



GENDER EQUALITY IN OIL MINING COMPANIES: A CASE OF LOKICHAR, KENYA

¹Caroline Khasoha SHIKUKU, ²Edward MBURUGU & ³Joseph KABIRU

^{1, 2&3}Department of Sociology and Social Work, University of Nairobi, Nairobi, Kenya.

¹c.shikuku@yahoo.com; ²emburugu@uonbi.ac.ke & ³jkabiru@uonbi.ac.ke

Corresponding Email Address: c.shikuku@yahoo.com or caroshikuku17@gmail.com

ABSTRACT

This paper is on the findings of a study done by the authors of this paper in 2019 on *Change in Gender Roles as a Factor in Gender Participation and Empowerment in the Oil Mining Industry: Case of Lokichar*. One of the objectives was establishing the extent to which oil mining in Turkana County has contributed to changes in gender equality. Sample size of three hundred (300) respondents was selected through systematic random sampling. Finding indicated that there is no relationship between involvement in oil mining activities and equal opportunity for men and women to work in mining activities. The paper recommended that issues like compensation, decision making, royalty sharing, power relations should be well spelt out in policies like the Mining Bill (2014) to ensure gender mainstreaming and no ambiguity in interpretation and Quality Assurance and gender audits should be adopted by companies ensuring a robust Monitoring and Evaluation.

Key word: Gender mainstreaming, Gender equality, Gender roles, Gender participation, Gender empowerment.

Citation of Article: Shikuku, CK et al (2022). Gender equality in oil mining companies: A case of Lokichar, Kenya, *African Journal of Social Issues*, 5(1): 260-276

Date Submitted: 04/08/2022 **Date Accepted:** 18/08/2022 **Date Published:** December, 2022

1.0 INTRODUCTION

The Mining Bill (2014) acknowledges the use of natural resources for national development but fails to highlight its gendered aspects particularly on resource extraction and management of natural resources. Issues like compensation, decision making, royalty sharing and power relations are not well spelt out in this male dominated sector leaving room for individual interpretation. Africa has 30 per cent of the world's mineral reserves including huge reserves of oil and gas (Berman et al., 2017). This presents Africa with a window of opportunity to exploit these resources in development and improving livelihoods. According to Mususi (2015), about 30% of the African population is poor, most of who are women. Similarly, the oil, gas and mineral value chains have important opportunities and considerations for women's engagement, which are currently not being fully realized. Throughout the chain of exploration, contracting and licensing, operations and extraction, value addition, tax and royalty collection and revenue distribution and management, women and men face different needs and opportunities (UN-Women, 2014).

This paper explores one objective; "establishing the extent in which oil mining in Turkana County has contributed to changes in gender equality". The null hypothesis was tested on whether there was a relationship between involvement in oil mining activities and equal opportunity for men and women to work in mining activities.

1.1 Gender Inequality in the Mining Industry

Some studies have explored the determinants of female labour force contribution so as to assess gender equality in different parts of the world. Dayioglu and Kirdar (2010) established that globally, education, location, age and number of children were key determinants of women's participation in labour force. Additionally, Lahiri-Dutt (2006) observed that cultural values impact on occupational segregation which depends on the nature of work and the country in which the job is executed. For instance, Katrim Prima Coal (KPC) is one of the mine fields in Indonesia and Lahiri Dutt discovered that over half of female workers occupied formal employment and a small number of female operators working in the mines drove heavy machinery and trucks in daytime and at night. Further, his study established that women in Indian collieries got employed as 'gin girls' but then shifted to underground work when mechanical systems that were used in lifting coal from shallow shafts got phased out.

Consequently, Yakubu (2010) examined the factors that determined female labour force contribution and established that education was a key labour market predictor. The young women were likely to be overwhelmed by the challenges experienced in mining leading to their quitting or opting out of participation in mining. Secondly, divorced and women with partners but not yet married had more chances of participating in labour markets as compared to their married counterparts. In addition, older women had a high likelihood to participate in the labour market. This is relevant for this study as it reflects the degree to which demographic factors are a major determinant on how different genders engage in different ventures of the

mining industry. Similarly, a study on coal mining alongside Mui Basin in Kenya by CGD (2015) demonstrated that the Basin registered huge coal deposits with potential for large-scale mining and potential to introduce other development projects that could propel development and enhance employment opportunities. Majority of the participants (89.2%) indicated that they did not hear of any consultations nor did they participate in any. Another 10.8% of the respondents pointed out that they took part in local meetings that were arranged by civil society organisations (CSOs). Further, this analysis established that men's contribution in the project consultation was high (76.29%) relative to that of female which was 23.71%. FGDs and key informants demonstrated that a skewed male engagement in consultations was as a result of their perceived role as the heads of household who took part in village meetings (Amutabi & Mukhebi, 2001). It was further revealed that men were involved in key decisions while women were largely ignored including widows. This is relevant to this study as it reflects the degree of entrenchment of patriarchy in the African society at large. Patriarchy is a determinant of the roles women engage in in the mining industry. Furthermore, Heemskerk's (2003) did an exploration in the gold mines of Surinam showing that women who managed mining operations worked as cooks and cleaned mining camps. In artisanal mining, women were part of all the operations such as planning, washing and sorting out the ore for generations. This is a plus but is still degrading because women are involved in low caliber jobs. However, this cannot be compared to African countries where women roles are determined by their husbands.

Land allocation for industrial extractive activities led to loss of fertile land for farming and impacted negatively on food security (Bacheva et al., 2006). This exposed women to wastes and effluent from mining operations in development and peace building contexts (Asia Pacific Forum on Women, Law and Development, 2009). In Burkina Faso, women did not work in mining shafts. The mining camps showed a clearer gender imbalance in labour, miners, ore buyers and among gold traders. Hammer breaking was done by boys and men and crashing of smaller pieces of ore with metal mortars and pestles which were utilized by women and girls. However, occasionally men also took up these activities. Men owned mechanical mills which were used for grinding ore, these activities were conducted by male while cooking and beer making was carried out by female (Werthmann, 2009). In Ghanaian gold mines, a task conducted by women involved loading and transportation of materials, a role women can adapt to even in the oil mining sector in Turkana. This is relevant as it shows the gender inequality in the mining industry.

Similarly, Abrahamsson et al. (2014) on a study in the Swedish mining sector noted that mining had not changed from its traditional outlook of male-dominance. The study identified that most of the employees, about 90-95%, in the blue-collar positions were men. The same scenario was experienced in India, Nigeria, South Africa and Indonesia among other mining countries. The findings were further supported by a study by Andersson et al (2013) who opined that there was low percent of women employed in mining, contributing to about 10-20%

of the total mining workforce while those women working actually in the mining processes were between 5% and 10% of the total workforce.

Saunders and Eastel (2011) revealed that women had to deal with issues of sexism and sexual harassment, open hostility as well as opposition towards advancement. Furthermore, their male counterparts at the mine were openly opposed to discussions regarding gender equality, demand for services at the work place that would benefit women and the provision of safety gloves. Women were subjected to sexually explicit discussion and offensive language by their male colleagues. Such depressing discouragements by men against women were also pointed out by Lahiri-Dutt (2012; 2013), Andersson (2012) and Saunders and Eastel (2013). The three studies agreed that women miners were at higher risk of being subjected to sexist work environment, one-on-one harassment and group offending behaviours by men.

2.0 THEORETICAL FRAMEWORK

Three theories inform this paper; Gender relations theory, conflict theory and diffusion of innovation theory. Gender relations theory predicts that all activities carried out in the society must conform to the social roles and interactions of men and women (Johansson, & Ringblom, 2017). The theory asserts that gender roles are defined by the society largely through norms and values. The theory also holds that a role is the expected behaviour that is connected to a certain status. Additionally, Johansson & Ringblom note that roles must be in line with social norms, shared rules that guide the behaviour of people in various circumstances. Social norms define the responsibilities and freedoms; it enables people to have a certain level of flexibility in their roles. However, in times of rapid social change acceptable roles are often in a state of flux, producing uncertainty on the appropriate role of behaviour.

Proponents of gender relations theory, such as Dominelli (2017) and Messerschmidt et al. (2018) argue that women have been relegated to performing reproductive and undervalued roles within the households. This theory explains the observed labour patterns between males and females in the society and the association of these roles with social status/ privileges in the society while alluding to cultural transmission of roles across generations even when they are found detrimental to the well-being of males and females. Therefore, the gender relations theory has been important in explaining the societal norms and practices toward gender division of labour in the society (Booth & Erskine, 2016). The theory explains the connection between the men's dominance in extractive industries relative to women even in the context of oil extraction. Women and girls are traditionally charged with the roles within the domestic sphere.

According to Burrell (2017), the Conflict theory assumes that the fact that the society always competes over scarce resources affects social relationships. Scholars such as Ralf Dahrendorf also contribute greatly to the conflict theory due to the influence of European sociologists including Karl Marx (Dahrendorf, 2007). Burrell argues that power struggles will often take place if a balance cannot be struck between the consensus to keep things going as

they are and the coercion necessary to prop up the consensus. In this case, there will always be a struggle between men and women on positions, decision making and resources. Aspects like community sensitization therefore play a vital role in educating the community on the importance of women empowerment in a patriarchal society. Among the areas where conflict theory has been applicable include explanation of oppression of women by men and non-economic conflicts in regions such as Turkana County.

The theory is instrumental in understanding conflicts that arise in terms of gender roles and also between men and women as they compete for the scarce job opportunities. The theory further helps us to understand the conflicts which have arisen and led to transformation of gender roles and also addresses the struggles each gender goes through while at home and at work. The theory also helps us to understand how culture plays a vital role in gender relations. There has been a stalemate in Turkana community between the locals and the Government of Kenya as the locals try accepting this new innovation and demanding for their rights in ownership and compensation of the oil resource. This was very vital in informing future work policies in the oil mining sector.

While explaining diffusion for innovation theory, Evans and Aceves (2016) note that diffusion entails communicating innovations to the members of the social system through given channel over the years. Based on the definition, it is evident that the main components of diffusion of innovation include time, communication channels, social systems and innovation. As defined by Jewkes et al. (2015), innovation refers to an idea perceived as new by an individual or a given institution of adoption. The authors further explain that the adopting members perceive innovation as a new idea even if its invention may be years back. The steps of innovation process determine the extent to which innovation is perceived as new; the steps include knowledge, persuasion and decision (Messerschmidt, & Tomsen, 2018).

This is a reality that is happening in Lokichar. The coming of oil mining is an innovation and the locals have their own culture and values that dictate their way of life. The social systems in this place depending on their culture and values through the communication channels can either embrace or reject the adoption of the innovation. If the locals choose to embrace the change and adopt aspects like gender equality in the oil mining industry, time is a vital factor which is dictated by the communication channel and the social values in the process of accepting this innovation. This is why civil society organisations step in to mobilize and sensitize the community on aspects of gender equality like Affirmative Action. This communication helps in bringing change within the social systems and lessens the time needed to adopt this new innovation. This theory fits well to the Turkana context as the coming of oil industry has brought many changes in the lives of the people of Turkana who were initially pastoralists. With industrialization and urbanization this has somehow led to changes in social systems within Lokichar making the society adopt the innovation of oil mining at a faster pace.

3.0 RESEARCH METHODOLOGY

This paper is based on the authors' methodology in a study on "change in gender roles as a factor in gender participation and empowerment in the oil mining industry: A case of Lokichar, Turkana County, Kenya" conducted in 2019 that employed a descriptive research. The study was specifically conducted in Lokichar location which is in Turkana South Sub-county. The active labour force aged between 15 years to 64 years was targeted or those who have retired from the oil industry.

Data collection method employed the use of survey method, Key Informant Interviews and Focus Group Discussions. The sample size for the study was 300 people. Considering systematic random sampling, $\text{Sampling interval} = \text{Total Population} / \text{Actual Sample Size}$. This implied that the sampling fraction for this study was $1350/300 = 4.5$. Given the calculated selection interval of 4.5, it was judged convenient to work with an interval of four (4) potential respondents in the labour force population of the 1350 adults. The systematic sampling of 300 respondents required the determination of a relatively central place in Lokichar from which households could be marked out radiating in the four directions of the compass. The central place chosen was indeed the Lokichar Mixed Primary School. From the Lokichar mixed Primary School and in each direction of the compass (i.e. northwards, southwards, eastwards and westwards) every 4th household was selected and the adult household member currently working or had worked in the oil industry was identified and interviewed. This choice of category ensured that every respondent was factored in. The study conducted six (6) key informant interviews and they were purposefully selected. Among the interviewed persons was a pastor of the local church, the area acting chief (OGW-Member of the Order of the Golden Warrior), Human Resource Practitioner in the oil mining industry, woman Member of Parliament aspirant, a retired bishop and chair of local committee on development, and a health facility administrator who double as a businesswoman. Four Focus Group Discussions (FGDs) were conducted and were in four groups: male youths 15 to 35 years, adult males 36 to 64 years, female youths 15 to 35 years and adult women 36 to 64 years. Each group had twelve participants since groups with more than this can be difficult to control. All the participants were purposefully selected.

Two levels of analysis were adopted: Univariate and Bivariate. Tabulation and charts were presented to show a comparison between the various categories. At univariate level one variable at a time was analysed to give out characteristic of the variable under study (Babbie, 201: 250). At Bivariate level, two variables are analysed (denoted as X, Y) to assess the empirical relationship between them (Singleton et al, 1988: 397). Cross tabulation was done and Chi Square test conducted. Chi Square test is common for non-parametric populations. Qualitative data was transcribed into written texts through note taking and examining for significance and completeness with the goal of ascertaining its usefulness, adequacy and relevance in addressing the research questions.

4.0 ANALYSIS, RESULTS AND DISCUSSION

4.1 Ways for Empowering Men and Women in Participation in Oil Mining

4.1.1 Law and/or Policy Dealing with Gender in Oil Mining

The respondents were mostly referring to the gender rule, popular in Kenya for ensuring there is gender balance in all public positions. The responses are captured in Table 1.

Table 1: Aware of Laws and Policies Dealing with Gender in Oil Mining in Kenya

Aware of laws and policies on gender	Respondent gender				Total	
	Male		Female			
	N	%	N	%	N	%
Yes	46	32.4	52	35.2	98	33.8
No	97	67.6	95	64.8	192	66.2
Total	143	100.0	147	100.0	290	100.0

Source: Field Survey, 2019

When asked if they are aware of any law or policy that deals with gender issues in the oil mining sector in Kenya, only 32.4% males and 35.2% females of the respondents were aware while 67.6% males and 64.8% females were not aware of any policy or law concerning gender issues in the oil mining sector. It was interesting to note that there were over 66.2% of the respondents who were not aware of any policy or law on gender empowerment. It indicates that majority of the locals in Lokichar are not aware of any policy dealing with their empowerment. It would thus, be recommended that the locals of Lokichar, and the entire Turkana residents be informed of the available policies and laws that guide their empowerment through sharing information. The findings in this study reflected similar findings by Akintola and Chikoko, (2016) who indicated that majority of the marginalized areas were lagging behind in having information, especially of opportunities for their socioeconomic and cultural empowerment.

4.1.2 Upholding of the Law/Policy in the Area

The respondents were asked whether they felt that the law/policy on gender applied to all other areas of empowerment in their locality. The responses are captured in Table 2 as shown.

Table 2: Whether the Law is Upheld in the Area

Whether the law is upheld in the area	Respondent gender				Total	
	Male		Female			
	N	%	N	%	N	%
Yes	24	17.3	11	7.9	36	12.5
No	115	82.7	133	92.1	249	87.5
Total	140	100.0	145	100.0	284	100.0

Source: Field Survey, 2019

It was felt that the gender law was not applied as 87.5% (82.7% - males and 92.1% - females) of the respondents in the study believed that the law is not being upheld in Lokichar area with only 12.5% (17.3% - males and 7.9% - females) believing that the law was being upheld. Key informant respondents recommended that education and workshops be held to help inform the people about the progress made on the application of gender rule, especially in the oil mining sector in Lokichar.

4.1.3 Discrimination against Employees or Job Seekers

The respondents were asked whether they were aware if any discrimination against an employee or any person seeking employment on basis of gender has been experienced by any employees. The information is presented on Table 3 as shown.

Table 3: Employee Discrimination

Ever experienced Employee discrimination	Respondent gender				Total	
	Male		Female			
	N	%	N	%	N	%
Yes	72	50.7	86	58.9	158	54.8
No	70	49.3	60	41.1	130	45.2
Total	143	100.0	146	100.0	289	100.0

Source: Field Survey, 2019

It was observed that 50.7% males and 58.9% females of the respondents were aware of discrimination on an employee of the oil mining company or another person seeking employment in the company on the basis of gender while only 49.3% males and 41.1% females were not aware of such discrimination. A moderate percentage of respondents at 54.8% pointed that there was discrimination among the employees. This raises an alarm over the actual possibilities that there are cases of discriminations among the locals, especially when working for the oil mining companies. The findings in this study reflect observations made by Dutt, Grabe and Castro (2016) who found that there were more cases of discrimination among the marginalized communities and more females as compared to males. Their study further found out employee discrimination leads to missed opportunities that in turn lead to reduced capabilities and opportunities for better livelihood. In all FGDs it was mentioned that the cases of discrimination greatly affected the females more than males. Discrimination further disadvantages women who are mostly not given opportunities to participate in employment opportunities as the study points out that more men were employed in the oil mining than women. The nature and level of discriminations were some of the barriers expected to influence women empowerment in the case of labour participation in Lokichar.

4.1.4 Organizations Empowering Women on their Rights

Through knowing the available organizations, locals are able to seek help for their empowerment. The respondents were asked whether they were aware of any organizations that empower women on their rights with regards to engaging them in activities. The summaries are contained in Table 4 as shown.

Table 4: Awareness of Organizations Empowering Women

Awareness of organizations empowering women	Respondent gender				Total	
	Male		Female		N	%
	N	%	N	%		
Yes	85	60.9	85	59.0	170	59.9
No	55	39.1	59	41.0	114	40.1
Totals	140	100.0	144	100.0	283	100.0

Source: Field Survey, 2019

From the responses, 60.9% males and 59.0% females of the respondents were aware of the organizations that empower women on their rights with regard to the oil mining activities in Lokichar area. The area of local organizations empowering women was an area that many respondents felt that it was well covered and thus it was commended for the good coverage by the organizations which are mostly non-governmental organizations (NGOs). Some key informants recorded that the far interior areas were not covered and that there was need to reach the rural areas where the respondents felt needed more outreach activities. The key informants knew of the available options where the locals could seek support in terms of being empowered as they mentioned some local empowerment programmes and organizations like World Vision, and Save the Children that were working among the locals.

****I know the civil society is doing a good job in advancing gender equality in the mining sector and right now they are not only deeply ensuring male involvement in all their activities to ensure that they are successful but also partnering with other stakeholders in the mining sector (a retired bishop and chair of local committee on development)***.*

The study findings support the observations made by Sassen (2016) who was of the opinion that information sharing among women had an impact in leading them to choose to be empowered.

4.1.5 Avenues for Seeking Legal Redress

The study sought to establish whether there were available avenues for seeking redress. Respondents were asked whether both men and women have avenues for seeking legal redress. The responses were shown as in Table 5.

Table 5: Men and Women Having Avenues for Seeking Legal Redress

Available avenues for seeking legal redress	Respondent gender				Total	
	Male		Female			
	N	%	N	%	N	%
Yes	62	44.0	87	59.6	149	51.9
No	79	56.0	59	40.4	138	48.1
Total	141	100.0	146	100.0	286	100.0

Source: Field Survey, 2019

From the study, it was observed that 44.0% males and 59.6% females of the respondents agreed that men and women in the oil mining company have avenues to seek legal redress while 56.0% males and 40.4% females disagreed. It was indicated that men and women knew of the available channels to seek their legal redress. From the key informant interviews, it was observed that reporting to the management was the most common form of seeking legal redress with a few number pointing that they used courts. Empowerment of men and women is based on the availability of channels for seeking legal redress in ensuring that their voices are heard. From the focus group discussions, it was felt that there were opportunities to seek legal redress, but the challenges were financing resources in seeking the legal redress and the fear of the consequences or outcomes arising from the process of seeking the legal redress.

Constitution and company laws were quoted as the major guidelines for informing any illegalities that needed solutions. There was no direct victim of workplace victimization or discrimination and thus there was a general perception on how the process of seeking legal processes was handled at the company levels. For females, it was noted that very few were on management levels and thus were likely to be affected by workplace prejudices. Members of the FGD suggested that seeking legal redressed needed first to understand the cause of the problem, listen to the parties involved and then provide solutions. Causes of discrimination should be known as well as the possible solutions. Majority of key informants pointed out that there were few organizations dealing with women rights.

We have very few civil society organizations dealing with gender equality more so in the mining sector, women need to be informed of their rights and be informed on when to seek assistance (Woman Member of Parliament aspirant).

4.1.6 Test of Hypotheses on Oil Mining Activities and Gender Equality

The hypothesis testing was to establish the relationship between oil mining and gender equality. They null and alternative hypothesis were as follows:

H₀: There is no relationship between involvement in oil mining activities and equal opportunity for men and women to work in mining activities

H₁: There is a relationship between involvement in oil mining activities and equal opportunity for men and women to work in oil mining activities

The cross tabulation and hypothesis testing is shown in Table 6 below.

Table 6: Have You Been Directly or Indirectly Involved in any Oil Mining Activities * Are Men and Women Given Equal Opportunity to Work in Mining Activities Cross tabulation

			Are men and women given equal opportunity to work in mining activities		Total
			Equal opportunity	Unequal opportunity	
Have you been directly or indirectly involved in any oil mining activities	Directly involved in oil mining	Count	18	121	139
		Expected Count	23.8	115.2	139.0
	Not directly involved in oil mining	Count	31	116	147
		Expected Count	25.2	121.8	147.0
Total		Count	49	237	286
		Expected Count	49.0	237.0	286.0

Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.333 ^a	1	0.068		
Continuity Correction ^b	2.785	1	0.095		
Likelihood Ratio	3.372	1	0.066		
Fisher's Exact Test				0.084	0.047
Linear-by-Linear Association	3.322	1	0.068		
N of Valid Cases	286				

- a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 23.81.
 b. Computed only for a 2x2 table

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	-0.108	0.068
	Cramer's V	0.108	0.068
N of Valid Cases		286	

Source: Field Survey, 2019

A chi-square test of independence showed that there was no significant association between involvement in oil mining activities and equality to work, $\chi^2(1, N=286) = 3.333$, $p = 0.068$ at $\alpha = 0.05$. This means that there is no relationship between involvement in oil mining activities and equal opportunity for men and women to work in mining activities. This concurs with what participants in all FGDs alluded to, that the benefits of oil mining have favoured mostly the male gender and impacting negatively on the female gender. They mentioned that the female gender have to deal with pollution which affects the water and air affecting agriculture, women are not involved in decision making and they are key stakeholders, issues of compensation are unfair and favour the male and the jobs favour the male gender. The Cramer's V shows a weak relationship between involvement in oil mining activities and equal opportunity for men and women to work in oil mining activities.

4.1.7 Empowerment of Men and Women

This section was based on whether the locals, both women and men were empowered to participate in oil mining activities since they are the hosts of the oil and land as resources. Five questions informed on whether there was actual empowering of both men and women. Empowering was based on knowledge on policies or laws dealing with gender in oil mining, the application (implementation) of the law, knowledge that no discrimination exists among those seeking employment, and available organizations in the area empowering women. The other question was whether women and men have avenues to seek for legal redress among the community leaving in Lokichar.

4.1.7.1 Availability of Laws and Policies to Deal with Gender in Oil Mining

The availability of laws and policies that deal with gender in oil mining has the capacity to promote gender equity as well as promoting women empowerment. The awareness of the laws as well as their availability is likely to boost the fight towards ensuring women were

empowered. On the availability of laws or policies dealing with gender in the oil mining sector in Lokichar and generally in Kenya, the following were the findings.

The findings confirm that men and women in Lokichar community were not aware of laws and policies dealing with gender in the oil mining industry. 33.8% of the respondents were aware of any laws and policies dealing with gender in oil mining while majority (66.2%) was not aware. The findings also relate to the conceptual framework on governance concept of the people having access to legal services was associated with increased awareness and overall empowerment of men and women.

4.1.7.2 Upholding of Law on Gender in Lokichar

Upholding the law on gender helps in boosting the gains made in gender empowerment and women participation in labour. From the results, it is possible to ascertain whether more actions are needed to push the firms to adhere to the labour laws. 12.5% of the respondents stated that the law is upheld in regards to the oil industry while majority (87.5%) stated the contrary. It was concluded that the laws and policies on gender empowerment are not upheld or implemented in the oil mining industry in Lokichar. One of the independent variables in the conceptual framework was the governance component where access to legal services influences gender empowerment. The conclusion that laws and policies on gender empowerment were not upheld was associated with the patriarchal nature of the host (Turkana) community. This also points to the need by the relevant authorities to work on ensuring the employing agents adhere to the laws on gender equality and ensure no person is discriminated against while working or seeking work in Lokichar and any other oil mining sector in the country as indicated by all key informants.

4.1.7.3 Awareness on Discrimination of Employee or Persons Seeking Employment Based on Gender

Employees are likely to react and seek legal redress when they are aware of any form of discrimination at the workplace. The people of Lokichar have been exposed to awareness by the non-governmental organizations and to some extent, they are likely to recognize when they are discriminated. The awareness on information concerning persons discriminated provide a base for seeking legal redress. The study sought to establish whether there was any form of employee discrimination or any other form of discrimination done to any person seeking employment based on their gender. 59.9% of the respondents stated that they were aware of organizations that empower women, with 40.1% of the respondents stating the contrary. The conclusion was that the locals of Lokichar were aware of organizations empowering women on their rights in the oil mining sector. The findings thus confirmed that there were programmes in the society that were ongoing to ensure there was empowerment among the women in the oil mining community in Lokichar.

4.1.7.4 Levels of Participation for Both Genders in Oil Mining

Both men and women participated in the processes from oil exploration to the actual drilling of oil. One of the male key informants noted,

“People used to gather for barazas with the oil explorers and the Tullow oil. County government and the national level were fully participating in giving mining licenses to the oil explorers, Tullow Oil” (Male, 40yrs)

It was also indicated that the local politicians played an integral role in sealing the oil mining deals. A key informant indicated,

“Local politicians were crucial in sealing the deals. They used to negotiate on the behalf of the community.”

Some members of the community were not happy as one informant retorted,

“About 5% of the community locals were not happy with some comments from the top leaders concerning the sharing of the revenues from oil. Contracts were given to foreigners who have benefited from the exploitation.”

It was found that most of the locals who participated in any activity and were taken as either permanent or casuals were subjected to some form of training, be it safety training or for execution of the jobs. All in all, enlightened women (those with education above primary level and holding leadership positions) were active in oil mining processes.

4.1.8 Challenges of Implementing Gender Policies in Turkana

Gender policies in Turkana, as well as other marginalized places in Kenya have experienced barriers in their implementations. There are fears that ladies can perform better than men thus making men to act as barriers to women empowerment. Gender policies both at work and in the society are likely to face cultural challenges. For instance, one of the ladies suggested that, *“Women cannot perform traditional religious roles thus limiting them in their execution of their leadership roles.”* Culture is a great deterrent to the implementation of gender policies. The gender relations theory predicts that all activities carried out in the society must conform to the social roles and interactions of men and women (Johansson, & Ringblom, 2017). The fact that Kenya is a patriarchal country and most activities are male dominated derails the advancement of most steps made to realise gender equality.

Four respondents were of the opinion that women getting pregnant were likely to prevent them from delivering their mandate. The fear of competition has also pushed some members of the society from not implementing the gender policies. This is in line with conflict theory which suggests that there will always be a struggle between men and women on positions, decision making and resources.

Another aspect was lack of goodwill to implement the set policies and structures like Quality Assurance and Monitoring and Evaluation follow up for future improvement of the set

policies. Kenya has good policies; what is lacking as most key informants mentioned was the goodwill to implement these policies.

Illiteracy is a major challenge towards the implementation of gender policies. Diffusion for innovation theory stipulates that the coming of oil mining is an innovation and the locals have their own culture and values that dictate their way of life. The more educated they are the more they can learn to accept and embrace this technology and even balance with their culture. Lastly, lack of male involvement in matters relating to gender empowerment was also mentioned as one of the challenges. When men are not part and parcel of all efforts to advance gender equality in the mining industry it becomes futile implementing the set strategies since they are heads of families.

5.0 CONCLUSION

In conclusion, the mining industry has vast opportunities for the female gender to venture into the male dominated industry. There needs to be concerted efforts by all stakeholders to ensure there is gender equality gradually with time.

6.0 RECOMMENDATIONS

The paper recommended the following:

- Revisiting our existing policies and ensuring that all aspects are gendered so that there is uniform interpretation of various aspects of compensation, decision making, royalty sharing and power relations leaving room for individual interpretation.
- Institutions should ensure goodwill in implementation of gender policies and this can be followed by monitoring and evaluation and ensuring Quality Assurance in the aspect of gender policy implementation in the oil mining sector.
- Gender audits are also important as they factor aspects of gender in the mining sector with time.
- Similarly, stake holders in the mining industries can collaborate in matters relating to training, community sensitization, role modeling, scholarships to ensure that women participate more in this industry. This will go a long way in ensuring that more women participate in this male dominated sector and improvements are made on the existing policies from time to time.
- Lastly, male involvement in gender issues is critical in ensuring implementation.

REFERENCES

- Aceves, P & Evans, JA (2016). Machine translation: Mining text for social theory. *Annual Review of Sociology*, 42, 21-50.
- Akintola, O & Chikoko, G (2016). Factors influencing motivation and job satisfaction among supervisors of community health workers in marginalized communities in South Africa, *Human Resources for Health*, 14(1), 54.
- Amutabi, M and Lutta-Mukhebi, M (2001). Gender and mining in Kenya: The case of the Mukibira mines in the Vihiga District, *Jenda: A Journal of Culture and African Women's Studies* 1 (2): 1–23.
- Andersson, E, Johansson, M, Lidestav, G & Lindberg, M (2018). Constituting gender and gender equality through policy: the political of gender mainstreaming in the Swedish forest industry. *Equality, Diversity and Inclusion: An International Journal*, 37(8), 763-779.
- Andersson, E Abrahamsson, L, Fältholm, Y & Lindberg, M (2013). *Breaking ore and gender patterns – a strategic and sustainable agenda for the Swedish mining industry, 2013*. Luleå tekniska universitet.
- Bacheva, F. et al. (2006). *Boom time blues. CEE Bank Watch Network and Gender Action: Washington, D.C: Prague*.
- Berman, N, Couttenier, M, Rohner, D, & Thoenig, M (2017). This mine is mine! How minerals fuel conflicts in Africa. *American Economic Review*, 107(6), 1564-1610.
- Burrell, G (2017). The role of coal-mining towns in social theory: past, present and future. *Global Discourse*, 7(4), 451-468.
- Dahrendorf, R (2007). *The modern social conflict: The politics of liberty*. New York. Transaction Publishers.
- Dayioglu, M & Kirdar, MG (2010). *Determinants of and trends in labour force participation of women in Turkey*. State Planning Organization of the Republic of Turkey and World Bank, Working Paper No. 5, 1–80.
- Dominelli, L (2017). Globalisation and gender relations in social work, In *Countering Discrimination in Social Work*, pp. 15-32. Routledge.
- Dutt, A, Grabe, S & Castro, M (2016). Exploring links between women's business ownership and empowerment among Maasai women in Tanzania. *Analyses of Social Issues and Public Policy*, 16(1), 363-386.
- Jewkes, R, Flood, M & Lang, J (2015). From work with men and boys to changes of social norms and reduction of inequities in gender relations: a conceptual shift in prevention of violence against women and girls. *The Lancet*, 385(9977), 1580-1589.
- Johansson, M & Ringblom, L (2017). The business case of gender equality in Swedish forestry and mining-restricting or enabling organizational change. *Gender, Work & Organization*, 24(6), 628-642.

- Kabiru, J (2018). The social structure of Cut Flower Industry: A comparative survey of workers welfare in Kenya. *PhD Thesis 2018*. Department of Sociology and Social Work. Nairobi: University of Nairobi.
- Mahy, PK (2012). Gender equality and corporate social responsibility in mining: An investigation of the potential for change at KALTIM PRIMA COAL, Indonesia.
- Messerschmidt, JW & Tomsen, S (2018). Masculinities and crime. *In Routledge handbook of critical criminology*, pp. 83-95, Routledge.
- Messerschmidt, JW, Messner, MA, Connell, R & Martin, PY (Eds.). (2018). *Gender reckonings: New social theory and research*. NYU Press.
- Mususi, C (2015). Gender mainstreaming and gender equality in the new (market) economy: an analysis of contradictions. *Social Politics*, 12(3), 389-411.
- Mususi, C (2015). Excluding women from the extractive industry slows down development. *Business Daily Africa*. p. 19 Oct.
- Omia, Dalmas Ochieng (2015). "Gender dimensions and implications of coal mining in the Mui Basin of Kitui County, Kenya." Centre for Governance and Development. www.daogewe.org/index.php/publications/reports/23-mining-report-updated
- Rogers, EM (2003). *Diffusion of innovations* (5th ed.). New York: Free Press.
- Sassen, S (2016). The global city: Strategic site, new frontier. In *Managing urban futures*, pp. 89-104, Routledge.
- Saunders, S & Easteal, PAM (2013). "The nature, pervasiveness and manifestations of sexual harassment in rural Australia: Does 'masculinity' of workplace make a difference?" *Women's Studies International Forum*, 40, 121-131
- Singleton, A (Jr), Strait, M & McAllister, R (1988). *Approaches to social research*. New York: Oxford University Press.
- Soyapi, C & Kotzé, LJ (2017). Environmental justice and slow violence: the post-apartheid South African mining industry in context. *South Africa*.
- UN Women. (2014). "Gender equality in the extractives industries in Africa." www.hsrc.ac.za/uploads/pageContent/6090/UN%20Women%20Policy%20Brief_Gender%20Equality%20in%20Extractive%20Industries_14%20July%202014.pdf.
- Werthmann, K (2009). Working in a boom-town: female perspectives on gold mining in Burkina Faso. *Resources Policy*, 34(1-2), 18-23.
- Yakubu, YA (2010). *Factors influencing female labour force participation in South Africa in 2008*, 11(November), 85-104.