

Journal of Public Policy & Governance



The Role of Multinational Corporations on Vocational Skills Development of Women and Cultural Change Arising that could be contributing to the Alienations of 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 role of multinational corporations on vocational skills development of women and cultural change arising that could be contributing to the alienations of 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, vocational skills, cultural change, women, Twangiza*

1.1 Introduction

Between 1884 and 1902, the Belgian King Leopold II annexed and ruled the Congo as a brutal personal chiefdom 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.

Banro is a Canadian Gold Company with two wholly owned producing gold mines and two wholly owned advancing gold exploitation projects in the Democratic Republic of Congo. The Twangiza mining produced 135.532 oz of gold in 2015. The corporation has another

project called Namoya gold mining which is located in Maniema Province. Apart from Twangiza mining in Luhvinja South Kivu Province, there is a project underway in Kamituga and Lugushwa respectively. The company is mostly focused on a four major projects located on a 210 km² of gold-belt. It also focuses its efficiencies on mine plant and human resources to secure consistent production of an estimate of more than 10.000 oz of gold per month only for Twangiza mining, which is the company's first mine.

Twangiza mining started its operations in the Democratic Republic of Congo in 2011. Before the establishment of Twangiza mining in the South Kivu Province of Democratic Republic of Congo, there was SOMINKI mining which had gone bankrupt and had closed its operations. All the activities of mining were then artisanal and practiced by the local communities. According to the management, the Twangiza mining gold deposit was discovered by a company called MLG in the 1950s (Banro management, 2016).

The MGL followed the occurrence of alluvial gold deposits upstream from the Mwana river to the present Twangiza deposit. This company then tested the deposit through 8.200 metres of trenching and 12.100 metres of adits on seven levels, collecting a total of 17.400 samples. In 1996, Banro acquired control of the Twangiza property and in 1997, the Canadian corporation undertook a USD nine million exploration program, which included 10.490 line-kilometers of airborne geophysics. Samples from sixteen adits were collected.

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 will seek 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

The objectives of the study included:

- i. To evaluate the impact of multinational corporations on vocational skills development of women.
- ii. To assess the role of multinational corporations on cultural change arising from MNCs and that could be contributing to the alienations of women in Twangiza.

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 (Bornschier, 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 (Bornschiefer, 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.

2.2 Conceptual Framework

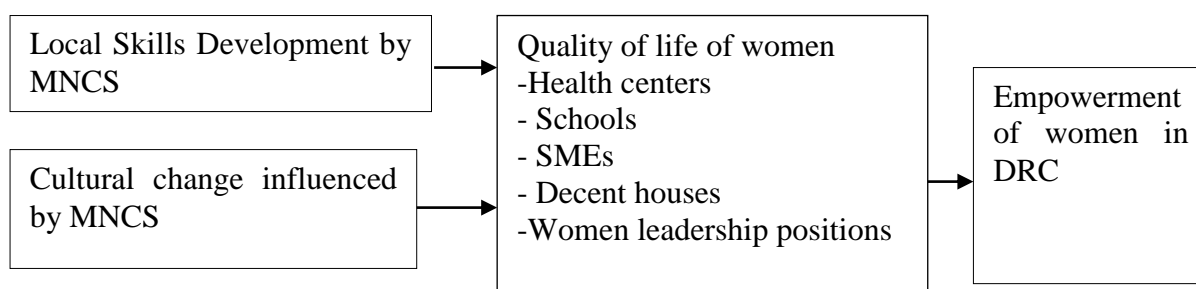


Figure 1: Conceptual Framework

2.2.1 Multinational Corporations and Vocational Skills Development of women

Innovation and technological change processes that are currently all across the world require those participating to be overly competitive, at both the business and the governmental levels. Countries are required to be more open and receptive of information from international

sources and knowledge flows, while promoting development of the skills that are necessary for the absorption of the said information and knowledge, to create a favorable institutional atmosphere that will make it possible for countries to participate in the world growth process. On the other hand, progress in information, communication and transportation systems facilitates trans nationalization of many firms, a process that is efficient and effective in productivity which combine mobile benefits with region - or country-specific tangible.

Throughout the process changes whereby the many countries' governments of the day have come into agreement that MNCs can provide a package of external resources that may contribute enormously to the development agenda of the country (WIR, 1999). Such is the process by which companies look for a better and well-coordinated niche in production which can have an impact on a government's educational systems of the countries where they are established. Human resources are able to determine what input can be effective in any productive cycle of a business venture and they must have a certain amount of the basic information and knowledge that is able to fulfill their role satisfactorily so as to achieve the set goals. This is particularly relevant in the face of the new economy or the knowledge-based economy (Burton-Jones, 1999).

Several studies, among which are the ones of Tuman and Emmert (2004); Axarloglou (2004); Noorbakhsh *et al* (2001); UNCTAD (2002) and Nunnenkamp and Spatz (2002) have mentioned the importance of having highly-qualified human resources to attract Foreign Direct Investment inflows, where the main actors in the market place are the multinational enterprises and the host countries and governments-mostly through educational public policy. Moreover, over the past decades, many countries are making efforts to improve the level of education of their human resources with support from international organizations and, in some cases, based on global initiatives. For their part, multinational corporations are providing knowledge and training to their employees, thus promoting generation of new skills and access to information and technological improvements in the developing countries where they operate.

Thus, the impact of multinational corporations on the education of a certain country may take place before the business starts in the country hosting the firms; this is seen as a way of attracting them; and after they have been set up, because human resources are expected to adopt innovations and processes that are evolving seeking greater benefits generated by the establishment of a greater amount of multinational corporation (Tuman & Emmert, 2004; WIR, 2005). In fact, Tuman & Emmert (2004) suggest that MNCs, particularly the ones from the United States of America, invest in those countries that have the highest enrollment rates in secondary education, and in the host countries that have defined policies for expenditures in education. Multinational Corporations adopt three different mechanisms which may have an impact on the educational system and human resources development of host countries: changes made in the educational system to improve a country's capacity to attract MNCs; changes in the educational system promoted by MNCs once they are established in the host country, to guarantee their development in said country; and generation of knowledge spillover and spin-off effects on the rest of the host country's economy.

Multinational corporations may play an important role in strengthening a country's human resources. This process may be carried out through training offered directly to workers in the business place, in support of formal education, or through direct and indirect collaboration with local universities. These firms interact with knowledge-oriented or education-oriented

institutions, such as universities and public research institutes; they produce and develop research and development skills, and provide technical services to other businesses that may require them (WIR, 2005). They may also collaborate with educational institutions by providing financial assistance to, or managing research projects.

The experience in Singapore shows that MNCs' contributions to the development of human resources in host countries may occur in many ways. Through the years, MNCs in Singapore have participated in different educational institutes and programs, such as the Tata-Government Training Centre, the Rollei-Government Training Centre (1973), and the Philips-Government Training Centre. The impact of multinational corporations in this country includes transfer of technology and skills through experts, training of instructors and technical staff, assistance in curricular development and development programs, donations, loans of equipment to firms, etc (WIR, 2005).

Most training received by MNCs' workers is paid by the corporations and not by the workers, and the knowledge acquired is not only used within a specific firm, but it may also be used in other firms. Therefore, mobility of workers from MNCs to local firms is a positive externality that will lead to wages that are higher for these employees and productivity that is greater for other firms that employ them, once they leave their employment in multinationals. Fosfuriet *al.*, (2001) created a model based on this idea. According to their model, a multinational corporation may decide to use more advanced technology only after its local workforce has been trained.

2.2.2 Multinational Corporations and Cultural Change of women

The presence and operations of MNCs in Nigeria have had adverse effects that have gone ahead and eroded the cherished cultural heritage. Indeed, there have been negative impacts on foreign direct investment on the cultural heritage and the social wellbeing of developing countries including Nigeria. MNCs have a domineering presence in Nigeria which is characterized by aspects constituting some form of neo-colonization of society as well as cultural imperialism (Gilpin, 1987), which has led to Nigeria and other developing countries losing control over their most cherished cultural heritage and social development.

Most of the said multinationals do undermine and value the traditional values that have been in place for ages in not only the Nigerian society but other developing countries which are introduced through various forms of advertising and business practices which are new and taste that are inappropriate to developing nation's heritage values. A good example of this is the introduction of foreign violent and crime-laden videos and films as well as pornographic materials into the host countries. It has been rightly observed that foreign direct investments are not only bad in themselves but have been detrimental to the development of the host country because they have created demands for luxury and other goods that do not meet the real needs of the common masses.

Singh (1999) in his findings explains that the cultural effect of a people's changed consumer taste is the desire to get what is beyond their reach. This is mostly facilitated by MNCs which lead to corruption, robbery and any measure that is sure to avail money, ethical and moral consideration notwithstanding. Nearly half of the population in urban areas in developing countries live below the absolute poverty line. In most instances the wealth of a country and the standards of living of its citizens are a direct reflection of how well or bad the

performance of the economy is. The business activities of MNCs affect the growth of the economies of the host nations since relocation of business has a sudden economic disorientation which can impact of the performance of the economy in the locations of operations by multinationals.

Hawkins *et al.* (1983) referred to culture as that complex whole which not only includes beliefs but also knowledge, arts, law, morals, customs and any other capabilities as well as habits that man acquires as a member of the society. According to them, the culture is socially learnt by man. The current study looks at culture as a total way of life of people living together in a locality of community. Each and every individual is subject to his or her own culture in relation to the way people live, eat, believe, dress, and sing, etc. This being the case, the general patterns of behavior by people are influenced and accepted by their culture. Thus every form of culture is identified in terms of the language (Umoren, 1996).

According to Howard & Sheth (1969), culture is defined as the collective mental programming which people in a society have. The meaning of this is that every individual in the society is directed by his or her own culture. They see culture as selective of man-made way of responding to experience, brand comprehension, attitudes and intention to use as well as a set of behavioral pattern which means that culture influences or impacts of motives and issues discussed above. Thus culture can not only be viewed as a narrow view of man's activities and roles, but extend to include all the activities which characterize the behaviour of particular communities of people in terms of what they eat, the way they talk, the way they look and the general patterns of behaviour.

In most instances language is seen as a vehicle of culture. That is, every language serves as a vehicle of the culture of the people who speak that language. A good example is in Nigeria where there are 374 ethnic languages and groups, Yoruba is in six states, Igbos in four states while Hausa cuts across all the states in the North. To make consumer accept a product, language is used to promote the product through advertising, personal selling, sales, promotion and publicity which can be successful with language use. Therefore, MNCs need to understand this in establishing any type of business in any nation.

Busch & Houston (1985) argue that values are the enduring beliefs that guide behavior in specific situations among individuals. According to them a value usually exists mainly at the individual level but whenever this is substantially shared throughout a society, it becomes part of the cultural value. For MNCs, knowledge of the socio-cultural sector in terms of the cultural values is an important and crucial part to marketing. This is so because cultural values affect the behaviors of most individuals in consumption situations. As cultural values shift, so will motives for buying products, and so the firm that fails to recognize this will overlook opportunities for new products or changes necessary in existing ones.

According to Abdullah (1998) some early multinational organizations entered new markets using alliances with the parent country's political powers so as to extend their activities into foreign territories. Technological evolution and advancements have had an effect on the simplicity production of the 15th Century through the establishment of complex structures in the world economy. Brooks (2005) concluded that one of the key difficulty of applying the best transfer methods of pricing is to find open market transactions between enterprises that are independent but are comparable to transactions that are controlled within the multinational organization. This is a challenge for both developed and developing countries but is much worse for developing countries owing to the fact that their economies are smaller

in size and the number of independent organizations operating in their markets is less that can be used for comparisons.

Rahman (2007) conducted a study on MNCs and TNCs. Their Role and Socioeconomic Impact on Host Societies. The paper attempts to gauge the role of MNCs in influencing the decision making at the world stage and to study how the globalization will affect the poor countries. The paper analyzes the strengths, tools and strategies of the MNCs for extending their influence on the global affairs and traces out how the MNCs impact the host societies. The study found out that MNCs affect the host society's family fabric in many ways. The new cultures and lifestyles introduced by MNCs are proving harmful to the family fabric in host societies. Overspending and living beyond means eventually creates economic pressures and develops tensions and stresses within families. Various indicators also prove that women working with MNCs and other big corporations undergo extra stress when entering into marriages and bearing children. Parents have little time for their families, particularly children. One out of six women in the world opts out of natural birth, according to the World Health Organization (WHO). Earlier, this trend was specific to the developed countries but it now prevails in the least developed world too.

The study conducted by Khan and Maan (2008) confirmed that type of family and family head greatly influence women empowerment. They observed that in Pakistani socio cultural context, it is difficult for women who live in joint family system to spend life according to their will and authority of women also depends on family head if a family head is husband, then women can be in better position to take part in household decisions but when family head is father in-law or others then her position is more submissive and incapable (Roy and Niranjana, 2004).

The United Nations have launched the Global Compact an initiative to convince international companies to commit themselves to universal principles in relation to protection of human rights (UN Global Compact, 2009). Being the world's largest voluntary corporate responsibility initiative, the UN Global Compact is also seen a strategic policy for businesses that are committed to aligning their operations and strategies within the areas of human rights, labor, and environment. By doing so, business, as a primary agent driving globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere. Never before have had the objectives of the international community and the business world been so aligned. Common goals, such as building markets, combating corruption, safeguarding the environment and ensuring social inclusion, have resulted in unprecedented partnerships and openness among business, government, civil society, labor and the United Nations. This ever-increasing understanding is reflected in the growth of the Global Compact, which today stands as the largest corporate citizenship and sustainability initiative in the world -- with over 4700 corporate participants and stakeholders from over 130 countries.

Christopher, Woodruff and John McMillan (2009) studied when relational contracting, communal norms, trade associations, or market intermediaries replace the traditional legal order. They observed that if the legal system functioned perfectly, contracts would never need to be self-enforcing. A frictionless legal system would always work at least as well as relational contracting. They conclude that private ordering either substitutes for the public order or supplements it, and that private ordering is more likely to substitute for public

ordering when public institutions are dysfunctional, that is, when a country lacks a functioning judicial system, trained judges and lawyers, or when corruption is rampant.

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 on Vocational Skills Development

Objective one was to evaluate the impact of MNCs on vocational skills development of women in the Democratic Republic of the Congo. To address this research objective, seven questions were designed to help the respondents to answer accurately. They were required to explain how MNCs impact on the skills development of women in DRC. Following their responses, the researcher then combined the responses that rated VHE/ HE and those that rated LE/ VLE as shown below. Their responses are presented in the following table using frequencies and percentages.

Table 2: Descriptive analysis of Role of MNCs in Vocational Skills Development

Factors	Valid	Mean	Std Dev
MNCs provide a package of external resources to make contribution to the skill development of women	132	3.3644	.65448
MNCs participate through training offered directly to female workers and support formal education through direct collaboration with local Universities	132	3.5169	.65536
MNCs provide knowledge and training to female employees to promote a generation of new skills	132	3.3957	.69244
They provide access to information and technological advancement to its female employees	132	2.8675	.83613
They encourage changes in the educational system to improve the women's capacity to get decent jobs	132	3.4426	.64707
MNCs' generation of knowledge spill over and spin-off effects on the rest of the country's economy, to promote women's economic empowerment	132	4.7238	21.98718
MNCs participate in skills development of women through educational public policy	132	3.4979	.71237

Table 3: MNCs impact on the skills development of women in DRC

Factors that contribute to skills development of women	VHE/HE N	%	LE/VLE N	%	Total N	Total %
MNCs encourage changes in the educational system to improve the women's capacity to get decent jobs	63	47.7	69	52.3	132	100
They provide capacity building for women in the informal sector	78	59	54	41	132	100
MNCs build training centers to reduce the rate of illiteracy among women	67	50.7	65	49.3	132	100
They construct technical colleges to provide skills to women in different areas	43	32.6	89	67.4	132	100
MNCs provide a package of external resources to make contribution to the skills development of women	105	80	27	20	132	100
They support formal education through collaborating with local universities	99	75	33	25	132	100
They provide training to female employees to promote a generation of new skills	86	65.2	46	34.8	132	100
MNCs provide access to information its female employees	84	63.6	48	36.4	132	100

A total number of 78 respondents (59%) rated VHE/ HE saying that MNCs provide capacity building for the women in the informal sector, while fifty-four respondents (41%) rated LE/ VLE. Sixty-seven respondents (50.7%) rated VHE/ HE saying that MNCs build training centers, while 65 (49.3%) rated LE/VLE. Fourty three (32.6%) rating VHE/ HE said that MNCs construct technical colleges, while 89 (67.4%) rated LE/VLEsome saying that they felt less effect of MNCs because according to them, MNCs do not construct technical colleges in DRC, yet these could help in training more women, providing them with technical skills in different areas that could make them useful to both society and the MNCs. One community leader told the researcher that Banro corporation has built about four schools in Twangiza and one big training center with the capacity to train between five to six thousand individuals especially women, to reduce the rate of women's illiteracy. This interviewee told the researcher that since the completion of these schools, many girls have been enrolled in the differents establishments. A Headteacher told the researcher that for about 1 year, after the schools were constructed, the company, through its foundation, used to support the teachers, then it suddenly stopped the aid, leaving the beneficiaries wondering.

The respondents said that MNCs provide a package of external resources to make a contribution to the skills development of women in DRC. Eighty percent of the respondents rated VHE/HE on this factor. An officer at Let Africa Live told the researcher that the MNC has given funds to three local NGOs to provide training to the women in the informal sector mainly in breeding, modern farming and some of these NGOs provided also skills in the management of small scale businesses to women in DRC.

Majority of the respondents, 99(75%) rating VHE/ HE saying that MNCs support formal education through collaboration with local universities. A church leader recognized that the corporation has provided scholarships to some of its female employees and even to some youth within the local communities allowing them to persue higher education and for others to complete high school. About sixty-five of the respondents rated VHE/ HE on this factor. The respondents also rated VHE/HE, the factor that MNCs provide knowledge and training to its female employees to promote a generation of new skills among the women. A priest acknowledged that generally, the level of education of the local community and especially that of women of Twangiza is very low. This is explained by the fact that, before the establishment of Banro corporation in the area, the main activity was artisanal mining. For many years, the families were only interested by such activity that gave them income and which they considered as a quickest way of enrichment. Children were not encouraged to go to school and this explains why there is a very high rate of illiteracy especially among women.

Since the corporation came in the area, a good number of girls has been enrolled in schools even though some walk very long distances to reach their schools. According to Banro Twangiza mining, a training center with a capacity to train more than five thousand adults, was built with the help of Banro foundation to reduce the rate of illiteracy mostly seen among women. Only a handful, about 300 women have attended the training since the center was built (Reports at the local Catholic Church, 2014).

An APEF member interviewed told the researcher that about 15 women groups have benefited from trainings from Banro foundation. He said that, these trainings were mostly related to agricultural techniques, microfinance management, and breeding. A woman leader told the researcher that she and a group of ten women benefited from a training sponsored by

the MNC from APEF, one of the local non-governmental organizations whose activities are mainly oriented towards the empowerment of youth and women.

A community leader further told the researcher that more than 150 women also benefited with capacity building in agricultural skills. Banro management told the researcher that employed women at the Corporation (about 37 with formal labor contract) receive trainings and capacity building in their area of activity either locally, regionally or internationally. According to Banro management, its foundation helped in training and sending back to school, children who were previously involved in the artisanal mining business. However, 52.3% of the respondents rated LE/VLE, arguing that MNCs do not encourage changes in the educational system to improve the women's capacity to get decent jobs. The researcher understood that this could be partly justified because MNCs do not participate in policy making in the area of education in DRC.

4.3 Number of trainings sponsored

The respondents were asked whether they had attended any training sponsored by MNCs and to give opinion on them. Majority (62.70%) of the respondents indicated that the number of trainings sponsored in 2013 were 3 to 5. Majority (77.50%) of the respondents also indicated that the number of trainings sponsored in 2014 were over 5. Majority (72.5%) of the respondents also indicated that the number of trainings sponsored in 2015 were over 5.

Table 4: Number of trainings sponsored

year	Less than 2	3 to 5	Over 5
2013	11.80%	62.70%	25.50%
2014	9.80%	12.60%	77.50%
2015	7.80%	19.60%	72.50%

4.4 Opinion on women empowerment on Training

The respondents were asked to give their opinion on vocational training effect on women empowerment. Majority of the respondents (84%) indicated that trainings improved women empowerment knowledge while only a few (14%) indicated that trainings does not women empowerment knowledge.

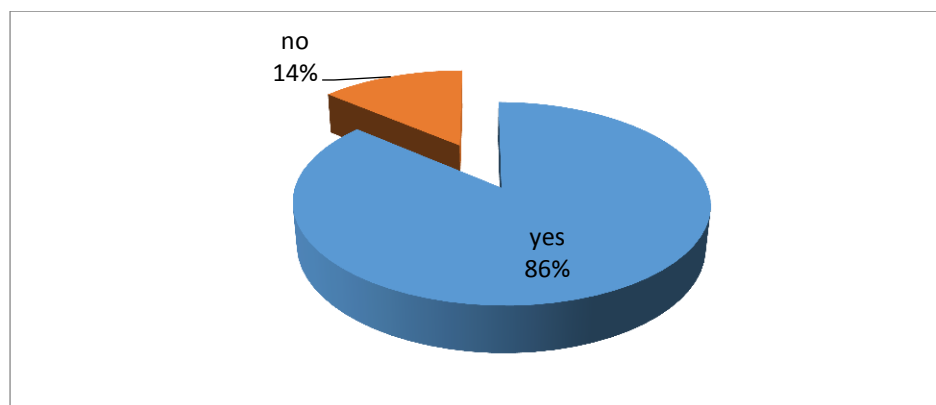


Figure 2: Opinion on Vocational training

4.5 Number of trainings influence on understanding of women empowerment.

Respondents were asked to respond to influence of training on understanding of women empowerment. Majority (62.7%) of the respondents indicated that trainings improved the understanding of women empowerment 50% to 75%, 25.5% of the respondents indicated that employee trainings improved understanding of women empowerment by over 75%, 10.2% of the respondents indicated that trainings attended improved understanding of women empowerment by between 25% to 50% while only a few (9.1%) of the respondents indicated that trainings improved understanding of women empowerment by below 25%.

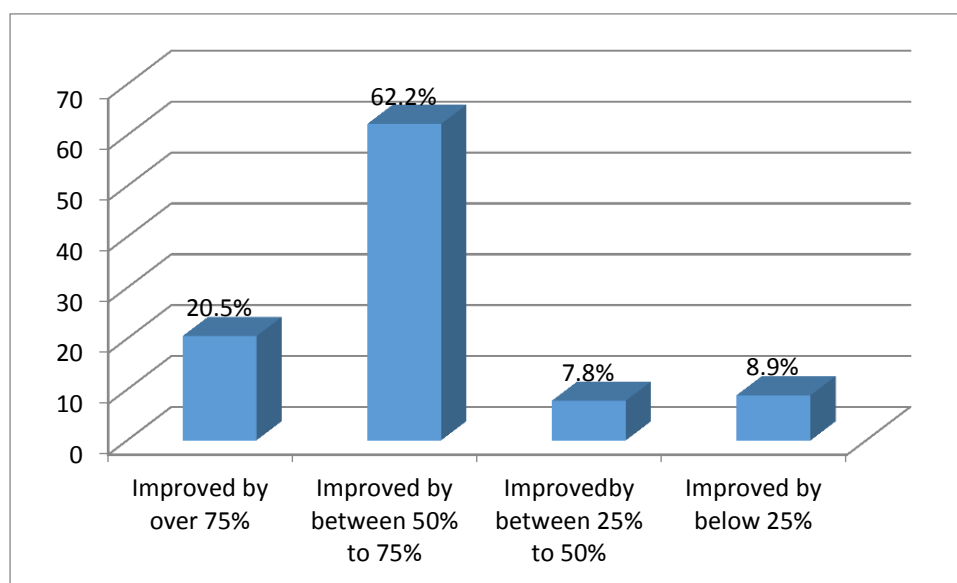


Figure 3: How the level of vocational training influenced the understanding of women empowerment

4.5 Content Analysis of interview guide on vocational training

The respondents were asked to state what they think were the effects of multinational corporations in community empowerment. Majority of the respondents stated that MNCs role in the development of the community is creation of jobs and other training that will input new skill to the community. Some opine that their role was to give the community jobs so that they are employed or self employed after learning the skills hence being empowered.

Some other respondent could not associate any effect by MNCs in community empowerment. They the company responds so little to the concerns of the local community. The effects of multinational corporations on the local community is very little and not visible to some of the respondents. They claim no prior effect, they outsource most of the employees and do not empower the local community.

4.6 The Role of MNCs on Cultural Change of women arising from MNCs

Objective two of this study was to assess the role of MNCs on cultural change of women arising from the MNCs that could be attributed to the operations of MNCs. To tackle this objective, several questions were designed to assess the role of MNCs on cultural change of women in DRC. The first question of this second objective consisted of knowing whether or not MNCs had a role to play on cultural change of women in DRC. More specifically,

respondents had to respond to the question “*Do Multinational Corporations impact on cultural change of women?*” They had two response options to choose from: “Yes” if they agreed that MNCs do impact on cultural change of women and “No if they did not agree. Out of a total number of 132 respondents, 117 respondents, which represent 88.6% agreed that indeed MNCs do impact on the cultural change of women in DRC, while 15 respondents, 11.4% disagreed.

Thereafter, the participants who reported that MNCs contributed to cultural change of women were expected to explain how MNCs contributed to cultural change in the study area. To ease their work, they were presented with some likely options and asked to identify those that better explained their views on how MNCs contributed to cultural change of women. Those options included, MNCs contribute to the destruction of moral values, through women adopting foreign cultures and foreign language, they influence lifestyle and behavioral change of women and they contribute to cultural change by way of improving education of the women, among others. They were therefore required to tick either VHE/HE or LE/ VLE with regards to the options presented to them.

Table 5: MNCs’ contribution to the cultural change of women in DRC

Factor	VHE/HE		LE/VLE		Total
	N	%	N	%	
MNCs contribute to the destruction of traditional moral values by women adopting foreign cultures	73	62.3	44	37.7	100
They influence lifestyle and behavioural change of women	63	53.8	54	46.2	100
They contribute to cultural change by improving the women’s education	24	20.5	93	79.5	100
Women lose control over their culture due to the influence of MNCs	61	52.1	56	47.9	100
MNCs influence the behaviour of most women in the use of foreign language, which alienate them	57	48.7	60	51.3	100
MNCs contribute to the loss of control of women over their social development	73	62.4	44	37.6	100
MNCs promote foreign products	96	82.1	21	17.9	100
MNCs affect local culture	90	76.9	27	23.1	100
They motivate the purchase and consumption of foreign products and services among women	96	82.1	21	17.9	100

The participants’ responses are summarized in the table above, using frequencies and percentages, representing the views of the respondents on how MNCs impacted on cultural change of women in DRC. A total number of 73 respondents (62.3%) rated VHE/HE, saying that MNCs had an impact on cultural change of women. This table reveals that, at different degrees, the respondents have different views with respect to this subject. As guided by the

questionnaire, explanations to these effects recorded the frequencies and percentages 24, 30, 44, 57, 61, 63 and 73, corresponding to 20.5%, 23.1, 25.7%, 37.6%, 48.7%, 52.1%, 53.8% and 62.3% respectively. These represented: the destruction of traditional moral values through women adopting foreign cultures; contributing to the lifestyle/behavioral change of women; The women losing control over their culture due to the influence of MNCs; multinational corporations influencing the behaviors of most women in the use of foreign language, which is a way of alienation; women losing control over their social development; MNCs influence over women to desire and wanting to get what is beyond their reach, motivating the purchase and consumption of foreign products and services among women. However, the respondents rated VHE/HE, the fact that MNCs contribute to the improved education of the women accordingly, which is a positive impact.

An interviewed pastor told the researcher that about ten years ago, women in Twangiza could not wear trousers or even walk on streets without a scurf covering their head; but, he continued “today no woman cares any more about what they wear”. A community mobiliser added that in Twangiza community, prostitution is being practiced in broad day light, yet a few years ago, it was considered as a shameful act. Other respondents, with a total number of 63 (53.8%) rated VHE/HE, arguing that MNCs contribute to cultural change by influencing lifestyle or behavioral change of women. A health official interviewed told the researcher that about 3 out of 10 young women who seek treatment at their hospital facility, are found with sexually transmitted diseases and that cases of HIV are on the rise, without providing the researcher with any official data. A church leader told the researcher that MNCs undermine the traditional beliefs and culture of the women in DRC. Twenty-four respondents (20.5%) held that MNCs contribute to the improvements of the women’s education because since the establishment of Banro in the area, more girls have been enrolled in different schools. The respondents believed that in years to come, women will also hold important positions in the society as a result of the education availed to them at present. Majority of the respondents believed that MNCs negatively impacted on the cultural change of women in that women who are working with the corporation and in good positions no longer respect their husbands especially if the latter are jobless or if their income is less than the wife’s.

Fifty-two percent of the participants, rated VHE/HE, saying that the local Community and particularly women are losing control over their culture due to the influence of MNCs in the Democratic Republic of the Congo. Sixty respondents, which is about 51.3% said that MNCs do not influence the behavior of most women in the use of foreign language, while 57 (48.7%) were of a different opinion. During the interview, a former Banro worker told the researcher that more women, especially those working with the corporations are learning the English language because majority of the expatriates working for the company are English speakers. Another Banro staff could not stop responding to the researcher’s questions in English yet the questionnaires handed to them, had been translated in French which is the official language in use in the DRC. Ninety-six (82.1%) of the respondents rated very high and high, the level to which MNCs motivated the consumption of foreign products and foreign services among the women in the Democratic Republic of the Congo. A Banro worker told the researcher that she no longer buys her clothes in the local markets but prefer buying them clothes abroad or online; because she believes those are of good quality, undermining the cost and the local industries’ survival. This interview helped the researcher to understand why majority of the respondents, 90 (76.9%) rated very high and high, the fact

that MNCs affect culture by creating, in the women, a desire to get what is beyond their reach.

4.7 Value of expenditure used to counter Cultural changes

Respondents were asked to state the extend whit which MNCs had made expenditure to ensure local cultures were preserve. Majority (70.6%) of the respondents indicated that the value of expenditure used to counter cultural change was 6 to 10 million in the year 2013. Majority (72.5%) of the respondents also indicated that the value of expenditure used to counter cultural change was over 10 million in the year 2014. Majority (79.5%) of the respondents also indicated that the value of expenditure to counter cultural change was over 10 million in the year 2015.

Table 6: Value of expenditure on restructuring and reorganizations implemented

year	Less than 5 million	6 to 10 million	Over 10 million
2013	7.80%	70.60%	21.60%
2014	3.90%	23.50%	72.50%
2015	7.80%	12.60%	79.50%

4.8 Opinion on influence expenditure on women empowerment

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

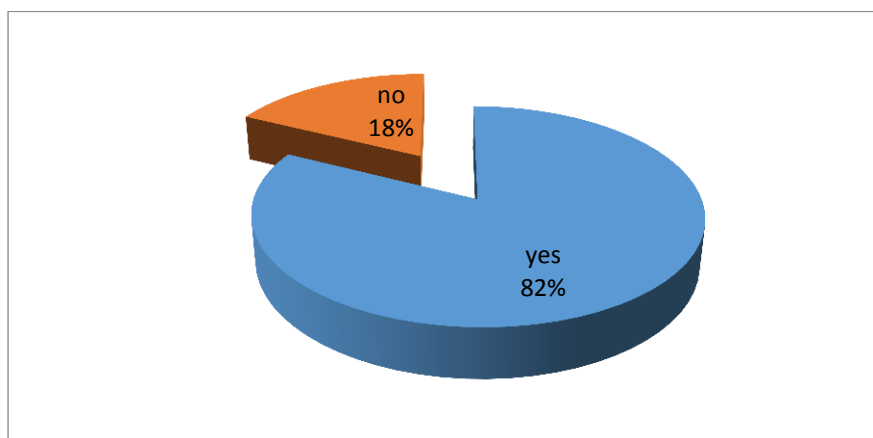


Figure 4: Opinion on influence of MNCs expenditure on Women empowerment

4.9 How level of expenditure influences the women empowerment

The respondents were asked to give their opinion on the impact of the expenditure on women empowerment. Majority (58.8%) of the respondents indicated that MNCs expenditure improved women empowerment by 50% to 75%, 23.5% of the respondents indicated that MNCs expenditure improved women empowerment by over 75%, 11.8% of the respondents indicated that MNCs expenditure improved women empowerment by between 25% to 50% while only a few (5.9%) of the respondents indicated that MNCs expenditure improved women empowerment by below 25%.

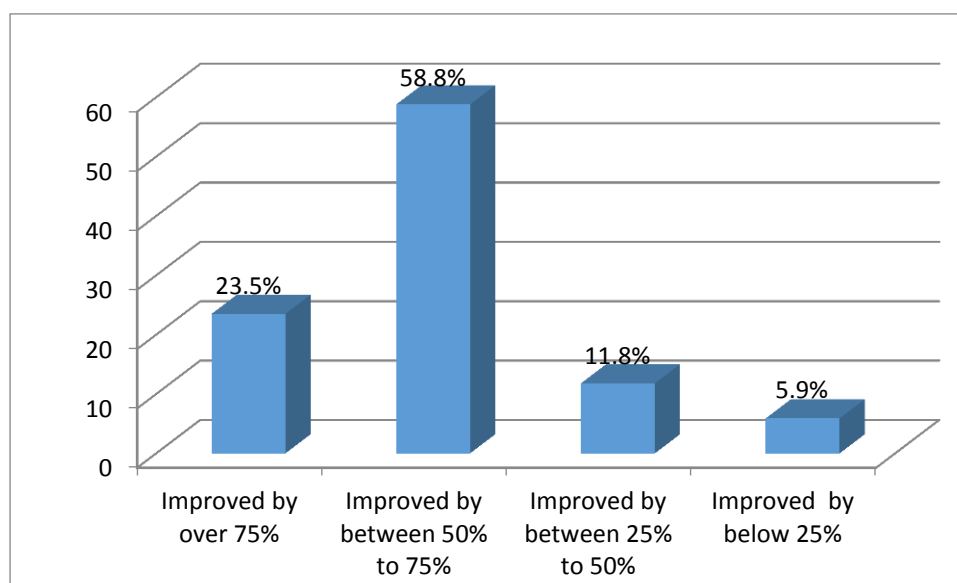


Figure 5: How level of MNCs expenditure influence the women empowerment

4.10 Content Analysis of interview guide on Cultural Change

The respondents were asked to give opinion on multinational corporations' impact on cultural change of women. Majority of the respondents agree that MNCs have had several cultural changes both in the positive and negative way. MNCs have a Positive impact on women in Twangiza because education has improved, MNCs fight against illiteracy. Diffuse education is observed, women have changed completely There are still major obstacles in the development of professional competences. Women lack proper skills, training and MNCs do not help. Because no employment or activity is given to native speakers here. Unless one knows foreign languages and tries to behave like foreigners. Alteration of culture acculturation, sexuality, irresponsibility.

4.11 Correlation Analysis

A correlation analysis was also conducted to establish the association between the study variables. The results are presented in Table 7.

Table 7: Correlation Analysis

		Vocational skill development	Cultural change
Vocational skill development	Pearson Correlation	1.000	
	Sig. (2-tailed)		
Cultural change	Pearson Correlation	-.212*	1.000
	Sig. (2-tailed)	0.014	

* 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. The findings also reveal a positive and significant association between vocational skill development and employment.

4.12 Relationship between vocational skills development and women economic empowerment

Chi square was used to establish the relationship between the role of MNCs in vocational skills development and economic empowerment of women.

Table 8: Vocational Skills development and Economic empowerment

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	8.513a	1	0.004		
Continuity Correction	6.84	1	0.009		
Likelihood Ratio	12.89	1	0.000		
Fisher's Exact Test				0.002	0.002
Linear-by-Linear Association	8.449	1	0.004		
N of Valid Cases	132				

The findings indicated that the role of MNCs in vocational skills development has a significant relationship with women economic empowerment. The study rejects the null hypothesis that; the role of MNCs in vocational skills development does not have a

significant relationship with women economic empowerment. ($p=0.002$). This implies that the role of MNCs in vocational skills development has a significant relationship with women economic empowerment.

4.13 Relationship between cultural change and women economic empowerment

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

Table 9: Cultural Change of Women and Economic empowerment

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	113.228a	94	0.086
Likelihood Ratio	75.575	94	0.918
Linear-by-Linear Association	18.99	1	0.000
N of Valid Cases	132		

The findings indicated that the role of MNCs in cultural change of women does not have a significant relationship with women economic empowerment. The study does not reject the null hypothesis that; the role of MNCs in cultural change of women does not have a significant relationship on women economic empowerment. ($p=0.086$). This implies that the role of MNCs in cultural change of women does not have 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 realin DRC. This contributed to the rise of divorces and prostitution in DRC.

6.0 Recommendations

Education, training and lifelong learning foster a virtuous circle of higher productivity, more employment of better quality, income growth and development. The study recommends that MNCs should come up with clear strategies and goals in training to empower women. This should be included in their vision mission and goals. The training should be held at regular

intervals as the study has found out that it has a direct relationship with empowerment of women. Also the study recommends that, critical to the success of a corporate and women empowerment partnership is upfront agreement on how, and over what time frame, the parties will measure the impact of their efforts. In most cases, the best evaluation method will be one that measures not only the number of women affected by the program, but also changes in attitudes and behavior, as well as how those changes affect women's personal and professional lives. In gauging the results of a corporate and women empowerment partnership, the structure and sequencing of evaluation can matter a great deal. What is the right baseline to use in measuring what a program has achieved? Which short-term metrics will serve best as indicators of longer-term changes in gender norms and behavior? And no less important, when should evaluators begin their work? There is much truth in the corporate maxim "If you can't measure, you can't manage," but sometimes a carefully staged approach to evaluation is in order.

Skills development is central to improving productivity. In turn, productivity is an important source of improved living standards and growth. Other critical factors include macroeconomic policies to maximize opportunities for pro-poor employment growth, an enabling environment for sustainable enterprise development, social dialogue and fundamental investments in basic education, health and physical infrastructure. Effective skills development systems which connect education to technical training, technical training to labour market entry and labour market entry to workplace and lifelong learning can help countries sustain productivity growth and translate that growth into more and better jobs. The challenges faced by women in countries at different levels of development and their policy options can be mitigated by MNCs strategies as this that recommends. In so doing, it seeks lessons that are relevant for least developed, developing and more industrialized countries in linking women skills development systems not only to the current needs of labour markets, but also to future needs as technologies, markets, the environment and development strategies change. The government should scrutinize to see into it that MNCs have clear women agendas before they are issued with operational licence. The government need to put in place legislation that motivate MNCs to be fully engaged in continuous trainings. The study recommends that MNCs should try respect and uphold to the cultures of the local population by using the locals in their adverts. Policies with respect to the quota of women as well as the positions women should occupy in multinational corporations operating in the DRC should be put in place by the corporation.

Moving to a more integrated approach to empowering women globally may not be easy for many corporations. The social and cultural issues that affect women's ability to benefit from economic empowerment programs may seem to lie outside their core business expertise. In addition, those issues may appear to be too political for a large multinational company to confront. But by listening to the women they seek to empower, many corporate leaders have come to appreciate the relevance of those issues to the goal of economic empowerment and therefore to the goals of their business. Programs designed to empower women have enormous potential to help companies increase their access to talent, enhance their productivity, and improve their supply chains. By embedding such programs in local communities through partnerships and by approaching women's empowerment in a multi-faceted, integrated way, a company can make an investment in women that has the potential not just to affect individual lives but to have a transformative, long-lasting effect on gender norms.

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Appendix I: Map showing the location of Banro Corporation

