**Interview – Oil and Gas Consultant**

Refused to be recorded

Narrative

Women have not entered the field where women pick up social sciences. Family obligations as a gap. Men hunters, women carers, culture friend CEO of NGO meeting first time. Name could not tell gender. Shows up early and come white gup gives order of what he wants. Women placed in a particular corner of her being black in a white dominated industry/organization. Leading men-how do you win them and ensure they know you are good and what you can do.

Struggling with traditional roles vs men being. Conversations in industry/government invites from community/gender ministry. As a country we do not use research to inform policy. In the beginning it was a fight between nationals (who have no skills/ capacity, no need for scholarships) and expatriates. Bring our to offer tech courses, bring expatriates. University unwilling to change courses. Woman designing oil and gas courses, how it plays out. Dr Melba Laws idealistic and ignores community perspectives. Local content bill does not differentiate space for women.

Alternative action-30% for women and youth. Not practical and means when government gives out tenders, 30% has to go to women but how practical is this? Laws and policies on expatriates, equal employment opportunities, equal participation and non-discrimination. Consultation to be done. Employment act does not allow discrimination. Pregnant women leave days, Safaricom having day cares. No land use policy at the moment at national and local. Women have the right to own and inherit land. Disposal of land, women must be consulted.

What you come with

Few women in top positions in extractives. Mentorship seems to be conversations on gender in extractives sectors should ideally start at the very beginning when girls start school. Changes coming in slowly. Taking kids to bathrooms. Creation of family bathrooms an idea that is taking shape. Successful women today particularly in politics have had to fight men all their lives. Reason most are bitter.

These women do not want to make it easier for other women. During campaigns, candidates who are women, are hugged a little tighter but cannot express themselves as they are to man up. Too many women at the top, many feel bad. Are they supportive of women agenda? Do you carry the whole weight of women on your back? When Tullow arrived, everyone wanted jobs. There were specific roles for men and women. Women in household roles and men in the field. Husbands refused for women to stay in camps so women had to be stopped from working.

Gender pay – not public so it is difficult to know. Culture play a big role on how women are treated in communities. When Tullow had water tanks, a local person wanted a job to deliver water (not verified). When Tullow operations temporarily stopped, the whole village suffered. Why Tullow did not dig wells and used water tanks. Panels on extractives organized by extractives barazas who are heavily men. Conversations on TV are all men. This Could be because women roles as women/ carers have taken over. Male perspectives on extractives are what have played out at national and county levels. It is their voices being heard, women not given that space. Assumptions are that there are no women. It is not easy getting women in extractive industries to talk to. Men are out more in public spaces so women may not hear about it. Community conversations example a guy asks why we need women in a panel on oil and gas. When it comes to power, men hold power in extractive sectors. Turkana’s fighting with Pokots. Women are the ones who push the men to fight or go on raids so power really lies with women.

Traditions – women can sense while men are the face of power, women own it. The most respected woman is an educated and married Turkana woman. Can change status of women in community. Education alone does not give status in community. Marriage has more prominence and weight than education. Beads and silver necklace are fully married. Women do not speak in public meetings. How power shifts in this industry is complicated. Voice of community elders – you must know who holds the power if you want anything done.

Many women in informal industry have access to credit issues, education and registering a business. Mining sector as a whole there is a problem with ASM women. They do not engage with the ministry of mining. They think they will be chased for taxes. Ministry has made it look like if you register you start paying taxes. More penalties than support from government. Being informal means women are susceptible to raids. People take advantage of women. You cannot plan long term.

Where do you see? What needs to happen to make women visible in this industry? Should we discuss gender in the extractive industry and why? Why are we so concerned with gender in oil and not the other industries? Our scope for gender in industry is narrow. Need to look at manufacturing and other industries as well as sectors. Gender ministry is no longer there, it is a department in the ministry of interior.