**Recorded over the phone- Senior Engineer, Female, Nairobi, Feb 2019**

**Interviewer**: Alright, if I can start what do you think in your own opinion is the place of woman in Kenya today?

**Respondent**: The place of woman…

**Interviewer**: In Kenya today.

**Respondent**: I will say ..eehm.. is a phase we have been struggling especially in technical, we are about 3% and I will say society still thinks that, when it comes to technical, engineering all the sciences are still male dominated so I find that fear, a lot of girls fear to take the science and also the society still thinks don’t provide that environment that somebody can pursue male dominated career, so we still have a long way to go. Even when you in boardroom still struggling , I personally struggle when am in boardroom, they always secretary most of time se most of them are only lady in the board room .So there is a lot needs to be worked on, sensitized that woman can do great , so we need to adjust with it.

**Interviewer**: Okay, so if maybe you can just tell more about you experience working in the sector as a woman.

**Respondent**: I have worked in Kenya, worked in USA, Uganda I will say in US is more advanced so they know about diversity and inclusiveness of gender and they have been working towards it, also the industries are good to them so it’s something they have been working on time by time and I think we are a little bit defined when it comes to the diversity and gender and also in Africa, the culture is still there. What women are supposed to do and what men are supposed to do, so we just need to sensitize in community, sensitize industry also sensitize in inclusiveness and diversity so that the young girl or any woman who has talent should not shy off. Basically that’s what have learnt over my career and some developed countries are ahead of us.

**Interviewer**: So in the course interviews in Kenya, this come out strongly. Have you ever experienced racism during work as a woman?

**Respondent**: My what? My age?

**Interviewer:** Race

**Respondent**: Absolutely, oh my goodness. It is like that obvious, the way we have been paid. Right? Is that what you asking?

**Interviewer**: No no am just asking in general.

**Respondent**: The rates definitely. Are you asking about race?

**Interviewer:** You can start with rates the one you have started with .

**Respondent**: The rate of payment.

**Interviewe**r: Yes.

**Respondent**: Okay, it’s obvious there is a gap when it comes to gender pay you find that in the woman compared to men, women are paid less compared to men and that one I don’t understand why. we tend also loose opportunities in career progression because of the boys grab like you trying to fit in and when an opportunity comes it just feels like boys are given the priority compared to us so career progression becomes tough and you have to hold on and feel like it’s tough when it comes to career progression it’s just truck ,like woman, its okay for a woman to lead so there is that trust issue for a woman to lead and just some comment and they don’t say directly but there is one that is caught saying it to young to take care of position and am going for maternity and also we have women with that fear of post maternity are we going to come back, are we going to just back. Most of time is given less position which doesn’t require technology, some which require technology. We enjoy the technical challenge, when we come back we do understand the challenge. I remember they said that I have young children that am positioned to go to the field,so they should not apprehend without asking the person, I understand the caring but now we are all professioned and they should not make decision on our behalf, let them give us an opportunity and let me tell if am able to do it instead of pre empting and saying you know discussion has young people and you know we are all different .

**Interviewer**: Now on the issue of race, how is it played out in the industry?

**Respondent**: Okay, I have not seen that one to be honest have worked in office that has not being played; I have not seen that one it’s more based on performance. The one have seen is woman opportunity its either you white, Indian black when its comes to women opportunity is given to all race but when it comes to which race gets more priority I haven’t seen that.

**Interviewer**: So in general as a mother, as a working mother

**Respondent:** When I come to Kenya, sorry when it comes to white, black that have not seen .When it comes to now Kenya for the first time I saw people talk about when I moved back on because that person is Kikuyu or luhya that one they have being hired . I personally have not being in an interview where we pick race but now when we come to engineering I think is more of area which has been in our company operating they traying to call Turkana, Gilgil to give them opportunity so when it comes to other tribes it’s like if not Turkana you treated like any other person I see what company is trying to create more opportunities for them, even there was another position that they gave someone from turkana, so it becomes a little bit difficult that how do you balance this the first time have ever experienced this have never experienced this before so it was difficult to understand what company was doing then I was like this one I can be more qualified but because they don’t come from Turkana hopefully we see them give opportunities to other qualified Kenyans

**Interviewer**: Alright, when I come back to work like at work place where power lay, like who does the power lay with?

**Respondent**: Where does the power…

**Interviewer**: So if I look at gender relation at work Place, who holds the power?

**Respondent**: That is something even our CEO says that we need to increase gender definitely with men, some men are really type men because the main reason I was going to board meetings and they would tell me they will talk so I was like what was use of me coming to meeting there some men who were really bullies,when I talk or maybe I become strong and to be honest have been strong in this matter they become threatened because haven’t picked out some of the meetings , I used to attend the ministry of Energy, the chairman was quite impressed you know even some member of parliament were quite impressed that they didn’t know we have a woman who is quite courageous and technically well, .this is exactly what we want .We see things in a different way whenever you want to make a decision you need to consult me. This becomes a threat to board and they told me not to be attending any more .So there are some men who can’t let a woman shine over because am a junior compared to management what they see is you are over shining that’s what have experienced its individual because have never experienced because have worked in US in different fields so am not sure this is happening or it happened because there are other woman who don’t have self-esteem and anything else like that can kill their morale at that particular moment just my battles I want to fight and that in particular never wanted to put myself in wanted to concentrate on my performance, I want people to see me in my performance want people to respect me, because I have performed not trying to think am there because of gender balance .

**Interviewer**: Do you think company is doing enough to encourage women participation in industry in Kenya.

**Respondent**: One thing that have seen is they are starting to talk about it so there are woman here taking courage which is good. Company has realized that we need to work on something so having that actually is something positive, woman in engineering some few things actually I can say we are going on the good direction, it’s very encouraging to see this . Its positive and being sensitive and other thing is people are given opportunity to woman even when they do not qualify and don’t want that to happen we want to make sure that we have the right people in the right positions in the country , we are not there yet, some acknowledge us in particular we are not there yet , we have plan about that so we can have a good talent .

**Interviewer**: So how do you balance, this more personal how do you balance between domestic duties as mother and engineer in the industry?

**Respondent**: It’s a tough one, job is boring not really mentally physically, physically that you required to travel a lot and look for solutions so sometimes you leave work even though you have left the office but you still bothered to do, so what’s really wrong with you looking for solutions or carrying work without even knowing to mean is like need to support because am very luck and I really thank God for providing such support, I have a nanny who takes care of kid my mom who is available my family are willing and available when I need them when it comes to kids are usually sit down and talk to them and they really understand like in their generation you sit down and tell them to have discipline when am not around and it’s not easy like when you out there and the child is sick and they are calling you in the middle of week to make sure that there is somebody who is taking care of kids it gives you some kind of peace even though you don’t have to be there, this gives you calm , other thing for company is being flexible , family oriented so incase anything happens you are allowed if your child is sick you are allowed to go home ,so the company understands the family balance that the work is very demanding and working long hours working in a very remote areas we have other who work for 28 days, that’s what am looking for, like you go and work for 28 days. Like some positions you have no choice but you have to work for those rotations like one of my colleague come out of work because she had baby and she really wanted have little time with kid but because of position she didn’t have a choice you can imagine that child didn’t breastfed enough the way she wanted so to me family support has been family, friends the support has been really great and my mom home I really love it looks on my kid, also looks for time for family go to church and a sit down have family also during vacation I make sure it’s just me and them without any help without any surrounding having that quality time thank God for balancing and to have to tell yourself you have to and you have nowhere to stop , when they were young you are more needy and now I have teenage and I have to be more available by doing that I need to know how to balance my work and be able to be more available because of my teenage girl have to concentrate in her to make sure she is performing well.

**Interviewer**: So what are the policies in company that encourage woman in families and also woman who are trying to maybe have families?

**Responden**t: So one actually I will just say to talk to your boss and arrange on your goals and like when I used to work in US you find that like on Friday you can be off every other Friday and they allow you to work on your boss , I don’t have anybody to pick and have my kids I used to have a nanny and we had a good understanding and the policy is smart working, you pick two days of week and work from home I used to work from Monday to Friday as long as they have computer and internet and really had to come and work on technology and innovation you know it has really helped us out because you don’t have to be there physically you can dine when it comes to conferences you don’t have to travel and speed internet it makes it a lit bit easier because it’s not really required out there because of technology and innovation **,** information from computer its really matters whenyou have to be careful with data that are very sensitive technology has really helped us out. So that’s company policy and other one is not company policy it’s just you to agree with boss how you want to work out with boss as long as you not affecting performance . US and UK they have adequate, then I was like men let people be and there is network on how people are working, is it possible we working on. I think is more old school and be comfortable trust you employees and be flexible to changes like technology is still changing I think it will make people more productive to be honest compared to less productive according to some of managers think ,every country developing Kenya is not left behind we are ready for smart working me and my boss we have a good relation he allows me to work at home and in the office I have that with my boss and some people don’t have that with their bosses so they given mandatory to . If you have question write on in email ill get back to you and answer.

**Interviewer: If** I get follow up question I will be able to send.

**Respondent**: I will be answering you, have been picked am the subcommittee of inclusive diversity and inclusion and we will be discussing about all this gender balance so we are good to , we have been talking to people trying to figure out ways of recruiting woman, smart working is one of the them , I was one representing Kenya and I was to meet some people and discuss we go up to people with aids disability we have been talking a lot about that our CEO said that we were Africa leading company in our motto people say our can it be if we don’t have African executive we say we working on that .

**Interviewer**: Thank you, bye.

**Respondent:** Thank you, have a good one I wanted it to be good one. Thank you so much.

**Interviewer**: Thank you.