



**Supporting Inclusive Resource Development (SIRD)  
East Africa  
TRAINING PROGRAM  
2019**



THE CANADIAN  
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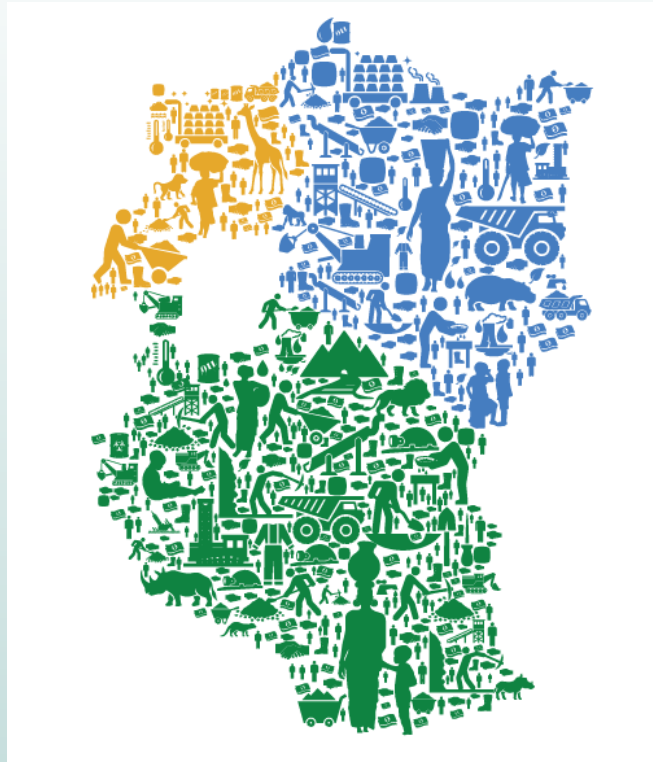
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# Women's Economic Empowerment

(Day 2 – Session 6)

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# Outline

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- ① Understanding Empowerment?
- ② Case for Women's Empowerment?
- ③ Challenges facing Women in the Extractive Sector?
- ④ Change Agents
- ⑤ Opportunities/ Avenues for Change.
- ⑥ Discussion?



# What is empowerment?

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## Types of Power<sup>1</sup>:

Power over...

Power to...

Power with...

Power from within...

**RECALL INTERSECTIONALITY:**  
How does social or economic status of an individual affect their “power”?

**Empowerment<sup>1</sup>:** *“The process of increasing the capacity of individuals or groups **to make choices** and to transform those choices into desired actions and outcomes.”*



# Profile of Women's Social Economic Status in Kenya

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Women Comprise 50.10% of the population

Kenya ranked 8<sup>th</sup> Globally and 6<sup>th</sup> in Africa among countries with largest number of people living in extreme poverty ( County leading in poverty are Turkana, Wajir Narok, Kwale Kilifi, Busia):  
World Poverty Clock

32.4% Women headed households: KNBS (2018) 1/3 of these are poor

Has implications for Kenya realising SDG goals and Vision 2030



# Challenges facing Women in the Extractive Sector

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Women working as small scale miners or as casual labourers (transient low level jobs)

Apply manual intensive processes exposed to harmful chemicals with negative impact on health

Exposed to risks of sexual exploitation to get better deals rates or secure employment

Payment compensation directed to men on behalf of families

Patriarchal setting that suppresses women's voices: Lack of information and voice on issues that affect women



# Challenges facing Women in the Extractive Sector (2)

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Negative perceptions and attitudes about women's role in mining

High Risk of GBV

Mining equipment and facilities not designed with women in mind

Financial and workplace pressures particularly for working mothers

Lack of female role models and mentors

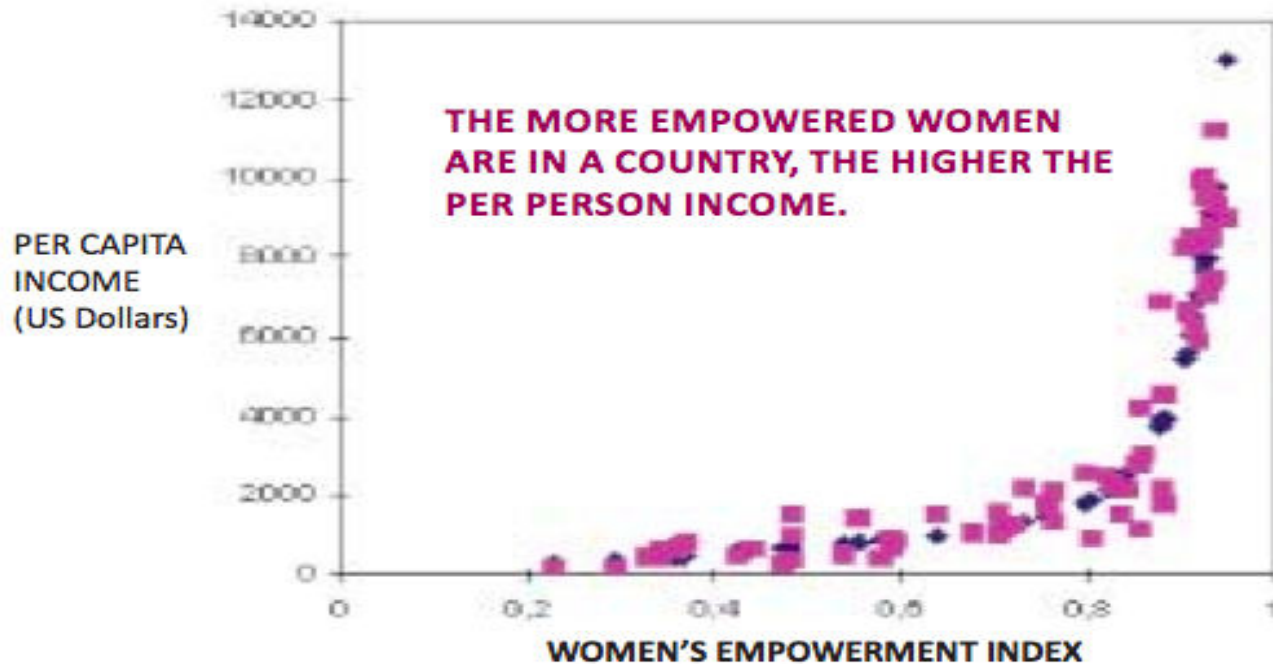
Low educations and skill levels

Limited access to credit and business contracts to grow enterprises



# Case for Women's Empowerment in the Extractives

Human Rights Case is clear.  
Development case is clear.



- **Sustainable Development Goals** (SDGs, 2015)
- **Maputo Protocol:** African Charter on Gender Equality & Human Rights
- **ICGLR Kampala Declaration (2011)** on SGBV





# RED LIGHT

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Extractive Industry has the potential to drive sustainable development:

However the Benefits have not been shared widely by society nor have they always translated into local development



# Who are main “agents of change”?

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Three categories of “change agents” must collaborate to achieve equality for women and women’s empowerment:

- 1) Government
- 2) Private sector
- 3) Civil society
  - CSOs, NGOs
  - local leaders
  - Especially **women and girls** and men who are their allies



# Enabling Legislative and Policy Environment

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- 1) Quotas and targets ([Governments and corporations](#)) – Constitution of Kenya, 2010; Public Procurement Laws; Employment Act; [Ministry of Gender, Children & Social Development; Gender Policy](#)
- 2) “Comply or explain” ([Governments and corporations](#)): [Mwongozo](#)
- 3) UN Guiding Principles on Business and Human Rights



# Discussion

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# What are key take-aways for Kenya

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What should identified change agents be doing to actualize the existing policies

What is role of Government?

What should the Companies be doing to ensure compliance with policy provisions?

What is the role of Civil Society?

# Resources

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[Kenya National Baseline Assessment on Business and Human Rights](#)

[KNCHR, Public Inquiry Report on mining and Impact on Human Rights, Taita Taveta 2016](#)

[Gender Equality and Women's Empowerment in Kenya](#)

[KNCHR Popular Version UN Guiding Principles on Business and Human Rights](#)

[Vision 2030 Popular Version](#)

[Constitution of Kenya 2010](#)

[East African Roundtable for Business Leaders, 2012](#)

# Resources

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[Challenges facing women in Extractive Industries](#)

[Women's Economic Empowerment in Sub Saharan Africa:  
Recommendations for the Mining Sector](#)