



The Role of Multinational Corporations on Economic Empowerment of Women and Job Creation for Women in Twangiza

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Abstract

Multinational corporations play a major role in creating jobs and other social-economic benefits therefore, they contribute to economic growth and improve the welfare of communities. The purpose of this study was to examine the role of multinational corporations on economic empowerment of women and job creation for women in Twangiza. This study used a descriptive research design, combining both qualitative and quantitative research strategies and was predominantly conducted in Twangiza South-Kivu province of the DR Congo, focusing on Banro Corporation whose production site and main office are in Twangiza and administration office in Bukavu City. The target population for this study was 3860 individuals including Banro staff which is spread across Twangiza and Bukavu City in the Democratic Republic of Congo. The sample size for this study was 150 respondents. The research used both primary and secondary data on this MNC. Primary data was collected by the use of questionnaires administered by the researcher. Quantitative data was analyzed using inferential and descriptive methods, while qualitative data was analyzed using content analysis. Results were presented using graphical and statistical techniques. Findings of this study will be of great significance as it will help the South Kivu leadership to identify areas where they can positively use MNCs to benefit the community and formulate frameworks to regulate the MNCs in DRC to benefit the local community, particularly the women. It could also help investors to focus on the nature consisting of opposition they might face and enable them to decide on any investments to be made in that particular region.

Keywords: *Multinational corporations, economic empowerment, job creation, women, Twangiza*

1.1 Introduction

Between 1884 and 1902, the Belgian King Leopold II annexed and ruled the Congo as a brutal personal chieftdom from which to funnel riches and enslave Congolese people. The Belgian state continued to exploit the riches of Congo and during the first world war,

international corporations extracted Congolese wealth in earnest. (Hochschild, 2002). In 1960, Patrice Lumumba asked for independence so that the people could use their riches to benefit and serve them, but this threatened the western financial and corporate interests (History of Congo, 1962). During the colonial time, MNCs facilitated colonialism by engaging in international trade and exploitation, playing a role in formal colonization. (Micklethwait et al., 2003). Multinational corporations created outcomes between their home countries and their colonies through a process of creating colonial resources and labour in Africa, and investing the resultant profits and net gain in their home country.

Between 1965 and 1997, the wealth of Congo poured out of the country via foreign mining companies (Braeckman, 2001). The DRC is estimated to have US dollar, 24 trillion, worth of untapped deposits of minerals including cobalt, copper, gold and coltan (Morgan, 2009). The mineral resources exploited from DRC include Cooper, cobalt, diamond, gold, magnesium, tantalite, zinc, silver, uranium, etc. Worldwide, Drc is rated number 8th with Cooper reserves, 10th with diamond, and has 20% of the planet reserves of gold. In 2011, twenty-five international mining companies were active in the DRC (UN, 2001). Some of these MNCs have been undertaking industrial copper and cobalt extraction between 2000 – 2010 but have only created about ten thousand jobs (Montagne & Dena, 2002). During the 2007 – 2008 global financial crisis, big corporations were being pressured to compensate for losses on the stock markets by engaging themselves in the illegal business outside their home countries including the DRC (Deval & Zerial, 2009). In 2013, about USD 3.3 billion were invested only in the mining sector (Garret, 2007). Before the 1970s many developing governments were skeptical about the positive role of Foreign Direct Investment (FDI) which in most cases come through the engagement of multinational corporations. However, since the 1980s, MNCs have increased steadily as a consequence of market policies being liberalized leading to developing countries experiencing the most levels of unprecedented FDI which is reflected inwardly in the ratio of FDI stock to GDP, which almost tripped between 1990 and 2013, from around 10 percent to 35 percent. Amid uncertainties in the state of the global economy, FDI is on the rise and most relevantly inflows targeting under developed economies, which in 2013 accounted for half of global FDI (UNCTAD, 2014).

Currently, governments including the Democratic Republic of Congo are competing for MNCs funds to make investments (Madies & Dethier, 2010), expecting numerous benefits and the advantages they will bring to the local economies: In 1885, at the Berlin Conference, Africa was divided into pieces by the developed World. The Democratic Republic of Congo, then Belgian Congo was taken by the Belgium Kingdom. As mentioned earlier, the Democratic Republic of Congo has a world deposits of 30% of cobalt, 10% of world's copper, and many other minerals such as gold, diamond, petrol, uranium etc by which the country could develop its economy. (Records at the Ministry of mines DRC, 2010).

In October 1985, the tin lost 2/3 of its value at the London metal exchange. At that time, EMPIM, a belgian financial group was the main shareholder of the Mining Company of Kivu (Sominki) and held about 72% of shares while the Congolese Government then Zaire held 28%. By the fall of the prices, the company made incredible loses and decided to put on sale its shares. It however spent more than nine years without finding a serious buyer. In 1995, one year before the start of the liberation war, the then Sominki administrators found a new buyer called Banro group, a Canadian company. The negotiations went well and in 1996, just

a few months to the war, the Canadian group accepted to take Sominki's shares and signed a memorandum of understanding. A project was then presented to the Government through the ministry of mines, by the administrators of Sominki to create a new company that was to be called SAKIMA, meaning Gold company of Kivu-Maniema.

Memorandum of understanding was signed in the fever of the war of 1996. The decree no 035 of May 16th, 1997 was approved to create the new company Sakima, dissolving Sominki by decree no 0021 of February 1997. After President Laurent Desire Kabila took power in 1997, he was informed of the formation of the new company by new shares holders. He then instructed that the MoU be looked at thoroughly. It was then found that the deal had many irregularities. Instead of the 72% shares previously belonging to Sominki and which formed the basis of the negotiations, it was discovered that the new company was given 93%, leaving the government with only 7% of shares instead of 28%. The president was upset with such deal which he termed as "the worst exploitation " and decided to cancel and repeal the new company in 1998.

The Canadian group then took the matter to the international tribunal of the District of Columbia in Washington, United States of America. The Democratic Republic of Congo was still at war, during this time and despite that, the country (DRC) was required to compensate the Canadian group by paying USD one billion. Such amount was huge for a country at war and diplomatic relations between the two countries (DRC-Canada) were at stake.

Looking for peaceful solutions, during president's Joseph KABILA's visit to the United States of America in 2002, he accepted to sign an amicable settlement agreement between the Democratic Republic of Congo and the Canadian group Banro. Convention number one of February 1997 was then amended and the two parties agreed that the newly formed company Sakima was only going to deal with gold bearing zones in two province of DRC, which are located in South-Kivu and Maniema provinces.

After the deal, Banro group created four companies (Twangiza, Namoya, Lugushwa and Kamituga mining) each with a legal status. The amicable settlement agreement was signed into a law in march 2003, published in the official journal, authorizing the creation of Banro's subsidiary companies. Banro's Twangiza mining was the first subsidiary the corporation started with after more than six years of exploration. According to Banro Management, the very first gold bar was produced in 2011. According to a teacher in Luhwinja, 180 km² out the total 183 km² of Luhwinja form Twangiwa mining site. This simply means that the whole chieftaincy is located in Twangiza mining and only 3km² is left for the local community.

With the establishment of BanroTwangiza Mining Company in South-Kivu province and especially in Luhwinja chieftaincy, the local community and especially the women hoped for a better life. They hoped for decent jobs, economic empowerment and their skills development as the company promised them lots of development projects in their village. This formed the basis and motivation for the local community which culminated into the signing of a memorandum of understanding between Banro Twangiza Mining and the local community represented by the Chief of the village and the former artisan at miners who had lost their jobs.

1.2 Statement of the Problem

There is a growing recognition that MNCs could impact on several dimensions that are important for developing countries aiming at improving their competitiveness. The said dimensions could be in the form of exports, capital, skills, competences technology processes and infrastructure. MNCs have tremendous capacity to influence women's economic empowerment and job creation in developing countries and the impact can be seen through stability and growth of domestic production, international trade and transfer of knowledge and skills (UN forum, 2014). However, in the DRC, the resources do not benefit the local communities and that is why the country is ranked among the poorest of the world.

A UN report (2001) established that MNCs from around the world sought to profit from exploiting the DRC's natural resources on win-loss basis. According to Phunzile (2014) the communities where natural resources are found rarely benefit these MNCs. Despite all its natural resources and the rise of MNCs, the women of the DRC are known to have endured severe atrocities, suffering from social, political and economic inequalities, illiteracy, rape and lack of skills. Hence the question, what is the role of MNCs in empowering the women in the Democratic Republic of the Congo? Do MNCs operating in DRC play a positive role in the Communities? Walter (1989) noted that citizens of western countries own the mines of Africa, which is a way of sucking the host country. According to the 2015 financial report at the Ministry for finance, DRC's national budget was only executed at a rate of 53% for lack of financial resources due to low tax collection.

Hence the justification for this study which sought to examine the role of MNCs on the empowerment of women in DRC. Previous studies have widely investigated the impact of MNCs on local communities but have not covered the area of interest in this study which is the empowerment of women in Twangiza. Some studies have generally found a positive impact played by MNCs and others have not found any significant positive impact. Some results obtained by some researchers are inconclusive or even contradictory. Consequently, many researchers have concluded that more research is needed in that region. For a thorough insightful knowledge of the role of MNCs in empowering women, the question to be addressed then shall be: What is the role of MNCs in the empowerment of women in DRC?

1.3 Objectives of the Study

- i. To analyze the role of multinational corporations on economic empowerment of women.
- ii. To evaluate the impact of multinational corporations on job creation for women.

2.0 Literature Review

2.1 Theoretical Framework

2.1.1 Dependency Theory

Within dependency theory two major approaches emphasize slightly different causes of underdevelopment and the proposed strategies to overcome it. The first approach, which is based in a Marxist point of view, stresses the deterioration of the terms of trade and the exploitation of the periphery by the center as the main causes for under development. Unequal exchange forces developing countries to increase exports to maintain the level of imports. This can only be achieved by a constant increase of the burden on the labor force, paralleled by a decrease of the purchasing power. Transnational corporations are seen as one

of the major reasons for this process because they transfer their profits out of developing countries and thereby cause decapitalization in the host economies. Due to these terms of trade, peripheral countries are not able to develop in accordance with the needs of their society. Therefore, the exclusion of these countries from the world market by a socialist revolution is seen as a way out of dependent development (Boeckh & Lexikon, 1993).

The second approach emphasizes the structure of the relations between economies of the periphery and the centre and the alignment of the peripheral economies with the needs of the economies of the centre. Structural change results from changing conditions of the world market. These structural changes tend to trigger only a partial modernization, which affects only the respective sectors of export, but subordinate's other sectors of the society to this respective export sector without integration. This lack of integration can lead to structural heterogeneity. While societies of the centre are seen as fully integrated in a capitalist manner, peripheral societies are characterized by this structural heterogeneity. With the presence and interaction of differing social structures in peripheral countries the dynamic in productivity and growth of the countries of the centre cannot be achieved (Lexikon, 1993).

2.1.2 World System Theory

World system theory draws from many theoretical aspects of dependency theory but accounts for a wider range of social and economic concepts and therefore goes beyond the framework of dependencia theory (Bornschieer, 2002). National development is not the isolated process of a particular country but a process, which takes place within a global system and is therefore influenced by this very global system.

In world system theory, under development is determined by economic, political and social forces that are beyond the range of influence of the affected societies. The economic dimension is constituted by world trade and a globalizing economy represented by transnational corporations. This economic dimension affects the political dimension regarding the power structures. Political regimes, international organizations or military alliances are elements of this dimension, but also the political power structure within a country. The cultural dimension reflects the cultural integration. The cultural integration, which is related with aspects of the economic and political dimension, specifies the global diffusion of norms and values (Herkenrath, 2003).

World system theory considers the whole social world structure with its institutions and dynamics. Dependency is no longer seen as a permanent state of a particular country because countries can move up or down in the economic and political hierarchy constituted by the concept of center and periphery. That is, countries of the center are subject to social change too. Social change in the center affects the whole social system of the world due to the dominant position of the center (Bornschieer, 2002).

This study used these theories to analyze the role played by MNC's on the empowerment of women in the Democratic Republic of the Congo. The two theories were used to illustrate the effects of the MNCs on empowering women. There is more or less nothing like supporting the local production of women or partnering with women. Okoji (2013) holds that there is no significant relationship between multinational corporations and economic development of

inhabitants of the host community. MNCs mostly seek to make their own profits, exploiting the female casual laborers' income.

These theories again, were used to illustrate how cultural change arising from MNCs is contributing to the alienation and destruction of moral values of women in DRC. Mandela (2006) maintains that as installations of MNCs in different countries of the world strives to move the world towards becoming a global village, such global village must maintain its cultural diversity.

MNCs can become much helpful to women who have their own businesses or have some ideas and expertise about business since women with no knowledge, ideas and expertise will hardly make any positive change in their status from multinational corporations (Zia, 2009).

2.2 Conceptual Framework

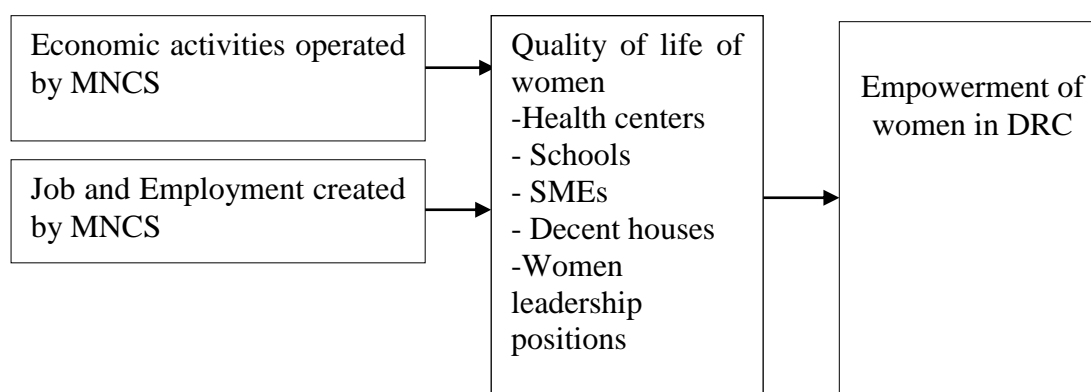


Figure 1 Conceptual Framework

2.2.1 Multinational Corporations and Economic Empowerment of women

Grunberg (2001) is of the opinion that MNCs are economic organizations that have their head operating offices in their country of origin but are able to produce and distribute their services and products to foreign countries also known as host countries where they establish a branch, branches or affiliates of their operations. The operations in the host countries are carried out by a portion of finances transferred from the parent company in the home country to the branch or affiliate of the host country.

Most studies of the economic impact of MNCs on their host developed market economies conclude that their overall effect is positive. These studies have found that the proportion of sales in the home region of MNCs in the 'advance' countries remains very high, or has increased in recent or past years. According to Spero & Hart (2003), the 1981 Caborn report adopted by the parliament of the European Community found that multinational enterprises raise the level of world economic activity and have favourable impacts on productivity, growth rates and the overall level of employment, the dissemination of new products as well as managerial expertise. Other benefits cited in studies of individual European economies include improvements in balance of payments, research and development, the level of technology, and increased dynamism.

Papandreou (2001) sees multinationals as another dimension of the role of MNCs in the equation. He argues that MNCs' pre-emption of markets and the consolidation of dominant positions in them is as characteristic of the overall expansion of multinationals as is their attempt to control vital raw materials on a global scale. Their aim is clearly for an extension and consolidation of a power network across the world economy. Undeniably, it is as much related with the search for the highest practicable profits, as it is linked with growth. Alternatively, the growth-profit-growth nexus is intimately and inextricably associated with power. An extension of the network of power is the immediate driving force.

Spero and Hart (2003) note that some of the power of MNCs grows out of their structural position within the relatively small and underdeveloped economies of many Southern states. Foreign firms often represent a significant percentage of the largest and most powerful firms in Southern economies. This is specifically true with regard to foreign investment found in such highly concentrated industries as petroleum, chemicals, transportation, insurance, food products, electronics, and machinery. The large firms that dominate such industries have more power to control supply and price than do firms in more competitive industries. Thus the oligopolistic structure of many MNC markets means that significant economic power is concentrated in the hands of a few large foreign firms (Todaro, 2003).

Todaro (2003) argues that multinationals use their economic power to persuade and cut deals with government and participate through change of policies in the direction to which adverse development takes. More often than not they are able to engender competition among nations so as to gain more favorable terms as well as not so unfavorable regulatory environment in which to carry out their operations. This process goes with the relative disempowerment of labour. As a result, the private profits of MNCs may exceed social benefits. In some cases, the social returns to host countries may even be negative. Alternatively, trade can be another mechanism of capital outflow in which MNCs disguise profits and evade taxes. MNCs can avoid much of local taxation by falsely inflating the price they pay for intermediate products bought from overseas affiliates so as to lower their stated local profits (Todaro, 2003).

Multinational corporations over time have been looked at positively since they are considered to impact on employment and valuable channels of technology transfer. The branches of MNCs are the ones that are able to provide a way through for the local operating firms to improve on their export potential and at the same time increase their productivity. On the other hand, they bring about ways that enable the economy to be diversified and more generally help improve the economic development of the host country (Flanagan, 2006). Therefore, these MNCs in most cases prioritize their own economic benefits over observing equality, economic empowerment and job creation which in most cases lead to conflicts between MNCs and local communities in the host Country (Chu, 2005). Globally there are concerns for expansion and growth of MNCs especially those operating in developing nations. A case in point being multinational mining corporations in DRC. While western countries where most multinational mining corporations come from regard MNCs as agents that bring about positive impact, the developing countries still see them as agents that bring about more negative impact using Foreign Direct Investment (FDI). However, theories of economics show that if FDI is applied correctly it is one of the most important key in the macroeconomic environment which brings about a positive relationship with economic growth. A number of studies have been undertaken to evaluate the impacts of MNCs on

developing countries. Some governments in developing countries overlook economic crimes perpetrated by foreign investors, provided the MNCs are achieving set economic targets (Ratner, 2001). A case in point being that of oil companies in Nigeria, where the local government accrues high revenues from oil companies and at the same time elites are associated with both economic and political marginalization of local community members, who have been very negatively affected by environmental degradation and military occupation of their lands (Orogun, 2010).

According to the Global Gender Gap Report (2012) there is a slow progress on closing gender gaps although most highly developed countries showed good advancement in terms of women's economic empowerment, but not all of them record progress in terms of women's political empowerment. Although political empowerment in this report refers to women's representation in parliament, in minister-level positions, in executive office but current study is restricted to power to vote and choice of candidate as MFIs target people at grass root level. According to the Global Gender Gap Report (2012) there is a slow progress on closing gender gaps although most highly developed countries showed good advancement in terms of women's economic empowerment, but not all of them record progress in terms of women's political empowerment. Although political empowerment in this report refers to women's representation in parliament, in minister-level positions, in executive office but current study is restricted to power to vote and choice of candidate as MFIs target people at grass root level.

Jayaweera (2010), in context of education and empowerment in Asia, revealed that because of economic and social constraints that prevail in society education has not been able to confront social class differentiation that increases gender inequality in the family, labor market and society. The relationship between education and empowerment has nuances that are revealed in the contradictions in macro data and in the more insightful studies of gender inequality in qualitative studies.

2.2.2 Multinational Corporations and Job Creation for women

Multinational corporations contribute to 65% of the non-governmental employment opportunities available at any given host country (Reid, 2001). Schermerhorn (2002) argues the fact that for the case where many Less Developed Countries (LDCs) are often endowed with potentially large low-wage labour forces and high levels of unemployment, this might be considered inappropriate technology and MNCs come in to equip the countries with intrinsic knowledge aimed at acquiring a skilled work force in the industry.

Gerrefi (2003) maintains that the cycles of poverty will not be broken from within the domestic economy. The level of investment needed to raise productivity and incomes is not possible. Thus a foreign direct investment through multinational corporations is essential (Mulwa, 2000). By investing in areas and utilizing the factors of production where they have an absolute and comparative advantage MNCs will lead to a more efficient allocation of the world's resources (Gesso, 1999). Schermerhorn (2001) defined ways to engage developing countries into development with the help of the MNCs. They are sanctioned non-engagement, principled non-engagement, constructive engagement or unrestricted engagement. It is the responsibility of a developing nation to offer enough allocation opportunities to its people so

that the society can provide skilled labour for the worldly market (Mundane, 2003). Langdon (2000) posits that Education is a contingency for paying employees a wage that is well above the poverty line in multinational company context. Marxism (1998) argues that it is the ethical obligation of MNCs to pay educated employees' wages of the activities that are well above the poverty line.

It is the responsibility of MNCs to consider developing countries for their labour supply, because if executed properly, it will create stockholder's value (Kaburu 2005). Domar (1994) suggests that the level of investment is important in determining the level of economic growth and poverty reduction in LDCs. Multinational corporations provide employment. Although wages are considered to be very low by MNCs staff in the developed world, people in developing countries often see this job as preferable to working as a subsistence farmer with even lower income (Kitche, 2001). Langdon (1990) stresses that heavy advertisement on the part of MNCs distorts the structure of local demands and destroys indigenous industries which cannot afford the costs involved. According to Lall (2002), informal employment is at record levels worldwide with severe consequences on poverty in poor countries.

The financial crisis is throwing many people out of work and workers in developing countries with no unemployment insurance but dependency on MNCs are forced to take informal jobs with low pay, no protection and high risk exposure. The study by Domar (1994) finds that 1.8 billion people, or more than half of the global labour force, are working without a formal labour contract and social security. Even during good times with robust growth rates, in many developing countries informal employment increased in some regions with the existence of MNCs (Johannes, 2008). Jutting (2003) warns of the potential draw-backs of a further increase in informal employment: lower wages and incomes in poor countries that do not have the means to provide comprehensive safety nets. Women who constitute the majority of workers in poor quality jobs will be particularly affected, as will youth and the elderly.

Abdul-Gafaru (2006); Meyer (2004), in their studies admitted that MNCs play a role in creating jobs and thus contributing to economic growth and the improvement of the welfare of the locals. They also added that the infiltration of MNCs in developing countries has a potential to set up the salary scale of employed people, hence increasing the purchasing power of the local citizens, which in turn will lead to increased tax revenues for their governments. The availability of more resources should allow the countries to allocate and spend more money in social welfare of communities in areas such as education, health care, and infrastructure.

The extraordinary growth of MNCs also enables them to influence policy outcomes at the international level. At many international fora, corporate lobbies have pushed for policies that will benefit business enterprises and let them get away with harming the environment. In the run-up to Rio, for example, corporate groups were active in defining the concept of sustainable development and pressing for their interpretation of corporations as promoters of sustainable development to be represented in the official documentation coming out of the conference (Chaterjee & Finger, 1994).

The interests of the various giant corporations in the the auto, mining, oil and chemical

industries also influenced the Kyoto Global Climate Change Conference outcome (Shah, 2002). By influencing the terminology in a way that enables them to promote faith in industry self-regulation, MNCs have thus far succeeded in escaping calls for direct regulation of their activities. At Rio in particular, corporations ensured that the only references to them in Agenda 21 were in the context of corporations as partners in sustainable development or in the promotion of voluntary codes (Finger and Kilcoyne, 1997). In this way, no explicit obligations or regulations were placed on these actors in the follow up to Rio.

DiConti (1992) Multinational enterprises can positively contribute to development through the transfer of environmental managerial skills that are not available to host developing countries. Through its empowerment of indigenous professionals and managers, multinational corporate subsidiary transfers knowledge and experiences that are less available locally'. In support of this argument, Eriksen and Jansen (1998) draw our attention to the international environmental activities in China, from Novo Nordisk, (a Danish pharmaceutical MNC) which developed a joint venture with the Suzhou Hongda Group in the production of starch-degrading enzymes for the alcohol industry. As a result, untreated water is no longer discharged, but processed through biological wastewater treatment plants which reduced the organic material by 90 per cent. Schmidheiny (1992) given the large technological and productive capacity of business, any progress toward sustainable development requires its active leadership". For developing countries in particular that do not have adequate resources for technological innovation, one can legitimately claim that the multinational corporation may not only be regarded as an important agent of sustainable development, but is also the only real hope.

Zyglidopoulous (2012) In 2008, MNCs had 86 million employees 19 million in developing countries and were also responsible for more than 100 million jobs created indirectly through multiplier effects. Indirect job creation is estimated, by the UN, to be 3 to 7 times the jobs directly generated by MNCs respectively in the manufacturing and food industries. Foreign direct investment (FDI) is the most desired form of capital flow. The MNC is taking a long-term equity position in the domestic country. If the investment does well, both the MNC and domestic country are better off the MNC receives profits and the domestic country receives jobs, an expanded tax base, and capital formation. If the investment does not do well, the MNC may lose their investment and the domestic country does not receive the ongoing benefits aforementioned, but the domestic country owes no restitution. As a result, FDI does not contribute to the external debt problems of developing countries. In 2009, the United States received a record \$277.5 billion in FDI of which \$87 billion was channeled into manufacturing. In April 2000, the United States recorded its lowest unemployment rate (3.9 percent) in 30 years.

When it comes to employment possibilities, undoubtedly, MNCs create new jobs. Thus, they usually tend to pay relatively low wages. Therefore, the issue of the acceptance of countries with relatively cheap labour force and land from Eastern and Central Europe tend to be very attractive for plenty of corporations (Blanchard, Amighini&Giabazzi, 2010).

3.0 Research Methodology

Descriptive survey research design was used. This study was conducted in Twagiza / South-Kivu province of Eastern DRC. The target population for this study was 3860 individuals and

Banro staff spread across Twangiza and Bukavu city in Eastern DRC. Purposive sampling technique was used to select a sample of 150 individuals selected randomly out of the target population of 3860. The study adopts questionnaires as a measure for collection of information. The study used inferential and descriptive statistics to analyse the quantitative data. Qualitative data was analysed using content analysis. Reliability and validity tests were conducted to ensure that data collection instruments were reliable.

4.0 Results and Analysis

4.1 Response Rate

The study targeted 150 respondents. Interviews were conducted with the Management of Banro Corporation. Meanwhile, questionnaires were administered and focus group discussions conducted with the respondents in the Twangiza Community in South-Kivu. Responses were obtained from a total of 132 respondents. This translated to a response rate of 88%, considered adequate to represent the study. Mugenda (2003) noted that a response rate above 50% is sufficient enough for establishing the research objectives and answering research questions. Babbie (2004) also asserted that return rates of above 50% are acceptable to analyze and publish, 60% is good and 70% is very good.

4.2 The Role of MNCs in Economic Empowerment of Women

Objective three set to analyze the role of multinational corporations on the economic empowerment of women. To address this third research objective, several research questions, were designed for this purpose. The respondents were first of all required to say whether or not MNCs could contribute to economic empowerment of women. More specifically, respondents had to respond to the question “Do Multinational Corporations impact on economic empowerment of women in DRC?” They had two response options to choose from “Yes” if they agreed that MNCs impact on economic empowerment of women, and “No” if they disagreed

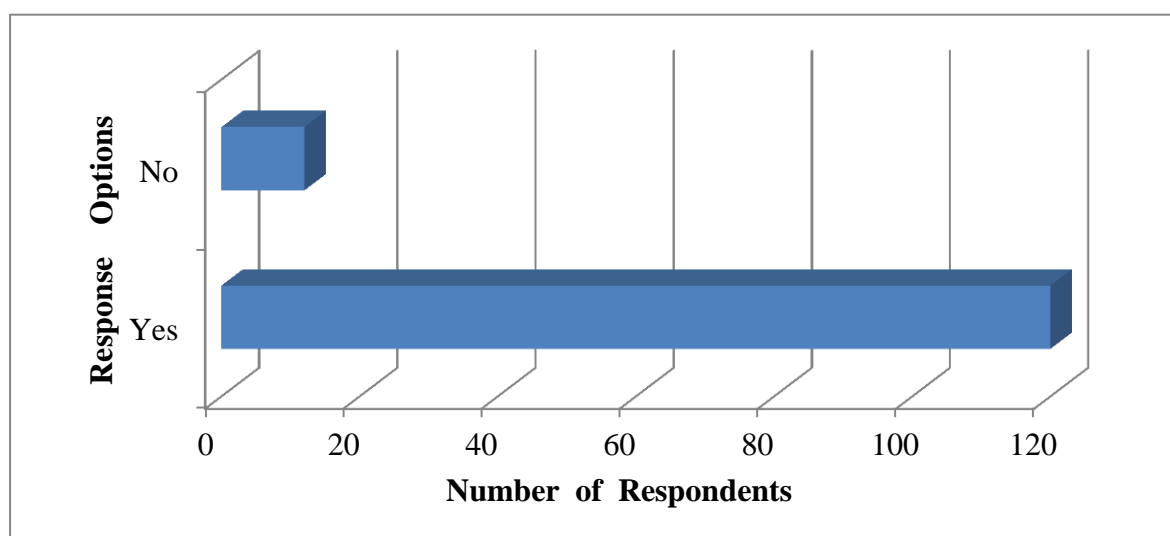


Figure 2: Effect of MNCs on the Economic Empowerment of women in DRC

Majority of the respondents 120 (91%) said that MNCs have a serious impact on economic empowerment of women while 12 (9%) did not agree that MNCs have any impact on economic empowerment of women. Those 120 respondents who agreed that MNCs impact

on women's economic empowerment were further sampled to know how MNCs affected women's economic development.

Table 2: MNCs participation in the economic empowerment of women

Factors	VHE/HE		LE/VLE		Total	Total
	N	%	N	%	N	%
MNCs promote career advancement	108	90	12	10	120	100
They support the wage increase	91	75.8	29	24.2	120	100
They participate in training SMEs	65	54.1	55	45.9	120	100
They partner with women owned businesses	20	16.7	100	83.3	120	100
They support women's projects	32	26.7	88	73.3	120	100
They impact in the development of women	53	41.7	70	58.3	120	100
They support the production of local products made by women	24	20	96	80	120	100
They focus on making profit	103	85.9	17	14.1	120	100
MNCs exploit the income of host country including that of women	104	86.7	16	13.3	120	100
They support the managerial expertise of women	15	12.5	105	87.5	120	100
MNCs 'activities are mostly harmful to the agriculture land of women	84	70	36	30	120	100
Their activities damage the environment of women such as pollution of water resulting in the occurrence of unknown diseases in their area of operations	93	77.5	27	22.5	120	100

The respondents were required to tick the option that explained better their answer with regards to the economic empowerment of women in DRC. They were then presented with different options of factors that could show the contribution of MNCs on the economic empowerment of women in DRC. The options included, MNCs promote career advancement of women, they support the wage increase for casual female workers, they partner with women owned businesses, and they participate in the training of small scale Community women's entrepreneurs among others. The researcher then combined the responses that rated VHE and HE together and those that rated LE/VLE, as presented in the following table.

The participants' responses are summarized in the table above, using frequencies and percentages. It represents the views of the respondents on how MNCs impacted on the economic development of women in the Democratic Republic of the Congo. Majority of the respondents with a total number of 108(90%) said that MNCs promoted career advancement of women; this was confirmed by a worker at Banro who told the researcher that women with experience and skills occupy key positions within the corporation. During the interviews, it was revealed that among the 37 women, who are formally employed (having signed a formal labour contract and with social security) by Banro, more than ten occupy higher positions in the administration or management of the company. Even among hundreds of the sub-contracted women, either through the security farm, the cleaning organization or other different sectors that offer their services to the corporation, women who have got the skills and knowledge are also given key positions.

Ninety one respondents (75.8%) said that MNCs contribute to the wage increase for casual female workers. One female casual laborer told the researcher that her salary is way beyond what she was paid as a teacher before she joined the corporation. Fifty-three of the respondents or (44.2%) admitted that MNCs participated in the training of small scale women owned businesses to promote their economic empowerment.

Roads to facilitate the evacuation of the production of the company were also rehabilitated and this facilitate also the small business operations. The researcher was told by one NGO's officer that practicable roads have made it possible for Non-Governmental Organizations such as "Let Africa Live" (LAV), Action for the Development of the rural areas (ADMR), Action for the Promotion of the Child and Women (APEF) and Action for the Development of the Locals (ADPD) to reach to the local women and give them some training on micro-finance groups, agro pastoral techniques and breeding to economically empower them. A big market was also constructed with the help of the company's foundation and this has also contributed to the rise of small scale businesses. The researcher was however not able to access the data of the number of jobs created in the informal sector by MNCs.

The researcher observed that generally, small businesses have been created for women in South Kivu province of the DRC. A community mobiliser told the researcher that employed men at MNCs give capital to their spouses or daughters to start small scale businesses. As noted earlier, other women received compensation from the corporation during their relocations from the corporation's site, and used the money to set up their small businesses. Others are doing agro-businesses and hoping that the company will one day give them tenders to supply it with products such as meat, poultry, vegetables, etc. Twenty respondents or 16.7% said that MNCs do not partner with women nor support women owned business.

When asked why, some of the respondents told the researcher that they have never benefited anything from the corporation. The analysis shows that MNCs mostly impact on women economic empowerment either through career advancement of women working for the corporations or wage increase for casual female workers.

However, between 87.5% and 55.8% of respondents said that MNCs' role on economic empowerment is least felt in aspects like: the participation in the dissemination of local products as well as managerial expertise of women with a frequency number of 105 (87.5%). Hundred and four respondents (86.7%) rated very high and high the extent to which MNCs exploited the host country's income and particularly that of the female casual labourers. The participants told the researcher that MNCs indeed exploited the female casual labourers, because most of them have worked for the corporations for more than three (3) years without signing a formal labor contract. This is indeed a sign of exploiting the women that need economic empowerment from the MNCs. The laws of Congo allow a probation period of not more than six months after which an individual should be declared fit or not for the position. Some of the dismissed women, were not compensated even after working for more than one year with the corporation.

The respondents also rated very high and high, the extent to which MNCs cared about making their own profit with 103 individuals (85.9%) who rated VHE/HE. The respondents confirmed that MNCs do not support or even partner with women owned businesses with a frequency number of 103, translating to 85.8%. Some women groups who are doing agricultural business and producing vegetables, tomatoes, potatoes, etc have problems in selling their produce. A Nurse interviewed told the researcher that the corporation buys most of its food either from Bukavu town or they import from abroad.

The participants further confirmed that MNCs do not support the distribution of local products made by women with 96 individuals (80%) rating VLE/LE. They also disagreed and rated very low and low the extent to which MNCs participate in the development of women by 58.3%. Sixty five respondents (54.1%) rating VHE/HE further said that MNCs do participate in the Training of Small Scale Community Women Entrepreneurs, while 55 respondents (45.9%) rating very low and low, arguing that participate in training SMEs. The respondents (70%) also rated VHE/HE the fact that MNCs's activities are harmful to their agricultural land. An interviewed Priest told the researcher that Twangiza use to produce a lot of potatoes and that farming was among the activities that gave the people some revenues. He added that since the establishment of the corporation, Plants have been seen with unknown diseases, yet the women can't afford pesticides. The participants also rated VHE/HE (77.5%) the fact that MNCs's activities damage the environment of women by polluting the waters and by deforestating making it difficult for women to get firewoods that is used for cooking.

4.3 Value of expenditure on Women Economic empowerment

The respondents were asked to give their opinion on the expenditure on women economic empowerment by MNCs. Majority (72.5%) of the respondents indicated that the value of expenditure on women empowerment was 3 to 5 million in the year 2013. Majority (68.6%) of the respondents also indicated that the value of expenditure was over 5 million in the year 2014. Majority (74.5%) of the respondents also indicated that the value of expenditure was over 5 million in the year 2015.

Table 3: The value of expenditure used

year	Less than 2 million	3 to 5 million	Over 5 million
2013	9.80%	72.50%	17.60%
2014	14.80%	16.60%	68.60%
2015	7.80%	17.70%	74.50%

4.4 Opinion on influence of economic empowerment on women empowerment

The respondents were asked to give their opinion on the expenditure on women empowerment. Majority (82%) of the respondents indicated economic expenditure influenced women empowerment while only a few (18%) indicated that economic expenditure does not influence women empowerment

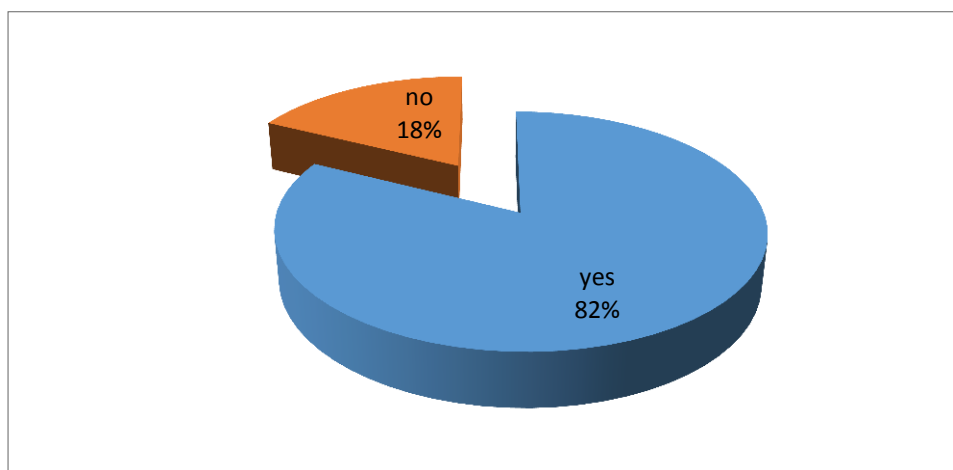


Figure 3: Opinion on economic expenditure on women empowerment

4.5 Level of economic expenditure influence on women empowerment

The respondents were asked to give their opinion on the impact of the expenditure on women empowerment. Majority (62.2%) of the respondents indicated that economic expenditure improved women empowerment by 50% to 75%, 20.5% of the respondents indicated that economic expenditure improved women empowerment by over 75%, 8.9% of the respondents indicated that economic empowerment improved women empowerment by below 25% while only a few (7.8%) of the respondents indicated that economic expenditure improved women empowerment by between 25% to 50%.

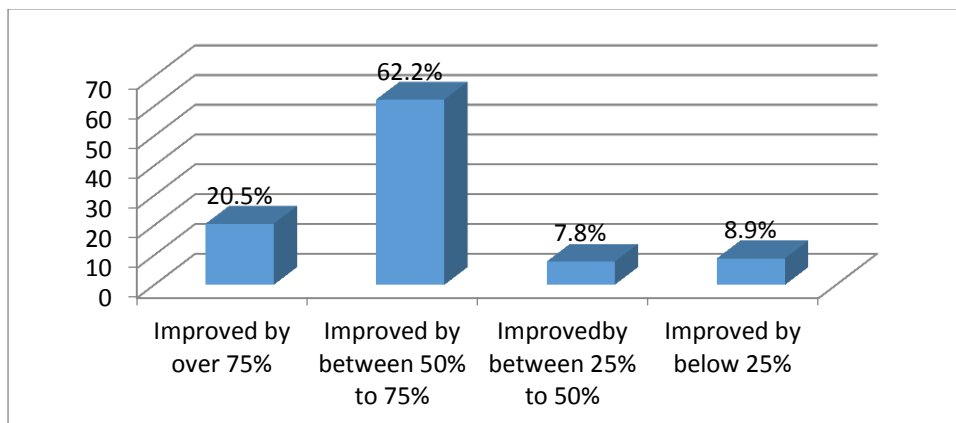


Figure 4: How the level of economic expenditure value influence women empowerment.

4.6 Content Analysis of interview guide on Economic Empowerment

The respondents were asked to give their opinion on multinational corporations impact on the economic empowerment of women. Most agree to an extent that provision and creation of employment for women has been major economic empowerment. The impact seen in the population and in the women's groups is training, workshops and small number is employed. The consequences are positives when women are empowered and employed or trained in the informal sector, but here the informal sector is neglected. The effect is not noticeable and local women are less employed by MNCs

4.7. Role of MNCs on job creation for women

The fourth objective of this study was to evaluate the impact of MNCs on job creation for women. To address this fourth research objective, several questions were also designed and presented to the respondents. The respondents were first of all required to say whether or not MNCs could contribute to employment creation for women. More specifically, respondents had to respond to the question “*Do multinational corporations impact on job creation for women in the study area?*” They had two response options to choose from “Yes” if they thought MNCs impact on employment creation for women, and “No” if they disagreed. Their responses are presented in the figure below.

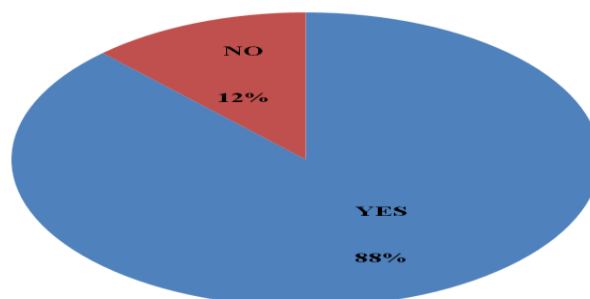


Figure 5: Contribution of MNCs to Employment Creation for Women

As shown in figure 5 above, a hundred and six (88%) respondents agreed that indeed there is a serious an impact of MNCs on the job creation for women in the DRC, while 16 (12%) of them disagreed. (Figure5).

Following the responses obtained in the above question, the researcher further sampled those who said that MNCs contributed to employment creation for women, to find out how and the extent to which the MNCs contributed to employment creation for women in DRC. A total number of six questions were designed to address this research objective. The response options were either very high and High extent or and low and very extent. The researcher again combined the responses that rated VHE/ HE and those that rated LE/VLE as shown in the following table.

Table 4: MNCs' contribution to the job creation of women

Factors	VHE/HE		LE/VLE		Total	Total
	N	%	N	%	N	%
MNCs engage women in major corporate activities	84	72.5%	32	27.7	116	100
MNCs develop and improve women's education making them more competitive	69	59.5%	47	40.5	116	100
They advocate for policies against discrimination of women	24	20.7	93	79.3	116	100
They advocate for some profits to be given to women in DRC	20	17.2	96	83.8	116	100
MNCs employ women with a formal labor contract giving them access to social security	33	28.4	83	71.6	116	100
They engage women in SMEs in value chains activities	13	11.2	103	88.8	116	100
They advocate for a given proportion of the workforce to be made up of women	10	8.6	106	91.4	116	100

The table above, relating to the objective four of this study reveals that 2 factors emerged as critical roles of MNCs on employment creation for women, having positive responses above 55%. The first two critical factors and their corresponding frequencies and percentages were:

MNCs engage women in major corporate activities with a total of 84 (72.5 %) participants who rated VHE/HE; MNCs develop and improve women's education and skills with a total number of 69 (59.5%) respondents who rated VHE/HE. Meanwhile other factors appeared to have less impact with negative responses above 75%. The least factors and their corresponding frequencies and percentages are: MNCs advocate for a given proportion to be made up of women freq. 106; (91.4%), freq. 105; (90.5%); they engage women in SMEs and value chains activities 103; (88.8%); they contribute to 65% of non-Governmental employment opportunities available to the women freq.96; (82.8%), they advocate for policies against discrimination of women freq. 92; (79.3%) and they employ women with a formal labor contract and social security (83; 71.6%).

A High profile Banro's manager told the researcher that the corporation believes strongly that it is through good education that the community will produce women who will be competent at any level and sector and who will be useful to both the country and the corporation. He added that this is why the corporation has, through its foundation, constructed and sponsored women and girls to pursue higher education. In this manner, women will be more competitive. Twenty four respondents (20.7%) and another total of twenty (17.2%) respondents reported LE/VLE, the fact that MNCs neither advocate for policies against discrimination of women nor advocate for a given profit for women.

A worker at the corporation told the researcher that indeed the company's policy did not give them the rights to treat people differently but were interested in giving both males and females equal opportunity. Majority of the respondents, with a total number of 83 (71.6%), reported a LE/VLE saying that MNCs do not hire women with a formal contract. As earlier mentioned, more than 200 women are working without having signed a formal labor contract with the corporation, while those who have signed a formal labor contract are only 37 females. (Village chief, 2016). A total number of 33 respondents (28.4%), reported VHE/HE arguing that MNCs hire women by signing a formal contract.

The majority as shown in the table above, said that most women working with the MNCs were casual labourers and did not sign a formal labour contract. During the interview, the researcher asked one of the company's staff why the corporation had a good number of female casual laborers yet the women who are formally employed by Banro are only 37 (about 3% only) out of a total of 1258 workers (with 15 working at the company's direction and 22 in Twangiza). The response was that the skilled women in the mining sector are few, and that the rate of illiteracy in Twangiza is also a limitation to most women.

Majority, 96 (82.8%) of the respondents rated LE/ VLE arguing that MNCs contribute to employment creation by providing 65% of non-Governmental opportunities available for women in DRC. However, a number of informal jobs in the business, agricultural businesses, breeding activities, were created as a result of the MNCs' operations. This is seen through a number of good houses that have been constructed in Bukavu town and also in Twangiza and its surroundings. Roads to facilitate the evacuation of the production of the company were also rehabilitated and this facilitate also the small business operations. A big market was also constructed with the help of the company's foundation and this has also contributed to the rise of small scale businesses. The researcher was however not able to access the data of the number of jobs created in the informal sector by MNCs.

4.8 Number of jobs creation by MNCs

The respondents were asked to give their opinion on creation by MNCS. Majority (62.70%) of the respondents indicated that the number of job created in 2013 were 3000 to 5000. Majority (77.50%) of the respondents also indicated that the number of jobs created in 2015 were over 5000. Majority (72.5%) of the respondents also indicated that the number of jobs created in 2014 were over 5000.

Table 5: Number of trainings sponsored

year	Less than 2000	3000 to 5000	Over 5000
2013	11.80%	62.70%	25.50%
2014	9.80%	12.60%	77.50%
2015	7.80%	19.60%	72.50%

Opinion on MNCs Jobs Created

The respondents were asked to give their opinion on the impact of job creation on women empowerment. Majority of the respondents (84%) indicated that job creation influenced women empowerment while only a few (14%) indicated that job creation does not influence women empowerment.

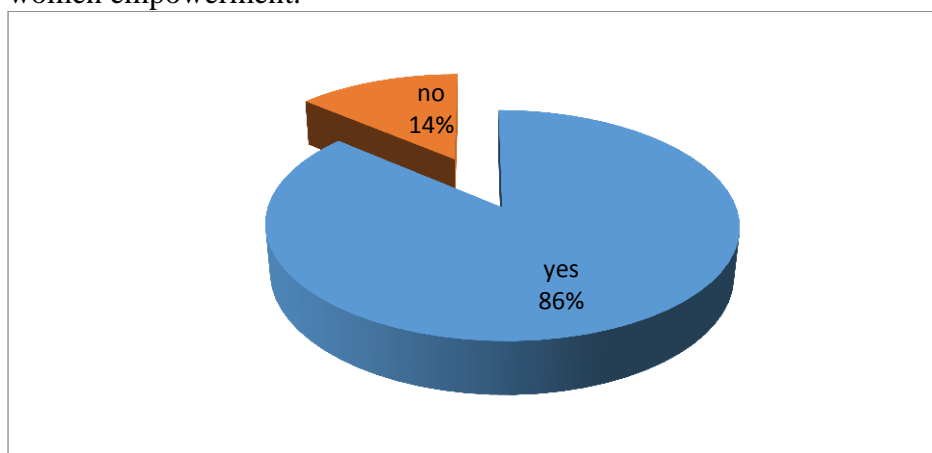


Figure 6: Opinion on job creation

4.9 How the level of job creation influenced women empowerment

The respondents were asked to give their opinion on the influence of job creation by MNCs on women empowerment. Majority (62.7%) of the respondents indicated that job creation improved women empowerment by 50% to 75%, 25.5% of the respondents indicated that job creation improved women empowerment by over 75%, 10.2% of the respondents indicated that job creation improved women empowerment by between 25% to 50% while only a few (9.1%) of the respondents indicated that job creation improved women empowerment by below 25%.

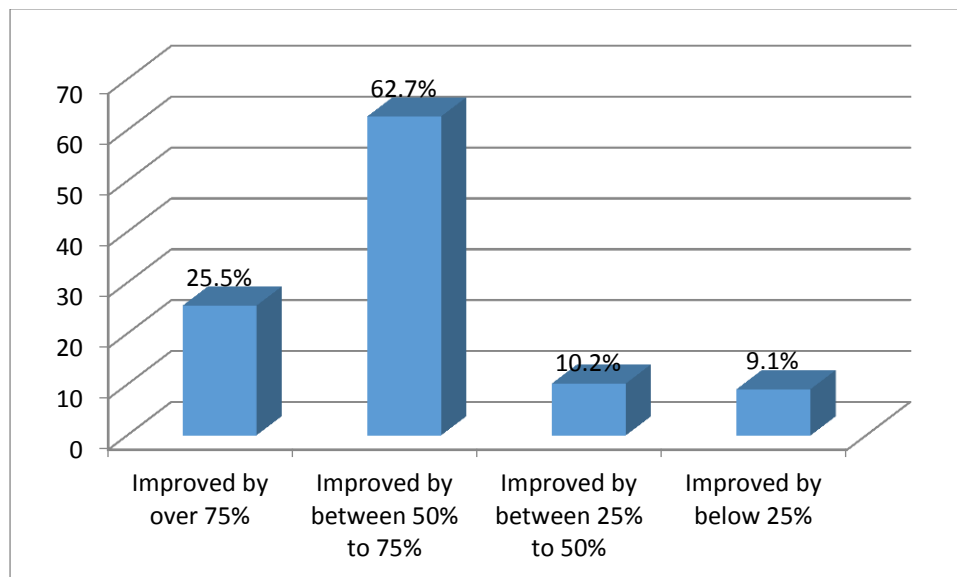


Figure 7: How the level of job creation influenced women empowerment

4.10 Content Analysis of interview guide on Job Creation

The respondents were asked to give their opinion on multinational corporations impact on the job creation and empowerment of women. Most agree to an extent that provision and creation of employment for women has been major economic empowerment. The trainings and skills has held several startups that are not labor intensive.

The impact as in seen in a noticeable population and in the women's groups has training and workshops. The positives are women are empowered and employed or trained in the informal sector and guided in the informal sector.

4.11 Correlation Analysis

A correlation analysis was also conducted to establish the association between the study variables. The results are presented in Table 6.

Table 6: Correlation Analysis

		Economic empowerment	Employment
Economic empowerment	Pearson Correlation	1.000	
	Sig. (2-tailed)		
Employment	Pearson Correlation	0.761*	1.000
	Sig. (2-tailed)	0.027	

* Correlation is significant at the 0.05 level (2-tailed).

The results indicated that vocational skill development from MNCs is positively and significantly associated with economic empowerment of women. The more skills acquired, the more empowered economically women become. The association is also significant. Grunberg (2001) is of the opinion that MNCs are economic organizations that have their head operating offices in their country of origin but are able to produce and distribute their services

and products to foreign countries also known as host countries where they establish a branch, branches or affiliates of their operations. The operations in the host countries are carried out by a portion of finances transferred from the parent company in the home country to the branch or affiliate of the host country.

Employment on the other hand is positively and significantly associated with economic empowerment. This implies that the more skills a woman has, the higher her chances of economic empowerment and the higher her chances of economic empowerment. Schermerhorn (2002) argues the fact that for the case where many Less Developed Countries (LDCs) are often endowed with potentially large low-wage labour forces and high levels of unemployment, this might be considered inappropriate technology and MNCs come in to equip the countries with intrinsic knowledge aimed at acquiring a skilled work force in the industry.

4.12 Relationship between job creation and women economic empowerment

The study further used Chi square to establish the relationship between the role of MNCs in job creations and their economic empowerment.

Table 7 Role of MNCs in job creation and Economic empowerment

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	75.685a	69	0.272
Likelihood Ratio	56.847	69	0.032
Linear-by-Linear Association	0.023	1	0.881
N of Valid Cases	132		

The findings indicated that the role of MNCs in job creations of women has a significant relationship with women economic empowerment. The study rejects the null hypothesis that; the role of MNCs in job creations does not have a significant relationship on women economic empowerment ($p=0.032$). This implies that the role of MNCs in job creations has a significant relationship with women economic empowerment.

5.0 Conclusion

Five focus group discussions and 15 interviews and personal observations by the researcher were made. The study concluded on a number of issues. Firstly, that MNCs contribute to the vocational skills development of women by supporting formal education and through direct collaboration with the local universities, that MNCs provide knowledge and training to female employees.

The study found that MNCs provide capacity building to women in the informal sector, that they build training centers to reduce the women's illiteracy and to promote a generation of new skills. It was also found that MNCs provide access to information and technological improvements to its female employees. Secondly, the researcher found that MNCs play a major role in the destruction of traditional moral values through women adopting foreign cultures; that MNCs contribute to lifestyle and behavioral change of women in DRC; and that MNCs had in impact to play in influencing the women who have started losing control over their culture and social development.

The researcher further found that MNCs motivate greatly the purchase and consumption of foreign products and foreign services among the women and that MNCs affected cultural change in the way that the women's desire to get what was beyond their reach was real in DRC. This contributed to the rise of divorces and prostitution in DRC. Thirdly, the study concluded that MNCs impacts on women's economic empowerment either through career advancement of women working for the corporations, or through wage increase for casual female workers. It was further concluded that MNCs are mostly interested in making profits and exploiting the income of the female casual labourers in DRC. The findings also revealed that MNCs' activities are harmful to the environment of women as well as to the agricultural lands used by women.

Lastly, the study concluded that MNCs contribute to the employment creation for women by way of engaging them in major corporate activities; and improving the women's education and skills to make them more competitive. The study also concluded that MNCs employ female workers without a formal labor contract that could give them access to the social security funds. Contrary to Reid (2001) the study also concluded that MNCs do not create 65% of non-Governmental employment opportunities available to the women. The study finally concluded that MNCs do not partner with women owned businesses, that they do not support the production of local products made by women and they do not participate in the dissemination of new local products.

6.0 Recommendations

Based on the findings and conclusions, Economic empowerment is, to be sure, a crucial aspect of any significant push to make women full and equal participants in their communities. Strengthening the economic role of women is also critical to reducing poverty, improving health and education outcomes, and achieving other broad development goals. And the programs created by corporations in recent years to support this kind of empowerment programs that provide women with skills, mentoring, access to networks and markets, and financial resources have no doubt had a meaningful impact in many parts of the world.

The study recommends that MNCs should participate in building capacity and invest on socio-economic status of the women. They should create more income generating activities for the women of Twangiza in order to reduce the effects of social and economic deprivation which hinders development strategies and policies in the country. The study recommends MNCs to Endeavor to document the environmental damage their activities are causing to agricultural lands in the area, compensate the women and clean up the environment. Also in case of injury or death caused by the MNCs activities, the direct and indirect victims should be compensated. To develop programs of the multinational corporations to involve the women in the identification, planning, implementation, and evaluation processes. Regularly consult the local community's book of grievances to ensure that the women objectives are achieved. Stop importing food that can be found locally so as to promote economic development of women;

The study also recommended that MNCs should sign an agreement with the local women to give them tenders to supply the company with commodities such as vegetables, poultry, meat, rabbit, and fruits, to empower the women economically and promote community

development as well as the local industry. Job creation for women has favored a wide variety of innovative approaches to the problem of unemployment. Project that aims to create income-generating opportunities for women by professionalizing activities like raising poultry that they already perform. As a supplement to this economic empowerment work, the project also includes workshops on how to reduce unemployment. Another project integrates information on domestic innovations into programs that use soccer, football as a vehicle for promoting social change.

The locals should be given tenders by the Corporation to supply it with their services, such as gardening, cleaning, and security instead of the company outsourcing these services from foreigners. To implement to its fullest, the Ministerial order n° 0144/CAB.MIN/MINES/01/2013 of April 17th, 2013 related to the outsourcing of the mining companies in the DRC, to create decent jobs for the local women. Provide capacity building to the local women to make them more competitive. Although there many barriers broadly impact women in a variety of social-economic contexts, unique benefits can be realized by enabling women to pursue community level entrepreneurship. Not only can a female entrepreneur develop a business that uses her talents to grow earning potential, but successful entrepreneurship can also lead to employment of others in the local community, creating a multiplier effect that serves as an important stimulus to inclusive economic growth. This trend has been demonstrated and facilitated through partnerships between local communities and multinational companies and Non-Government Organizations. Such partnerships can stimulate economic activity by encouraging entrepreneurial women to develop and grow new businesses by utilizing their local network and in many cases leverage training, financial resources and technology to create profitable outcomes. Banro Twangiza mining to implement the local community's list of grievances in which the women asked the company to empower them. The creation by the Corporation, of more decent jobs for the women by implementing the 30% ratio as directed by the Government of DRC.

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Appendix I: Map showing the location of Banro Corporation

