of abuse, violence and sexual exploitation**. Cases of routine cruelty and sexual abuse are reported in all environments where the practice has been studied (UNICEF, 1999). The agricultural sector, which is the largest employer of children worldwide, has been particularly a dangerous activity for children. Some of these dangers include the risks of working with pesticides, and dangerous tool and machinery. In Eastern and Southern Africa (Uganda, Malawi, Tanzania and Zimbabwe), where many children work in the tea and tobacco industry it is an issue of particular concern (UNICEF, 2012)

Domestic work in Kenya

In Kenya, domestic work has remained invisible as an employment sector, yet there are many men, women, boys and girls involved in it. While government has sought to increase the minimum wage of workers in general including domestic workers, it was not clear to what extent employers have implemented this. In addition, ensuring the well-being of domestic workers has not been easy as they often work in the domestic sphere away from public scrutiny. Consequently, very little is known about domestic workers in Kenya.

Thus, as part of the project, baseline surveys were planned for implementation in the selected countries. **The aim of the surveys was to document the characteristics of domestic workers, their population, specific needs for socio-professional protection and education**. The surveys would give statistical visibility to domestic workers of all age groups. This is considered an important step in enhancing their visibility as a group whose rights would have often been overlooked. This report documents the findings from the survey in Kenya.

The survey was conducted in 15 counties. For each county effort was made to include both rural and urban settings. As will be demonstrated in the methodology (stage 3), the selection of the counties was based on the socio-economic activities of the peoples.

1.2 The situation of Child and Young Domestic Workers in Kenya

The Human Development Report, released by UNDP on 10th June 2011, has estimated that **in Kenya there are 1.8 million domestic workers** out of more than 11 million persons employed in the informal sector. In Nairobi, the total number of house helps was estimated to be over 1 million. Most of the **domestic workers were recognized to be “young, landless and often skill less”** (Oxfam, 2013), putting them among **the most vulnerable urban population** in relation to poverty.

Although **majority of ‘househelps/ domestic’ workers are women**, there are a few men. In Kenya and other regions, men who work as ‘househelps’ are referred to as “house boys” (ILO, 2007). These domestic workers perform the “care work” for women who are able to join the labour market and to work outside the household. **Children also contribute to the domestic worker population.** In Kenya, the few studies available on domestic child labour (ANPPCAN, 1998; SINAGA, 1996) report that many child workers in urban areas **come from the most impoverished zones of Kenya:** North Eastern, Nyanza, Eastern, Coast and the Western.. Majority of them are girls from the 10-18 age bracket and work in low-income Kenyan urban households. Many have their wages paid to their parents or guardians, while others are paid in kind. Many of these young women have left their villages to go to urban centers like Mombasa, Nakuru and Nairobi in Kenya. Most come from disadvantaged backgrounds and have had to endure hardships such as early pregnancy and marriage, being orphaned and living with HIV/AIDS (Oxfam, 2013).

Domestic workers are at the absolute bottom rank of the social hierarchy in Kenyan society (ILO, 2013). Most are poor young women who come from the rural areas, with little skills and education to enable them to earn a decent living. Wainaina, a leading Kenyan researcher and writer asserts that most house helps are unskilled. He maintains that in Kenya, **majority of the domestic workers have barely attained primary school education** (2002). Even though the primary motivation for most children who enter domestic work is the desire for a good education (Oebanda, 2006), most CDWs in Kenya do not attend school and those who do, miss school frequently or are inactive in class due to fatigue. The rigid school structure, coupled with an authoritarian classroom environment, also hinder their opportunity to enjoy schooling (Munene & Ruto, 2010).

The realization of this lack of education gap has led to the emergence of NGOs to **provide training for domestic workers**. Among the centers involved in the training of domestic workers is “The Centre for Domestic Training and Development” founded in 2001 in Nairobi. It is known for rescuing, rehabilitating and reintegrating child domestic workers under the age of 18. **The emergence of training institutions coupled with legislation on minimum wage are seen as efforts to improve the livelihoods and rights of domestic workers in Kenya.** To that end, the Presidential Circular no. 1 of 2008 gave the Ministry of Labour the mandate for enforcing minimum wage legislation through such means as the Labour Inspectorate Services. This elaborate system of fixing minimum wages means that every employer is expected to observe the set minimum wage, (GoK, 2011). This order also provides for the minimum allowable wage for domestic workers.

Here is a table that summarizes the increase of the minimum wage per month in Kenya:

Minimum Wage per month	1 May 2009	1 May 2013
Rural areas	Kshs.3,473(US\$36)	N/A
Cities	Kshs.6,130 (US\$63)	Kshs. 9,780.50 (\$101)
Municipalities	Kshs.5,655 (US\$58)	Kshs. 9,024.15 (\$93)
Other areas	Kshs.3,270 (US\$34)	Kshs. 5,218(\$54)

1.3 Purpose of this study

The overall purpose of the study was to **contribute to ending violence against child and young domestic workers in the selected countries.**

As noted earlier, **domestic work is not visible as it is done within the private sphere of the home**. The violence experienced by this population has received very little attention if any. As observed, children work in family farms, businesses and in households. That prevents them from enjoying the rights entitled to them such as the right to an education. They are also sometimes sent to the home of a third party or an employer, for pay, often rendering them vulnerable to various forms of violence: physical, sexual, economic and social among others (ILO, 2013).

Studies have noted that children from poor rural backgrounds are most likely to end up in urban areas as domestic workers. This was noted in Malawi by ILO-IPEC (2005) where an estimated 33,284 children had been sent elsewhere to work as child domestic workers, 91% of them to towns. A similar trend is reflected **in Kenya**, where the few studies available on domestic child labour (ANPPCAN, 1998; SINAGA, 1996) report that **many child workers in urban areas come from the most impoverished counties** or from among the poor in the counties that are classified as rich. Observably, many of these child domestic workers are girls from the 10-18 age bracket and work in low-income urban households in Kenya.

Based on this reality and **through education, the project aims to address the violence that child and young domestic workers face**. The survey contributes to this end by profiling the bio-data of the workers as well as their educational preferences and needs. This is based on the belief that education is often the best way of addressing poverty in children and young adults as it equips them with skills and knowledge that gives them access to more job opportunities.

1.4 Objectives of the survey

The survey sought to:

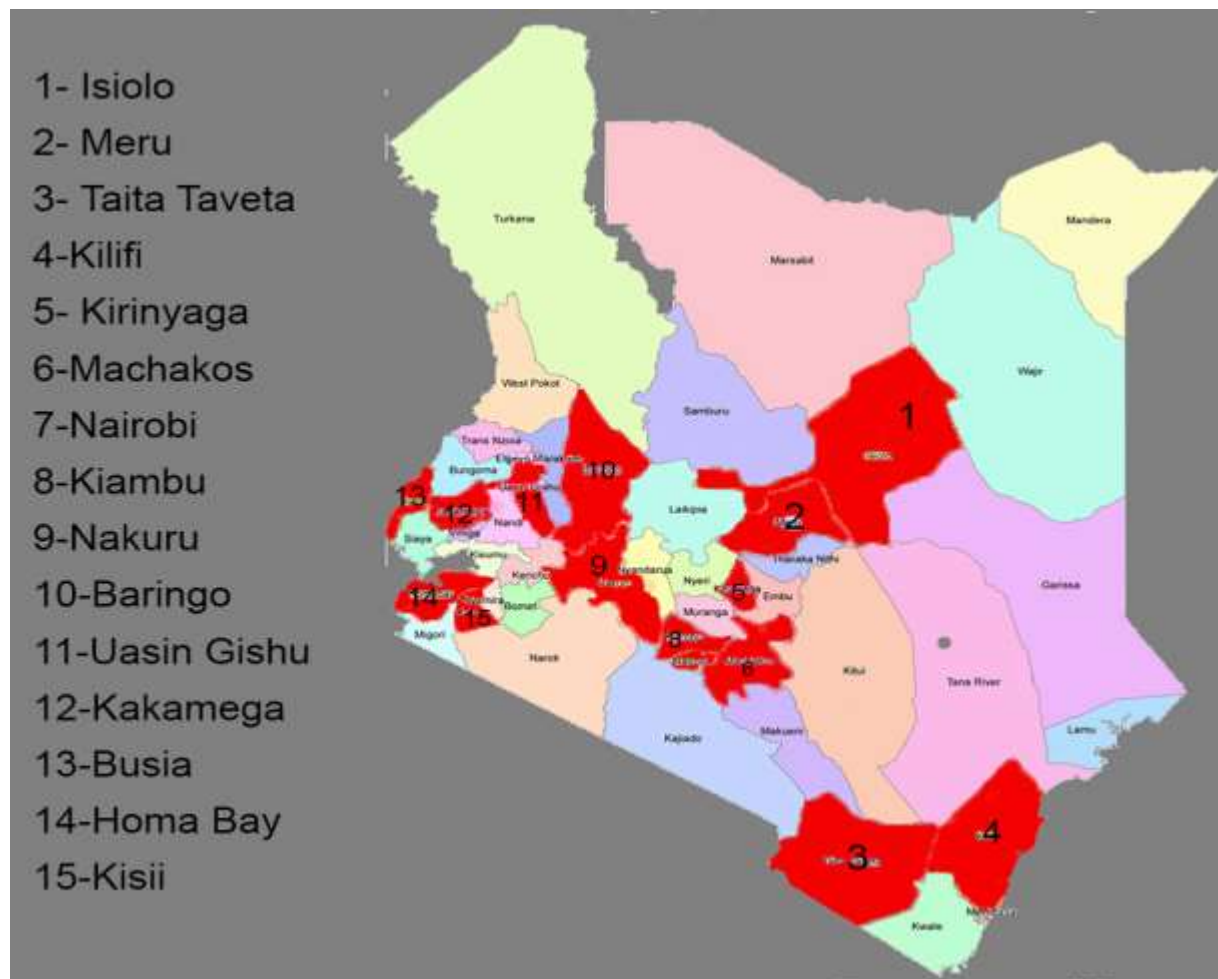
1. Establish the numbers of domestic workers in selected regions in Kenya.
2. Establish demographic characteristics of domestic workers in Kenya (age, sex, socio-economic profile, education levels)
3. Identify educational and training needs of domestic workers including the number of those will to remain in domestic work.
4. Find out the employers' needs/expectations regarding domestic workers
5. Identify challenges faced by employers and domestic workers themselves

CHAPTER 2 - METHODOLOGY

2.1 Site of the study

The study was carried out in 15 Counties¹ selected on the basis of their socio- economic status as well as income generating activities. Efforts were made to include both urban and rural locations. Due to security reasons, the northern part of Kenya was not included in the sampled Counties.

Map highlighting (in red) the 15 counties that were included in the survey



¹ The study sought to include counties with diverse socio- economic and social statuses as follows: Nairobi County is the capital and main economic hub; Kiambu- very rich Coffee and Tea growing zones(formerly White highlands) close to Nairobi but is one region where child labour is prevalent due to squatter populations; Nakuru is endowed with industries but also flower farms especially in Naivasha Sub-County where workers are poorly paid; UasinGishu is rich mainly large scale farming region; Machakos – most people here practice small scale mixed farming but often suffer shortages due to insufficient rainfall; Kirinyaga- a rice growing zone; Busia- a border town near Uganda but overly low socio-economic status due regular floods that often displace occupants; Kakamega is densely populated with high girl child school drop- out rates due to poverty and teen pregnancies; Kisii- rich mixed farming zones but still practice of FGM is at 96% prevalence levels; Homa-bay on the shores of lake Victoria is a fishing region with high HIV prevalence at about 22% compared with the National average which is at about 6.7%; Kilifi is at the coastal region whose main economic activity is tourism, while the locals are poor foreigners who have settled here are extremely rich; Taita- Taveta borders the Tsavo National Park and borders Tanzania; Baringo in mainly occupied by pastoralist communities; Meru enjoys rich agricultural land but also drier areas where *Miraa*Khat is grown; Isiolo borders the Northern Kenya region and is occupied by pastoralist communities. Due to poverty and religion early marriages are common.

2.2 Sampling design

A multistage sampling design was used in the survey. Below are the different stages:

Stage 1 - Selection of counties

First, 15 counties (out of 47) were selected for the study. This selection was aimed at including regions whose socio-economic activities were representative of the variety found in Kenya. These were the selected counties: Nairobi, Nakuru, Uasin-Gishu, Meru, Kirinyaga, Kiambu, Kisii, Kakamega, Busia, Machakos, Kilifi, Taita-Taveta, Baringo, Isiolo and Homabay. The criteria was based on a combination of socio-economic and geographical data which enables policy makers and interested persons have a spatial understanding of dynamics prevalent in Kenya (Wiesman et al. 2014)

Stage 2 - Number of Enumeration Areas (EA) selected

The unit of analysis used in the survey was the household. Data from the 2009 Kenya National Census was used to identify the number of households in each county (table 1)

Table 1 - Selected counties and proportionate sample size

S/No	County	Population	No. of Household	Ratio/proportion	Sample size from each county	Number of EA selected
1	Baringo	555,561	110,649	0.00061235	68	2
2	Busia	488,075	103,421	0.00061235	63	2
3	Homabay	963,794	160,935	0.00061235	99	2
4	Isiolo	143,294	31,326	0.00061235	19	1
5	Kakamega	1,660,651	355,679	0.00061235	218	4
6	Kiambu	1,623,282	469,244	0.00061235	287	5
7	Kilifi	1,109,735	199,764	0.00061235	122	2
8	Kirinyaga	528,054	154,220	0.00061235	94	2
9	Kisii	1,152,282	245,029	0.00061235	150	3
10	Machakos	1,098,584	264,500	0.00061235	162	3
11	Meru	1,356,301	319,616	0.00061235	196	4
12	Nairobi	3,138,369	985,016	0.00061235	603	10
13	Nakuru	1,603,325	409,836	0.00061235	251	5
14	Taita-Taveta	284,657	71,090	0.00061235	44	1
15	Uasin-Gishu	894,179	202,291	0.00061235	124	2
Total			4,082,616		2500	47

Calculation of variables

Since each county had different and unequal number of households, it was necessary to calculate a sampling ratio in order to get an equal proportion of the population. The sampling ratio was calculated by dividing the anticipated sample size (2500) by the total number of households as follows: $2500/4,082,616 = 0.00061235$.

The sampling ratio was then multiplied by the total number of households in each county. The results that were derived are presented in the sample size column in the table 1 above. In conclusion, **2500 was the representative sample for the target population** as this is most widely used figure in surveys throughout the world where the estimated population is between 100,000 and 1 million (Bruce and Yearley, 2006).

Stage 3 - Selection of rural and urban divisions for the survey

For each county both rural and urban sites were purposively selected based on existing administrative boundaries within the 15 counties.

Depending on the sample size in each county, clusters were selected from a set of Enumeration Areas (EA) used during the 2009 population and housing census (a cluster is either an EA or segment of an EA of

about 200 households). If after a quick count the EA had more than 200 households, segmentation was done by dividing the number of households by 134 to establish the number of segments in the EA (134 is the minimum value used to calculate the number of EAs in any standard census(KNBS,2009)). Then one of the segments was considered as a cluster.

The next stage consisted of updating the selected cluster through a structuring and household listing exercise. The enumerators were thereafter paired. One individual was tasked to conduct listing and the other mapping of the houses in each cluster.

Stage 4 - Household Selection

After going through the completed household listing form, all the noted non-residential structures were eliminated by drawing a dash on HH serial number. The rest were numbered from 001 to N to get the total number of households. The total was then divided by the sample size required for each EA to establish an interval. A random number was then selected from which, the interval value was added or subtracted to aid in getting the required sample households in each of the selected counties.

2.3 Study Design

A survey design was employed in the study. Domestic workers and employers were interviewed in the households and in some cases employers were interviewed at their places of work, as most of them were not at home during working hours when the data was collected. Key informants including national and county labour, education and children officers, and community leaders.

2.4 Data collection instruments

Data was collected using seven tools (see appendices). These included:

- Questionnaires for domestic workers and employers. This was a standardized document that was put together from the Kenyatta University's component on domestic workers, the Burundian component on employers, synthesised and harmonised by IDAY-International. It was used throughout the six project areas in 5 countries to facilitate regional comparisons.
- Key informant interview guides for County and Sub-County government officers and domestic workers' training centre managers,
- Focus group discussion guide for children who had worked as domestic workers but now living in children remand homes as a result of being in conflict with the law.
- A guided questionnaire was also used to gather data from child domestic workers.

2.5 Data Analysis and Report Writing

The survey generated both qualitative and quantitative data. Data was cleaned, coded and entered into SPSS v 17.1 program. Statistical methods including univariate, bivariate and multivariate analysis were used to analyze the data. Quantitative data was entered into an excel sheet and analyzed manually and collated. Data was then organized into themes and presented in tables, graphs and in narratives.

2.6 Ethical Considerations

To conduct the survey, permission was sought from relevant authorities at different levels including; National Council of Science Technology and Innovation (NACOSTI), for the national permit and County Commissioners in each County. In addition, the proposal and data collection tools were reviewed by the Ethics Review Committee at Kenyatta University. Individual participants were informed of the purpose of the baseline survey to enable them to make informed choice on whether to participate or not. For children, permission was sought from guardians, parents and authorities in charge of remand institutions.

CHAPTER 3 - FINDINGS AND DISCUSSION

It covers adult domestic workers (n=1524), child domestic workers (n=187), as well as employers' views (n=525). The findings indicate that **Nairobi County had the highest number of domestic workers (20%)** followed by Kiambu (12%) and Nakuru (12%). It was also noted that **there are more women (59%)** than men (41%) in domestic work industry. The findings are in line with earlier studies by (Oxfam, 2015) which indicate the gendered nature of domestic work and that urban areas; more so, **the cities have the highest concentration of domestic workers**. This finding underlines the important role played by domestic workers as they offer the much-needed support to workers in other sectors of the economy.

The number of children participating in the survey (10%) was much lower than that of adult domestic workers, which can be attributed to the implementation of the Free Primary Education policy instituted in 2003 by the Kenyan government.

3.1 Section one - Adult domestic workers

The Human Development Report, released by the UNDP (2011), observes that **Kenya has an estimated 1.8 million domestic workers most of whom work in cities and major urban centers**. In Nairobi, for example, the total number of domestic workers was estimated to be over 1 million. Most of these were recognized to be "young, landless and often skillless (Oxfam, 2013). These aspects predisposed them to various forms of abuse, discrimination, unfair working conditions and exploitation; making them **among the most vulnerable workers in relation to poverty**.

According to the ILO (2010) estimates, **women make up 87% of domestic workers worldwide**. However, there are regional differences. This is largely due to the association of women with domestic work in many societies globally. Overall women domestic workers form the bulk of all domestic workers in most of the countries. However, while the difficulties under which they work have been highlighted in the print media in Kenya, extensive research aimed at positioning domestic workers in the economic sphere has not been done. **This study therefore, incorporated 1524 adult domestic workers, both women and men, with a view of establishing possibilities of turning domestic work into an industry of choice.**

The demographic attributes of adult domestic workers in Kenya

The table below presents selected demographic attributes of adult domestic workers in the study area namely: Age, sex and level of education.

Table 2 Socio demographic characteristics

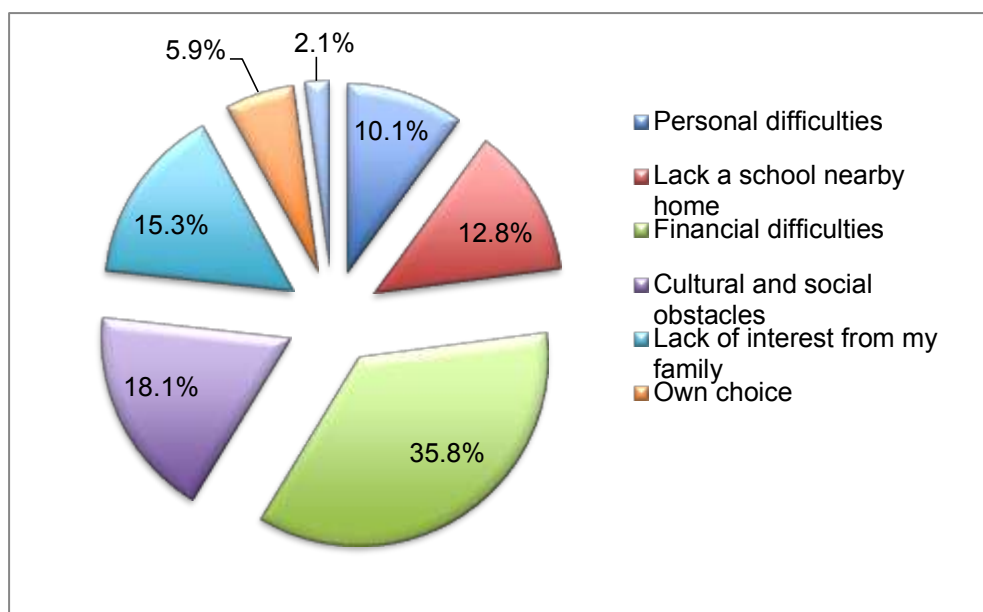
	n=1524	%
Age in years		
18-25 years	744	48.8
26-33 years	440	28.9
34-40 years	211	13.8
41-50 years	88	5.8
51 years and above	41	2.7
Sex		
Male	621	40.7
Female	903	59.3
Level of education		
None	266	17.5
Primary	791	51.9
Secondary	395	25.9

The table 2 above shows that about half (49%) of the respondents were within the age group of 18-25 years while the age group of 51 years and above were only 2.7%. More females (59%) than males (41%) participated in the study. This statistics concur with the global statistics that reflects that **there are more female DWs than male DWs** and that domestic work contributes to 7.5% of women's wage employment (ILO, 2011).

The level of education was generally low with 18% having not attended school at all and 52% of the respondents having attended primary school only. This implies that **despite the free primary and subsidized secondary education, in the country, many in the domestic worker population still miss the opportunity to receive an education**. This means that the existence of the official legislation is not enough to ensure access to education for all. The study therefore, notes that there are other factors that hinder access to basic education.

When asked if they knew how to read and write, majority (88%) said "yes" and almost all (94%) learned how to read and write from school (even though some did not complete the primary level of education). Further, the study sought to establish why most of the adult domestic workers did not continue and complete all the levels of education. The results are presented (figure 1) below

Figure 1 Reasons for not completing all levels of education



The **main reason** mentioned by the respondents **for not attending/continuing school was financial difficulties**. Additionally, cultural and social obstacles such as the practice of female genital mutilation, early marriages and socialization in cultural environments were also cited. This often means that boys and girls are expected to perform gender roles allocated to them. Personal difficulties and lack of interest from family members, were also some of the other factors mentioned. These findings are in line with UNESCO's findings that the main reason why many young people dropout of school is because of poverty.

Educational needs of domestic workers

Domestic workers were asked if they were satisfied with their levels of education and if they wished to re-integrate school if given an opportunity. This was necessary, as there were large numbers who had dropped out without completing the primary and secondary cycles, while others completed these and had not proceeded for professional training. The findings are presented in Table 3 below.

Table 3 Literacy and other learning needs

	n=1524	%
Satisfaction with level of education attained		
Yes	293	23.3
No	965	76.7
N/A	266	
Going back to school if given opportunity		
Yes	1167	76.6
No	357	23.4
If willing to go back to school, at what level would you like to continue		
Primary	273	17.9
Secondary	808	53.0
College	86	5.6
N/A	357	23.4

The findings indicate **domestic workers are willing to pursue further education if given an opportunity** (77%). Additionally, they would join at different levels depending on the level at which they had dropped out of school. Further, while the majority of adult domestic workers (88%) know how to read and write, 12% do not. The need to invest in basic education of domestic workers is therefore underlined. The data also shows that (23%) expressed unwillingness to pursue education. It was therefore, necessary to establish why this was the case. The results are presented in table 4 below.

Table 4 Reasons for not willing to go back to school

	n=357	%
Reasons for not willing to go back to school		
Too old	151	42.3
Have responsibilities	94	26.3
Lack of interest	59	16.5
Satisfied with my level of education	20	5.6
Too expensive-can't afford	17	4.8
Others	16	4.5

The findings indicate only 5.6% were satisfied with their level of education while 42 % thought they were too old to go back to school. In my view however, those who thought they were too old were only limited by their perception of what it would mean to go to school. This is because there are few meaningful options in adult learning as it is conceptualized in Kenya. Additionally, 26% said they had responsibilities that would not allow them to go back to school. Observably, some of the domestic workers have families they provide for; hence, it would be difficult for them to put aside such responsibilities in order to continue with their education. This means that with well thought out programmes, this population would still pursue further studies.

Literacy and other learning needs

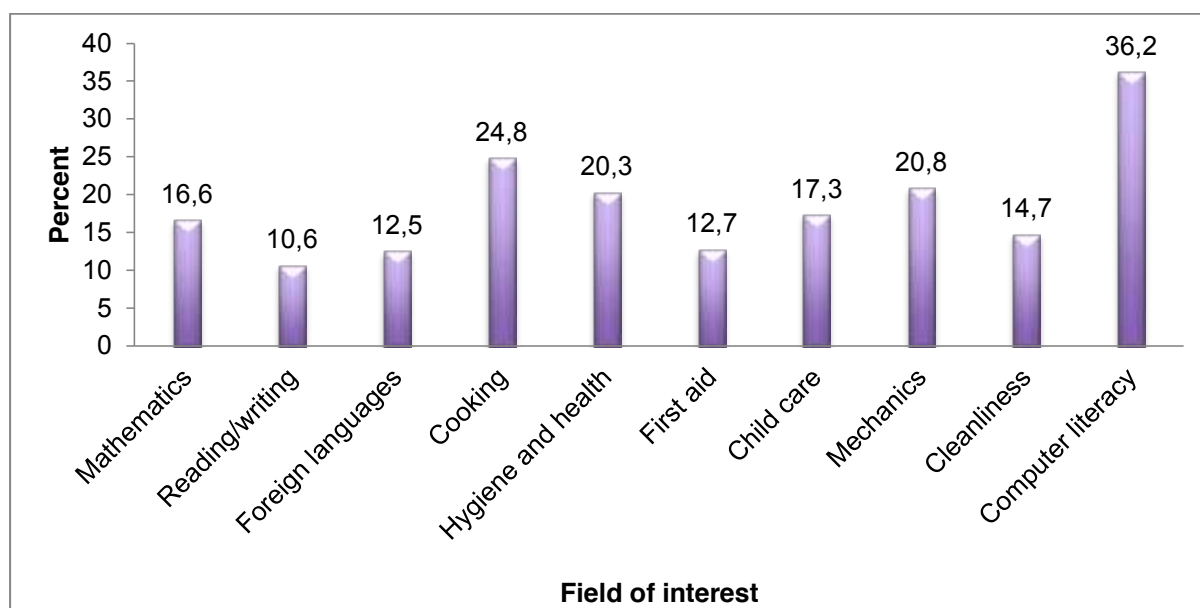
There was a need to establish domestic workers' learning needs and willingness to pursue professional training. Of particular interest for this project was to establish levels of interest in professional training in domestic work. To this end, several questions were posed and the findings are presented in table 5 below.

Table 5 Interests in professional training and specifically in domestic work

	n=1524	%
Would you like to go for professional training?		
Yes	1310	85.96
No	214	14.04
Would you train and take domestic work as a profession? (Among those willing to go for professional training)		
Yes	776	59.2
No	534	40.8

Clearly most of domestic workers indicated that they would like to go for professional training and among this group 59% were willing to train in domestic work as a profession. This implies that there is a large number of domestic workers, women and men, who appreciate their work. Other professional training interests include; entrepreneurship, computer, salon/ beauty, tailoring, teaching, catering/hotel/cooking, farming, carpentry, masonry, mechanics and care giving/nursing. Computer literacy (36%) and cooking (25%) were the most mentioned fields of interest among adult domestic workers as shown in the figure 2 below. These two would therefore enhance interest in domestic work training if they are to be included and prioritized in the envisioned training programme for domestic workers. Earlier studies concur with this findings stating that most NGOs in Kenya providing domestic workers training offer Management Courses where students learn catering, housekeeping, childcare, entrepreneurship, computer applications and other vocational skills. They are also taught to negotiate decent salaries and fair working conditions (Bello, 2013).

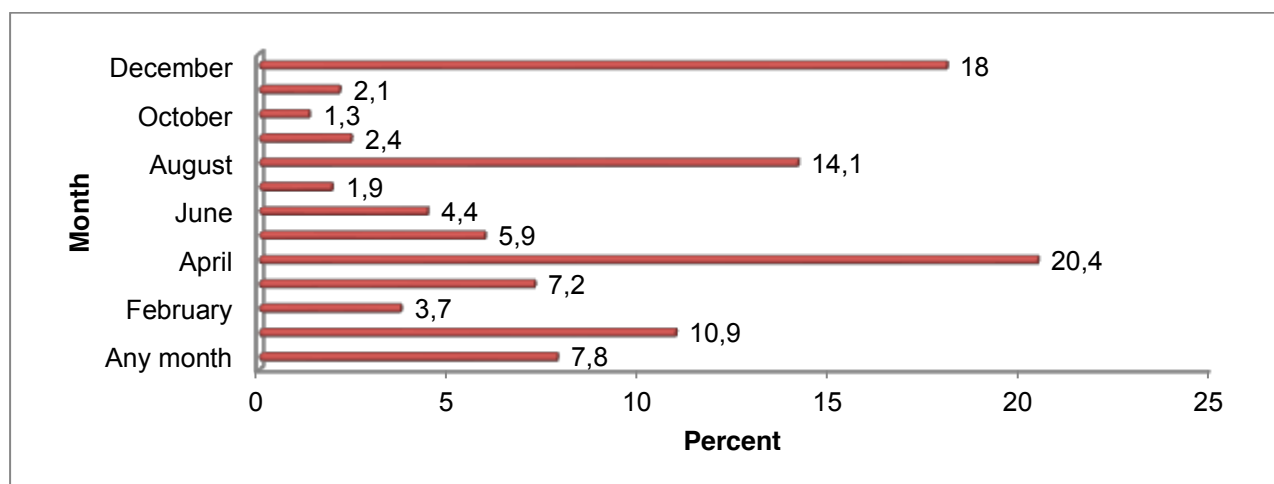
Figure 1 Field of interest among those who would like to go for professional training (participants were allowed multiple choices)



Month, day and time when domestic workers can participate in training

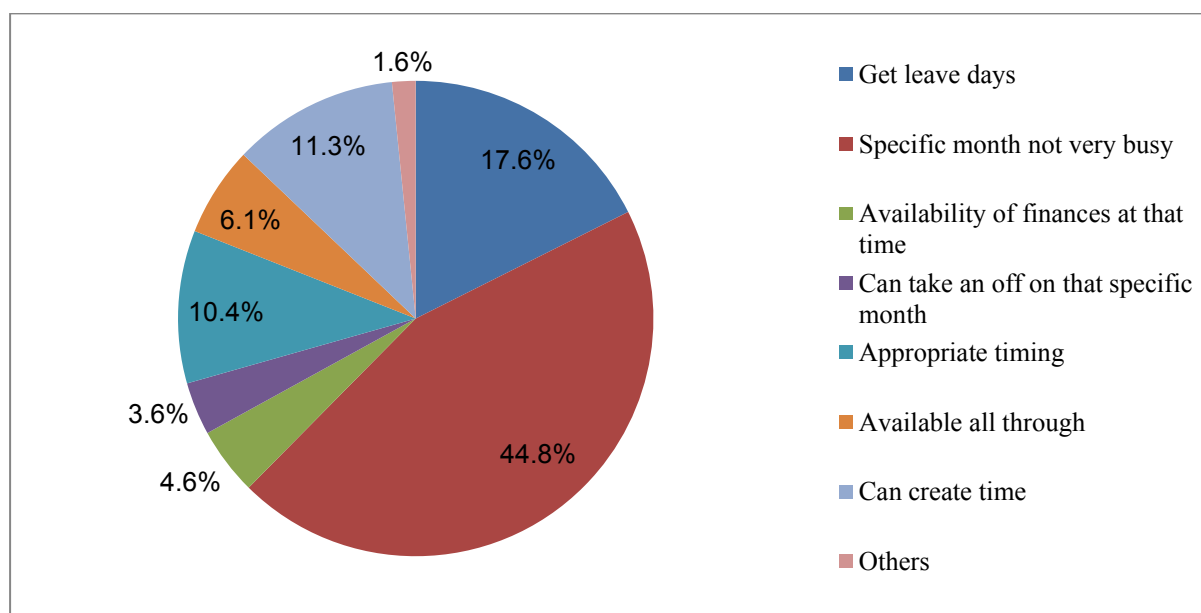
April, August and December were mentioned as the best months of the year to participate for training as depicted in Figure 4. The selected months coincide with school holidays in the Kenya national education calendar.

Figure 3 Best months to participate in training among adult domestic workers



Thus, **school holidays, are the best times to mount the courses** as the demand for domestic labour in the households is a bit lower and therefore, most domestic workers may be able to create time for attending the training as shown in figure 5 below.

Figure 4 Reasons for choosing specific month for training among adult domestic workers



With regard to the time of the day, the participants noted all the blocks. This was based on the fact that arrangement had to be made with the employer to select the block of time for training. Therefore, **flexibility in the training schedule is an important factor in domestic work training.**

Salary and mode of payment among adult domestic workers

The survey established that about one third (35%) were paid between 4000-5999Ksh.(€²37-55) per month followed by 34% whose payment was between 2000-3999 Ksh. (€18-37).Most domestic workers (83%) were paid on a monthly basis (Table 6).

Table 6 Salary and mode of payment

	n=1524	%
How much per month do you earn in your present employment?		
100-999 Ksh	77	5.1
1000-1999 Ksh	42	2.8
2000-3999 Ksh	515	33.8
4000-5999 Ksh	528	34.6
6000-9999 Ksh	266	17.5
10,000-14,999 Ksh	50	3.3
15,000-25,000 Ksh	29	1.9
Missing	17	1.1
Frequency of Payment		
Daily	160	10.5
Weekly	122	8
Monthly	1228	80.6
Other	14	0.9

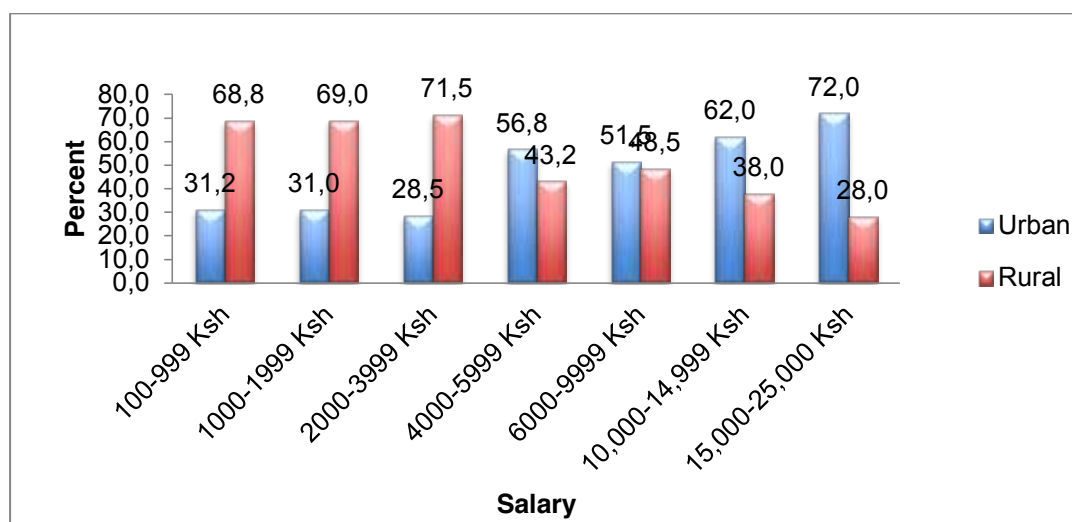
The table 6 indicates that despite the Kenyan government insistence that all workers, including domestic workers, earn the approved minimum wage (which is Kshs. 9780.50 (€89) in cities, Kshs. 9024.15 (€82) in municipalities and Kshs. 5218(€48) in all other areas) 78% still earn less. This means legislation alone may not ensure higher remuneration of domestic workers.

It was also noted that 83% received regular monthly payments. This means that **domestic work industry is a regular income earner for those involved.**

Salaries in urban areas are higher when compared to the wages paid in rural communities (see figure 6 below). There were only 31% paid between 100- 999 Ksh in urban areas compared to 69% in rural areas. Among those paid 15,000-25,000 Ksh, 72% were in urban areas while it was only 28% in rural areas.

² Exchange rate 1€= Kshs. 110

Figure 2 Comparison of salary and type of location among adult domestic workers



Challenges faced by domestic workers in Kenya

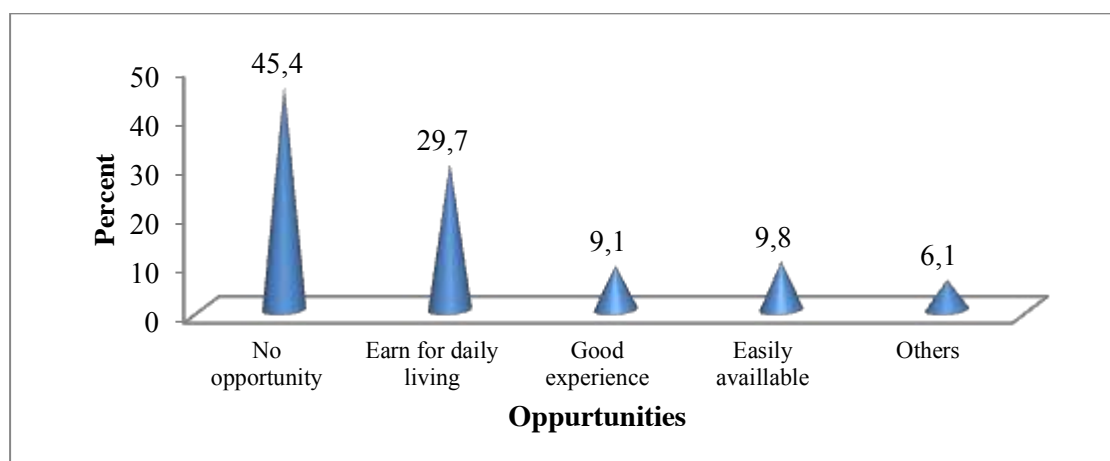
Adult domestic workers face many challenges. The survey noted that those challenges included: low salary (24 %), too much work (8.7%), mistreatment by the employer (8.5%), long working hours (5.6%) and poor working conditions (5.6%) among others,

Table 7 Challenges faced by adult domestic workers (for more detail on “Other” please refer to the Appendix).

	n=1524	%
Low salary	373	24,5
Too much work	132	8,7
Mistreatment by employer	129	8,5
Delayed/lack of salary payment	114	7,5
Poor working conditions	86	5,6
Long working hours	85	5,6
Not proud as a domestic worker-regarded lowly	32	2,1
Domestic work hard and stressful	30	2,0
Misunderstanding with employer	29	1,9
No time off/no specific time off	27	1,8
Waking too early /sleeping very late	25	1,6
Being away from their families	24	1,6
Other	250	16,4
Missing	188	12,3

Clearly, domestic workers face a wide range of challenges. This is due to the differences among employers who determine the working environment for domestic workers and the lack of a regulatory framework for domestic work. This is perhaps why many of the domestic workers saw no opportunity in domestic work as shown in the figure 7 below. As indicated, 45 % saw no opportunity, 30 % mentioned they were able to earn a living while, 10 % said it was a job that was readily available.

Figure 6 Opportunities as adult domestic workers



In conclusion, it is noted that, first; there are many adult domestic workers in the country, spread out mostly in the cities and urban centers. A considerable percentage of adult domestic workers are young with 49% falling between ages 18-25. Majority have missed the opportunity to attain the desired level of education. Many of them still yearn for a chance to continue their education to complete the primary, secondary and tertiary cycles. Further, a high percentage would like to go for professional training and **the majority of these would like professional training in domestic work**. The study therefore, concludes that if properly regulated, professional training in domestic work will attract many men and women as some already appreciate it. Such training will equip domestic workers with work related skills and human rights information, which will be helpful in addressing the various forms of violence they face and they would be able to bargain for better salaries.

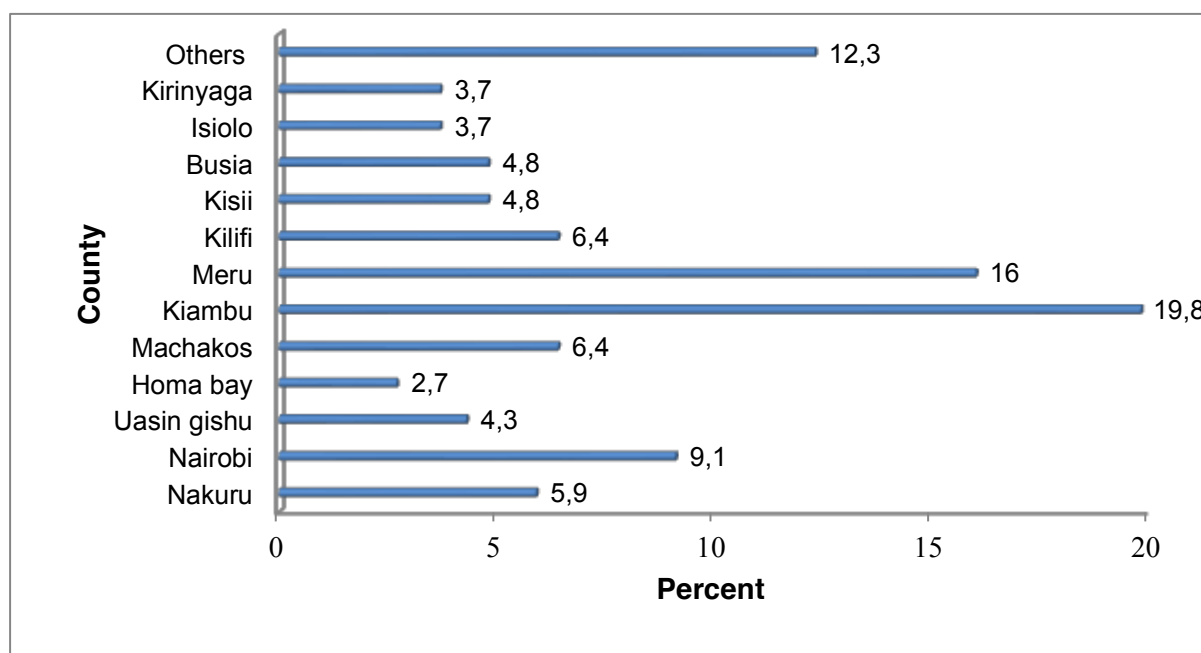
As mentioned earlier, there are some privately owned institutions, which offer training in domestic work. However, these can only train a handful at a time. In addition, their training curriculums lack national appeal and are not accessible to the majority. These institutions are also not duly approved and recognized by the central government. Additionally, domestic work has hardly been recognized as a profession, hence any regulations available are not anchored on skills acquisition. The institutions that are currently offering domestic work training are few and far in between and are operated mostly by individuals or non-governmental organisations whose reach is limited to very few domestic workers.

3.2 Section two - Child domestic workers

Child domestic workers formed 10% of the survey participants. However, unofficial data shows that there are about 350,000 CDWs in Kenya (The Global Fund for Children, 2010). The figures vary and therefore, call for a more comprehensive research to determine the exact numbers of CDWs. An attempt at comprehensively documenting child labour was carried out in a 1998/99 survey. It was found that the household sector is second only to agriculture in terms of engaging children as workers, accounting for nearly 11 % of all working children and girls form the majority (82 %) of these working children (Munene & Ruto, 2010).

Child domestic workers by county

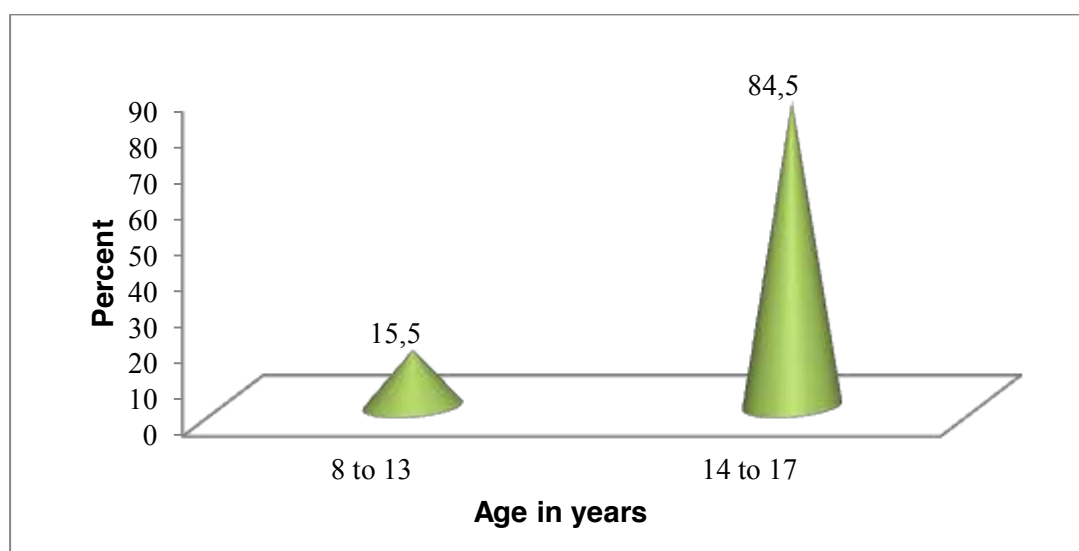
Figure 7 Child domestic workers by county



Level of education and reasons for not attending/continuing education among child domestic workers

Figure 8 below shows that majority (84.5%) of the children fall under the age category of 14-17 years.

Figure 8 Age distribution of child domestic workers



Level of education and reasons for not attending/continuing education among child domestic workers

Table 8 below indicates that majority of the children (79%) have attended school. Among those who attended school, about half (51%) reached class 8 (this means that they had completed the primary level of Education as per the Kenyan education system). The children were asked to state the reason why they had stopped education and lack of school fees/support was the most frequently mentioned (46%) response. Moreover, lack of money and parent's death were the main reasons among those who never attended school at all.

Table 8 Level of education and reasons for not attending/continuing education among child domestic workers

	n=187	%
Ever attended school		
Yes	147	78,6
No	40	21,4
The highest level of education attained		
Class 2	4	2,7
Class 4	5	3,4
Class 5	14	9,5
Class 6	6	4,1
Class 7	25	17
Class 8	75	51
Form 2	3	2
Form 3	11	7,5
Go on and off	4	2,7
Reasons for not continuing with schooling		
Lack of school fees/lack of support	69	46,9
Death of parents/being an orphan	25	17,0
Post-election violence	9	6,1
Lack of interest/peer influence	8	5,4
Job to do after school 7 weekends	5	3,4
Early pregnancy	5	3,4
Poor learning environment	5	3,4
Failed/did not do well	5	3,4
Many chores	3	2,0
N/A	13	8,8
Reasons for not attending school at all		
My parents died at an early age of my life	10	25
Lack of money	10	25
Long distance	9	22,5
Child is mentally challenged	7	17,5
N/A	4	10

Literacy and other forms of learning needs among child domestic workers

Table 8 Literacy and other learning needs among child domestic workers

Variable	n=187	%
Given an opportunity would you go back to school		
Yes	158	84.5
No	29	15.5
If you would like go to school, at which level do you want to continue		
Primary	67	42.4
Secondary	55	34.8
Professional	36	22.8
N/A	29	
Reasons for not going back to school		
Need to learn to cater for my responsibilities	3	10.3
Studying another vocation training at the moment	6	20.7
I am old	6	20.7
I don't see the need/no interest	6	20.7
Have other responsibilities	3	10.3
Others	5	17
N/A	158	
Given a chance, would you consider professional training in domestic work?		
Yes	99	52.9
No	54	28.9
Don't know	34	18.2
Reasons for considering professional training		
Limited choices/no options	10	14.1
Want formal training/vocational skills training	31	43.7
Better person in future/better pay	21	29.6
Not a reliable job	9	12.7
Reasons for not considering professional training		
Hard working under a person & in their household	15	23.8
Raising money for my school fees	34	54
I need time to make money	6	9.5
Interested in what I do	8	12.7

Salary and mode of payment among child domestic workers

Most of the study participants (92%) were paid for the job they did. Majority (83%) were paid in cash and 73% received the cash themselves on a monthly basis (66%). About half (53%) earned between 3000-5000 Ksh.

Table 9 Salary and mode of payment among child domestic workers

	n=187	%
Do you get paid for the work you do?		
Yes	173	92,5
No	14	7,5
* Mode of payment		
Cash	137	83
Food	71	43,8
Shelter	37	22,8
Clothes	19	11,7
School fees	4	2,5
If you are paid in cash, who receives it?		
Myself	109	73,2
Parents	17	11,4
Sometimes me/sometimes relatives	14	9,4
Never received	6	4
Paid into my account	2	1,3
Who introduces me to the job	1	0,7
How often are you paid?		
Weekly	27	19,9
Monthly	90	66,2
Employer decides	17	12,5
End of year	3	1,5
How much are you paid?		
<1000 Ksh	22	12,7
1000-2900 Ksh	46	26,6
3000-5000 Ksh	91	52,6
6000-10,000 Ksh	14	8,1

*The percentages are taken to a total responses and not respondents as some respondents had more than one response.

Notably, and in comparison, adult domestic workers and CDWs' salaries fall within the same range of Kshs. 3000-5999 (€27-55) which is **still lower than acceptable minimum wage standards set by the Government of Kenya**.

Problems faced and coping mechanisms among child domestic workers

The main challenges faced by the CDWs were long hours of work (32%), poor working conditions (29%) and mistreatment by the employers (17%). Majority (57%) reported that they bear with the situation as a coping mechanism (Table 12). This means that CDWs have no information with regard to where and to whom they may report any forms of abuse by employers.

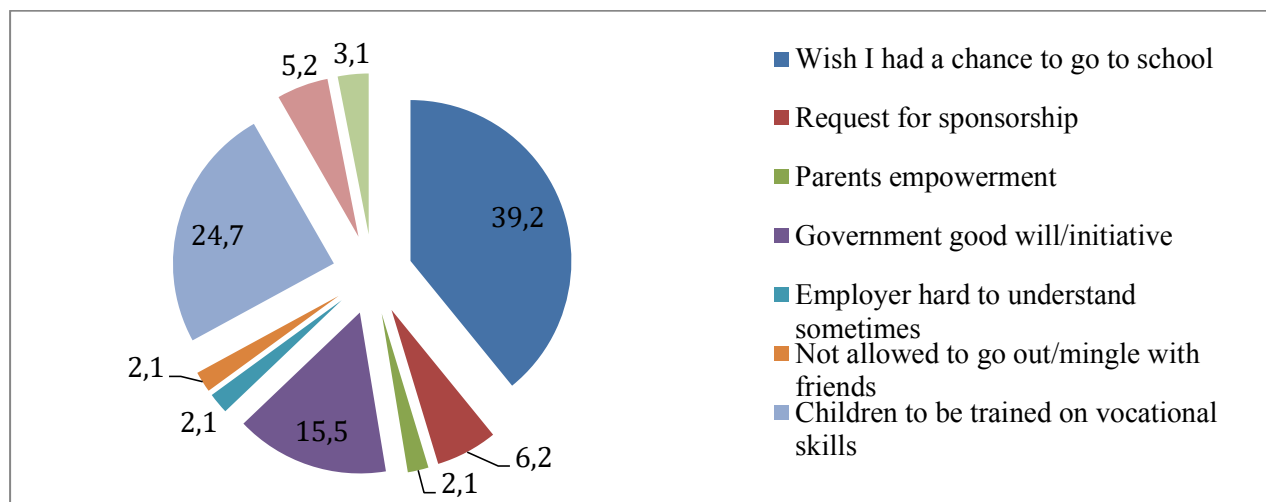
Table 10 Challenges and coping mechanisms among child domestic workers

	n=187	%
What are some of the problems you face?		
Long hours of work	59	31,6
Poor working conditions	54	28,9
Mistreatment	32	17,1
Overwork	12	6,4
Poor payment	11	5,9
Injuries and sickness	9	4,8
Sexual mistreatment	2	1,1
Late payments	2	1,1
don't receive the pay	2	1,1
N/A	4	2,1
How do you cope with these problems?		
Bearing with the situation	107	57,2
I pray	14	7,5
Nurse the wound	6	3,2
Leaving the job	6	3,2
Share with peers	6	3,2
Do as instructed to avoid problems	4	2,1
Sleep/rest	2	1,1
Stay with other youths	2	1,1
Report to my relatives	2	1,1
Cry and forget	2	1,1
My neighbor helps me	2	1,1
N/A	34	18,2

Observations/ comments by child domestic workers in relation to work

The children in domestic work were requested to share their views regarding domestic work. 25% said children should be trained on vocational skills and 21% indicated that they wished to have a chance to go to school. Further findings are indicated in the figure below.

Figure 9 Comments/suggestions given by child domestic workers



In some counties access to easy money has been the main attraction for child domestic workers. In the other counties, poverty was the main driver to child domestic work. **These children work for long hours, get hurt and may be mistreated** but many did not know where or to whom to complain. Children in domestic work, however, **expressed very strongly the willingness to re-integrate in school.**

3.3 Section three – employers of domestic workers

This section presents views on employers of domestic workers, the role they play and how best they can build their capacity so that they could be more effective and efficient in their work.

Distribution of domestic workers' employers by county, origin and ethnic community

The major urban centers have larger populations of employers of domestic workers in general. This may be because these are major sites for employment opportunities, for instance, government departmental offices and industrial parks are located in these urban centers. Meru and Kiambu are high economic status counties; hence, the large number of employers. Additionally, employers in these urban centres came from various counties, therefore, it is not the employers' county of origin that matters but the needs that employers have. Observably, the larger the urban centre, the higher the number of employers of domestic workers. It therefore follows that cities; the largest being Nairobi, have higher numbers of employers than smaller towns and rural areas.

Table 13 below shows that 22% of the employers of domestic workers were from Nairobi County followed by 16% from Nakuru County.

Table 11 Distribution of domestic workers by county and origin

	n=525	%
Residence		
Nairobi	118	22,5
Nakuru	82	15,6
Kiambu	61	11,6
Meru	57	10,9
Machakos	37	7
Others	32	6,1
Kisii	30	5,7
Kakamega	19	3,6
Igembe	19	3,6
Kilifi	17	3,2
Isiolo	16	3
Uasin Gishu	15	2,9
Homa- bay	12	2,3
Naivasha	10	1,9
Region and community of origin		
Central	161	30,7
Western	95	18,1
Meru	92	17,5
Others	78	14,9
Eastern	28	5,3
Nyanza	27	5,1
Kisii	19	3,6
Kiambu	13	2,5
Rift Valley	12	2,3

Socio-demographic attributes of employers

Some of the selected socio-demographic characteristics among the employers of domestic workers are shown in Table 14 below. The mean age was 40 years. About one third (36%) were in the age range of 30-39 years while the lowest percentage (16%) was in the age range of 19-29 years. Two-thirds (67%) were females. Most (81%) of the participants were married and almost all (99%) were Kenyans. More than half (59%) had 4-6 people living in the households. This implies **that domestic services are required mainly by women who are having young families**. Thus as shown in the table, 68% had 1-3 boys under 18 years, and 64% girls of the same age in the households. Therefore, these employers had school going children hence the need for a domestic worker.

Table 12 Socio-demographic attributes of employers

	(n=525)	%
Age in years		
19-29	81	15,8
30-39	182	35,5
40-49	153	29,8
50 and above	97	18,9
N/A	12	
Sex		
Male	173	33
Female	352	67
Marital status		
Married	427	81,3
Single	68	13
Divorced	9	1,7
Widowed	21	4
Occupation		
Self employed	264	50,3
Formal employee	223	42,5
Other	38	7,2
What position do you occupy?		
Managerial	225	43,8
Middle upper	135	26,3
Middle	130	25,3
Subordinate	24	4,6
Missing	11	
Current nationality		
Kenyan	522	99,4
Non-Kenyan	3	0,6
Persons living in your household		
1 to 3	120	22,9
4 to 6	308	58,7
> 7	97	18,4
Boys under 18 yrs old living in your household		
None	139	26,5
1 to 3	355	67,6
>3	31	5,9
Girls under 18 yrs old living in your household		
None	157	29,9
1 to 3	337	64,2
>3	31	5,9
Other dependants living in your house hold		
None	267	50,9
1 to 3	225	42,9
>3	33	6,2

Characteristic of domestic workers preferred by employers

About half (55%) of the respondents employ one male domestic worker and majority (85%) employ one female at any given time (note; some employers hire more than one domestic worker, thus some of those who reported having a male domestic worker also had a female worker). This is largely because of the association of domestic work with women. However, as noted, about half the employers also hire men; mostly as security guards, gardeners, drivers, cooks and housekeepers. Most of the current male domestic workers stayed less than one year (41%) and 2-5 years (44%). Likewise, 58% of the current female domestic workers stayed less than one year and 36% stayed for 2-5 years (Table 15).

Figure 10 Number of male/female domestic workers employed

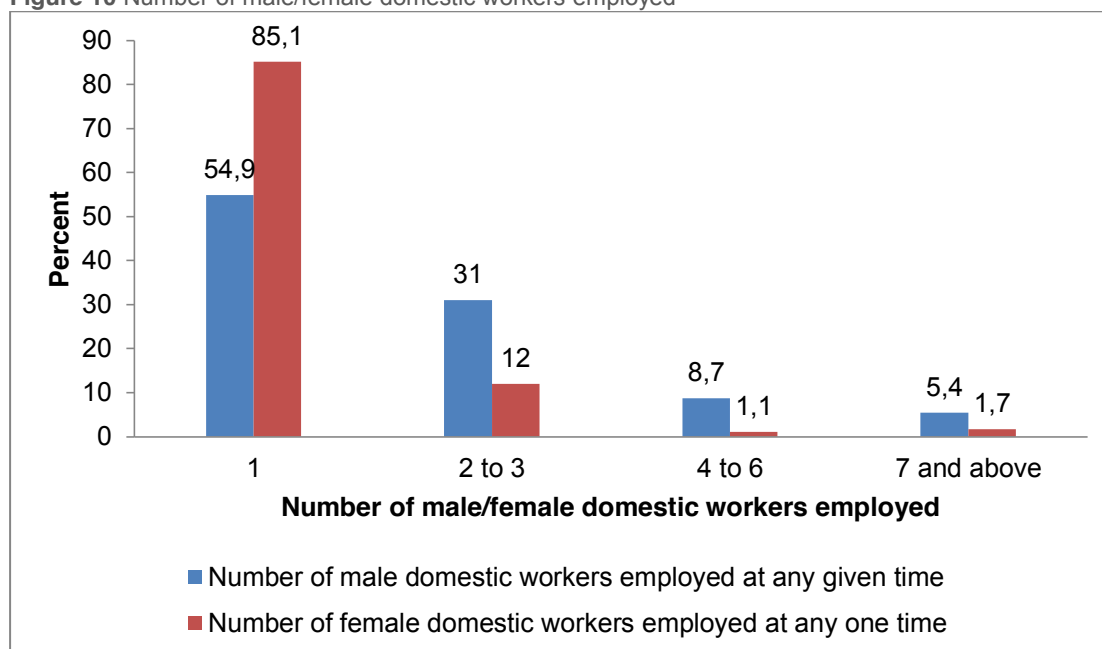
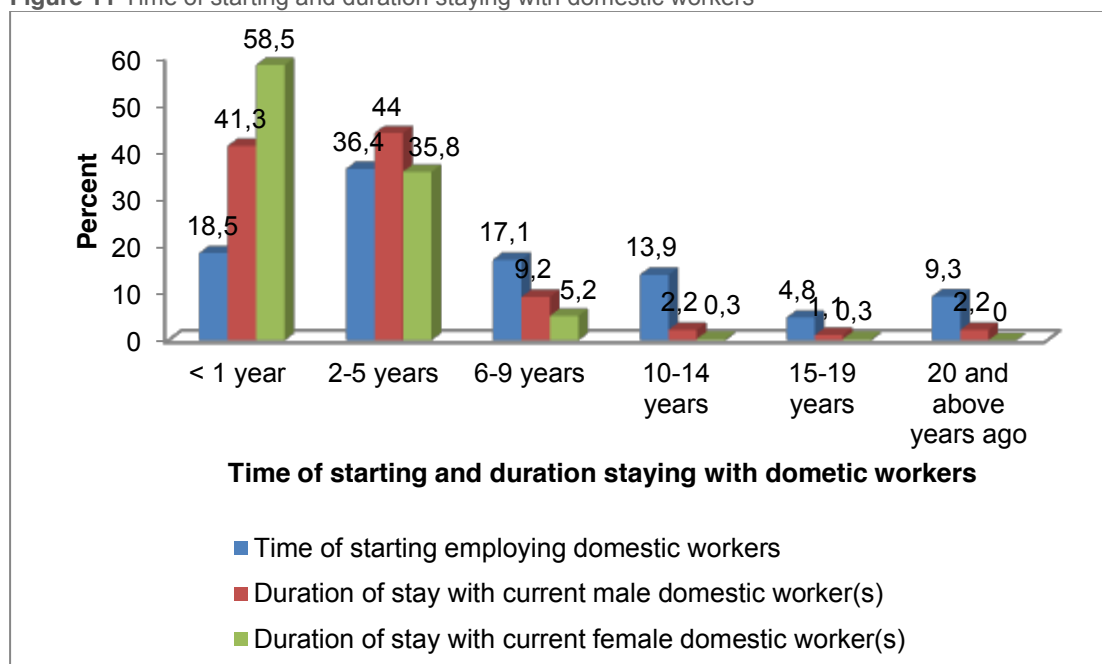


Figure 11 Time of starting and duration staying with domestic workers



Data on duration of stay of both female and male domestic workers shows a high turnover as most of them had stayed for less than one year

Employer's views on the domestic worker(s)

Considerable number of respondents had preference towards ethnic community (28%). Most (69%) mentioned sharing of culture as the main reason for ethnic preference and there was similar response for preference of religious affiliations. Moreover, majority did not care about the marital status of the domestic workers (58%) but would not accept domestic workers with children to live in their compound (68%). A slight majority (58%) had preference for females. The figures below show these variations.

Table 13 Employers views on the domestic worker(s)

Figure 12 Preference regarding the gender

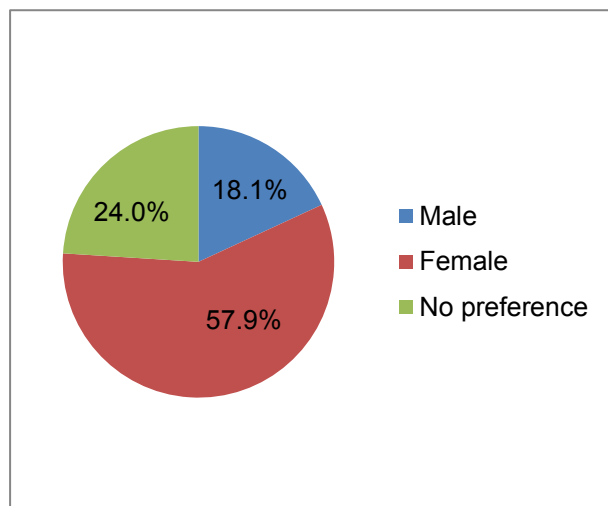


Figure 13 Preference regarding ethnicity and religious affiliations

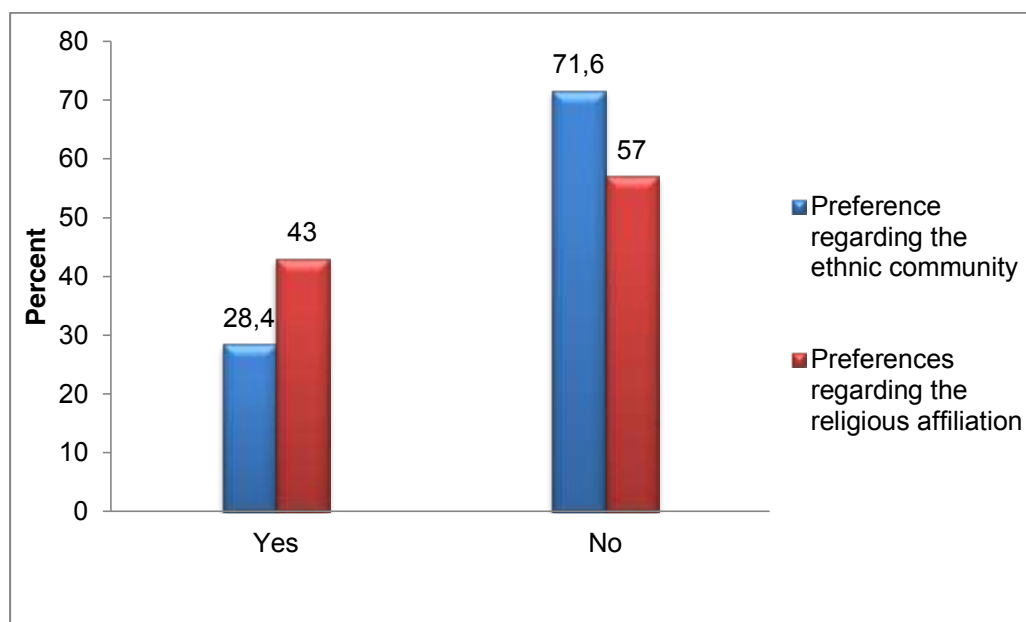


Figure 14 Preference on ethnic community of origin..

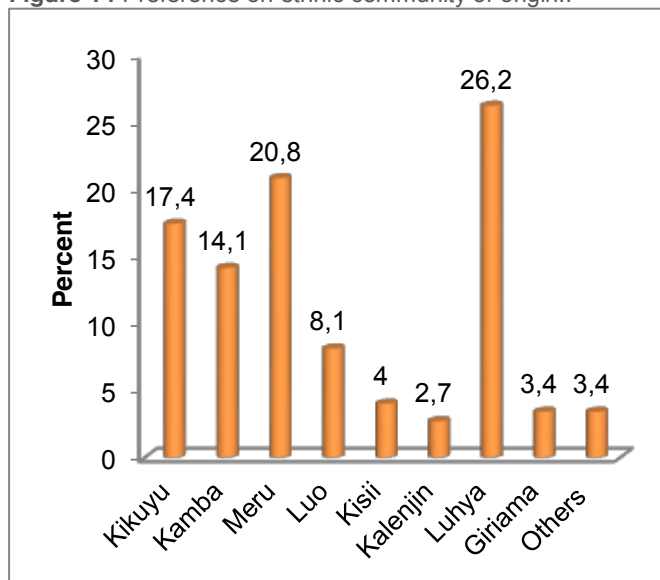


Figure 15 Reasons for preference of the ethnic community of origin

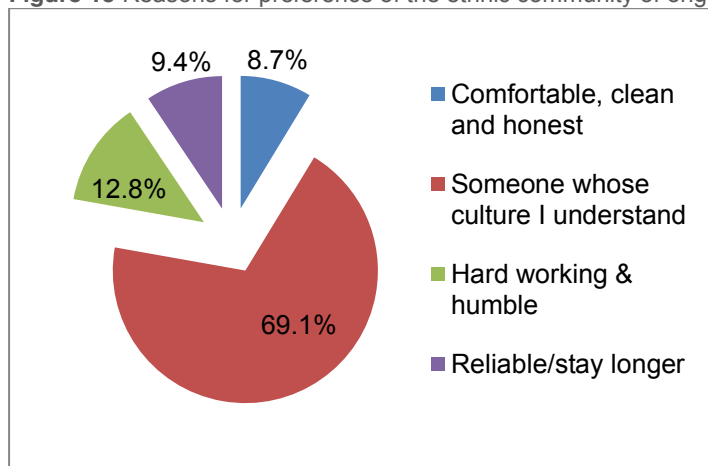


Figure 16 indicates that most employers prefer domestic workers whose culture they understand. However, considering the varying origins of employers, it was clear domestic workers from any ethnic community had a chance at getting employment.

Figure 16 Reasons for religious affiliation preference

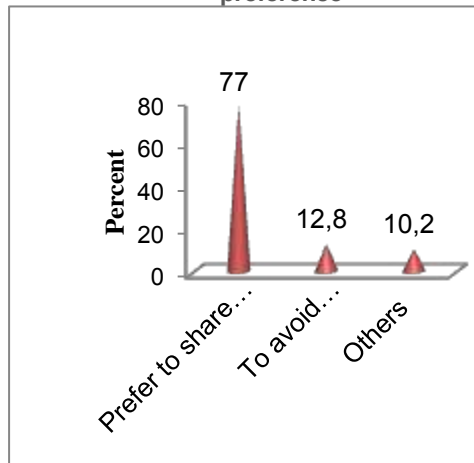


Figure 17 Whether preferring a married DW and accepting DW with their children to live in the compound



Figure 18 Giving leave to domestic worker

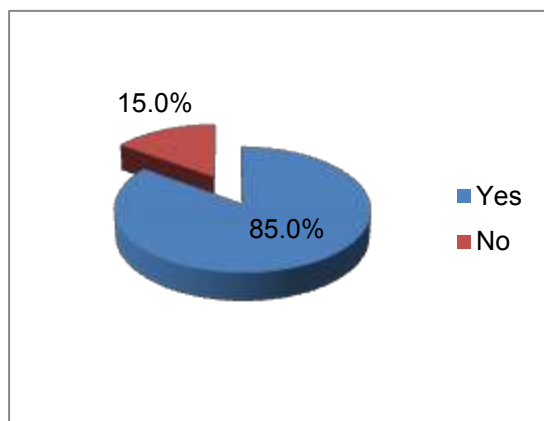
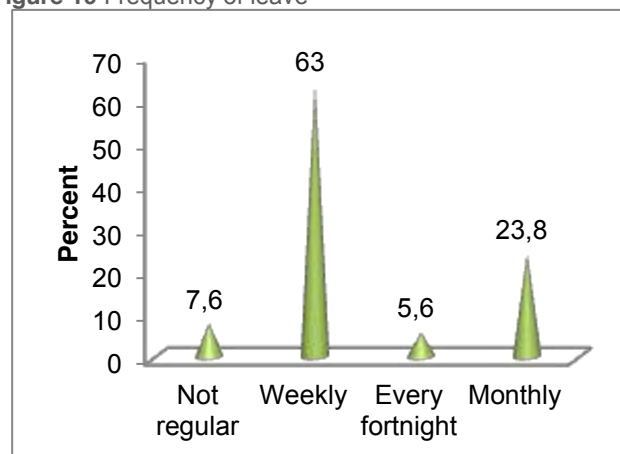


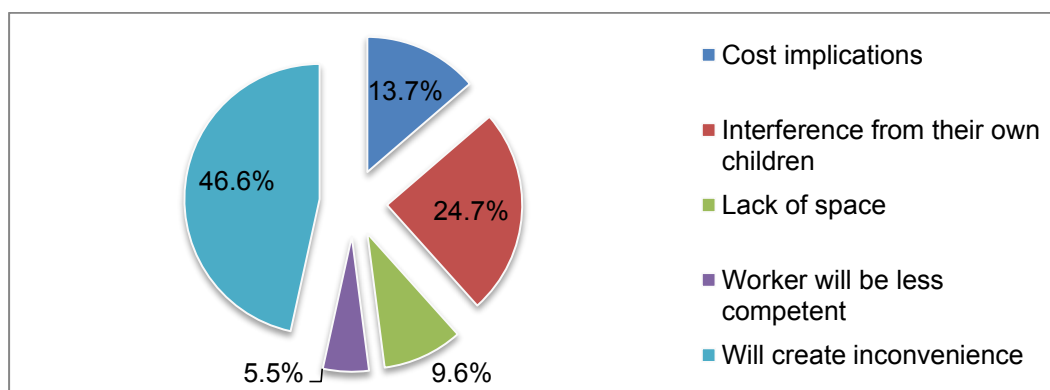
Figure 19 Frequency of leave



The figure 19 also indicates majority of the employers (85%) mentioned that they give time off to their domestic workers. 63% of whom give weekly, 24 % monthly and 7.6% not regularly as shown in figure 20. **This means that a large number of domestic workers, about 37%, have their right to time off as stated in the legislation on domestic work infringed upon.**

Figure 18 shows that 42.5% of employers would employ a married domestic worker. However, majority 67.5% would let them reside in their compounds with children. The reasons why many employers would notprefer a domestic worker residing with children in their premises are shown on the figure 21 below.

Figure 21 Reasons for not accepting a domestic worker



Creating inconvenience was one of the main reasons given by the respondents (47%) for refusing domestic workers with children to live in their compound. Others were, interference from the children of the domestic worker, inconvenience and lack of space.

Skills and training of domestic workers required by employers

Figure 22 Allowing domestic worker to acquire skills

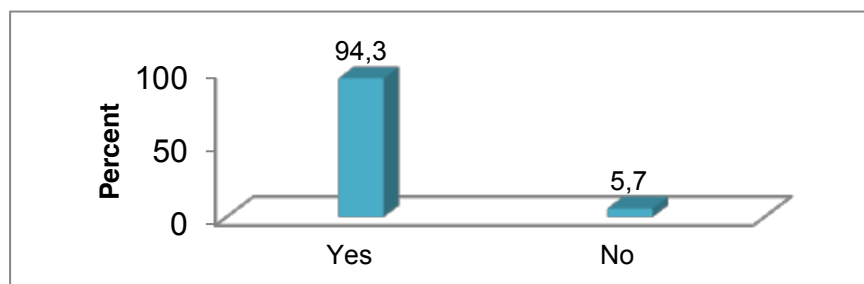


Figure 22 shows that a large percentage of employers (94%) were willing to give some time off to their domestic workers to acquire skills. Figures 23, 24 and 25 further indicate employers' willingness to support domestic workers financially and by allowing the time off daily or weekly acquire more skills.

Table 15 Salary and training of domestic workers

Figure 20 Allowing domestic worker to acquire skills

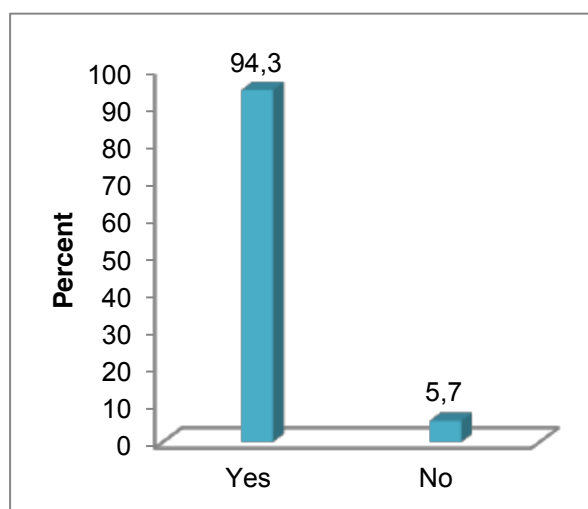


Figure 21 Length of time to give the domestic worker(s) f to acquire skills

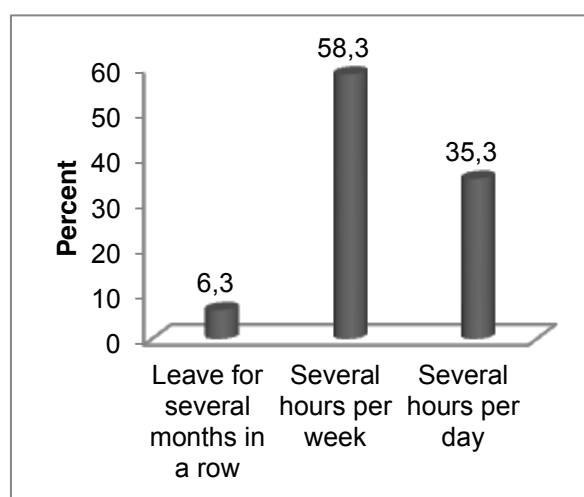


Figure 22 Supporting financially the acquisition of additional skills

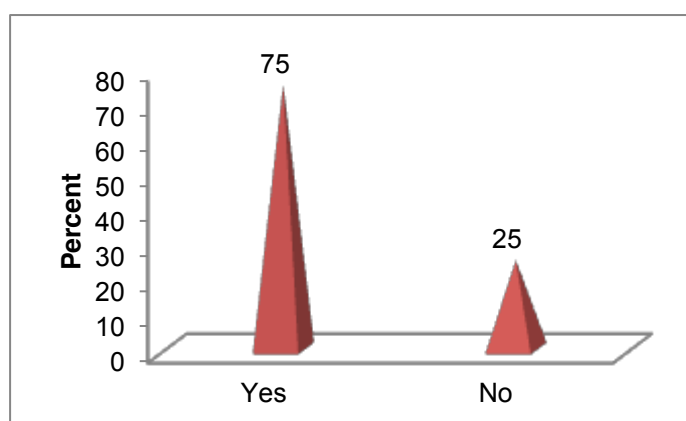


Figure 23 Ideal length for training considering your availability

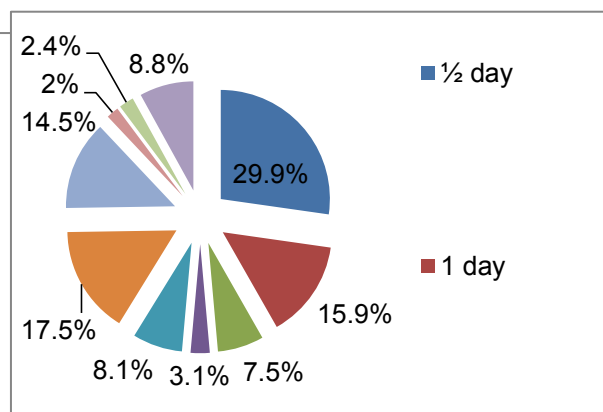


Figure 24 Whether paying the domestic worker

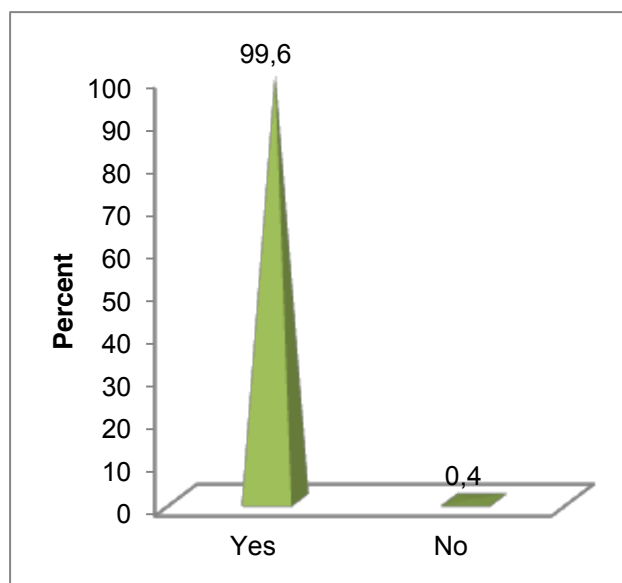


Figure 25 Monthly salary

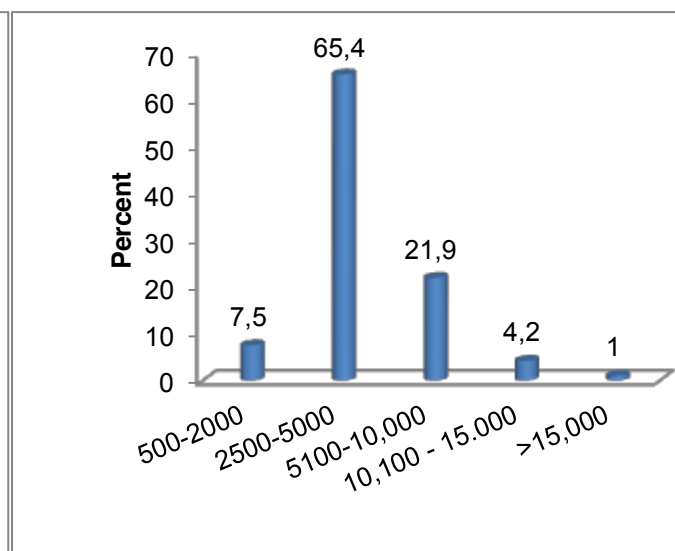


Figure 26 above shows the length of period for the training according to the employers. The varied opinions on this variable indicate the different levels of skills acquisition by domestic workers. This implies that the training has to be offered in a very flexible manner to cater for individual differences among domestic workers

Figure 26 Form of payment for domestic worker(s)

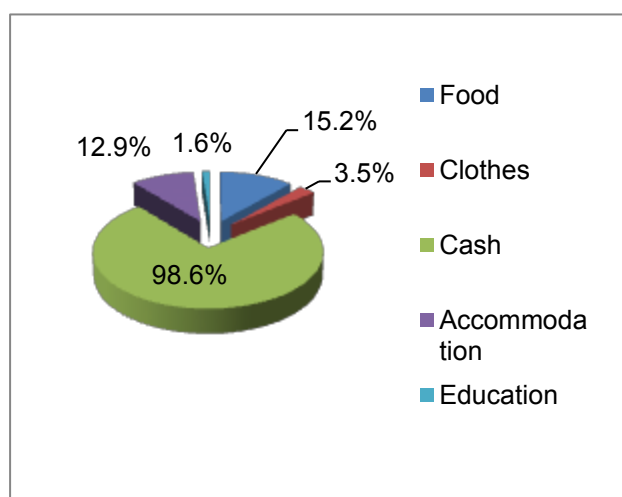
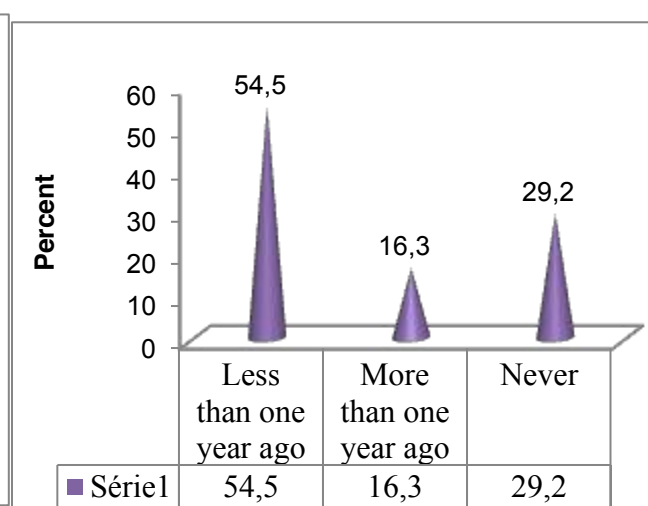


Figure 27 The last time you raised the salary of your domestic worker



Almost all (99.6%) reported that they pay their domestic workers and majority (65%) indicated the monthly salary was 2500-5000 Ksh. About half (54%) of the respondents claimed that they had raised the salary in

the last year. Three quarter of the employers (75%), indicated they would support financially for acquisition of additional skills by their domestic workers.

Observably, majority of employers were not paying their domestic workers the minimum wage as recommended by the government of Kenya. The table below summarizes the findings.

New skills beyond in-house training required of domestic workers by employers

Employers were asked to rate the skills that they would most like to be acquired by their domestic workers. According to the rating, childcare (52 %), first aid (52%), reading and writing (40%) and cleanliness (32%) were rated as first option more frequently than the others (Table 18). This means that employers would prefer skilled domestic workers in aspects they consider most important including childcare, first aid and cleaning. Thus, professional training of the workers would have to prioritize these elements.

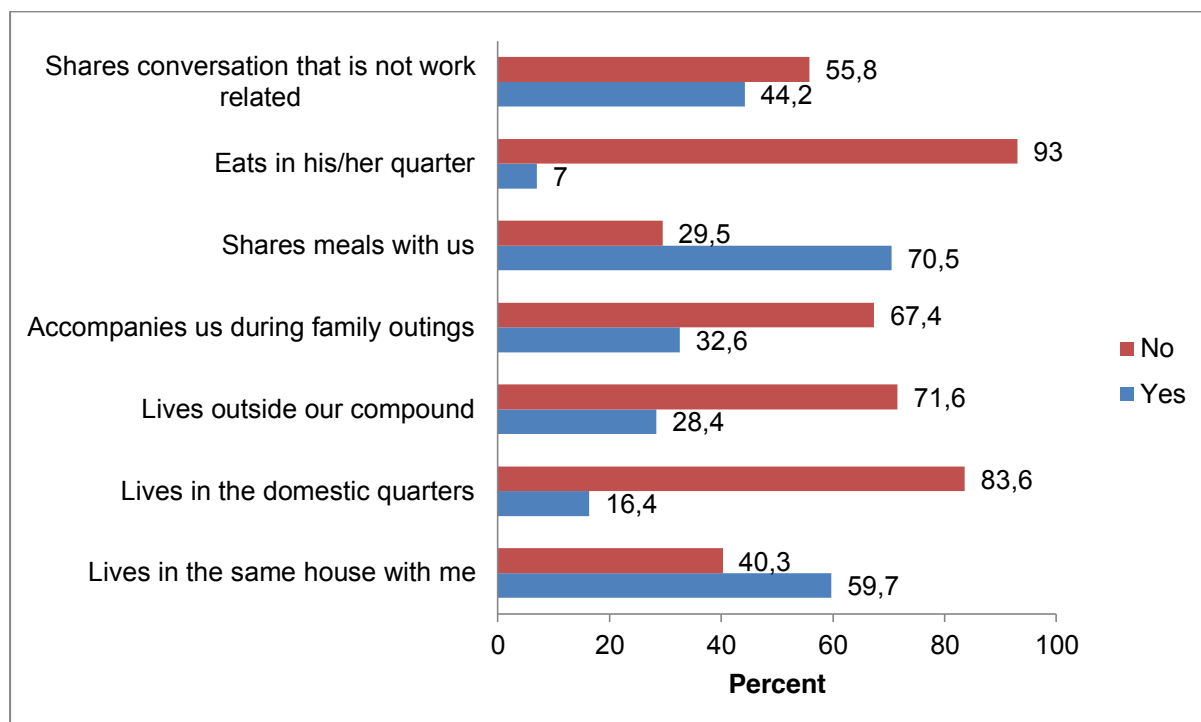
Table 16 New skills beyond in-house training required by employers of domestic workers

Variable	Rating of the priority from 1-10, 1 being the most urgent and 10 being the least urgent										Total
	1, n(%)	2, n(%)	3, n(%)	4, n(%)	5, n(%)	6, n(%)	7, n(%)	8, n(%)	9, n(%)	10, n(%)	
Read and write	66(40)	23(13.9)	20(12.1)	25(15.2)	12(7.3)	4(2.4)	4(2.4)	6(3.6)	2(1.2)	3(1.8)	237
First aid	106(51.5)	44(21.4)	26(12.6)	9(4.4)	8(3.9)	4(1.9)	4(1.9)	2(1)	1(0.5)	2(1)	196
Calculations	34(30.6)	27(24.3)	10(9)	9(8.1)	6(5.4)	11(9)	1(0.9)	3(2.7)	2(1.8)	8(7.2)	141
Childcare	87(51.5)	40(23.7)	21(12.4)	5(3)	7(4.1)	4(2.4)	1(0.6)	1(0.6)	1(0.6)	2(1.2)	267
English/Kiswahili	28(27.2)	10(9.7)	12(11.7)	13(12.6)	14(13.6)	5(4.9)	7(6.8)	4(3.9)	2(1.9)	8(7.7)	195
Mechanics	10(17.9)	7(12.5)	4(7.1)	6(10.7)	1(1.8)	3(5.4)	6(10.7)	3(5.4)	6(10.7)	10(17.9)	56
Foreign languages	1(2.1)	4(8.5)	4(8.5)	2(4.3)	2(4.3)	5(10.6)	3(6.4)	6(12.8)	5(10.6)	15(32)	47
Cleanliness	60(32.3)	39(21)	41(22)	19(10.2)	14(7.5)	6(3.2)	2(1.1)	1(0.5)	1(0.5)	3(1.6)	186
Cooking	36(23.1)	26(16.7)	23(14.7)	18(11.5)	18(11.5)	12(7.7)	9(5.8)	3(1.9)	4(2.6)	5(4.4)	156
Computer literacy	9(11)	15(18.3)	8(9.8)	11(13.4)	6(7.3)	5(6.1)	4(4.9)	3(3.7)	5(6.1)	16(19.4)	82
Hygiene & health	36(25.9)	19(13.7)	16(11.5)	27(19.4)	12(8.6)	9(6.5)	5(3.6)	7(5)	4(2.9)	4(2.8)	139
Public relations	15(10.4)	23(16)	19(13.2)	27(18.8)	16(11.1)	11(7.6)	6(4.2)	7(4.9)	4(2.8)	16(11.2)	144
Basic rights	12(10.7)	22(19.6)	14(12.5)	14(12.5)	11(9.8)	15(13.4)	5(4.5)	5(4.5)	5(4.5)	9(8.1)	112
Work ethics	24(16.7)	25(17.4)	20(13.9)	18(12.5)	11(7.6)	13(9)	13(9)	4(2.8)	6(4.2)	10(7)	144
Time management	46(24.3)	31(16.4)	31(16.4)	17(9)	22(11.6)	15(7.9)	4(2.1)	6(3.2)	4(2.1)	13(6.8)	189

Living Conditions of domestic workers

Majority of the domestic workers share meals (70%) and live in the same house (60%) as the employers. Figure 28 below depicts the general living conditions of domestic workers.

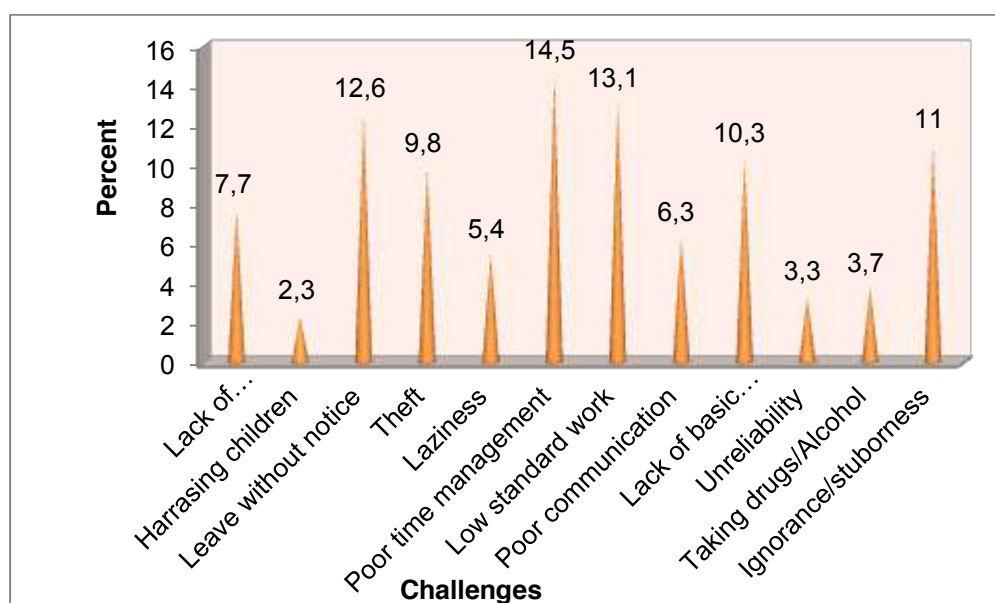
Figure 28 Living conditions of domestic workers



Key challenges employers encountered with domestic worker

Poor time management (14%), low standard work (13%), leaving without notice (13%), ignorance (11%), lack of basic skills (10%) and theft (10%) were among the main challenges mentioned.

Figure 29 Challenges employers encounter with domestic workers

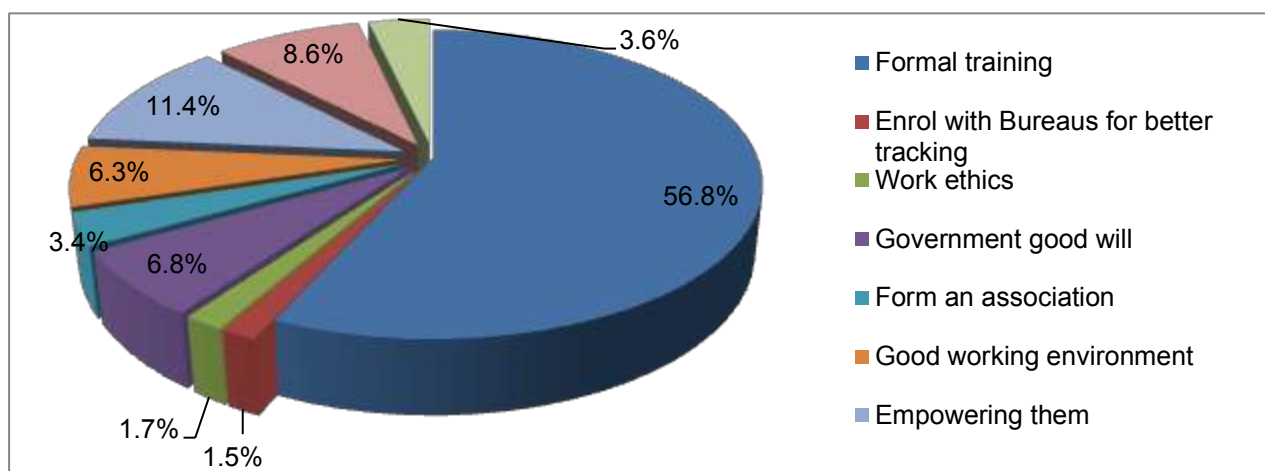


What these imply is that **domestic workers lack professionalism**; therefore, they may leave without notice, offer below standard services and are ignorant of what is required of them. Thus, possibilities of turning domestic work into an enterprise of choice should consider ways of instilling professional work ethics in the workers. These include but are not limited to signing and respecting provisions of work, contracts include notice of termination of contract, high standard services as well as acquiring skills in domestic work.

Suggestions to improve the domestic work industry

Formal training and forming an association were the main methods (57% and 11 %) suggested by the employers as **ways of improving the domestic work industry**.

Figure 30 Suggestions on how to improve the domestic work industry



The findings imply that employers are sure training will address the problems they face in dealing with domestic workers. Therefore, they are willing to support the process of equipping domestic workers with skills. This is because skilled employees who have a positive attitude towards their work are conscious of their responsibilities as well as rights, hence, they will deliver better service, which can even attract higher wages.

CHAPTER 4 - SUMMARY AND RECOMMENDATIONS

4.1 Summary

Domestic workers

This survey established that there is a considerable percentage of domestic workers- both women and men; boys and girls in the counties. There are however, **more women and girls** in domestic work due to cultural association of women with domestic chores. Many of these **missed the opportunity to attain an education**. Those aged between 10-33 years old still yearn for a chance to continue their education. Further, a high percentage **would like to go for professional training**. The majority of these would like **professional training in domestic work**. The study therefore, concludes that if domestic work is properly regulated it will attract many men and women as some already appreciate it. It is also worth noting that there are plenty of market/employment opportunities for domestic workers in all the counties that were studied. This demand is related to overall economy where survival of households is pegged on wages earned by both men and women but few chances of part-time work. **Most families therefore, need the services provided by domestic workers**

Child Domestic Workers

There were generally fewer child domestic workers in the counties that were studied. Of the 187 children included in the study, majority were in Kiambu and Meru Counties. This situation is due to poverty in Kiambu especially among squatter populations that work in the coffee growing belt. Meru is a *Miraa* growing area where access to easy money has been the main attraction for children. In the other Counties, poverty was the main driver to child domestic work. **These children work for long hours, get hurt and may be mistreated** but all they can do is cope with the situation. Children in domestic work, however, **expressed very strongly the willingness to re-integrate in school**.

Employers of Domestic workers

Most of the employers of domestic workers were **women with young families**, more so school going children. This group is in need of domestic work services as most work outside the home and need someone to mind their children while they are away. **Employers face many challenges** dealing with domestic workers including leaving without notice, poor quality of work, lack of basic skills, poor time management and harassment to employers' children among others. They however, **expressed willingness to make financial and time contributions towards training of domestic workers**.

4.2 Recommendations

1. Domestic workers are a vulnerable group, which deserves special attention if their education needs are to be addressed. Many dropped out of school at different levels, majority at the end of the 8th year of primary cycle. A very high percentage is interested in re-integrating school if they are given a chance. This means that **education programmes in favour of domestic workers should consider the specific learning needs of each individual while taking into account past educational experiences**. These will include, supporting those who want to go back to school and other flexible education models.
2. **Professional training in domestic work was indicated as a viable training option**. Therefore, IDAY and partner organizations have an opportunity to introduce this unique option. Moreover, considering that the majority of those who opted for professional training chose domestic work, it would be viable to **package the training modules to cover various aspects of domestic work**. The study recommends that there would be no need for any diversification (i.e. including other trades e.g. tailoring, hairdressing, mechanics etc) as this will only bloat the training programme and draw the organization further away from its focus. It is also worth noting that if well developed, **some of the skills will open up opportunities in other sectors** e.g. the hotel industry, housekeeping laundry and cleaning services among others. Further, **such training should run during the school national holidays in Kenya**

(April, August and December) and prioritize the areas that DWs were most interested in; including cookery and computer studies. It is noted that **this would form a basis for demand for better wages by domestic workers.**

3. There is a need to **target areas with many children in domestic work** for intervention. Among others, these include, Kiambu and Meru. In addition, support should be given to teen mothers who end up in domestic work due to pregnancy. The study recommends **special attention to this vulnerable population and suggests education programmes tailored to meet their needs.**
4. Possibilities of **turning domestic work into an enterprise of choice** should consider ways of instilling professional work ethics in the workers. These include, but are not limited, to signing and respecting work related contracts including notice of termination of contract, high standard services as well as acquiring skills in domestic work. Therefore, **moral/ethical issues should be captured in a module in the domestic work training curricula.**

In conclusion, and based on the study, it is noted that poverty is the main reason for not completing school among domestic workers. Many of these have earned a living from the domestic work industry over the years. However, the government has a weak regulatory framework which only focuses on narrow concerns. This means the entrepreneurial opportunity afforded by the domestic work industry has remained untapped. Training of domestic workers if well organized, implemented and regulated by the central government will go a long way in shaping the industry and addressing both employer and employee concerns. Such training will be organized in modules to allow for flexibility. In terms of financing, such training could be paid for by employers, workers and the government.

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APPENDICES

	n=525	%
Number of male domestic workers do you employ at any one time?		
1	101	54,9
2 to 3	57	31
4 to 6	16	8,7
7 and above	10	5,4
N/A	341	
Number of female domestic workers do you employ at any one time?		
1	297	85,1
2 to 3	42	12,1
4 to 6	4	1,1
7 and above	6	1,7
N/A	176	
The time of starting employing domestic workers		
≤ 1 year	97	18,5
2-5 years	191	36,4
6-9 years	90	17,1
10-14 years	73	13,9
15-19 years	25	4,8
20 and above years ago	49	9,3
Duration of stay of the current male domestic worker(s)		
≤ 1 year	76	41,3
2-5 yrs	81	44
6-9 yrs	17	9,2
10-14 yrs	4	2,2
15-19 yrs	2	1,1
≥20yrs	4	2,2
N/A	341	
Duration of stay of the current female domestic worker(s)		
≤ 1 year	204	58,5
2-5 yrs	125	35,8
6-9 yrs	18	5,2
10-14 yrs	1	0,3
≥15 yrs	1	0,2
N/A	176	

Variable	n=525	%
Preference regarding the gender of the domestic worker(s)		
Male	95	18.1
Female	304	57.9
No preference	126	24
Preference regarding the ethnic community of origin of your domestic worker(s)		
Yes	149	28.4
No	376	71.6
If there is preference on origin of domestic worker which community do you prefer		
Kikuyu	26	17.4
Kamba	21	14.1
Meru	31	20.8
Luo	12	8.1

Kisii	6	4
Kalenjin	4	2.7
Luhya	39	26.2
Girama	5	3.4
Others (Turkana, Masai, Embu, Pokot)	5	3.4
N/A	376	

Reasons for preference of the ethnic community of origin

Comfortable, clean and honest	13	8.7
Someone whose culture I understand	103	69.1
Hard working & humble	19	12.8
Reliable/stay longer	14	9.4
N/A	376	

Preferences regarding the religious affiliation of your domestic worker(s)

Yes	226	43
No	299	57

Reasons for preferences of religious affiliation of your domestic worker(s)

Prefer to share same belief	174	77
To avoid conflicts and discrimination	29	12.8
Others	23	10.2
N/A	299	

Would you prefer a married domestic worker?

Yes	223	42.5
No	302	57.5

Accepting a domestic worker with children to live in your compound

Yes	168	32.5
No	349	67.5
Missing	8	

Giving leave to your domestic worker?

Yes	446	85
No	79	15
Missing	17	

How often does your domestic worker take time off?

Not regular	34	7.6
Weekly	281	63
Every fortnight	25	5.6
Monthly	106	23.8
N/A	79	

Variable	n=525	%
Allowing domestic worker to take some time off to acquire skills		
Yes	495	94.3
No	30	5.7
Length of time to give your domestic worker(s) so that he/she could acquire these skills		
Leave for several months in a row	32	6.3
Several hours per week	294	58.3
Several hours per day	178	35.3
Ideal length for training considering your availability?		
½ day	152	29.9
1 day	81	15.9
2 days	38	7.5
3 days	16	3.1
4 days or more	41	8.1
1 course per week for 3 months	89	17.5
Follow up over several months depending on availability	74	14.5
Continuous in residence for one month	10	2
Continuous in residence for more than one and less than 6 months	12	2.4
Others	45	8.8
Do you pay your domestic worker?		
Yes	523	99.6
No	2	0.4
Monthly salary of the domestic worker in Kenya shillings		
500-2000	38	7.5
2500-5000	331	65.4
5100-10,000	111	21.9
10,100 - 15,000	21	4.2
>15,000	5	1
Missing	19	
Form of payment for domestic worker(s)		
Food	80	15.2
Clothes	18	3.5
Cash	504	98.6
Accommodation	66	12.9
Education	8	1.6
The last time you raised the salary of your domestic worker		
Less than one year ago	265	54.5
More than one year ago	79	16.3

Never	142	29.2
Missing	39	
Would you support financially the acquisition of additional skills by your domestic workers		
Yes	394	75
No	131	25