**Interview transcript- Oil and Gas consortium, Female, 2018**

**Interviewer:** **what do you think is the place of women in Kenya today particularly in the extractives sector?**

**Respondent:** I think the sector is developing and it is new. Initially it used to be very male oriented but as we have gone we have seen a lot of women come up and take up higher positions like HOD and country manager because until today, I have been in the industry for like 5 years now and I have seen 2 country managers who are women and in big companies. This show women are growing in this sector positively. This sector is different and needs women who are very structured and oriented in a certain way because of the nature of work is so it is still possible for you to be a woman and have family and still do this job.

**Interviewer: can you elaborate on what you mean you need staff women?**

**Respondent:** you can say let me have a baby and still take the time needed but in that time you still need to think how to come back to work and may be have some hours at home. It is a fast industry and technology is changing everywhere and day and if you do not keep u it is hard for you to maintain your job.

**Interviewer:** what are the terms used to describe gender and women issues or how are they defined or how do people speak about women relations in the industry?

**Respondent:** I think for this industry we do not look at gender but it is what can you do for the industry. It is in smaller aspects maybe the board room aspect. You can speak to women engineers and they can tell you they are treated equally as men but in terms of work we are equivalent.

**Interviewer: what are your thoughts on women at work?**

**Respondent:** most women are not confident. You could be smart and have gone to the best schools but when you come to the work place you get intimidated by the man. I believe it is all about confidence and that is where it begins and you can the positions we see women take higher levels. You need to have a very big personality to be able to deal with your issues. One undoing of women is we are very emotional like you get you need to make a decision but your emotions get into play and that gets the best of you even though you have the right point. I have sat in interviews where we interview both men and women and I got disappointed because you look at the papers that this man has tabled but when they present themselves you get to rethink the papers. But when it comes to the woman she has straight As and everything but end up presenting themselves wrongly and get to rethink her papers.

**Interviewer: is it okay to say the misconceptions of women make them feel intimidated?**

**Respondent:** woman generally want to learn so much so as to be comfortable but for men they like to know the way of doing things. We do not look at things that way.

**Interviewer:** the issue of gender pay gap, is it an issue at the moment?

**Respondent:** yes. I think it is an issue. Generally I do not feel men are paid the same as women and I think it manifests itself in how present what we can do, ability to demonstrate that you are really good at your job at a certain level but I believe it is something that can be looked at.

**Interviewer:** do you think women undersell themselves when it comes to pay negotiations or is it an overall policy that women are paid less?

**Respondent:** it is not about overall policy but how we sell ourselves, if I come selling and marketing a brand, would you buy for the best presented brand?

**Interviewer:** do you think positions women hold in the extractives sector are appropriate that is are they good enough for women?

**Respondent:** I will be controversial on this one because I believe if you see a woman who is an engineer and she has earned her position, give it to her. It should not be just because you are woman you will get a position but if I were a boss I would give it to the best engineer but not because you are a woman. I will give the job to a woman as long as she is the best person for the job. I do not believe there is a job suited for men and another for a woman.

**Interviewer:** with your interactions with women, do you feel they are likely to get promoted in their positions?

**Respondent:** that will take us back to our issue on how to sell ourselves. Yes they are and I still refer to those women who are strong, the ones who have understood this is how things work how I need to go, how I need to demonstrate that I more competitive like my other counterparts. It is important to show your plans and objectives, you have empowered someone else and you have seen how the business can go on without you believe you are a better spot in coming back.

**Interviewer:** what sort of incentives should a company have or implement to have more women take up challenging positions and also to get back into work?

**Respondent:** one, women are built to solve problems. I would vote for a woman to be my president because I believe they are thorough in what they do and what can the workplace do for us. In every business there is a plan of how people move internally in terms of positions and all that. If I were a boss and see a woman going for maternity, I would have people move around to do her work. I have seen it work in a few companies. I believe this industry is flexible for that even for engineers I feel it is comfortable enough to move them around. Companies like Tullow have a mother`s room where you can bring your baby and breastfeed over lunch or pump milk, store in fridges or have someone deliver it.

**Interviewer:** if you look at the companies under the koga umbrella how are they working to promote equality between men and women in the industry in terms of pay gaps, promotions?

**Respondent:** pay gaps I will not know. Again I think it is how u sell yourself and present yourself with your work and what they are doing to empower more women. What I have seen now in countries that are under the Koga umbrella is they are happy that women can take up positions or do things and so if they see you are a hardworking person from your boss, they will be confident to see you come up. Some of these bosses you talk to them and they say a woman manager is the best for them but is this woman strong enough or ready to take up this position. In aboard room you can find like 20 men and one woman and this woman inspires the rest to rise up. You will see them promote one woman and you will see others come up. It is a strategy I have seen going on and if you visit these offices you will see them in high positions like financial manager and head of non-technical like in Tullow, she is the head of non-technical and she is right under the country manager. She helps train other women and motivates them. I wish we could have more conferences to speak to women. People have this mentality that men will always be chosen up before women but it is not always the case.

**Interviewer:** still on equality and discrimination, in your interactions in the company, have you ever heard of the aspect of sexual harassment and discrimination against women in these companies?

**Respondent:** no. most of these companies sign to a certain ethical act and that is a really big deal here so in any case any sexual harassment is picked up, any person involved in it could lose their job. It is taken very very seriously. It is a big deal so it is not an option not anything or anyone would want to think about. It is very hard to see people going out who work in the same company.

**Interviewer:** if it comes to land use, processes and change around extractives, how do you think this affects women around the extractives from a policy perspective?

**Respondent:** every company that comes in there strict rules to how you acquire this land so there is compensation that is the first thing. Every company knows they have to compensate these people and they acquire a license from the government. Every company takes it up to go talk to the community, get to know about them, what they do, how they live, what their needs are and how they get these things. And before they settle in they have to make sure if they are going to take away these aspects, this is how they are going to be compensating them. They will sit down with the community and let them know we have acquired a license, what it means and this is what we are coming to do and we are working with the government and present the license to the county government and let them know this is what we are doing. the community gets compensated.

**Interviewer:** are these compensations done to include vulnerable groups like women and youth?

**Respondent:** yes I guess they are.

**Interviewer:** is there a certain criteria that is used?

**Respondent:** yes there is and I believe every company would do it differently but one thing that I constant is that there is money set aside to compensate first the land owner then everyone around and I mean everyone who is in the sphere. Also when a company has taken up a block you see them taking up a social investment in 4 or 5 counties around them. They also think about women like in Turkana their cultures are so different in that the men are up. If you want to do anything you speak to the men. But if you talk to some of these companies like Tullow, they have established women groups where they are working with and they tell them these are the things we are doing and as women these is where you can benefit and things you could do and services you could provide and things that are coming up. If you are talking to a community you have to be very inclusive because these women are the ones who are taking care of the kids who are going to be men so you have to take care of the women as well.

**Interviewer:** issues of fair treatment. You can elaborate on our thoughts and experiences on whether women are treated more fairly than men in this industry or it is a blanket application for men and women.

**Respondent:** in my experience I believe women are treated fairly because if they were not I do not think we would have women who are engineers and my experiences with the bosses I have had, for them it is about objectivity. It is about what are we doing, why did we come here and these are the objectives and if you align yourself to that then there is no reason to be treated unfairly. My experience which is good and I am lucky is the bosses I have worked with have a sense of understanding and I believe it is in what you could do and demonstrate. And when you have something to take care of they would understand me and give you the chance to do so. I believe it is about planning and structure which is everything. Every woman I am seeing out there are doing it big in their position is because they are structured in their lives and in their work. So I have not witnessed any situation where it is unfair whereby I am going through something and I have not been given this and I have not. I am to get there.

**Interviewer:** Some literature says that women are likely to advance in their careers when they are much younger with no families or commitments, do you believe that still applies in the Kenyan extractives system?

**Respondent: I** do not think it does and still believe it is more of a personal thing or issue because I have seen women who are in families with kids and who are in the highest level. Some are alone and still make bad decisions. May be I am young and make decisions based on me alone. That is an advantage. If for example I was in a family and the company says we are sending you to another country and may be you are going to be head of this region or take up a higher position, would I take it? It depends. Because I have to speak to my partner to know are you going to be okay with me moving to another country. Many companies would move you with your kids and even pay their fees and everything else so it will be a question for your partner to say yes either coming with you or stay behind a have a different arrangement. That I do not believe it is your workplace affecting your decision but rather your family.

**Interviewer:** Let us talk about power. Where does power lie in the industry, is it with the men or women?

**Respondent:** My personal opinion is men because they are objective and structured and know what they want. The men would be very objective. I do not have to like you or care about you but this is the objective. If you are oriented to that objective then let us work but women will ask is she nice, does she treat people in a certain way, how does she look at other women for you to make your decision so that makes the rest of the people powerful because of the objective and are focused on the objective.

**Interviewer: do you think the industry needs to be more aware and content with women’s peculiarities that makes them women and should it accommodate that so it can encourage more women can take up things like decision making?**

Respondent: no because this is an industry that determines someone`s job and life so I am not going to take you because I need to understand your emotional issues so that you make a wrong decision and someone dies on a rig. That is why when you find that you cannot put aside emotions then you cannot do the job. It is about operations and everything that happens around it. Safety is first and everything else is number 2.

**Interviewer: then should women be like men to grow in the industry?**

Respondent: no, I do not think women should be like men. Women could grow in the industry doing big and great things. The only thing they should know is how to compartment their lives. If you are dealing with something at home, do so and if it is at work, deal with it at work. Me know how to deal with things differently and are not carried away by emotions.

**Interviewer: should gender continue being an important aspect in extractives or not?**

**Respondent:** yes and no.

Yes because I believe we should continue encouraging women to take up bigger positions. Take them to training and things that can empower them to be better for the job.

No because it is a upstream and high risk job so give it to someone who can do it. Do not look at it like are you a man or a woman.

**Interviewer: at a policy level and looking at the government policy on gender particularly positions that are appointed, elected should the industry sort of be compelled to support these policies or should we just let these industries be defined in some way?**

**Respondent:** like these industries that do not key people like yes give women the chance they can do the job. We are in upstream like i said it is high risk environment where people die and every year we are trying to make sure no one dies on the job. There is technology developing every day to ensure that but still we are at an alarming rate at which people are at risk of losing their life so no. that gender aspect should not apply for us. We cannot give a woman a job because she is a woman. They need to be qualified for it otherwise you will start killing people.

**Interviewer: in my interactions with people in the industry, they have mentioned the issue of race. Have you at any point interacted with people who have felt that discriminated because of their race in the industry?**

**Respondent:** I have heard about it.

**Interviewer: so do you feel race is an issue or is it gender only?**

**Respondent:** I believe race may be an issue as well. I do not know why but we found it that way. It is something changing with many countries not just Kenya focusing on local content. It is a big deal and it is going to erode, it is not something that should be alarming.

**Interviewer: when you are talking about local content, how is the industry planning to integrate vulnerable groups like women into the industry or around the industry?**

**Respondent:** like I said, when any company comes to operate, they would want to empower women and want to ensure they know what is happening. If it is in communities where girls are not going to school yes they are going to give them scholarships for the girls who are going to come up and go to school. Many of these social investment projects are mainly women oriented and women driven. That is why they decided to have a social investment focused on women. When doing sustainability it is good to have a woman do it. Even in higher level like masters, they can decide to give scholarships for masters to women.

**Interviewer:** In my interactions with women in the industry, I heard something like I do not know if it is an allegation, they were speaking about employment in the extractives industry in Kenya and mentioned that they find it difficult to get jobs in the extractives in Kenya and they deal with companies abroad for the simple reason that Kenyan companies are not willing to pay their market rate. Is that an allegation or is it true?

**Respondent:** it is not true. I wish I was an engineer I would answer that. I cannot answer that. But there so many women engineers in Kenya. You can interview one of them they will tell you.

**Interviewer: I am telling you from my data.**

**Respondent:** I am not sure, I am not an engineer and if you ask me if I applied for a job and request to be paid amount x, I would expect you to pay x money. I have demonstrated I can do the job so what is the problem. And market rate, I am not sure. The thing is if you are working outside the country then you come back to Kenya, I believe globally if you working in a foreign company you are paid more but if you go back to your country, you may not be paid the same. It depends with other things and aspects. If you are an expert then I believe they should not underpay you.

**Interviewer: that aspect of expert, considering you are both engineers and going to do the same job, don’t you think the company should be flexible in terms of paying the same rates?**

**Respondent:** no, you would be paid the same rate even if you are an expert in another country. This is a disadvantage because you are moving away from your life, family and country that is why you would have allowances so that they can allow you to manage living there. For example you are an expert in UK, you will be paid for housing and all these things because you are not at home. If you are at home maybe you have your own house and even if you do not have, there is some money they pay in your salary to cater for that. But I cannot expect to take you to another country and expect you to pay for those things.

**Interviewer: what should the industry do to make women more visible in the industry?**

**Respondent:** empower them. To be confident and to believe in what they are doing. We do not believe in ourselves as much as men do.

**Interviewer: do you think that is the issue with the way women are structured or is it a societal way of women being that way?**

**Respondent:** I think it is a societal thing in Africa women of other cultures are oriented differently but it is not only culture entirely but also in our nature. With what I have seen with women in this high positions do, I do not know if it is training or experiences that got them to where they are but also there has been a man behind pushing them forward and shape them to who they are.

**Interviewer: Is it true that most women who have gone up have been mentored by men?**

**Respondent:** Yes that is true because a man can see what a woman cannot. They can tell you are actually better than me but you are selling yourself short or this is what you are not doing.

**Interviewer: Do you think men are willing to take up mentorship positions to help women particularly young women to grow in the industry?**

**Respondent**: yes for sure. If you present yourself, you can have someone to mentor you.

**Interviewer: have u heard of cases of women being mentored by men in the workplace?**

**Respondent:** Myself. It is a question of presenting yourself and putting yourself out there and willing to go the whole way.

**Interviewer: what can you advise young girls who are in college and want to join the industry?**

**Respondent:** first if you want to be in an industry, learn about it. Get to know what happens and what I am looking it. I need to know who am I, what I want and where I want to be. If I want to be an engineer, there are certain things I need to do. We visit a lot of schools like Kenyatta University and try to give them what the industry is and information that is practical from different people who share their experiences and how they can join the industry. One thing I realized with some students in school is they are not willing. It is like they were told you can be engineer and all it takes is going to school for 5 years and after that you will be the manager in Tullow or at this company. That is their expectation which is very wrong. We look at these students and I remember an encounter with one student who was looking for internship and the industry is so small in Kenya and still new. We do not have people doing operations everyday so I do not want you to get wasted so what we said is do you guys mind going and sitting at the office because we cannot have all of you in the fields. Some took up the chance and said I am going to learn through peoples interactions while some said no I want to be an engineer and that is not what I went to school for. Even in upstream, some of these people who work in these technical positions, they studied to be an engineer in the upstream level. Some did not so decided to start a lower level and grow so when there is an opportunity I can come in. but these students are not willing to do that. It is a personal level that is why I do not believe people when they say there are no jobs. This is because you are specific to what you want. Sometimes with the change in dynamics in the industries and country now, you cannot be specific to what you want unless your dad owns the company. If not I believe you should be flexible enough to know that here I can get a job and so can I go and get another skill and that’s what we are trying to tell them. I have done engineer for 5 years and could not get a job. can I go and do a vocational training school and build on another course and put me open to get other positions. That then gives me experience so that when a job opens I am more marketable to take up the job.

**Interviewer: do you think that it is the curriculum that is structured in Kenya to think that way or is it plain ignorance of the industry?**

Respondent: maybe it is about the structuring of the academics. The problem is you know there is a gap from when you finish form four and when you go to the university. People tend to go to the university and look at what my friend is doing. If there could be a system where the students could be told about everything, there are career affairs but not all students go so if it would be put in the curriculum it would really help then that could prepare you where you want to go. A good example is Shell sponsors a school called Daraja and take kids from very poor, extreme and less fortunate backgrounds. In this programme, I have the school have a certain programme where when you are done with form four there is another programme for 9 months which is to train you on life skills and also what you expect to find there, what is in the job market and what careers are available, what opportunities in and out of the country so I believe this helps you excel a lot in life. Only if we could have something like that then it would be better.

**Interviewer: What is the industry working together with the university to sort of create such a curriculum that would manage the students’ expectations?**

Respondent: I believe government is in the best place to do this. As much as we give these scholarships, we ensure everyone that goes to this programme they go to certain programmes that will help them even if not getting a job with us even after the scholarship. Us KOGA go around to universities that have engineering programmes just to talk to them and give them the industries perspective, what we have and what is going on and engineers from different countries to give talks and classes. It is not something we have put in place exactly. The universities come to us and said we need help here in structuring this and that, you guys to give us comments. We have worked with Strathmore in Nairobi where they have a course in gas and oil and shared questions when they were formulating this course and we were able and happy to help and share this information. We are happy to see more people come out that could work in this industry like we said local content is an aspect in every country you go to and we would be happy to have qualified people because most of the time you have not so qualified people. You want to give people this job and you want to prioritize them but they are not qualified to do the jobs.

**Interviewer: that was my last question unless you have any for me?**

**Respondent:** you are doing your masters, is it a research?

**Interviewer:** it is a thesis for my PhD

**Respondent:** I believe you will get what you are looking for out there. Good luck in your thesis.