**Part 2 Workshop – organized by AWEIK, NAIROBI**

(Loud laughter)

**Introductory** **speaker**: So as Margaret Thatcher said if you want something said ask a man if you want something done ask a woman. (continued laughter) so back to my (hypothesis) it is open to argument but remember in everything that involves argumentation there are two theories on how to prove women wrong in any arguments and both theories are wrong. The first person am going to introduce for the opening statement is a lady who is a minders touch I swear everything she touches turns to gold am not kidding. There is a reason why all the rumors are higher motivation around that stand this are the people who really understand what is going on and note that I (……) even the men are all over you see what’s up. This is Dr. (name withheld) and I have the pleasure of watching her as a student and have seen her grow start my astrictive industry center from a small unit to something bigger like this. So really if there is any woman to prove to the rest why not the one with the minders touch. (clapping and a long pause)

**Dr. (name withheld), first speaker**: Thank you so much ladies and gentlemen …., a product of Strathmore university you see bring them bring them this is what we produce (laughter) ahhmm and she will be the MC for the day and she has done an introduction earlier so she will be the MC for the day. …. and good morning how you all doing I can count two gentlemen; three this is good thank you for coming to support your sisters. My sisters lemme, start by taking a task why are we so late? Eehem this is why we don’t retire all of us (laughter) aah but on a serious note we were just recently informed that some of you got the invitation rather late to attend this forum it was because also it came about quiet recently the donors wanted us to have something for women and ordinary girls as we said we grasp eight feet or whatever it may be because it has been a long time coming. Today is a conversation amongst ourselves. It is a networking of likeminded colleague’s male and female. People who want to advance themselves and to advance the sector and do as a country and so that is why we have this forum and thank you so much for coming and being with us this morning. And on behalf of …. and his fantastic team who made it possible to attend the session tunasema karibuni (welcome) and as we begin our conversation……………………I always think my mother I heard you people say that a woman is like a tea bug you never know how strong until you do what, talk to her that’s right (laughter) so am very blessed today to be here with you and to have a fantastic conversation asanteni Sana. (applauses)

**MC**: It is very interesting after it all, the next speaker is (name withheld), so she comes from the association of women and energy cooperation in Kenya. So what’s special about this organization is that they’re talking and fighting for equity of women in this center and to give you a picture of it am going to give you a few facts: fact one; we still refer to people working in the oil industry as oil man fact two; what rules govern the society generally males’ fact three; the most heartbreaking of it all this settler is not family friendly so …. perhaps she will tell us how we can finally bridge this gap. It’s your time …., let us give her a round of applause (clapping).

**(Name withheld) Second speaker**: good morning ladies and gentlemen. am very pleased to be here today mine is a really humble task to really welcome you to the first gender unequal leader’s forum 2018. Rightfully sponsored by the …. I patron of………. this meeting teaches on the core mandate of Extractives Baraza in a week. It was established to provide a platform of which stakeholders like yourselves can interact with each other in this phase engage to advance the composition to the next level and to influence a transparent and accountable sector. As we interact you rightfully put me on an opportunity to share a thing or two or may be since the men are the minority and we say ladies first but gentlemen immediately before them. Please all the gentlemen in the room to stand please to be up standing ladies you give them a loud clap. What we applause for is for you coming out here boldly to support the women that have decided to take this to an extra level thank you very much gentlemen you can now be seated. Aaah ladies am sorry but it is your turn to stand up give a very round applause thank you very much and to yourselves and to the men that support you. Aah mine since I welcomed you and to share a thing or two it is not by accident that God chose women to be the bearers of life for him that he chose you to bring life into the world. And as you have seen globally there has been everywhere you find oil gas or there has rich minerals what follows; wars, anarchy, discontent disobedience and therefore God chose women to bring life in to the world as patron I would like to invite the women wherever they search acrimony you please be the first people to bring peace , to preach peace, to talk peace wherever it is from a point of where you sit are you do you work in the industry do you really are in the industry is your mother in the industry is your father siblings or somebody else you know in the industry. You are the givers of life and you should keep that life and save that life make sure nobody dies on account of minerals as you said …. maintain peace women always remember that disputes are resolved in a way that you approach the problem. Sometimes you may think someone has done something that you cannot forgive yes of course you were forgiven and so therefore you should forgive women therefore you should reconcile make sure disagreements among people you might have hurt at home or abroad always bring harmony to make sure that you bring peace remember before the first person went to dig whatever is underground how many years has that product been underground zillion and zillion years ago isn’t it? So why did God choose that it is in our generation that this are being extracted now. And why is it that you are the first team that is going to participate in this sector in our country at this time this is God’s doing not our fault so therefore if by extracting it you are going to bring disharmony why don’t we leave it underground as it is please just give me some applause so therefore as you go about this please make sure it is always peaceful it safe and secure. You are asked about finances nobody you will find has not taken seriously when we talk about finances and will always ask you what is your security. Now this is my thoughts my personal thoughts and am sure Dr. Melba will bring us up to speed. Always look for companies that are credible because once again the discipline of some companies that come to that sector and bring up acrimony they are known globally. So when we invite with diligence and find out who comes with peace, who are able to extract and inclusively make sure that grass root women…the woman on the ground is taken care of. Those are the people you should look out for because men will tell you ooh women do not have the money. Women cannot be able to put finances together why? If a man can do it a woman can do it better. So look for those international investors that can partner with you and apply for the space knowing you are the bearer of the asset because you are the local owner you are a Kenyan you own this assets they are yours don’t let them come here and take everything like winners take the top no inclusivity glass that woman yourself upstream downstream wherever you are playing at make sure that your partnership are solid and that’s why we have great lawyers and have seen a quiet a few people who are consultants and lawyers and they know how to go about this things so consult amongst yourselves but other than that let me just welcome you to have this interactive session ask your Q and A's integrate with each other support each other and remember let’s keep the peace where there are minerals. Thank you very much ladies and gentlemen. (claps)

**MC**: It’s like a good MCA MC sorry I had a court I was ready to introduce the next speaker usually find them on standards nothing interesting but if anyone has never interacted with our next speaker even if it is to see her from a far you find that she exudes something in her. This is a woman that exudes certain for many will be mistaken thinking she is a protest she sees future in a certain way. Even how she walks is so certain is as if she knows her foot was to go to that area of act. So as I call on the next speaker let us expound something …. has spoken about the certain things a won is supposed to have when approaching the world of oil and gas that is strategy needed to approach a male dominated world and you know what we are going to do this we were not just going to do this but we are going to dominate this. So with a round of applause lets welcome our next speaker (name withheld).

**(name withheld)** **third** **speaker**: Ladies good morning and gentlemen. I hope there are no protocols that I should observe as I start I believe you are all ladies allow me to say all protocols observed if there are your excellency, honorable our women from glass root are professional women, our corporate women, our women in academia, our women in business women who has children you have children right? Who we want to mentor and all the women in the room habari za asubuhi?(good morning) You well? All is fine? I know it is a cold morning but please don’t look like it is 13 degrees outside cause in deed it is. Let’s cheer up it is a rare occasion where we get opportunity to sit and discuss amongst our issues and opportunities and build each other. I remember as we were writing then issues for the week of this conversation and one thing we were clear about that we will not wait for a man to organize women again. For once we were going to organize ourselves as women. And when opportunities come they will find women who already know what they want women who thought what who they want and you only have to act you know. empower through opportunities for us alright so for once and I think opportunities through different ministries. Most of the time most of the organizations actually you will find out that the trigger and even the idea behind them unfortunately mostly are men who realize either they were told they need a two third gender rule to empower women they need a constitutional requirement of two third you know representation or somebody warned them that they are whole is not inclusive so they are like where are the women in this conversation and where do we get them from. It is very rare when they say the idea of women came and acted to be at the table or women themselves asked to be given that opportunity and for once we wanted to change that conversation and have an association where women will ask for the opportunity and not wait for it to be created alright. And battling with that I wanted to say that is a situation that will be working us for women alright and we will appreciate the astrictive center who are doing the mapping who are the women in the value chain of oil and gas and we ask ourselves what do we want to do who are these women who are the women of the week who do you represent who is your mandate and when we say we work for women for women because when we mapped who are the women in the chain we realized that all the extremities. We had the woman employed in the gas and oil sector in? and the woman who wanted to do business with them she is an entrepreneur she wanted to do business with them the other woman who is in academic who wants to do research and is looking for commission in the sector and then information as an issue. And then there is a woman in the level who wants to engage in the sector and some of them are impacted by the sector to appreciate the environmental implications of the industry and at first right? And then we have that woman we have conversations with because as we are saying you want to be in this sector there is a woman who is willingly in this sector alright? So there is a rations woman in Turkana who wants to work with? But she is? but there is that woman seated somewhere whose activities came to her land and willingly who has conversations for that woman as well and that’s what we wanted the association to do to not only speak about that side of the woman but to also as you work to empower women and to ensure activities you know are like responsible investments. The way they will impact other woman is all positive and also the voice to that woman will still be positive so when you work as an association for women all women looking at you actually sees you as an association that is their association. So a thought that was mandate a conversation was changed along the way so we ended up with a conversation creating opportunities foe equitable and professional development alright and I think? has talked about equitability that we want to participate and I think the challenge was when we talk about women participating. I always talk about transfer of wealth. I don’t believe in saying we want employment only ooh where are the jobs I don’t believe that’s where actual wealth is. Wealth is where we own a share how about we own a business how about we transact with that opportunity you will always talk about it is unfair we are not impacted properly alright then we talk about the retransfer of wealth what’s the sustainability of that of wealth that the next generation you transferring wealth if it is shares the next generation is coming to grow that opportunity even further. So when we speak about the women who are coming in the next generation we will not be starting with things that we started during the start of the organization but the conversation would have changed to higher conversation you know what are the shares, like how is the stock in the trade market you create gender opportunities but you will converse at a certain level of we were not in the game but we are part of this. Then our mission is that we came with this opportunity we need to create business opportunities we need to be united as a team with the conversation been heard as the center we want to set it at the table we want to see the president during the week thank you very much who came we were invited to go and introduce ourselves and I do not think there are many organizations which have had that honor. Have you heard any that has been told come and introduce yourself to the president am i? but it is important in less than one and a half year of operation we actually had created attention that we had to be told can you come and explain yourselves what is that you want to do for the state what is this you want to do for the women and how can the government help you. And that’s the type of leadership and I remember we said we want to be given in the ministry of petroleum and mining none of those ministries have had a female CS but we had a female PS even only in parastatals that have tried a bit to have women employed you know CEO but where are the women not appointed Mr. president is it that we are not qualified? Cant any of us make a PS and he started laughing and said that the problem with women is that they ask for too much you are seated with me at the highest table what else do you want? But we told him this is not enough we want we will have a cup of tea together then go then what? Keep the conversation and that’s what we want keep pushing and talk to this man to make to this top leadership. The purpose of this we want to see women in petroleum engineering, those women who want to be geologists, those women who are professional in nature and are looking for jobs we want those jobs to be available for you alright? In the mining sector, earlier on as we were trying to do the law it is allowed to allow women in the mining fields cause you are a bad omen you are a taboo then you are told you cannot go close to the oil field because if you go there when they are drilling the fine might just go you know the oil might disappear or you might just cause the drill leak to cease something ridiculous you know and we want to tell them women can do it that’s why you see children in this room are doing engineering. I hope you are not doing masters in art in communication, otherwise you will not be here listening isn’t it? I hope so right? Are students in the room? I hope you are taking something interesting in stem the subject oriented some engineers to be some geologists to be some legal people who will talk about transactions you know great opportunities. So women need to engage in professional developments we want you to get this cases when you study. We don’t want you to come out and say I don’t know why I studied petroleum engineering for five seven years and I don’t know what to do with it so I’ll be a journalist. We are here to create an opportunity for you then knowledge transfers if you are seated here as a patron who has been here for so many years and has students and other upcoming women we need to have knowledge transfer among ourselves so that we don’t have to start looking for websites of where can I get certain information in this sector anybody who did research in matters of mining over like five years or ten years ago I was part of the team doing research on that sector and I had to change my topic because of no information or data. If you went to the government for data nobody could give you comprehensive data that you can quote in a study and I had to use the knowledge transfer data conversation under … Strathmore and other universities, we are now doing a study that can do research cause there are baseline you can quote (…) there was massive information but that is what is involved in the knowledge transfer where if a woman today asked where can I if I want to do business about this where can I get the information who is that person can oil work with this is what we can help you as an association that’s value we can create so what are our goals as an institution. Where we are right now we are talking about a petroleum bill that needs to become an act and focus to ensure that we change the laws. Cause sometimes you might make so much noise and not create the opportunity and that opportunity is lost and gone and we don’t want that. We want to talk about gender sensitivity and gender empowerment. So what policy are we focusing on the women we want we must build it alright? At what capacity because you can put a building that is too long and not have the capacity to take up the opportunities. Do you agree? So if you don’t want to be told. If you say you got women how many can stand in front of this board. So we want to work in turn and create a capacity of women opportunities you are longing for. What about business development I’ll like all of you seated today to come out with a content and note tomorrow I can call upon so and so to come and do a few things. So what you do is create business development, create business opportunities how can you grow your business, what’s the vibe in the sector? New opportunities what the next thing you should be investing. And about the institution we want a credible institution we do not want an institution where five years from now you will be a thought. We want an organization that will be sustainable build its credibility so that 50,60 years it will continue serving the purpose. So those are the goals of the association and I believe so far so good after two years three years of establishment will continue to serve. So far the organization has done well. For even the first time we have held international meetings and it has never been done again in Kenya. We want to partner with them we want to make it credible cause what we want to do is important. And I hope you will all join this conversation become our members and for all of your associations are often asked. Being a member of an association you become a shareholder. So it is interesting and please submit a paragraph of what you will do for us. So please pay your membership and I think how to join and become part of us is conversation with our coordinator everyone knows her she was introduced before we started? … please tell us where the money will come from. That’s … and she’s doing an excellent job and if you feel you want to do for women is in line with what we do join us talk to …. Thank you and I hope you have good conversation today.

**MC**: Our next speaker is going to talk about local perspectives and anyone would look as perspective as how women function they remind us a lot of things that nice but what did you expect. To look at the perspective of women you have to look at and realize what we did not do there is no female that cannot do. There is a very low number of serial killer that happens to be women and when you are in a dark corner and you are a woman just know tuko sawa tuko sawa (we are fine) and at the same time biblically St Peter’s assured us that he will be at the gates of heaven he never told us whether he will be ushering us in or sending us out. So that’s the perspective we must have we as women and unfortunately there is something about oil. Remember oil is found in Nairobi if it was found in Nairobi the us guys we are sorted. We must fight with the government in a way before we shift. But the oil is found in places where marginalized communities are plus the things we take for granted matters. So as we are looking at local perspectives and learning I want the next speaker to talk about it (name withheld) kindly come forward.

**(Name withheld)** **fourth speaker**: (In Swahili) kwa majina ni ….na nitaongea Kiswahili. Kwa historia yangu nmetoka kampuni ya ….. suppliers and contractors limited kutoka loikichar sub county ya Turkana. Kwa kweli kulingana na tabia za kikwetu sisi kama wamama hautukuwa tunatambulika. Tulikuwa chini sana atukuwa tunatambulika na ata kwa hivyo tuikyuwa tukikikakamaua tukifanya kazi kodogo na tulipofika mwaka wa 2012 tukaamua kuanza na tukaona sisi kama kina mama namna gani tunaeza fanya kazi ya mafuta ndio unaeza ingia huko ndani na usahau mambo ya nyumbani ndo tutafute kazi na kweli tulijiunga kina mama mia moja ishirini na saba tukaenda tukaregister na tukapata kazi tutakapata kazi ya kusupply mboga nikisema mboga ni mboga yote kwa mara ya kwanza tulifanya kazi kampuni moja inaitwa Adan tulifanya hyo kazi mpaka juzi hiyo kampuni ikaenda ikapeanwa kwa atlas ikawa supplier. Kwa kweli tukarudi mahali tulikuwa alienda na pesa yetu Ksh3.5 million imagine ile pesa tulibaki naye ilikuwa Ksh800,000 hatutukufa moyo tukaapply tena. Wakati wa kutafuta kazi hatukuwa na kazi so tukaenda kwa governor atupee pesa za kufanyia biashara ju hatukuwa na pesa kweli governor alituambia yeye hapeani pesa tuende kwa traders wa UN mtapata pesa. Tulienda tukatembelea watu hao wote lakini hakuna mwenye aliweza kutupatia pesa. Hii pesa yenye tulianzisha biashara nayo ilikuwa yetu tulikusanya sisi wenyewe mwingine anatoa elfu tano mwingine elfu tatu mwingine kumi ata wengine walikuwa wamefikisha five hundred thousand. Ata wengine I million kwa kweli tuliona hakuna mtu anaeza tusaidia ni sisi wenyew kujua itafikje millioni moja ama tano. Tukaanza tena kuchanga pesa tukachanga kweli hadi tukafikisha 1.5 million. Tukapeana order ya kwanza wakati tulianza tulikuwa tunapeana order nne kwa mwezi. Tukapeana ya pili sasa ya tatu ikaitishwa kabla bado hatujalipwa zile za kwanza mbili na hatukuwa na pesa tulianza kuwa wale watu wanaitwa brokers. So ikabidi tunaenda kwa mtu tunamwambia atupee pesa tukilipwa yetu tutampatia na tutaongezea kitu kidogo juu kufikisha kampuni yetu juu na sasa nimefikisha 10 million. Na kazi yenye hyo yaani dividends tumepata kwa hyo kazi naeza sema ni kubwa sana tumejenga sisi wenyewe. Watoto wetu wanaenda shule bila shida wanasoma kama wengine na ta sisi tunasoma na ata wenye hatukuenda tunaenda ili tuwe pamoja kwa kweli hakuna kitu haina challenges kila kitu iko na challenges. Challenges zenye anapata katika kazi hii. Challenge ya kwanza ni hii iko Kenya sa I hakuna mafuta ujue mafuta kama haiku inafanya kazi yangu isimame kwanza. Sisi kama wamama ndo tunafaa kuwa a man katika hii Kenya , nyumbani na mahali popote. Kama sharia ya mafuta iliyo kuja juu kwa mkono wetu sisi wamama sisi tungekuwa tumefika mbali sana ju kama sisi wamama tunatia bidi hadi tufike mahali panapofaa. Shida ile iko kwa mafuta yet undo imetufanya sisi turudi tena mahali tulikuwa. Kwa sababu hyo ten million bila kufanya kazi itapotea utakula utapeleka shule na itarudi tena chini. Challenge yangu ya kwanza na hyo mafuta haiendi kama kitambo. Challenge ya pili ni one market moja sababu market yenye nategemea ni hyo ikisimama na mimi nasimama. Challenge ingine sina gari, hyo kazi ya vegetables inahitaji gari na hiyo gari sina na kwa hiyo supply sa I ni mbili ambaye inamaliza yote, hiyo nayo inahitaji gari. Challenge yangu ya tatu ni maneno ya finance kwa sababu hiyo 10 million mikiwa nafanya kazi nikipata mboga na driver hiyo pesa inaniishia kwa mwezi mmoja na nusu ama mbili. Na nikipata mass order bado nakuwa sina pesa. Mpaka nirudi kwa bank niombe pesa nab ado bank iko na challenges kama pesa zenye wanaeza kupatia ni ya two million na maybe uko na order ya fifteen million ama ten million unaona bado hujafikia kusaidika kwa hayo yote kutembea kwangu huko Nairobi nmeomna wamama pahali nalala nimepata chakula yenye nilikuwa na supply iko huku kwa hayo ukinipee kazi utashangaa ninajua siwezi nkufanya kazi yako ikuwe ngumu kujiunga na mimi niko tayari sijarudi nyuma, nadfhani kuanzia leo tutashikama mkono na ata nyinyi mtatembea kwetu mjionee kwa wale wamefika najua mnajua chenye nasema na wale ambao bado hawajafika tunawakaribisha mkuje mtembee na tutashikana na tutaendelea Kenya yetu itafika mbele. Asanteni.

**MC**: I have to say that it was real perspective to us, being an MC makes you to act as a journalist you have to dress well. So the next session is a panel. But I hope to put the panel to task a few things from the speech of .... At first she lost 3.5 million who are the three main lawyers in this group? Secondly she needed financing who is in the micro finance here? Thirdly she needed capacity building all this organization with their burners. There is a saying that no woman is free until a real woman around her is free regardless of what form her circle makes. On the next panel I can see we are going to talk about law we are going to discuss on the challenges faced this is the task I place unto you...

**DR. (name withheld):** Ladies and gentlemen wow. (name withheld) asante yaani umetufungua macho ama nazungumza maneno yangu peke yangu acha nijaribu pia hyo Kiswahili ya Turkana nione pia kama nitawezana but thank you tumeshukuru kwa kukubali kuja. We really appreciate. Ladies and gentlemen we rarely come across the opening speech from glass roots who sing wooiye wooh how can we help you. This is a different kind of glass root association as it was said they have their challenges and also their strengths. And allow me with your permission cause one of the panelist is not here to invite back … to showcase her perspectives this month. So before we start the panel can we start with the introduction I wanted to delay the introduction so is there any microphone around? Please start with the introduction you can start anywhere say the name of your organization and if there is anything burning your heart keep it very small, make it short but really I want to hear the name of the organization and why are you here. Thank you

1st **guest**: I’ll speak after you …; my name is … I run a consulting firm …Anytime they call I’ll answer and am here to learn and am excited having heard from … and it was fantastic.

2nd **guest**: Goodmorning once again my name is **….** I am the coordinator of (women in energy organization) and we are together with … for the seminar. Thank you very much for coming and we shall interact later.

3rd **panelist**: Goodmorning everyone my name is … from (……) am a lawyer with a firm and am here to learn and visit different areas and I think that this is home and am happy.

4th **panelist**: Goodmorning everyone my name is ….. I run a consultancy limited I have an experience of 20 years in upstream and downstream and am very joyful to here to learn and also to share what I have thank you very much.

**5th panelist:** Hi all am … and am here because …. invited me.

**6th panelist**: Goodmorning my name is …. am a lawyer and a lecturer and a consultant it’s an honor and pleasure to be here thank you very much.

**7th** **panelist**: morning my names is … currently a fourth year student … and am here cause am interning at national justice so am happy to be here and it’s great to be here thank you.

8th **panelist**: good morning my name is … and am here cause am the gender specialist I have been into the agricultural sector but since I met … she has been pushing me into this. Thank you.

9th **panelist**: Good morning everyone my name is … am an advocate. I am interested in the oil and gas industry that’s why I came here today and I am happy to be here.

10th **panelist**: Good morning everybody my name is … am an advocate and a researcher as well in the astrictive center and that’s why I am here today.

**11th panelist**: Good morning everyone my name is … and am researcher of gender from ... and am glad to be here thank you.

**12th panelist**: Have you guys heard that voice? I’m … am an engineer with the oil Kenya actually I have been challenged by what she said I have been an engineer for long and don’t know what I have been doing in the industry yes.

**13th panelist**: Hey everyone am just interested in all what the association has to talk all about thank you.

**14th panelist**: Morning everybody, my name is … and an advocate that’s why I am here.

**15th panelist:** Good morning everyone my name is … and I work with the astrictive energy and am happy to be her to get baptized into oil and gas company.

**17th panelist**: Good morning everyone my name is … and am happy to be here with women I work at a very lonely place and I believe women has a lot to do and am happy to be the part of it thank you.

**18th panelist**: Morning ladies and gentlemen my name is engineer … am a mechanical engineer and have a 30 years’ experience and am happy to be here.

**19th panelist:** … I have more than 30 years of experience in gas and oil in east Africa and now am a consultant, I want to meet others who have the same interest.

**20th panelist**: Morning everyone my name is ... Men sorry but I have to say this as we women we have to work hard and break this ceiling of glass root thank you.

**(name witheheld- female):** Good morning once again my name is … I am the panelist of extractive energy and a friend of …in the profession am a gold digger but ohms sorry they call me a watchman at a week part of watchman and am very glad that we are all in this room together the presentation from our friend from turkana is we need to get a solution this company called …that went away with money I dint think we will let the get away with it as you can see they were together with …so we can probably get them and we supply them with lawyers coz the did not know that we will have lawyers from this group we have support and interactions and as women we are to support each other we can try and help the to still chase what the lost and persuades talo to buy them a tuck and for the vegetables we all consume vegetables as women let us support each other and help them to expand on their market that also is a form of financing so essentially what would you consume someone vegetable at price of 3.5 million and then walk away like that. Sorry for consuming much of your time and thank you very much.

**(name withheld – male):** Good morning, my name is … from info sector oil and gas geothermal professionally am a trained engineer and the reason why am here is to support women in this column thanks.

Good morning my name is … from university of Nairobi and am here to learn thank you

Am ….geology student university of Nairobi and am here to learn about gas and oil to interact and talk to more people it feels nice to be here thank you

Hi everyone my name is ….a second year geology student am here to connect and learn.

Good morning my name is …. second year university of Nairobi am here to learn and to network with people who are here and more about oil and gas.

…. Catherine kimani apologies for not standing am a bit tired since morning and am human rights lawyer so it’s good to hear more lawyers and am interested in gender in oil and gases and what has been said un women in the industry and the young =girls grow di we encourage the young ones to fit interested in the oil I want to hear more about that I work with Strathmore university.

Morning am … am here because am interested in the dialogue as she said about gender talks into oil and gas industry am glad to be here with you this morning.

Morning my name is Nerea am a PhD candidate at the University of Sheffield, UK and am currently on a mission to collect data for my thesis. I am looking forward to having interesting conversations and I hope to see you soon when I come knocking at your doors I hope to receive a welcome thank you.

Morning everyone am …a also a PhD candidate and am here hoping to network with a few people and also get information that will help me in my thesis, thank you.

Good morning everybody my name is … you saw me walking around here I am the administrator of energy … you are amazing and we are here because some of us you have enlightened us … you are amazing thank you so much for this opportunity and I look forward to learning so much from you.

Morning everyone my name is … a student an engineer and am very keen to learn oil and gas from you guys thank you.

Good morning everyone my name is … and I work for the … and all am here to learn and also to know more about the industry.

Good morning everyone am …. from the people daily I have an interest in extractive industries.

My name is (,) am a retired conqueror interested in oil and gas thank you.

Morning my name is … am a lawyer practicing in energy and infrastructure sector am here because I am a busy body never tired of learning and meeting new people thank you.

Good morning everyone my name is …. am a lawyer of oil and gas industry and I wear many hats in the industry especially petroleum directorate and the ministry of mining am a friend of ….

**(Name witheheld)**: Some of us have been looking for connections which certainly you did not know where to begin and Grace gave out part of description of various opportunities there are lawyers in this room … mkutane. Am also interested in lawyers and engineers finding their way in into the oil and gas market geologists are the most important cause without you even the industry cannot start. There is nobody who does oil and gas first have to consult a geologist. And let me tell you no-one will tell you both take geology but now you are absolutely at the best place because geology has it all. My business people I think you are good at networking that’s the reason why you are here. For a whole year it has been led by the board of this beautiful lady’s apologies from our chair but as you can see we are full represented could I ask at least the members of a week to kusimama (stand), ndio hawa wawili (these two), (name withheld) as we call her and …, the dream of oil and gas started with … and … They pushed and somehow convinced some of us to do the probono underlying underscore those things matter a lot thank you and you may have a sit. It has been an incredible journey and later we got the muscle si kidogo we need to plan things to go forward so we managed to get a (….) and doing a fantastic job and sew just started last year. We truly believe in what we are doing and to get to know what is our agenda. i am excited to be in the moderator’s panel there are a couple of questions left out in this program to explain the genesis of this team I want us to connect where have we been there are so many new faces here yet you have heard there are people who have been here 20 years 30 years and you wonder what they have been eating they should tell us this secret that has kept them for this long. We are going to start with (name withheld) am not just calling her … it is an engineer na kama ulifail math shauri yako ukafanya law (~humour~if you failed in maths, its your problem, do law). This is where you knew being an engineer you had to pass all the three sciences physics and all of them… she is a CEO of …. and she wanted to share her journey which steps she has worked internationally and also has her own outfit here it is part of her sharing and feel free to ask any question. Women we network differently not at the back if you invite me for a drink you must come with chai. We network in churches we network during lunch we network in forums like this we network in ruracios. That is how women network but when we network we establish emotional connections that last throughout our lives and certainly we love those connections. How do we grow ourselves and also our careers? That’s why am asking as we interact it should be as free as possible and ask any question for instance how they got to be here both men and women. What are the challenges and that I will turn to another engineer…. who will also tell us she just finished form four and another one to tell us what she is eating? Apologies from …she had committed to come but got an urgent meeting from the government this morning. When the government calls you heed you run and show up two hours before and then we have this amazing woman all the way from Turkana county she is the sub chief … penye mafuta iko (where the oil wells are), this is chief … and everyone has a title by the way she has come to share her experience since … went down there 8 years ago and also her experience with her community it is also very important to us and that’s why we asked …to join us because she started out in the industry of oil and gas. So I felt this is a wonderful panel so we are going to start off right away. Engineer…(name withheld) went viral you can check her in twitter because she had attended global oil and they asked her why she chose to pass through rough path of supply of oil and gas and her answer was simple that she wanted to take up the seat and this went viral I want to start with you I want to hear about …. I want to hear about your story please walk us through your journey

**Engineer (name withheld)**:Thank you for the wonderful introduction … and also … the lady is of not much difference between me and her other than I call myself an engineer. Fact we were next to PS who was with me I assumed yes and basically we are talking about how to access capital my journey I wanted to be a doctor and I was in Canada and I was happy doing am internship in one of the biggest companies then I met a Scottish engineer and then moved to Houston but my desire was to come here but I started my first career as Fracking Engineer in the oil sector’. I was in Texas and did not get an opportunity to attend such forums and the only black woman faces a lot of discrimination but in order to overcome you have to be tough in this field. I became the first Kenyan woman to do it and I was working offshores and started working in west Africa and ended up in Angola and it was not tough as I would meet men who did not make it. It was my desire to come home but I did not know how to; but in 2013 I moved in to Kenya and that’s when we started working with … and committee and then became the first and an acting manager for Kenya and regional manager for eastern Africa for related operations I wanted to become a doctor but I ended up running the whole of east Africa has it been easy no it has not but I developed a skill that helps me through and also got to know my subject matter within the time the oil industry was extremely difficult as we all know we were coming out from a terrible situation running the region this time made me think they were like setting me up I will show you but I ended up running a small business during the difficult time I frankly want to tell you that during this period still I faced a lot of discrimination in a new level but at the back of my mind I knew I wanted to stay in Kenya and not get back to US so I had an invitation to go to the US and I turned it down and that’s when I decided to start my company a year ago in July was my anniversary and it has been a wonderful journey and I have learnt a lot about myself am not going back and am going to take a lot of women to this industry like when I was working I didn’t have women to turn to and all my bosses were men, but I don’t want you to think it is miserable this is a very wonderful industry I have travelled all over the world and have met with wonderful people but it is a high time I give Kenya back. And for the young ladies in Kenyatta university please be very aggressive when you get out there to look for jobs okay don’t think that the right job will always be there for you, this is a difference between men and women men will do everything and apply but women will ensure everything is perfect then apply. … is my fifth intern please I urge you to apply. Lastly we have … and …is a very wonderful company to work for but we also have smaller companies like … and people like … also appreciate small companies like us. Thank you.

**Panelist**: That’s a great introduction of how we become successful from a challenge let’s see more of that with … and part of this journey … she did not get there by herself there are always few men who helped her out me too I have not been alone there are people who supported me and are here today, … am doing this again it is interaction we have worked together with Mohammed for the last 23 years when we were in Bondo. Bondo people are nice. So everything you see it has been through the help of this guys and ... (name withheld) is my research intern he is on his way to do his masters. … we run a company known as I for I and the latest manager for I is …(name withheld- male) ladies and gentlemen this man invented first smart meter water all along since before colonization we use to call it one eye. Tumefika hapo? That time there was no vehicles to isiolo so you book a lot of buses. Kenya has turned male or female those who are interested you can see him later. Next I would want … huyu si mama tu huyu ni chief. Please tell us about your journey and as you tell us about you and putting the community intact what are some of the challenges you have found’.

**Chief(name withheld)**: Can I stand? Good morning, Bwana asifiwe (praise the Lord). My name is …senior chief …I want to have a shorty story of oil and gas before I start my history. It started in 2010 when … was sent by the government of Kenya. the first survey they used the aero plane second they used some wires some contractors to survey where they can take the waste. To convince the community to agree so as to agree oil to be dug so we explained to men how oil is important it will make us rich after that our people were employed the ladies and even you go now to that place now you cannot believe because we have changed even the tradition. I was born and became the first chief lady in Turkana South. We were around 10 ladies who are chores to capture highway robbery I use my machinery to get those robbers again we have nyumbani kumi initiative in my area we have 156 clusters because these srea is very sensitive. The chairman of the clusters get me information we have two Barazas (community meetings) on Monday and Friday teaching people not to close the oil the signs I advise the it is good to continue with the project as a lady I try to interfere and to intervene the MPs and the MCAs to be in the front row yaani kuharibu kazi (to make difficult) the works of the oil company. I’m very happy to see ladies here the lawyers we have never seen you there and we have a lot of problems, again a lady must ne stern when you have been given your work simama imara if it is time make time for your work don’t be lazy. You ladies mbona hatuna kazi mbona hatupewi promotions ni kwa sababu sisi tunapenda kazi za nyumbani na huwezi saidika. Mnaona hivyo? Mimi mwenyewe mnaona hivyo am a widow I have eight children I have tried to send them to school one has finished diploma in petroleum for now am planning if my son will not accept I will come to get a lawyer here so ladies this is s forum of the women so women come in front talk and talk give your issues at your places for now foe example I want to thank our sister who brought us here and also to tell her to come and see where we are given our rights because … has sub-contractors from outside and we have women who are in power and help other women who can also be sub-contractors so I ask my sister … to go and tell people like (her employer) to employ our women like when it was built the engagement was not good the committee were not informed that that we are going to take the oil and how can 5% be used so those communities they said they need 5%, one family second health bursary emergencies and education. So it is good to help our community to know their rights and if there is a good job to be achieved. Every problem will erase the community. So I welcome you to Turkana we are Christians personally am a Christian and I want people to know God if you know God he is going to open doors of heaven down here so our vision is to bring ladies in front we do not have ladies here so the need to be employed I think that is all I have to say. Challenges is how can a lady to agree to drill oil and gas. Others used to disagree the oil is there but who tried a lady. History yako inasahaulika hawatambui nani alikuwa kwanza kufungua oil company. Kwa hivyo noncombat tushikane ile tuendeleze mambo ya akina mama katika area ambayo tumetoka asanteni. (As a woman your history is forgotten. They don’t remember who was the first to start an oil company. So we should peacefully continue to forge the agenda for women empowerment in Turkana)

**panelist**: Thank you chief makofi (lets clap please) tafadhali. Do you know how somebody feels when you get a state recommendation for nothing else but because of catching cattle rustlers? Chief has explained about her journey with oil her own personal experiences Asante. She has also challenged us what history is going to say about you. So for us I think we should agree on something can we agree would it be so nice if we hold the next forum like this in Turkana n with the women. I think if we organize such we will have such kind of both wonderful women not only in government but also women like … tukutane kama kina mama tupatane …. Lawyers nimeambiwa you come in full because those people need you. This is the best way of learning imagine getting volunteering services for a particular land you are interested in for a year you know that is termed as an experience rather than keep saying I have no experience nobody is giving me a chance. Give yourselves a chance esp. the young girls that have big portfolios ni sawa tunakubali but most people are just starting off. Can I challenge awake? Tell me my number 07… stand up and say join us and send us your registration fee. My number is … thank you very much. Hii ndiyo itatuwezesha kufanya biashara ziko mashinani an awake forum. I take that to be a fantastic idea so can I take that as a yes? All those in favor say I? and all those against say nay? Okay we are going to go. I now come back to Engineer…. you can stand or seat it is up to you okay we want to hear about story. We want to hear how you went to sleep where there were snakes.