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Frontiers of Legal Protection:

Kenya's Legal Framework and the Protection of Domestic Workers in Saudi Arabia

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Abstract

In a globalized world, prioritizing capitalism, democracy, and human rights, economic migration has become common trend for both skilled and unskilled workers. Kenya and Saudi Arabia have longstanding bilateral relations, resulting in increased migration of Kenyan domestic workers to Saudi Arabia. However, this has also led to rising human rights violations. This article assesses the efficacy of Kenya's legal regime in the provision of the security of domestic workers in Saudi Arabia. It explores the relationship between Kenya's legal framework and its practical implementation in guaranteeing their security. In its methodology, it utilises a qualitative approach, conducting interviews with returnee domestic workers, Kenyan domestic workers currently in Saudi Arabia, recruitment agency officials, and personnel from the Ministry of Foreign Affairs and the Ministry of Labour. The findings highlight significant gaps in Kenya's legal framework and its enforcement, which hinder the protection of domestic workers abroad. It concludes with recommendations to strengthen Kenya's legal protections and improve the security of its migrant workers.

Keywords: Bilateral Relations, Domestic Workers, Human Security, Kenya, Legal Framework and Saudi Arabia

Introduction

The global landscape of migration trends reveals a significant movement of individuals across borders, driven by diverse factors such as economic opportunities, political instability, and socio-economic challenges. Within this context, vulnerable immigrants face various risks, including exploitation, discrimination, and violations of their human rights (IOM, 2022). Human security is a term conceptualized in 1994 by the United Nations Development Program. According to Gregoratti (2018), it is a paradigm shift away from thinking about security primarily in terms of territorial security or defending national interests against external or internal threats. Human security refers to the genuine concerns of everyday people seeking security. Human Security can therefore, be defined as the freedom from fear, freedom from want and indignity. According to the UNDP, human security refers to "the condition of people who are free from chronic threats, including hunger, disease, and repression, and who have access to opportunities to achieve their full potential and to participate in the life of their community."

For migrants, human security is crucial, given the myriad risks they face, including exploitation, trafficking, forced labour, and discrimination, which threaten their physical, social, and economic well-being (United Nations Human Rights, 2012). Recognizing this, international frameworks like the International Convention on the Protection of Migrant Workers

and Their Families (1990) emphasize the importance of safeguarding migrants' dignity and rights, ensuring their entitlement to the same protections as other workers in terms of human rights.

Millions of individuals migrate to other nations in pursuit of better prospects, and many of them are abused and exploited in various ways. This has therefore, resulted to the issue of migrant workers becoming a global concern. The IOM estimates that there were 281 million migrants living overseas in 2020, an increase of 81 million since 2000 (IOM, 2022). According to ILO (2021), migrant workers account for 4.7% of the global workforce which is an equivalent of 164 million people. Approximately 68 million of these are domestic workers, the most vulnerable category of migrants. Long working hours, meagre pay, and limited mobility are just a few of the abuses and exploitation that domestic employees frequently experience.

The Gulf Cooperation Council (GCC) countries have become a major location for migrant workers seeking employment opportunities. According to Sherman (2022), since the 1950s oil boom, Gulf nations have relied on foreign labour to complete large-scale infrastructure projects in order to accelerate economic growth. Currently, migrants make up 70% of the GCC's working population, and 95% of Qatar's and the UAE's private sector workers. Saudi Arabia has the largest population of migrant labourers. In recent years, labour demand in the region has risen, creating more job opportunities. In the recent past, migrant labourers from Asian nations were once utilized to fill the labour gap. However, there was a change in the dynamics over the GCC countries and the sending Asian countries. There were tensions on how these migrant workers were treated and their rights abused. As a result, the number of migrant workers from Asia has decreased significantly, forcing these GCC countries to outsource labour from elsewhere, and leading them to turn to African countries. As a result, African countries such as Kenya have seen an increase in the deployment of their citizens to GCC countries over the years (Malit & Youha, 2016).

Based on the data from the IOM, an increase of approximately 53% in the number of individuals moving from Africa to other continents between 2010 and 2019 was recorded. Research has established that people migrate for a variety of reasons, including the desire for better job, poverty, political instability, and socioeconomic issues (IOM, 2021). According to the ILO, an estimated 25 million people from Africa migrated in search of employment in 2019. Nigeria, Ethiopia, Morocco, Egypt, and Tunisia have been identified as the top African countries of origin for international labour migrants. According to UNDESA (2021), Kenya, a country experiencing mixed migration flows, has seen an increase in its citizens migrating to the GCC countries, particularly Saudi Arabia, in search of employment opportunities. High unemployment rates and economic challenges have prompted many Kenyan youths to seek work abroad, contributing to the significant migrant labour force in countries like Saudi Arabia (Toywa, 2022). Recent statistics from the IOM indicate that international immigration from Kenya increased between 2016 and 2020. In 2020, Kenya produced 535,000 international labour migrants, which represents an increase of approximately 77,000 compared to 2015. It is important to note, however, that statistics on labour migration can be challenging to obtain and may vary depending on the methodology and data sources of data used (UNDESA, 2021).

Since the 1950s, Kenya has witnessed significant migration trends, with Kenyans relocating to various African and Western countries, particularly seeking improved educational opportunities post-independence in 1963. Economic challenges, political instability, and corruption in Kenya during the 1980s and 1990s prompted a shift from temporary to permanent migration patterns, with many Kenyans settling in Western nations. However, increased immigration restrictions in Western countries led to a redirection of migration flows, with Gulf countries, notably Saudi Arabia, emerging as destinations offering new economic prospects. According to the Kenyan Ministry of Labour (2021), approximately 80,000 Kenyans currently reside and work in Saudi Arabia, primarily in domestic roles (Ministry of Labour, 2021).

Kenya is emerging as a regional power due to political stability, economic growth, and peace (Kimenyi & Kibe, 2014). It serves as both a destination and transit country for migrants. Kenyan migrants, often well-educated, frequently seek work abroad. Many low-skilled labourers migrate to Gulf Cooperation Council (GCC) countries, facilitated by private employment agencies (PEAs). Toywa (2022), highlights a recent surge in Kenyan labour migration, driven by rising unemployment rates, particularly among youth. World Bank data shows Kenya's unemployment rate increased from 2.8% in 2013 to 5.7% in 2021, with the highest youth unemployment rate in East Africa. Timmis (2018), attributes this trend to factors such as a growing labour force, corruption, ethnicity, and governance challenges. Consequently, migrating to the Gulf has become an appealing option for young Kenyan graduates amidst widening economic disparity.

Kenya has ratified and adopted the International Labour Organization's Convention No. 143 on Migrant Workers and Convention No. 97 on Migration for Employment. It is also a signatory to the East African Community Common Market Protocol, and the Revised Regional Migration Policy Framework of the Inter-Governmental Authority on Development (IGAD). It has signed three Bilateral Labour Agreements (BLAs) with the KSA, the State of Qatar, and the United Arab Emirates (UAE) to strengthen the protection and safety of Kenyan migrant workers.

The longstanding bilateral relationship between Kenya and Saudi Arabia, dating back to the early 19th century, renders Saudi Arabia an appealing destination for unemployed Kenyan youth due to its geographical proximity and accessibility. This relationship is marked by diplomatic exchanges focusing on economic, political, and technological cooperation (Timmis, 2018). KSA relies heavily on a large number of low-wage foreign workers, including domestic workers such as housekeepers, caregivers, chauffeurs, nannies, and security guards, who remit money back home annually, driving the demand for foreign domestic workers. In response to high unemployment rates in Kenya, many young Kenyan women seek employment opportunities in Gulf countries each year, hoping to improve their economic prospects and support their families. Moreover, labour shortages in the Middle East, exacerbated by events like the Dubai Expo and the World Cup, have increased demand for both skilled and unskilled workers, attracting unemployed Kenyan youths to explore job opportunities in these regions. Gulf Labour Markets and Migration (GLMM) data identifies Kenyan migrants as one of the rapidly growing low-skilled labour migrant groups in the Gulf countries (Toywa, 2022).

Consequently, migrant workers assume an integral part both in the nation they migrate to and their home country too. In their home countries they help a great deal in boosting their economies. Diaspora remittances have significantly contributed to Kenya's economy over the years. As stated by Central Bank of Kenya, as of 2021 diaspora remittances stood at USD 3718 Million. Remittances to Kenya from Saudi Arabia have doubled to USD 187million as of 2022. Munda (2022), holds that this has further encouraged labour migration to Saudi Arabia as youths continue to seek for greener pastures to better their lives and those of their families. The fact that these youths have seen a number of success stories from their peers has only worked to entice the already desperate unemployed youths.

Additionally, Kenyan migrant workers in Saudi Arabia have taken on roles including taxi drivers, construction workers, cleaners and domestic workers. The term domestic work refers to work done in or for a household or households. Domestic workers are persons who work in houses to do things like cooking, cleaning, laundry, childcare, running errands, and occasionally working at their employers' companies. These positions have exposed them to unlawful hiring practices and labour oppression. They have been victims of gross human rights abuses by their employers. There have been numerous reports of Kenyan domestic workers facing inhumane treatment, abuse of rights, sexual abuse, trafficking, smuggling and modern-day slavery in Saudi Arabia. Stories of parents who have lost their children crying continue to grace our screens as these children continue to return home in body bags (Oruko, 2021).

The plight of migrant workers is a complex issue that requires the intervention of governments, civil society, and the international community. Various international laws and regulations aim to protect migrant workers' rights, including the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. However, many challenges still exist in the implementation and enforcement of these laws, which highlights the need for continued advocacy and action (UN General Assembly, 1990).

Statement of the Problem

Kenya has for the past decade encountered high unemployment rates. According to the International labour organization, as from the year 2018, the unemployment rates up to 2022 have increased by 2.35%. This factor has led to a majority of citizens opting to look for employment elsewhere with some opting to work as domestic servants in Saudi Arabia. Labour migration is not a new phenomenon (ILO, 2018). Munda (2022), posits that Saudi Arabia relies on hundreds of thousands of low-wage migrant employees, such as house helps, chauffeurs, caregivers, nannies, and security guards, who transfer money home every year. This has further encouraged labour migration to Saudi Arabia as youths continue to seek for greener pastures to better their lives and those of their families. According to Business and Human Rights Resource Centre (2022), these domestic workers once mistreated and abused have tried contacting the embassy and have received no response. There have been only a few cases where the embassy has stepped in to help. In most instances, the embassy has stepped in on cases that have received media attention.

Literature review

The Kenyan government has developed various policy frameworks to manage labour migration, including the National Diaspora Policy and Kenya's National Employment Policy and Strategy. However, the fragmented nature of these policies has led to disjointed implementation. To address this, the government drafted a comprehensive National Labour Migration policy to provide a coordinated framework (Tum, 2019). Within Kenya's legal regime, laws such as the Employment Act of 2007 and the Labour Institutions Act of 2007 aim to protect the rights of domestic workers. These laws establish basic employment requirements, safety standards, and organizations responsible for enforcing labour regulations (Republic of Kenya, 2007). Despite these legal protections, Kenyan domestic workers in Saudi Arabia face threats to their human security, including long hours, low pay, and abuse (Human Rights Watch, 2020). This highlights a gap between Kenya's legal

framework and the realities faced by workers abroad. The effectiveness of these laws is affected by factors such as enforcement capacity, power dynamics, and economic policies impacting the global labour market.

A research by Almadhoun et al. (2020), found that Kenya's legal system may not be as effective as it could be in reality. Although Kenya's legal system offers a framework for the defence of workers' rights, further research is required to fully grasp how it affects the safety of Kenyan domestic workers in Saudi Arabia. In a research carried out by Tum (2019), Kenyan labour migration concerns are addressed by several authorities, including the Ministry of Labour and Social Protection, the National Employment Authority (NEA), the Immigration Directorate, and the MFA. This research found that the fragmented and disorganized governance of labour migration, along with insufficient resources, hinders effective labour migration management collaboration and coordination and program execution. Kenya has three labour attachés in the Middle East: Saudi Arabia, Qatar, and the United Arab Emirates. The Attachés are responsible for caring for Kenyan migrant workers, identifying job opportunities, and supervising labour agreements, among other things. This research, however, fails to propose strategies for improving coordination or resource allocation. The Middle East has some of the most advanced legal frameworks, however a research by Abdi (2021) found that implementation is weak and that many domestic workers continue to face exploitation and abuse despite the region's legal frameworks. Similar to this, Almadhoun et al. (2020) reported that Saudi Arabia's existing legal system falls short in defending the rights of domestic workers. They also identified obstacles and potential solutions to the problem of migrant domestic worker exploitation. The report emphasized the necessity for thorough legal changes to solve the legal system's shortcomings.

The absence of precise legal frameworks and regulations for employment recruiting and placement companies is another gap. Studies have shown that some recruitment agencies often engage in fraudulent practices like charging exorbitant recruitment fees, seizing workers' passports, and giving false information about the nature and conditions of the work. Recruitment agencies frequently serve as the middlemen between domestic workers and their employers. These actions frequently result in the exploitation and mistreatment of domestic employees, particularly Kenyans employed in Saudi Arabia (Abdi, 2021). While studies by Abdi (2021) and Ndikumana (2020) identify flaws in Kenya's legal system, there's a lack of exploration into potential policy reforms or institutional changes to address these shortcomings.

Material and Methods

This article adopted a descriptive research design, as outlined by Nassaji (2015), and is utilised to address the problem under consideration, as noted above. This design focuses on the current situation and aims at establishing facts as they are. It is well-suited for discovering traits, frequencies, trends, and classifications, making it essential for understanding the challenges faced by Kenyan domestic workers in Saudi Arabia. Through this design, the researcher was able to describe the phenomena and its manifestations, identifying trends, frequencies, and classifications critical to understanding the human security situation of these workers. Additionally, the researcher systematically recognized recurring patterns and occurrences within the data, pinpointing common issues and specific challenges faced by these workers. The qualitative research approach complemented the descriptive design, allowing for an in-depth exploration of the complex experiences of domestic workers. Through methods such as interviews, focus groups, and participant observation, qualitative research enabled the gathering of rich and context-specific data. This approach was particularly suitable for uncovering the multifaceted challenges and vulnerabilities faced by domestic workers in Saudi Arabia, providing insights into the effectiveness of legal protections and offering a holistic understanding of their human security conditions. The incorporation of the descriptive research design ensured that the researcher systematically captured relevant data, enhancing the comprehensiveness of this research article.

The target population for this research was Kenyan domestic workers in Saudi Arabia. According to a report by the Departmental Committee on Labour and Social Welfare (2019), on a visit to Saudi Arabia, as of 2019 there was about 55,000 KDWs, highlighting the significance of this study. It also included Returnee Kenyan domestic workers from Saudi Arabia, departmental staff within the Kenyan Ministry of Foreign and diaspora Affairs and The ministry of labour and social protection. Specifically, the researcher focused on those personnel in charge of handling issues of Kenyan migrant workers in the Middle East, particularly in the department that handles grievances made by migrant workers or their family members, as well as those involved in facilitating BLAs between the GOK and Middle Eastern governments.

It also includes Kenyan individuals who could offer valuable observations or insights related to the personal accounts of KDWs in Saudi Arabia. Even as non-workers their opinions, provided context and additional information. Additionally, recruiting agencies in Kenya were also included. These agencies play a significant and important role when it comes to the facilitation of the migration process and the employment of domestic workers in Saudi Arabia. Including representatives from such agencies offered the researcher a comprehensive view of the entire migration process and their interactions with domestic workers.

Table 1: Sample size by Occupation

No	Category	Number of interviewees
1.	Kenyan Domestic workers in Saudi Arabia	10
2.	Returnee KDWS from KSA	10
3.	Personnel from the Kenyan MFA (Key Informants)	2
4.	Personnel from the Ministry of Labour (Key Informants)	3
5.	Recruiting Agencies	2
6.	Kenyan individuals who have not worked in KSA	5
	TOTAL	32

Source: The Researcher (2024)

The sample size for this article was determined based on practical considerations and the aim of obtaining a comprehensive understanding of the target populations. There were 10 interviews conducted with Kenyan domestic workers in Saudi Arabia. This number was chosen as a representative subset of the population, allowing for a range of perspectives and experiences within this group. Given the challenges of accessing and contacting domestic workers in Saudi Arabia, a sample size of ten was considered reasonable given the limitations in resources and logistics. Secondly, there were 10 interviews conducted with returnee KDWs that were previously employed in Saudi Arabia. This sample size allowed for gaining insights into their experiences both during their employment in Saudi Arabia and after their return to Kenya.

Focus group discussions were conducted with returnee Kenyan domestic workers from Saudi Arabia, allowing for the collection of narratives and shared experiences. Both primary and secondary data were employed in this research. Participants for this study were recruited using a combination of online and offline advertisements, as well as personal referrals. The eligibility criteria required participants aged 18-40 and willing to participate in the study. Data gathered in this research article was examined through a qualitative approach.

The research used Convenience sampling and purposive sampling. DeCarlo (2015) defines purposive sampling as a type of sampling where individuals are chosen from their sample frame based on criteria desired. Primary data collection instruments were employed in this research, and these included, semi-structured interviews, key informant interviews and focus group discussions (FGDs). Semi-structured interviews were employed to gather data from the participants in this research study. Semi-structured interviews allowed for a flexible and conversational approach to data collection, which enabled the researcher to explore topics in more depth and to gain insights into the participants' experiences and perspectives.

The data presented was collected through semi-structured interviews, key informant interviews and focus group discussions (FGDs) which were the main tools of primary data collection for this study. Convenience and purposive sampling techniques were employed to identify the relevant respondents to the study. The data collected was analysed qualitatively and by content analysis. This article used the thematic method, in which the data collected was initially grouped into main themes using MAXQDA software following coding.

A total of ten Kenyan domestic workers in the Kingdom of Saudi Arabia were identified but only eight were interviewed as two opted out of the research due to work and fear of their employers. They were interviewed through WhatsApp video calls. A total of ten returnees from KSA were interviewed physically through focus group discussions which were divided into two meeting sessions due to their location and availability. The ministry of foreign affairs provided two of its staff members for interview as requested. The ministry of labour provided three of its staff for interviews that were all physical. Two recruitment agencies were interviewed physically and five Kenyan citizens were interviewed physically and online according to their availability.

Data Analysis Plan

Firstly, the data collected was transcribed. This entailed verbatim recording of the interviewee's responses to each question in the case of interviews, and in the event of oral histories or sound files. Second, when the material was entirely transcribed, it was imperative to "clean" it. This is especially important for transcripts from interviews, which sometimes include repeats and asides. In order to make the information more understandable, they can be removed from a transcript. Cleaning does not imply modifying the language used; rather, it includes deleting any paragraphs that have nothing to do with the subject matter of the interview or any phrases that are often used in informal conversation but not in more professional written reports. Lastly, the collected data was coded by category and themes assigned to it and identified significant patterns in play through thematic analysis. The data was then presented in narrative form, explaining the themes, discussing the study findings in relation to the objectives and providing recommendations based on the findings. Areas for further research were provided

Discussion of the Key Findings

The research findings revealed that Kenya's legal framework is fragmented as confirmed by the key informant respondents. It is often ineffective in practice, particularly in protecting domestic workers abroad as opined by a majority of the respondents. Kenya's existing legal provisions, such as the Employment Act of 2007 and the National Employment Authority regulations, are intended to safeguard domestic workers' rights. However, the study findings highlighted that these laws fall short when it comes to enforcement and practical application for workers in Saudi Arabia (Almadhoun et al., 2020). According to the study findings, the fragmented nature of Kenya's labour migration policies, as highlighted by Tum (2019), reflects the challenges of managing labour migration within a transnational context. The lack of coordination between Kenyan and Saudi institutions and the ineffective implementation of bilateral agreements underscore the difficulties in creating cohesive policies that address the needs of migrant workers across borders.

Additionally, respondents pointed out that many recruitment agencies operate without proper oversight, leading to exploitation. The respondents highlighted that recruitment agencies often exploit legal loopholes by charging high fees and providing misleading information, exacerbating workers' vulnerability as Atong et al., (2018), study findings suggested. The lack of oversight and accountability in these agencies highlights a critical area for policy reform. The study findings also revealed that recruitment agencies in Kenya rely on agents in Saudi Arabia to intervene in cases of abuse or mistreatment, which is dependent on the goodwill of these agents. This reliance poses a challenge to the implementation of the legal framework because it creates an inconsistent and unreliable support system for the workers. Without a formal and enforced mechanism to ensure the protection of domestic workers, the effectiveness of the legal protections is significantly undermined. This dependency on the goodwill of agents means that many cases of abuse may go unaddressed, leaving workers vulnerable and unsupported.

Respondents consistently highlighted significant shortcomings in the capacity of Kenyan embassies to support domestic workers in Saudi Arabia. A prominent issue reported was the lack of awareness among workers regarding the location of the Kenyan embassy. Most respondents, both Kenyan domestic workers (KDWs) and returnee Kenyan domestic workers (RKDWs), stated that they did not know where the embassy was situated or how to reach it in case of emergencies or grievances. Additionally, while the key informants indicated that domestic workers could access support and report grievances through walk-ins at the embassy, respondents reported experiencing insufficient assistance from these diplomatic channels. The lack of effective support and resources available at the embassies meant that many workers were left feeling abandoned and unsupported when facing issues such as exploitation, abuse, and other crises.

Conclusion

In summary, this research article set out to examine the practical implementation of Kenya's legal framework, the key findings highlight significant shortcomings in the practical implementation of Kenya's legal framework intended to protect domestic workers. Respondents pointed out a critical lack of awareness and communication regarding their legal rights and protections before departure. The effectiveness of Bilateral Labour Agreements and NEA registration was undermined by poor enforcement and inadequate monitoring. Support systems were found lacking, with many workers unaware of how to access embassy assistance or toll-free help lines. Challenges in legal implementation were exacerbated by unregulated recruitment agencies and limited enforcement by Kenyan authorities, leaving many workers abandoned and vulnerable.

This research article has underscored the inconsistent implementation of bilateral agreements, which are intended to safeguard workers' rights. Respondents reported that these agreements often fall short due to weak enforcement mechanisms, allowing for continued abuses and exploitation. There is a pressing need for stronger and more effective implementation strategies to ensure these agreements achieve their intended protective outcomes.

Recommendations for Improvement

Based on the findings of this study, several key recommendations are proposed to enhance the protection and human security of Kenyan domestic workers in Saudi Arabia. These recommendations aim to address the identified gaps and inefficiencies within the current legal and institutional frameworks and to ensure that the rights and well-being of these workers are adequately safeguarded. When it comes to the implementation of Kenya's legal framework in ensuring the human security of Kenyan Domestic workers in Saudi Arabia. This article recommends that the Kenyan government must work closely with Saudi authorities to ensure the effective enforcement of bilateral agreements, such as the MUSANED contract. This includes regular monitoring and evaluation of these agreements' implementation to identify and address any gaps or weaknesses. Establishing joint committees to oversee compliance and handle disputes can also ensure that the agreements serve their intended purpose of protecting workers' rights. In addition, this article recommends that the Kenyan embassy in Saudi Arabia should enhance their capacity to provide timely and effective support to domestic workers. This can be achieved by increasing the number of consular staff dedicated to assisting domestic workers and providing training to these staff on handling cases of abuse and exploitation. The embassies should also implement outreach programs to inform workers of the consular services available and how to access them. Additionally, establishing emergency hotlines and online platforms for reporting grievances can provide workers with immediate channels for seeking help.

To enhance the protection of domestic workers, the government should consider establishing rescue centres in key locations across Saudi Arabia to provide immediate shelter and support for domestic workers facing abuse and exploitation. Similarly, regular welfare checks on KDWs should be conducted to pre-emptively identify and address potential abuses. Additionally, measures should be implemented to assist workers in reclaiming their passports, which are often withheld by employers and are costly to replace. The government should also consider covering the cost of return flights for workers who need to escape abusive situations.

This article also recommends that the Kenyan Embassy needs to actively listen to the workers, follow up on their cases, and ensure they receive the necessary assistance. The embassy should prioritize the concerns of Kenyan domestic workers, rather than siding with employers, to build trust and encourage workers to report issues without fear of disbelief or reprisal. This article also recommends that the GOK should implement stricter regulations and oversight mechanisms for recruitment agencies. This includes ensuring that all agencies are licensed and regularly audited to comply with ethical recruitment standards. The government should also establish a blacklist of agencies found to engage in exploitative practices and provide a publicly accessible database of approved agencies. Furthermore, collaboration with Saudi authorities to regulate and monitor the activities of local agents can help reduce the incidence of abuse and exploitation. This article recommends that the GOK should prioritize the development and implementation of a comprehensive National Labour Migration Policy. This policy should address all aspects of labour migration, including recruitment, pre-departure training, rights protection, and reintegration. It should also incorporate mechanisms for continuous monitoring and evaluation to adapt to emerging challenges and ensure the effectiveness of protective measures.

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Ethical Pledge

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Author(s) Contributions

The researchers acknowledges that they are the sole authors of this research article.

Disclaimer

The views expressed in this research article are those of the author and do not necessarily reflect the official policy or position of any affiliated agency of the authors or the journal itself.

Ethical Consideration Statement

This article adhered to all ethical guidelines for research involving human or animal subjects. Approval was given by Daystar University and NACOSTI.