

A Transformative Awareness of the Rights of House Helps in Kenya: A Case of Kibera Informal Settlement, Nairobi County

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Abstract

The aim of this study is to explore awareness on the rights of house helps at Kibera in Nairobi County to enable them change through acknowledging them of their rights on employment acts that will help them in their development and contribution to the society so as to be valued members and contributors of the society. This is a social Justice form of advocacy which is people centred type of advocacy. The major problem facing domestic work-force in Kenya is that, the individuals working as domestic workers contribute to the general wellbeing of the community and society at large but their rights are not considered or in most cases not clearly articulated or defined. Domestic work is a major source of income for most young women with limited or no education. Their roles include home based cares such as cooking, cleaning, baby sitting and general care like elderly care and other household chores which are common in urban informal settlement areas such as Kibera. Much attention has not been given to the domestic work-force hence ignored by the local legislation as well as social policy makers. This is because the work schedule for these vulnerable group of people are not well defined in the constitution with the working environment to which they render their services such as the gated homes which are private areas, they subject them to more lethal experiences which are not humanly favourable. These clusters of people experience both physical and psychological abuse affecting their general wellness as they try to enhance their livelihood strategies. This is because there are many of them in search of the same job opportunities, so they wonder seeking for the work, they then end up working without signed contracts outlining their duties and responsibilities just because of their vulnerability. Most of the placement organizations are not documented by the government authority so they carry out human trafficking hence excluded within the government bylaws. This simply imply that majority of these women based on their illiteracy level are not associated to any union which may give them protection, hence their terms of employment left risky and undocumented, with many of them dying on duties but no cases nor justice done to them or their families. The study method used included desktop review of the literature and questionnaires to collect data from the field, where the problem tree was used to analyse data. The problem tree being a participatory visual method that maps out the cause, the effects and logic of the problem being addressed. The study determined the prevailing socio economic factors contributing to vulnerability of house-helps causal domestic workers and established that lack of awareness on their rights, socio-economic status, low wages, low level of their education and lack of job security. The finding of the study is extracted from the questions regarding the rights of the house-helps in Nairobi. It was found out that all the households of domestic workers are given rights to live a fair remuneration, right to join trade unions and rights to effective and proper work environment. The study then concludes that the rights of the house-helps in Nairobi should be given rights to live on a fair remuneration, right to join trade unions, right to effective and proper work environment and the need for proper implementation on acts or bylaws to ensure inclusion of their rights and the application.

Key words: Domestic workers, House helps, A Transformative Awareness, Advocacy, Rights, Bylaws, Implementation, Inclusion, Wages, Remuneration, Kibera, Nairobi County, Kenya.

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I. INTRODUCTION

The paper presents an ongoing debate on the treatment of house helps in urban households. Do they have rights and can they upgrade their lives to earn a just wage and also be protected under law to enjoy pension? Under the Kenya Constitution, it states that workers' salaries must at least be equal to the minimum wage, ensuring every worker have a decent standard of living consistent with the human dignity. A wages order sets the minimum rates of remuneration, specify the types and manner of deductions as well as the maximum amount in percentage of deduction, maximum amount deducted from pay in respect of ratios supplied by the employer, regulate task based and piece work, regulate outwork, casual work and contract work plus other related terms on remuneration.

ILO Charter on just wage reads, minimum wage systems should not be seen or used in isolation but should be designed in a way to supplement and reinforce other social and employment policies. Several types of measures can be used to tackle income and labour market inequality, including pre-employment policies, social transfers and creating an enabling environment for sustainable enterprises. These questions arose during an encounter with domestic workers as the research visited to Kibera informal settlements where most domestic workers are women working in homes that surround Kibera. The women who work in the posh homes surrounding Kibera felt cheated in their request for a just wage. After a long debate with fellow domestic workers, key themes emerged on domestic work, just wage, pension entitlement and other allowances.

The overall objective of this paper is to develop a transformative awareness of the right of house helps in Kibera informal settlement, Nairobi County in Kenya using the advocacy pastoral cycle by identifying the issue, then analysing the problem and then drafting the objectives depending on the situation analysis, capacity assessment, finalise the objectives. Then further devise the advocacy plan, then implement advocacy plan, monitor and evaluate and finally revise the advocacy plan.

1.2 The key questions are:

1. What is the common understanding of domestic house helps on their rights to a just wage?
2. What is the need for a transformative awareness on just wage of domestic workers?
3. How do we sensitize community on the rights of domestic workers in Kenya?

1.3 Research Methodology

The researcher used document analysis where various sources were explored. The researcher used desktop review of the relevant literatures which are associated to awareness of the rights of house help at Nairobi in Kenya. The literature reviewed which were associated to what are the prevailing socio economic factors contributing to vulnerability of women causal domestic workers and what are the rights of the house help in Nairobi. In addition, the researcher also used the personal experiences with various house helps around Nairobi area and class notes that involved case studies to provide informative knowledge to the study. The use of the problem tree which is a participatory visual method that maps out the cause, the effect and the logic of the problem being addressed was considered.

Q.1 what is the common understanding of domestic house helps on their rights to a just wage?

Globally, house help work is ancient and the most significant informal occupation for huge number of women across the society. It is an industry that has roots from the global slave trade, colonialism and other forms of servitude. In the society, women have limited options and enter the domain domestic work due to inadequacy of education, socio-economic resources as well as opportunities. The provision of domestic work in the contemporary society is widely acknowledged as relevant category of livelihoods across the society. Over the years, domestic work force has remained highly personalised and informal service delivered in the homes of employers. The female unemployment globally is at 26% based on the report following the national population and housing census (CBS, 2002). Domestic work is a large and growing sector of employment, especially for women. According to the latest International Labour Organization (ILO) estimates, domestic workers represent 4 to 10 % of the total workforce in developing countries and 1 to 2.5% of the total workforce in developed countries (ILO, 2010). These statistics translate into the tens of millions of domestic workers around the world (ILO, 2010). In Latin America, there are an estimated 7.6 million domestic workers, who represent 5.5% of the urban workforce.

The base line researched by Oxfam (2013) regarding domestic workers established that average workers were earning low wages. These employees were given low wages with only one household gave their monthly income indicating more than Kenya shillings 8000 which is below the average based on the government policy and salary framework. According the government salary scale the official minimum wage is Kenya shillings. 8580 for domestic workers within the cities such as Nairobi. The research demonstrates that about 65% of 90% of the individual household were paid less than 50% equivalent to Kenya shillings of 5000 as their monthly wages for domestic employees. The report by Amnesty International (2013), Kenya is the labour surplus economy with the fragmented labour market where the formal industry coexists with the informal employees tends to have higher levels of literacy. The needs for technological skills are on the upsurge, all of these contributed the increase of casual employees which composed women living in the informal settlements in the urban centres. Various casual employees in the informal are household employees who help in various households for both the middle and high class families. The government of Kenya has demonstrated its commitment to the attainment of gender equality and women enablement through Kenya constitution 2010 which advocates for recognition of equal rights for women and men. This is concerning the Bill of rights and in clauses of public and equal rights to own property including land and the right to inheritance. The bill of rights

guarantee both the social and economic as well cultural rights while recognizing the cultural practices which are harmful to women as being unlawful which is a big gain for women.

Q.2 What is the need for a transformative awareness on just wage of domestic workers?

Across the globe, numbers of domestic workers are in the upsurge. The ILO (2011) assume 53 million domestic workers while in 2013 they were assumed to be around 67 million (ILO, 2015). This upsurge of the number of domestic workers can be associated to socio economic and demographic changes where both men and women engaged in the labour market and aging population (Peterson, 2016).

Based on the baseline research conducted by Oxfarm (2013) in Mukuru slum on women domestic workers, the women argue that they experience much of challenges in efforts to resolves disputes, violation and abuse which arose in the workplace, majority of the female complained that employers tend to use their economic and social influence to intimidate employees which made claims. The employers always corrupted officials at the local administration particularly local chief and the police. In most cases the women went to report to the police which would ask for bribes so that they can act on their cases but they were not able to pay hence the cases remained unresolved.

House helps are among the vulnerable groups of employees in the informal society hence they face various challenges such as cultural stigma because they are perceived as an educated and lack skills and competence. The domestic employees are always mistreated which leads to slavery in such practices. Despite their age, these groups of people are always in the category of house-boys and house-girls which are always abused and exploited. The exploitation includes sexual, financial, physical and emotional abuse with no alternatives and it cuts across the society in different continents of the world (CDTD, 2014). Majority of domestic workers find themselves in such informal work due to their lack of employability skills and competence governing their vulnerability status. Some of them are orphaned, destitute or families facing conflict and poverty leading to lack of education, poverty stricken household and their children to well up relatives living in the urban region to help with the house hold chores in return to acquire basic education. A number of young women and men come from the rural looking for employment due to their low level of education to join the formal labour market forcing them to join the informal sector in such of a household work.

According to ILO (2016), house helps or domestic work is one of the forms of employment in the informal department, such employment occurs in private homes, can be blurred or disguised by social norms and highly personalised context and in many countries, it fails outside the regulatory framework. Women casual domestic workers are largely in unregulated informal employment which exposes them to violations in regards to their labour rights with no reference to the governing legal framework on employment in the Employment Act. The women undertake the employment on daily engagement without any form of written agreements and as such, the terms of engagement are limited to individual commitment to the tasks and payments. The women domestic workers are mainly from underprivileged backgrounds with high poverty levels and mainly living in the informal settlements. Most of the women have not managed to pursue their education beyond basic levels, which exposes them to exploitation especially due to minimal exposure in regards to pursuing their payments in the event the employer does not meet his/her obligations. The number of women and in some instances girls seeking domestic work remains high.

As in many other sub-Saharan African countries, transition to modern industrial economy has been slow in Kenya. About 73 700 in Nairobi of the country's 52.3 million people, (Kenya National Bureau of Statistics, 2019) live in rural areas. Nearly 40. % Kenyans that live in towns and cities, more than a quarter live in the country's capital, Nairobi (Kenya National Bureau of Statistics 2 Although much of the population is still rural, recent decades have witnessed an increasing trend toward rural urban migration due to declining land productivity and shrinking incomes from agriculture. The women make a significant proportion of this rural-urban migration stream, a trend that can be partly attributed to the increasing levels of education among females in the country. As women increasingly move to cities, the majority of them end up taking employment in the informal sector because of prevalent unemployment in Kenya. According to Atieno (2010), Kenyan women constitute only 29 % of formal employment sector, where about 70 % are employed in low income jobs. By the same token, the informal sector absorbs most of the women who take jobs as casual labourers often in traditional female occupations

According to Erika and Christine (2012), not all the government have policies of the publics which can be used to help domestic workers reconcile work and family life since many of the care givers have been excluded, posing serious major problems for rapidly ageing communities. These factors have increased the demand for domestic workers who maintains significant routines thereby enabling various people to go out and work.

Majority of house help toil in the homes of others for pay by providing a range of domestic services. They sweep, clean, wash clothes, dishes, do the retail shopping, cook, care for children, care for the elderly, care

for the disabled, provide gardening, driving, and security services. Some live on the premises of the employers but many of them work on a part-time basis, often for multiple employers (Tokman, 2010).

Q.3 How do we sensitize community on the rights of domestic workers in Kenya?

A group of domestic workers and their allies' particular trade unions had invited everyone including international instruments which could recognize these workers and their rights. During 2006, the federation of Dutch Labour and the NGO IRENE among other teams from the international communities steering group consisting of women informal employment globalizing and organization among other teams, core organized an international conference, respect and rights protection for the household workers and Amsterdam. According Kidist (2012) domestic work is very invincible, has status, poor wages which was link to low skills and low education.

This attribute of domestic have led to vulnerability in terms of exploitation and abuse. As a result of the challenges associated with regulating domestic leading to domestic accepting of the poor condition of work hence leading to precarious and irregular employment thus encouraging poverty. In the year 2011 a big history was made when government, employers and workers from all over the world employed the convention (c189) and accompanying recommendation on descent work for domestic workers at the 100 the international labour in Geneva, Switzerland. The momentous even was due to the long years coordinated effort by domestic workers' organization, regional, national and international as well as their allies. Domestic workers are now continuing the organizing effort at the national level to advocate for the ratification of the convention and its implementation in each country (ILO, 2009). Much efforts at the global on dealing with challenges by domestic, although, the women of these milestone and take advantage of the legislation.

Bases on the report by ILO Convention no 189, the term domestic employee means work performed in or households and the term domestic worker mean any individual engaged in domestic functions within an employment relationship (ILO, 2011). In order to ensure the domestic workers their rights, they need protection from the government, education about their rights, and public attention to this issue. A significant number of the workers in the Middle East experience low wages, poor working and living conditions, and virtual absence of social protection. In many cases, they even have physical, sexual, and psychological abuses that sometimes lead to death. In order to improve their conditions, there is need for the government to revise labour laws for migrant domestic workers until they gain equal rights to local citizens. This law should be based on the acceptable standards internationally. Abused workers should be aware that they can have legal assistance from the government for their rights. And most importantly, public should raise national awareness and attention to the workers. Employers must know that domestic workers engaging in their houses have human rights to maintain at least standard working conditions. Seeing the four pillars of decent working, according to the ILO transition to formality

Involves rights at work, employment promotion, social protection and social dialogue (ILO, 2008). In line with this the ILO adopted Convention 189 on Decent Work for domestic workers which seek to bring domestic workers under the scope of the law. Although other labour standards excluded domestic workers earlier on, once a state member ratifies convention 189 the process towards formalizing domestic workers begins (Oelz, 2014). The main challenge towards formalization is to reduce decent work deficits where work is performed outside the scope of the law (ILO, 2008).

The household domestic workers, the labour force are recruited among women, who generally come from poorer community with lower schooling levels, characteristics overlain by a strong racial component. Among the Kenyan female house helps workers, 61% are school dropout and earn salaries 14.5% lower than their white counterparts. The Kenya constitution (2010) provides roadmap for fair labour practices and offers recognition and protection of the rights of all workers. Based on the Amnesty International, (2013) despite the existence of international domestic workers. The daily plight of the domestic workers has not been addressed adequately. Like in many countries globally, they are ignored, abused and without resources often viewed as outcasts.

Many civil society organizations have made efforts to undertake campaigns for the rights of domestic workers, however, the desired results are slow and not yet enjoyed by local women in the communities. Under employment act (2007) domestic workers appreciate the similar terms and condition of employment as other employee which include 8 hours of work each day and annual leave of 21 days and three months leave maternity leave without fort feature of leave, sick leave, housing provision, medical attention and the right to be unionized. Through the ministry of social security and labour services, new regulations setting the minimum wage for domestic workers in Nairobi at Kenya shillings 10, 954, up from Shillings 9, 781 set last year.

Majority of women in Kenya are engaged in the informal sector. Notwithstanding the poor productivity, poor economic security, high levels of poverty and poor access to social security among workers in this sector. Their relatively flexible hour means that the women working in it do not have major challenges in relation to combining work and family roles. Indeed, research from other African countries such as Angola, and

Zimbabwe found that it is because of the flexible hours that women working in the countries' informal sector are able to efficiently fulfil their household and childcare responsibilities.

The study used carol Moser framework. Moser, C. (2012). Moser framework is one of the most popularly used gender analysis frameworks. It is based on the concepts of gender role gender needs and policy approaches to gender and development planning. The theory explains on the concepts of gender roles and gender needs highlighting on triple roles, that is reproductive, productive and community. This tool involves mapping the gender division of labour by asking who does what? Caroline Moser identifies a triple role for low-income women in most societies, which she uses in this framework and other components (Mbugua, 2014).

Moser define reproductive to involves the care and maintenance of the household and its members, including bearing and caring for children, preparing food, collecting water and fuel, shopping, housekeeping, and family health-care. In poor communities, reproductive work is for the most part, labour-intensive and time-consuming. It is almost always the responsibility of women and girls. Productive work, this involves the production of goods and services for consumption and trade. Both women and men can be involved in productive activities, but their functions and responsibilities often differ. Women's productive work is often less visible and less valued than men. The community work, these roles include the collective organization of social events and services ceremonies. The celebration of activities to enhance community participation in groups and organizations, local political activities and so on. This form of work is seldom considered in economic analyses; it involves considerable volunteer time and is important for the spiritual and cultural development of communities. It is a vehicle for community organization and self-determination (Mbugua, 2014). Government to create more employment to increase economic development

Economic growth is important to generate employment, investment and savings but it is not sufficient to eliminate barriers towards formalization. This would include challenges in raising the productivity, the inclusive economic growth, increasing wages and labour rights, progressive tax structures, social policies and reduction of work time. A good example is the 1990 experience in Kenya where inflation reduced and growth increased but it did not necessarily increase employment more so in the formal sector.

Offering social security

Based on the report by ILO out of 163 countries of which data was collected only 70 countries representing a proportion of 43% have at least some levels of social protection (ILO, 2013). This demonstrated that that many of domestic workers in the world do not have access to social protection which is a major challenge to formalization. North America and Western Europe provide some level of social protection which is linked to their level of development of social protection (ILO, 2016).

Better market policies

According to CDTD, (2014) Workers organizations play a very important role in the formalization and to do so they must-have strength in terms of membership. Kenya like many other African countries has very low levels of membership. Challenges that face unionization is the cost of organizing in geographically dispersed areas especially for a group like domestic employees hence the membership base is usually in the urban centres.

1.6 Results

1.6.1 Demographic Information

The demographic information includes age distribution, occupation,

Age distribution	Frequency	Percentages
14-18	18	36
20-25	9	18
26-30	15	30
31-35	4	8
36-40	3	6
Others	1	2
Total	50	100

The table show demographic information of the respondents, the tame has indicated that 36% who participated in the study had age distribution between 14-18 while 18% were between 20-25, 30% who were also the majority had age range of 26-30% and the minority 2% who did not share their age distribution.

Occupation	Frequency	Percentages
House cook	22	44
Garden work	17	34

Cleaner	6	12
Home support	5	10
Total	50	100

Regarding occupation, the respondents had shown that 44% were house cooks, 34% were garden workers, 12% were cleaners and the rest 10% were offering house support services to their bosses.

1.6.2 What is common the understanding of domestic house helps on their rights to a just wage?

The researcher sought information concerning domestic prevailing socio-economic factors influencing vulnerability among the respondents and the results are distributed in the table.

Understanding domestic	Frequency	Percentages
Lack awareness their rights	21	42
Socio-economic status	3	6
Low wages	10	20
Level of their education	7	14
Lack of Job security	9	18
Total	50	100

The field data has shown that 42% lack of awareness on their rights, 6% had Socio-economic status such as temporary contract, 20% had low wages, 14% were due to poor level of their education hence could not make any effective decision and the rest 18% had indicated that they lacked lack of job security across their employment fields. Causal domestic workers' rights.

Need for a transformative awareness	Frequency	Percentages
Right to better wage	3	6
Vulnerability	19	38
Human right abuse	15	30
Recognition	13	26
Total	50	100

Regarding the need for a transformative awareness the respondent reported 3(6%) Right to better wage while 19(38%) vulnerability, 15(30) human right abuse and 13(26%) recognition. The researcher investigated the variable concerning the causal domestic workers' rights and the results are distributed in the table. During interview with some of the domestic workers regarding the needs Need for a transformative awareness. Jane commented that many women face many challenges hence they are afraid to negotiate with the employers whom she referred to her boss and the reason being that she is rich and talks tough. Jane like the other five domestic workers interviewed demonstrated that they do not see their employers directly on their faces as they felt intimidated by the confidence, most of the time she was trembling she fails to follow the boss instruction when expressed in English.

Domestic Workers Rights	Frequency	Percentages
Right to leave	4	8
Fair remuneration	18	36
Right to join trade union	16	32
Right to effective work environment	12	24
Total	50	100

The filed data regarding the domestic woers right has shown that 8% Right to leave, 36% fair remuneration, 32% Right to join trade union and the 24% has indicated right to effective work environment. During the interview with Dammars on domestic workers' rights, she said that she was struggling to take care of 6 kids of which she some of them were rude and abusive hence it was difficult and intimidating for her as she was not able to discipline any of those children as some of them had fully grown. She had to spend indoors each day without any good time to rest hence was ever frustrated.

How to sensitize community on the rights of domestics' workers in Kenya

Sensitize Community	Frequency	Percentages
Wages and minimum wages	6	12
Salary increment	20	40
Working hours	14	28
Job security	10	20
Total	50	100

Concerning how to sensitize community on the rights of domestics' workers in Kenya. The respondents shared their views and mentioned that 6(12%) Wages and minimum wages while 20(40%) Salary increment, 14(28%) Working hours and the rest 10(20%) job security. This implies that majority wish to have an improved salary and better working hours in their place of work. This is because many of them are illiterate hence having no access to information which are relevant to them. Failure to access this critical information subjects them to suffer as they are not aware on how to approach the issue, for instance in an event that the domestic worker fails to receive their payment because the employer has declined, they do not know how to approach the legal system to enable them get assisted. Their employment terms are often not very clear and severally the form of work they are given are not usually in their initial agreement. This concept agrees with the findings that domestic workers are the lowest paid in different countries with nearly 40% of average, in and event wages of domestic workers differ even for the same job (ILO, 2013). These findings concur with (ILO, 2011), stating that working hours of domestic workers are the longest and more unpredictable across all nations depending whether they stay or leave away from such home. There is a decline in the industrial sector to absorb labour in more productive and structural change from agriculture to the service sector which has a low value added contribution and creates low quality jobs. Consequently, there is need to develop policies that make employment a core concern of the economic and social policies and also making productive centres of the economy as a main target of Poverty Reduction Strategy Paper (ILO, 2007). This take place as results of adequate knowledge on existing legal provisions on employment. This is very common for the women providing domestic labour as observed by Amnesty International (2013). Through the literature review and analysis of the data collected from the field, it can be concluded that the issue of domestic worker faces a lot of social issues. This research has exposed that majority of the domestic workers are vulnerable hence need social support to help in the restoration of the human dignity. There is broader aspect of descent work deficit which include overworking hours, poor remuneration, lack of social protection, disregards to workers' rights and lack of social dialogue for better income. The study hence has policy implication; there is need for ratification of human rights convention 189 on domestic workers in Kenya.

Recommendations

The study therefore recommends the implementation of the following strategic framework.

A transformative awareness plan towards holistic protection of house help at Kibera in Kenya.

1. a). The issue: The challenges facing domestic workers and to be specific, house help community groups in Kibera. As a concerned individual, I have interacted with a number of domestic house helps in Kibera where I have learnt that these groups of people in the society suffer myriads of challenges that include high level of vulnerability within their work context / environs, with the wider range of descent work deficit such as low pay or poor wage, lack of social protection, disregard to workers' rights and social dialogue for house help. These group of people wish to improve their livelihoods and better their well-being. When I share my experience with them, majority of the house help commented for the need for better remuneration, working condition and social protection as well as job security.

b). Strength and weaknesses: Majority of the house help are known by their employers and gain strong bonds with the families of their employers which in return grants them trust with their employers. Most of them have national identity cards given by the government but the challenges are that majority of the house help have limited education hence the lack of aware of their rights. No signed job contract by legitimate parties which complicate the rule of engagement of the employees' act.

2. The proponents/Actors: It is in the interest of every employee or domestic house helps to improve their working situations adhering to the rule of law as proposed by International Labour Organization. ILO emphasize on a standardized international framework that support decent work conditions, just wage and working policies by employers. The local government therefore should adhere to the recommendations and frameworks as laid out by the ILO. Law society of Kenya who give voice on government policies surrounding labour market are also legitimate partners and the Media Council of Kenya who also help in airtime and coverage of the advocacy incidents as a way to mitigate the social challenges faced by domestic house helps in their communities.

3. Goals/Aims of the transformative awareness campaign: The goal of the transformative awareness campaign is to educate house help on their rights which includes just wages, job security, social protection and to help in creation of positive attitude towards the well-being of the people in the society.

4. Developing and implementing strategies: Having support from majority of house helps in Kibera, I will mobilize the house helps for a meeting where I will introduce the campaign and deliberate on their strengths and weaknesses to which a team will be picked to facilitate the campaign process, then I discuss with them their strengths and weaknesses, I will ask them to share their main challenges and key priorities including their proposals for improvement needs. I will share them with the local government officials, human rights groups, starting from the human rights groups within Kibera, Gender equity and equality groups, Peace and Justice advocacy groups, Churches, Non-profit organizations, Community based organizations, faith based organizations and other relevant humanitarian organizations. once the team are set then I will adopt three main strategies that include building capacity of the house helps to speak for themselves, collaborate with the local organizations championing human rights and the government bodies, lobby the necessary authorities to promote social protection and possible initiation of such bills in the local parliament.

5. Monitor progress and evaluate the development: As part of the implementation strategy, I will ask the setup committee to identify ways to track the implementation progress / process and success of the strategic framework in place (Action Plan). I will also work with house help association, once the strategy is developed to highlight ways to collect data, both primary and secondary regarding the success and failures of the laid down plan to assess the data to identify both working and non-working processes and improve the implementation.

Advocacy Strategy Matrix

Activity	Months	Jan. – March 2021 Start date	April – June	July – Sept.	Oct. – Dec. 2021 End date
Communication and mobilization of house helps		Implementation			
Hold two important meetings with 50 house helps from Kibera (Capacity building)			Implementation		
Come up with key priority areas (key agendas)				Implementation	
Conduct two workshops on house helps rights awareness (Shared measurements)					Implementation
Lobbying with humanitarian groups					Implementation
Coalition partnership/Networking					Implementation
Policy analysis					Implementation
Policy formulation (Collaborative teams)					Implementation
Data collection		Feed back	Analysis		Implementation
Dissemination					Implementation
Evaluation and Documentation					Implementation

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