**Interview transcript- Senior academic, lawyer, female, Nairobi, 2018**

**Respondent:** I have to confess. One, I am not a gender expert. It’s just that the nature of the job we have come across a few aspects of gender so that has made our work intertwine in one way or another. When we look at gender, I guess there are several ways to look at it. There is gender in the sense of communities, women, people impacted by the projects. Then there gender in the sense of opportunities in the sense of profession. That’s different. Then there is gender in the sense of policy where it is woman wherever they may be and each of those has got its own linings and is dealt with separately. When it comes to legislation and the like, the laws currently that are petroleum and mining focused barely have any gender provisions, almost gender blind. And that perhaps can be explained because the other laws in Kenya on gender are quite robust. You have got affirmative action provisions and the constitution, several gender laws commissions so the architects of the laws might have felt it is already gender laws impact but it is yet to be clarified. But where we are now both mining Act and petroleum Act of 1996 are all quite gender neutral which can bring about issues. When it comes to grassroots, women and impacts or communities, we of course have to be very careful cause literature and experience teaches us that extra activities tend to benefit men and there is no research on that in terms of employment and the people who get the raw end of the sticker tend to look for livelihoods. So that’s an aspect that needs to be dealt into. When it comes to business opportunities, it is kind of a mixed bag especially international employers to actively look for women, I am not sure about the national ones whether the government has got any form of ministry policies that advance gender parity.

**Question: What is your experience as a woman in the industry?**

Honestly, so far it has been quite positive. When we started the research centre 4 years ago, I was alone. Now we have a staff of about 20 and yet there is no office I have not been invited to and I am happy I have not been kicked out of an office but it is probably because of the space I occupy in academia. I am not in industry. I am not challenging anybody directly, I am not in government so it is possible that women in those sorts of sectors or even CSOs have a different experience from mine. But mine has been extremely positive, it surprises me.

**Question: In terms of expertise, what can we look up to gender issues when it comes to expertise?**

Quite frankly, the best way to put out an agenda for gender…if you have affirmative actions, provisions when it comes to local content plans and implementations and all that with companies, that is one of the best way you can advance gender motions. We have also formed the association of women in extractors in Kenya and recently we established the Turkana women’s chapter. it is very positive and we are looking forward to establishing in other counties like taita taveta for the Gemstone miners and in Migori for the gold miners. Along those lines, where women can come together galvanise for the issues at that county level. So those are some of the things we can look forward to.

**Question: how are gender languages and in the field?**

There is a whole load of work. There is gender main streaming, gender quality so there’s a whole body of work around terminology. I must say in my line of work, we have not really come across them. So far the issue of gender has not come up. We have done some studies even out in the rural areas, and gender is almost always that last thing stakeholders always bring up about. Maybe because most stakeholders have the same experiences so the question of gender has not yet come to the fore per say and even when people ask about gender issues are because men and women experience the same challenges that is different access to resources, lack of information. The challenges being experienced right now at the sector because most of us still in exploration especially in oil at the same communities. The desegregation of men and women has not yet been as sharp as it could be.

**Question: how would you express gender identities?**

It has not been a factor from my point of view

**Question: how does power play out in the industry?**

That is an interesting question. Most of those who are in power are men. There are very few women who sit in those positions. Those women who I know who are in those positions are very open to helping other women. The men that are there for most part are very supportive of women but of course there are few dynamics that come into play sometimes. An evidence suggests that there is sex for pay, sort of things like that’s how you advance. It is also known for things like boys club where people feel it is a boys club against all a evidence. It is not something I have faced personally or interrogated but it just comes as a by way when we have such barazas and everything is when this information comes to us.

**And how does this affect women`s progression in the industry?**

It does because it resets clock. This is because if you are young woman trying to get in the industry and the first conversation you are having is what are you going to do for me and do you know what that means. It sets people back but I guess the opposite is also through a lot. Men would feel that well we are also under immense pressure by women to play that game. Personally it is not something I have experienced so I cannot speak much on it.

**What are your thoughts on women bread winners?**

I think in this day and age, there are many female bread winners and more importantly especially the younger generation, they have no problem. It is a perfectly acceptable place to be. There is no to little stigma and it does not matter who is bringing bread as long as it is on the table.

**How do you think this is impacting on men and women in the industry?**

So far, it has not come up maybe because I am not at the grass root level but I am pretty sure that the women at the grass root level would have a different take. At the national level, it has not really come up. Grass roots, I can foresee it having a bit of challenges because if you are the one bringing the bread, the man is neither here nor there that can upset balances in the house but that is only a woman in that position can speak about.

**What can you tell me the industries around extracting supporting or ?**

I think the industries that people are typically used to are agriculture so you have got the case of these titaniums which you hear has got of starting agriculture projects to enhance community livelihoods. You have got Tullow which has entered into a different route of business opportunities mostly along the supply chain. In Turkana, we have got the fisheries projects. You have got several places where there is livestock. I am not sure that studies have been done to find out their interrelations and how one leads to the other or how they can complement each other. These are just observations.

What about gender parity/ discrimination? Have you experienced it?

I would not know and I would be interested to know what you find in your research

What about race?

Not in any shape or form