**Workshop proceedings – event organized by AWEIK, Nairobi.**

**(Consent given to attend, record and use data).**

**Respondent**: There are many networking industries. There are many women some of them mothers, engineers who are in this industry, but the course is new and we don’t know what’s it’s called and we have seen it shrouded in history even for men. Today I hosted across the four company that are in service oil services and what I wanted, what we wanted and the reason I hosted the companies is because they are small companies they are national companies and they are doing what they can in Kenya. There is a lot to think during content and what can companies do. I think when you look at people who are in that group they are people who have been asking about these companies in US, in Canada so they actually understand that there is nothing special about the oil industries. And now that I have I’m looking for someone who is qualified to start an oil sales company and who has a home in Nigeria and Ethiopia and want to form a local oil company for local sale services .Now oil sales company and can be interested in providing a tent, food, catering , cutting the bush irrigation for the cats given where you are because when an oil service is an oil services , the last time some were exploring the place there was a snake expert (people laughing at the background ) and it was that they were catching at least there green mambas and cobras (water pouring into a glass ) and that’s an oil service just happens that that’s what the guy does and that’s the guys specialty. So we need to visit domestic and local services also this is not about physical strength it’s about skills but in a hole there are so many things that are there. You know I met a guy and he told he was a physical strain expert and he said this was wrong we give people all sorts of rough necks and clearly we don’t know what these people do, no, these are basically people who have tools who do that kind of work. So it’s on us its apparently on us to find out about these people so get behind the shroud get behind the shrubs and find out who is who in those screen and see what we can do so I was telling you this business. So what has happened is that these people who are in this business because we don’t interact with mwananchi we will never see these companies anywhere we can’t be stable. So we think to grow from these national companies to transnational companies to South Sudan to Uganda to bigger better places and that’s how we will grow from transnational then we can become multinational and I meant to hear from these industries they combine to form a big company. You know when you have a big developing country there are those groups of people who is asked what do you think and when you have so many rough necks you have so many trailers. I want to give you the contacts and new content so that you know they is nothing special about what you mean to the country is have a good database and understand when immigration takes place and then you take advantage of the rest of it. Then you give the team to them they pay you, you pay the workers. Because of the nature of our business it’s technical you don’t know when or why they want to hire all these people when they have only one goal which is to drill and then economic down what do I do with these seventy people who I took. So there is another business one can do and be good. You see none of these businesses and today when you go to trainers everything is electronic you don’t need muscles to do the work you just have to know how it works. There’s nothing big needed about this work. I think it occurs to us that if we want to do this business whether we are men or women to do our research it kind of works for who wants to do this business. the next thing of course is farming. farming is a technical thing apart from all these because if for example I get a contract to buy some specialized thing for the bank. It’s not every bank manager who understands what you want to buy you not buying a matatu and you understand how matatus work the cash flow is for a matatu. I have a cousin of mine she is one of the few female teachers who teach about the oil research. They are so few first people these are people who drive bulldozers such is identified as roachers and would mean to train people in this country if we are going to put into skills come 2019 that is actually next year. we have few people who we need to train they don’t have necessarily to be muscular but have skills. Most people want office chores what we call CEO CO. Most people don’t want to say I’m a plumber or I’m a pipe fixer unless of course your parents don’t want you to go technical in those places they want to see you are a banker, lawyer, doctors you as mothers. It’s actually courage to want to do those jobs. The government says equal opportunity at school so you can actually do any course there is no course that says we are recruiting sixty students and women should not apply it’s up to you do those courses. So what I’m trying to say is that the ball is in your coat. you decide what you want to do set up and get people to understand the language what it is that we do raise the value. because the world has shortage of auto mechanics and plumber. I was talking to the Canadian high commissioner and he asked how do we get jobs for the young people. Because there are people who need these jobs. I talked to investors about this they have decided they have been people for the world. If today, we decided to go out and apply jobs for people seventy percent will fail us. We find ourselves in Kenya having a diaspora of having an of 1.6 billion dollars a year after a population of 40 billion people. In Philippines we have a population of 100 billion and diaspora of 23 billion dollars a year.so it’s up to us no one is going to come give us everything no one is going to come to your home and tell you here is the business here is the job it’s not going to happen.

**Interviewer**: Thank you very much. (audience clapping). So the next speaker is going to tell us a journey worthy into the professional in the oil industry so when I talk I remember as a friend of mine. So when I say clap you clap at the end so shoe she has a very fast job she goes into her boss as usual and the boss introduces her to a group of people so her name is … but the boss introduces her as …. (Name withheld) has seven years’ experience working in the oil company. So she flows with it, you have been praying so you have to flow with it. So later on she goes to the boss and tells him that I have never worked in an official company and the boss looks at her and says my God I have hired the wrong person. So that was shocking and in a week Racheal had to go and now she is looking for jobs so again like the PS said no one is going to hand you anything so she had to look for jobs with her own identity so I will take this to invite our next speaker who is geomatics engineer so let’s give her a word of applause.

(the crowd applauses)

**Responden**t: So I’m …. and I’m a geomatics engineer so geomatics engineer shortly is you deal with special or location data so we use engineering information to find solutions in data so your GPS data, your satellite location, general photographs, GIS platforms, so we use so we use analysis to find information. So I’m in the oil and gas sector as a professional engineer I have done that for six years and what I do for you to be able to drill a well you need to know where it is the one the geological information matches the position data and yes you tell them what to do. So I’ll just give you a brief of how I started my journey and yeah we begin with that. So a bit of a crackdown I did my bachelor in JKUAT of the geomatics engineer and then I did a masters at king’s college university London and I keep stumbling into oil gas sector. So in my industry you can work in different views so prior I worked at the humanitarian sector where I did modeling or something like that and then I started at the oil and gas sector and work with strategy. Strategy has mentioned in the oil gas sector so strategy is one of the biggest service providers in the oil sector so what we do we provide technology and we go to give back to our quarry. Drilling quarry as completion substitute production its affair big company. So I will give you a brief about syncing is and as you can see in the image before we drill we go and survey the area and the georgic of your area so earlier to this there marine and it’s optional the reason land marine is optional is in swamps while in oil you dig pit latrines it seems a softer land of the marine. So as you can see there are pipes spread about 50km so we connect those pipes to a 100m and you connect each and every one of them. Uuhm let me add a small video I show you (the video plays) let’s just pause it there so these are the quarters we tend to be living in and as you can see we came to work with choppers and it’s pretty exciting but we really work in really cold areas from the active to mini active of 45 degrees. I have worked for seven weeks whole and two weeks off. When we work for the team so it’s quite intense and I have done that for six years it’s not easy and you really have to do your bit and you can’t talk it out by saying I’m a woman so I can’t lift this I can’t do that and as you can see its quite team list and that means you are all pulling in to achieve a common goal for twenty-four hours a day and you can’t come up and say I’m a girl I can’t risk this I can’t risk that. You have to get in there and get your hands dirty you can’t say I’m an engineering supervisor, you can’t say let the other guys sweat. We all doing a bit to get the project done it can be very manual but also quite technical. So I will just give you a brief about the process for anyone who is wanting to start out especially the students because I was hired straight out of that. So this is how we join when you join as a trainee position which is and and so I also had an experience at strategy and this where I worked so when you join you join as a trainee. So they set a test and you do it for a specific number of months which is eight months or a year and the next one two years but we don’t just do it for nine months and you are promoted no you have to do exams and we have to keep doing these exams us we do 12 hours 7 weeks and you work and you continue until you break out towards the end of the training. And at this point you are responsible for a department you oversee technical performers, juniors so you are set out to be a fully pledged professional engineer this is me and my setup and that’s it. So basically we work in different regions and at the end of the checkout you can do not only your technical moves but you can also manage your teams in bold and ordering all around it. It’s a good career for those who are looking forward to doing it but don’t be afraid of filling it out and I can say in my team I’m the only Kenyan in a segment of over at the back of you have to show it’s not about numbers and also being African. There are things that you have to do more than those people it was quite a challenge but I can say I finished a s a senior and I think that’s all how you join or any questions I’m open for any questions. (audience clap)

**Interviewer**: The next panel is about challenging everyone I mean it’s about so put pressure on the moderators to make it more interesting. They will be talking about technical business so we as woman we have been captured I will give you an example of my mother who I loved to the moon and back. So we used to leave in the house with my mother at seven am we used to wake up wake everyone up take breakfast but we shall leave at 8am but I never used to understand why me as the only daughter had to do dishes and if the floor is not clean in a way that you could eat off the floor anyway. So there is a way we had been cultured as women and the worst part is that who had cultured us that way like our mothers but they used to tell us that career is nice but there is the house and the children and and you need to know how to knit. I used to say that I will really make sure the economy grows surely I can’t know everything I had to make sure I can I buy myself something and I am growing this economy. So now we are talking about stem and business is it profitable but we will find a way we will find a way to make it work they are telling you how can we bring more women to this sector. How can we part of the key how can we make boundaries geometric engineering looking very young and it reminds me of another joke I promise this is the last one a to a doctor and the doctor said is 300usd and be prepared to laugh at the end of the joke and as we say and is 40000usd and the woman asked why is the female’s cheaper and the doctor actually said the female brain is usually used that’s why it costs cheaper (the audience laugh as they clap). So now that we have established that we have the intellectual capacity so let’s find our money. So the next panel moderated by …. ooh sorry …. and the panelist from the university of Africa ….(name withheld) senior engineer as I must say I really feel like as a lawyer I used to intimidate people when you see they are engineers (Name withheld) geomatics engineer, (Name withheld) national content … a media tycoon owner of so let the panelist come to the stage (clapping).

**Kyallo**: Good afternoon everyone my name is (Name withheld) not john my parents were specific about that there is nothing special about me I don’t have jokes for you today and I have a panel of very beautiful very accomplished very serious women and today we are going to be talking About style and business so as I was listening I wasn’t able to join you this morning and I apologies. So I am going what the other people have talked about and these people who are here will tell us their experience as far as business is concerned. So as I was sitting there I was wondering what would I do and I know you have talked about it and this is the hands of money and we heard show her accomplishments and being a stem and power house right and as we combine the two there is this idea of measuring into the nontraditional roles for women in terms of education and as well as experience and taking risks and being entrepreneurs in this sector so I think my aim is to hear from them and how to take a bold step. I think for women’s day this year was what was the thing the catch phrase for women’s day it was just at match common you remember it was about boldness no, no, about that it was about taking a step for boldness somebody google it, it, was about boldness right. So how can we press for progress in each term in business I think nontraditional risk taking so I’m going to ask each of the ladies to introduce themselves my names are ….and my profession is nutrition I left nutrition. I started while I was in nutrition I started doing small supplies and then joined the building work programs I grew up slowly and it now that I have been in business for eight years and I’m now proud of what I’m doing. I left nutrition and now I’m in for business.

Int**erviewer:** So you’ve been in business for eight years?

**Respondent2**: Yeah.

**Interviewer**: So what have you been doing in business?

**Respondent 2**: Specialize in working programs general supplies.

**Interviewer**: So there’s no tailoring here its working with heavy machines and not the traditional thing. And when do you finally do the work.

**Respondent 2**: I get the work from the county government, IRC, UN, I normally do supply and supply of cereals.

**Interviewer**: She is not a traditional business woman and she does not do business only in Nairobi she has branches in different local town. Alright thank you so much (name withheld).

**Respondent 3**: Good evening everyone I’m (name withheld), I work with … Africa which is a private sector not for profit but for organizations that are working together to support the local suppliers like … and others. We are in the face of helping the and we help to link small business owners to business opportunities by helping them access information through digital platforms and we also help them with the capability and capacity to deliver to the contracts so we support them in training and other areas of assistance in finance.

**Interviewer**: So and how long have you been doing this (name withheld)?

**Respondent 3**: We launched in 2015 but we have been actively doing this for the past 1 year and we have built a network of around 1800 small business owners and 101 of those are from Turkana oil and gas.

**Interviewer**: Beautiful, that is beautiful. How many women are in those businesses?

**Respondent 3**:102

**Interviewer**: In those businesses out of 1800 business suppliers. How many of you have businesses in this room? even a hustles are a business can you get Wangechi contact information and seek out business opportunities are we together.

**Respondent 3**: Yap.

**Interviewer**: So you’ve been connecting people with multinationals? what else have you been doing for small businesses?

**Respondent 3**: We’ve been connecting them to finance for small contracts and also to skills and training.

**Interviewer**: Right. so we have another platform so how many of you had heard of … Africa before…oh okay but had you registered?

(Audience laughing) my friends had registered more laughter.

**Interviewer**: Yeah so the PS said you need to have money skills and nontraditional ideas and now you have a platform that could connect you to these two out of three we can’t give your ideas but we can give you money we can give you skills. Next is (name withheld).

**Respondent 3**: Good evening everyone, I am ….and I am a senior production engineer at …. oil my background is I graduated in chemical engineering and recently I graduated in executive MBA that is university of Texas. I started my career in Texas I worked for British petroleum and I started there as an intern that Is in 2007 then I applied for full time and got it 2008 and started as field engineer. So whatever my colleague had shared is the same but mine is in shore and I worked there for 2years and woke up every morning then I was posted to British petroleum BP and which had its own challenges. I stayed there for 21/2 years and I got another in Mexico and that’s when I decided what’s next for me and that’s when we discovered oil in Kenya and I made a decision of bringing back my experience and skills back home and 2013 I moved back and worked at east Africa engineer and I was in charge of Kenya Uganda and Tanzania making sure all the oils are serviced and recently we moved into production and that’s where all my expertise is and I did the … I don’t know how many of you have heard about the … and I am the one who led the project from installation, design.

**Interviewer**: Wonderful (clapping) So you are obviously so accomplished in your skills?

**Respondent 3**: Obviously.

**Interviewer**: What is good is being able to own your success and a lot of times women tend to shy or not want to own that they have accomplished and I’m so glad that we are moving away from that and you looking for someone to be proud of you we should be able to own our success and its true when you are able to do such a big project in our country don’t know if there is anyone who has been able to do that is there and so good that you took all that success and you are able to celebrate it. So nontraditional and we are being able to do the tradition and I have to ask you how do those teen boots feel you should have actually seen my mind a pink I have had it for ten years and we should actually have a picture.

**Responden**t 3: No.

**Interviewer**: What’s the most exciting thing in your career? I know being in the field. so what’s the most exciting thing?

**Respondent 3**: I would say satisfaction of what I do and the direct impact we all need the energy in one way or another for, for, production and so I know all that work that I am doing is making the work easier and also promoting the economy so that’s the most satisfying.

**Interviewer**: Thank you so much (name withheld). So (name withheld), I know you are on the spot and we have not heard your story so is it possible to spend all this time in hardship area because a lot of people said that if its profitable a lot of people are going to flood in it a and to ask does all the hard work give you all the financial support that you need.

**Respondent** 4: Yes, it does because you get that you are comfortable and you are away for a long time and it’s like a trip to Dubai and you are going home and the fact that you have been away for a long time and you’ve been there for so long and because when I finished School I was looking for a job that will give me motivation and its okay.

**Interviewer**: It’s okay (laughing).

**Respondent 4**: Yes, it’s oaky I can’t complain.

**Interviewer**: So when you think about nontraditional careers what’s your biggest take away that you can give us for your traditional journey.

**Respondent 4**:For me I thought it won’t be the best segment that I would ever have and I thought it would be a cruces hip but no one told me that ill work we usually work the moment you step in it has a lot of hard work but it’s something I could use physically mentally and it’s like for example when I first when there to look for a job I was like we are girls so I can just watch so immediately I was told in this station bring tools like 46 then I was like what is that and I wondered what kind of spanner is this there were some thing I couldn’t lift and I had to drag them and I was like who sent me to this place why didn’t I read something else in the first place and then with time I saw this one lady she was in her mid-forties and all the guys are like wow how do you do this and I was like it’s just techniques a lot that does not need physical skills it’s just techniques and I learnt how to make work easier and the guys respect you because you pulling the weight and its work of strategy a lot of team work you make a lot friends and we are of 40 different personalities and we are 50 of us everyone is from diff countries I have made friends and the work is.

**Interviewer**: So an all-round experience so tell us about this village like that or dry land or you are walking on water.

**Respondent 4**: It’s still the same it’s just that it’s like tradition and when there is bad weather and when you need medicine or when it’s really bad some people get sick at times but it’s quite an experience I would say.

**Interviewer**: Okay….so Susan.

**Respondent2**:Thank you jean so good afternoon ladies I’m here as (name withheld) but I’m here as …. so I’ll start but introducing ….. so … is did across marketing ventured into oil and gas and I’m actually quite privileged to take this as the recruiting manager of … industry and that’s why I am she was introduced earlier on and I was working under her and while I was there I started to pick on development target on learning complain shell and Africa and then I moved into much more consultee and was then recruited into capacity as then had to compound into and already growing people development then from there I thought I was ready for a change and turned to.

**Interviewe**r: So I have a question in your local I would like to identify what you think about business and profitability because you know are women to prosper in a traditional way are women moving away from the tradional works and moving towards where there is a lot of money and where there is technical expertise or are we staying in the traditional ways.

**Respondent 2**:Good question there I would say that we started off as compatible women and I would say 90s it’s because of her and because they can spot requirement issues where they are holding technical solutions in organizations and as I have said before we have diaspora people are able to tell us what is happening out there in Kenya you are sitting and you never heard of what’s happening out there of course most people are and what I have seen that raised a lot of questions is that there is a good mix of gender and ,and, that is a own specialist in Kenya and in oil and gas but when it comes to technical there .

**Interviewer**: I think that is really encouraging that before wanting and showing up discuss business opportunities and if you are in a room full of and women are beginning to come up with their ideas and that is, showing progress and I don’t know that’s your experience … are you seeing more women establishing more businesses and seeking opportunities in this sectors are we coming to you.

**Respondent 2**:Yes they are slowly starting to come to us initially it was late incomes like when we started working with safricom, safaricom, had invested in African and they came to ask us to help them increase participation of women in the supply chain because at the beginning of the year in 2017 they had only 30 women out of 1000 and the question was where can we fine these women ,women, in ICT it was difficult but slowly and because of the government initiative we began to more and more people had registered but I think what’s more interesting is that registered females has increased and it used to be very low out of the initial number of businesses but since the actual initiative from 2013 we can see a slight increase but the real need established businesses in oil and gas in other technical areas in ICT is very low.

**Interviewer**: May I ask what can we do to increase the number of women that are taking risks in businesses in nontraditional sectors what kind of changes do we really need to see coz obviously there must be a problem.

**Respondent** 3: I think I will talk about the technical part.

**Interviewer**: Yes.

**Respondent** 3: It would be good if us the technical experienced candidates go out and educate the citizens to help them know how is the oil and gas life cycle is for when it comes to training what are skills that are required what income appraisal what these stages that require different stages different material I would say actually it’s a challenge to the technical Kenyans to be able to teach them so that they will we able to pick up some of these businesses and supplying and we are here to advice and for e and I believe there is work for me to reach out and educate there is work for me to and I have a mentorship program and can I say the (university) students and I have a passion to teach the young people more about opportunities what are the different engineering you can do and can also take them to the tana oils ;look at the oils look at the equipment really see physically some people I’ve decided not to have kids for example and it’s a personal choice not to have kids but they.

**Audience:** I was asking at the offshore for example do they have the thing that you mentioned to go to the forest and you know there is this thing with unisex was asking if there Is such thing in your company coz you see if there are crabs and how do you deal with that kind of a scenario.

**Respondent 4**: You do notice for example the child so they start a team such that there are at least two women and at times you don’t want to take as brat and now women.

**Interviewer**: So I’m glad something happened I’m glad something did go right and it was good for me at that time and we had to take a car and try to find some bush and unfortunately these shrubs had dried and so these are the challenges that we face and when you share your story and someone else is going through that you are like yeah its normal it’s okay that’s how we survive but these are real challenges. I think that’s its dual so we find solutions because that what we have to.

**Interviewer**: So we have another question.

**Audience:** Hi everyone? So mine is a general question when I find about oil I usually find more about women in business and don’t have that at UON so if it could be stretched to us so we know what we are in for.

**Respondent 3**: Is that the university of … so the university of …. you have to reach out to the industry and as I was telling you ….university are very, very, ambitious they have an aspic program and they reached out to a point where before even joined the company they had reached out so they did it through the ministry and I got the letter and actualized it. We are also looking forward with manufacturers we are reaching out to the chambers and we would like to guide you in every step of the way.in safaricom being the largest organization looking out before women and everyone knows about it.

**interviewer**: What are the last words to us all?

**Respondent 2**: We should work hard and focus on opportunities for them.

**Respondent 4**: We should help each other when we have something. On my last words we should try and reach out. (audience clapping)