

A HOUSING DELIVERY MODEL FOR PLANNING NEEDS OF THE LOW / MIDDLE LEVEL PUBLIC SECTOR EMPLOYEES IN KENYA

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ABSTRACT

The world over, shelter or housing is considered as a basic need alongside food, clothing and health care. In recognition of this right, the Government of Kenya has put in place policies such as Sessional Paper No. 3 of 2004 and Sessional Paper No. 3 of 2016 on National Housing Policy including Legal Notice No. 98 on Civil Servants Housing. Despite these initiatives only 2080 out of 250,000 public sector employees have benefitted from the Civil Servants Housing initiative launched in 2004. Further, only 43,000 public housing have been constructed since Kenya became an independent state. The housing accessibility dilemma is exacerbated by high rents and mortgage rates which are mostly within the reach of the upper middle and high-income public sector employees driving the low and middle level to live in the slums and other squatter settlements. The study evaluated theoretical determinants to access to quality housing with a view of developing a mathematical housing delivery model to address the plight of the low and middle level employees in Kenya. It employed a cross sectional survey involving administering structured questionnaires in a 1 in 5 Likert format to obtain the perceptions of public sector housing experts drawn from public sector organizations. 60 out of 259 experts were sampled through stratified and simple random techniques.

Charles Spearman's correlation and "ENTER" method regression analysis were adopted for the study in respect of 13 independent variables that theoretically influence access to quality housing (dependent variable). The key significant determinants of access to quality housing were construction cost (0.796), mortgage / rent (0.781), financing strategy (0.781), land / infrastructure (0.770), household income (0.743) and building materials & technology (0.721). The regression analysis established that the adjusted R^2 (coefficient of determination) was 0.75 meaning that the 13 significant independent variables account for 75% variation in access to quality housing. The housing delivery model is thus: Housing accessibility to low / middle income earners = 5.680 + 0.044 Housing actors + 0.173 Delivery methods + 0.068 Land / infrastructure + 0.090 Building material / technology + 0.025 Planning process + 0.151 Construction process + 0.037 Financing strategy + 0.193 policy intervention + 0.66 monitoring / control + 0.117 research into alternative materials/technology + 0.193 construction cost + 0.050 household income + 0.139 mortgage / rent. In conclusion, the 13 independent variables positively explain or predict changes or variations to access to quality housing. It is therefore recommended that the government factors the model in the National Housing Policy to aid policy makers in planning for future housing programmes for the low/middle level public sector employees in Kenya.

KEYWORDS: *Housing Delivery, Low / Middle Level, Public Sector Employees*

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