**Interview transcript – Senior Manager, Oil company, Nairobi, 2018**

Interviewer: So in general, what do you think is the place of women in extractive industries today?

Respondent: I think I’d start by saying from a country perspective oil and Gas is new and all I can say is that there is a place for Kenyan businesses for Kenyan people and I see pretty much the women as a part of the population and so they definitely have a seasonal potentially diarizing. Maybe it's from an employment perspective. I wouldn't say we all try to become stem candidates or whatever it is, but I think in whatever we're doing, let's see how we can be able to tap into the opportunities and similarly if there's a business opportunity, how can they play a role in the supply chain? Because there are lots of opportunities. Yeah, and I think I'd also want to improve it by saying we look at it and say as a specialist in this area, to some certain areas, especially this, but we know the other area specialist, so in those areas it tells not in any way made women and a lot more disadvantaged because you still find women running consultancies are still finding women as engineers, surveys, whatever it is. So I think it's just about coming in and saying, you know, what, I can have a role to play and therefore I want to move to come in and do that. Yeah,

Interviewer: That’s interesting. So if we come down to …., yeah, what let's say laws and policies are in place to encourage women to participate more or to join the professions.

Respondent: Okay. Um, we have an inclusion and diversity agenda and I think the company has made very clear, it's not so much to see that we're trying to make sure that it's women, but it's trying to make sure that there's a gender balance, whatever we do, because you can go to certain areas and you find that there are more women than the men. So I'd say it's about ensuring that we include as many people as possible starting off from our backgrounds. Looking at cultural diversity, gender, because it's a key area. And if you then come to the same table, is there any variation in how one gets a preliminary test if you're doing the same role? Then the other one and intentionally reviewing that data to make sure that there is no variance. So I'd say it's an agenda that I think from last year has become at the core of it with metaphysics cast here, it started from the board, our ex-chairman was a fond of and good on him he was replaced by a female as chair and before he left he said that his desire is to get more women at the executive level. And so the CEO that he appointed, when he, when he ceased to be CEO, came in and was able to get a I think we had two women at the exec level I think from, from perhaps with just having no one there. And there’s a plan to push to try and get more involved. So, so, so I'd say at that liberal, yes, it's focused on, at the business unit level as well. They look at women, we may not be that great in terms of …. statistics right now because our leadership team has just one woman out of a population of 10 and I think the question they are grappling with is why aren't we getting those positions? So I want to believe that people have mentioned that they are aware there is a gap it is because I wanted to do something about it. And I also think that there's accountability that is happening because if they've brought chairs, …, they must be seen to be cascading down. Yeah,

Interviewer: That's true. So in general, what are your thoughts on women at work

Respondent: Oil and gas industries is not easy by saying that. And uh, especially in a country where it's, it's totally new, you get, um, your introduction to the organization, to the industry is that it's an industry for people who have been dealing with oil and gas for many years. And because they're in your country than they have tended to be mobile now who's usually more mobile, the men are mobile than women in my experience. So you find that then you get into an environment that is mostly male dominated. And looking back when I joined about five years ago, it was mostly expatriate men. So the bit about even being female did not occur to me, you know, I'd sit down, I'm thinking my goodness, I need more of ourselves, you know, in this room. And then with time that has been sort of the correlates me, how I'd say more, more Kenyans or more Africans and we have more expatriates. And from there then you start to actually, there are more women coming in, so I'd say five years when I joined to date, it's looking, you know, it's much easier and therefore it's easier to also get female issues addressed. So as an example, I think they were trying to do, we've moved into this building in 2014 and in 2014 and there was a room that was wherever the discussion we have a mother she went to the mother's room and eventually they got the mother's room and I think as we got more women and younger women that were getting more children, the room is nicely made, his office or we have the big showers in their room when the mothers come back they express… when in the mothers room. And so, they're comfortable. It is a nice secluded area so I’d say the company has moved a long in tandem with the number of women coming into the organization yet to just make sure that it's comfortable for us. it's also, it's easy to, to discuss women issues, you know, your house help has taken off and it's easy to go tell your boss I need some times off because I need to sort out a few things. It's easier because you know, you're more so I guess there's safety in numbers and so we say so you don't feel as if you're asking for special treatment here. It's something that I think is pretty much acceptable, but you have children. Yeah. So it's, it's getting easier. It's getting easier. Yeah.

Interviewer: You mentioned something about a pay. In your own opinion, do you think that is the normal or the certain issues that need to address?

Respondent: I don’t think the pay disparities are related to gender. At least not in this. Not In this business unit. In fact, not at all along those lines. Yeah, because of course we have a, we had a large expatriate population. It was not so much male versus female. Yeah.

Interviewer: And when it comes to job progression for women, particularly Kenyan women, how is anything to do with race come into play

Respondent: The thing that I've picked up about this industry, or maybe I can envision is that it's reasonably flat, so there are few growth positions I'm letting, depending at what level it came in. Then there could be room for growth, but if you came in at an experience level experience but you are higher then I think the room for growth could be limited. So, I would say it's not so much that it's difficult for women to progress, but I'd say it's really based on a new higher levels, entry level, think they're not open it. I've seen people grow a bit but it could be more difficult. We're asking this companies and some of them, my previous employer, did a job for two to three years and he knew somewhere else. As long as you delivered. But it's not logical. We also have to contend with that. the different initiatives going on to try and create some group, be just different experiences that people can be access. And a right now we have two ladies who are working on from the London office and have made humble arrangements so their children are able to feed it. So I would say that it's recognizing that start to find ways of making it work. I guess I'd say it was limited to the police to group interview. They said we have to promote cross posting on sites or if your mobile then you can definitely, yeah. Developmental projects or programs

Interviewer: In general. How many, if you just give me an estimate, how many women are currently employed in Nairobi office?

Respondent: I don't have the numbers, don't have to be honest. But, we track that by a contract network is run by the hour and in our network which is based in Chicago. We oscillate between 16 percent to 14 percent, depending on the older versions we have, it doesn't sound like a lot, but it's a constant discussion. Again, remember that among the subcontractors as well, we also have our drilling companies and everybody, as I said, Well it could be zero maybe for some of those companies or it could be maybe 50 percent, but when we look at the aggregate figures, that's what it works.

Interviewer: Does the company have a sort of policy that encourages the contractors to have gender balance within their staff?

Respondent: Not at this point, No. As I said, because it's a new industry. Our focus is to have as many Kenyans as possible. The luxury, we haven't had that, but neither have we had about any discrimination and I'm trying to think now we have the tracking of all going on. It will be interesting to see if there any female applicants. I do not know. But the process is ongoing so I think that will tell whether most women who are looking to get into the industry. Again, we're open to those opportunities and as well how that would work because you know you're driving on the road for so long in my mind comes security checks.

Interviewer: It could work. You never know. There was a time I was reading an article in Australia. There's a company where I think the truck drivers used to be men and they used to be a lot of breakdowns and maintain as and the company was spending too much. Okay. So, there was a female and she just decided to drive a truck and she was fine as soon as then they noticed that her truck never used to break down. They started encouraging women. Now the whole company all women truck drivers. And we'll actually have that conversation after discussing this.

Respondent: That's interesting actually.

Interviewer: So, if I go back to Turkana, how are women organizing around the oil in Turkana, because I know you're mostly there.

I'm trying to think where to start from. So, of course I'm in terms of employment, both women and men, men are encouraged to apply. So, I'd say that's equal opportunity, so much can happen around that and if they need training opportunities, it would be given to equally. I'm not looking at the other local opportunities. What, what we've seen is that this seems to be some areas that women seem to be organized themselves around and a tactical as far back as 2014 when we were encouraging a lot of women with a lot of local participation and I remember having a session with potential suppliers and I said, it’s okay guys, it's almost one year since we had our first conversation, how he was looking and they said, we're interested but we're not given sufficient work because she had that during our session in my plea to them was no just continuous delivery activities that you've been given and prove yourself so that you will be able to get more. At that time were also able to tap into some training fund available through ADP. That was supporting the growth-oriented women enterprises program. And we managed to run two sessions for Turkana businesswomen, which were about 60 of them in two locations, Lokichar and Lokori. And in that session, we had of course the curriculum was going to be prepared which is really rudimentary business skills training and then we had the table banking experts coming in from ‘Name withheld’,.... They are the ones who run the table banking initiative, which in that time was the initiative of the jubilee government that came in. So I was able to get in touch with the people who run it sort of coming from Delhi. And then we also had an opinion leader from the Chamber of Commerce coming talk about what kind of services they provide. I'd say that we're not training, a number of the women looked back and said that was the one that was an eye-opening for us at least we've found ways in which we could be able to get our financing up. We also find ways in which you can access our business success from the …, and we also gained skills that could help us run our businesses. And it's from there, that morale, I think you recalled her, the one with cheerleading, so she was there in two other women could said if you're in an association, only three people from that, and they came in and as she said, they've been able to grow, you know, friend. And I'm very proud of them and they seem to have taken on the role of providing foods. Now is it because it's something that we may like to do naturally? I do not know, but they've taken it and they've created it, and of course, it couldn’t have started without challenges initially, but with a lot of constant correction, support from the contractor and ourselves as well. We had intervened a number of times where the woman was saying you have to buy from here, but the contractor is like, they do not have to buy food if the quality is not good. And I'm saying guys remember the training, you know these are your clients and how do you talk to your client and stuff like that. So, we've come to the point where the, they’re so fond of that contract and they actually were going to kill a goat for them all. And that's really a norm in Turkana. Yeah. So, they then moved into the thing, but then they said we can do more than just fruits and vegetables. I said, oh, okay. We don't do the next - because you've been doing this. There's always a ratio of being lot more competitive and they weren't successful in the dry goods. Dry goods. It's still footsteps, it's your seeds, your stereos and stuff. But there's also detergents and other things. So. So they, I think as women we tend to be cautious, you want to prove yourself and then you try something else here that's affecting what I'm getting, which is not different from wee ward from the professional side of things. But what I like about them is that they're diligent and we also appealed to them like I remember a time we had a road block someplace up north and a …came and told me that …, if you can just give me a vehicle to go to that place, I can just go and tell the young men to unblock the way, because my fruits are good bad behind the truck that is blocked here, but I just thought, that's exactly what we want. what I'm noticing is that when you have more women engaged, they can try and unravel things for you and block things from you because we are seeing they are interested in everything you’re doing. Whereas we have to get to a point where the men say, you know what, let me speak to this other guys who are blocking the road to try and amicably resolve this issue and allow work to continue. I haven't had a man say that in all honesty. I've had women say that honestly speaking. We have a role in society. So, let's play that role. So, I definitely say I appreciate that from having to interrupt or having to have women in the supply chain because I think they see things like they want to be associated with good things. That’s a moral compass that they sort of carry.

Interviewer: I think it's also maybe their caring nature so.

Respondent: Exactly. It could be that. But definitely works well. Let me just share something of that came up when the women rep came to open the session in …, I remember she took a flip chart and she told the ladies, okay ladies tell me what your typical day's like. Sometimes you wake up, prepare breakfast for your children and your husband. If you go and get water, come back four hours later. Then what you do when you come back, either you’re washing clothes and stuff like that here on the homestead and then at the evening you have to go and make sure that all the goats have come. If there's anyone missing, please don’t go to sleep in that house. You have to be out there looking for it and make sure it's back. Because their husband will wake up first thing in the morning and they'll go and count their sheep and everything else. And so, what a like on how much more … was telling me, … and you said these women dedicating five days of training. Just recognize if they've had to put aside to come and do that and then secondly also recognize the willingness for them to change their lifestyle because obviously they're coming to prove for themselves to be able to do something that will be able to make their homesteads better and now looking back, the women in this group, because we tend to meet them often enough. There was the time they were concerned that the men were starting to get jealous because now they're financially able, they're putting food on the table, and their kids are doing well in school. And maybe they don't play such a traditional role as we've seen they have been before and we didn't get into the details of what that may also lead to, but they seem to be very comfortable with what they are able to provide. Then the question was, do you want a mixed training in the next training that we run, or do you want women only they said women only in back, well, because the men are not that progressive from what we're seeing. Or if they come on they wanted to pull us back and so as much as I was initially to that to kind of women really have to fight hard to get their places at the table. Either they've managed to develop those skills very quickly to stand their ground or society's changing that rapidly. It's a bit difficult because I haven't gotten into their conversations outside of their business idea. But I remember even when we went they’d ask why you sending women to come and talk to us, Our … community liaison officers, they prefer to have me speaking to them. So again, part of that side is changing. I don't know that needs to be investigated further. Maybe we can watch a little bit and see how that plays out in the next few years. But I do remember the men asking that when you are favoring the women too much, when are we also going to get this? And so the women have access to finance. So, I asked them, how do you get the access? We'll go to the bank, say okay, so you meant do you go to the bank? They say yes we do, but we never get loans. Then I asked them but how do you go, Do you go alone? They said yes. They don’t go communally as women do. So whereas women can be able to grow their savings together and be able to start something up. And I mentioned …Oil Company, but there's also another one, poultry farm that started in the same way savings, and then they were able to provide a to us a different – project. First and foremost, and then now to keep it going, the women putting their savings and they have chicken and you know, they were providing the camp with eggs, they have other issues which may not literally be gender issues more about running the business because they, they wouldn't plan for the chicks because the chicken aged and you need to now change them over sell them. So, they were not able to manage that. But we have someone who's trying to support. Yeah. But again, I think its back to my point is about- we’ve seen the women joining together and wanting to grow. The men are pretty much low so loan, I don't know. And maybe in a place like Turkana that may curtail their growth opportunities because there are no banks there. So, you have to be creative about how you expect to get your balances going.

Interviewer: Maybe the women have already found a solution

Respondent: sounds like. Yeah, now they’re saying we need more money as you had.

Interviewer: It's very interesting actually. Very interesting. Okay. So just talking about, back to the company now, about gender identity, in your own experience and also the experiences of women here. How do women identify themselves in …? Like how do they see themselves?

Respondent: I think women, depending on your, on your character, on how you predisposed. That's what I'd say. There are those who are very vocal and they'll continue being that regardless of where they are that what they’ve become, they’ll speak up. There are others who are a bit shy and reserved, but again, that's their character. Even when you try to speak to them, you really just quiet reserved person. So I wouldn't say these are one way that one gender acts and there are those who think, well that's a bit aggressive, but that's their character. I'm not sure, we have a way which we, we show up as women. I don't think so. However, we are caring and supportive. So, like I mentioned, we have young mothers, so we'll arrange ourselves to have a baby shower before that person. And even if it's not always, the ladies in the team will also inform them if we have a wedding in this case, both will show up and we'll try not to arrange ourselves and collecting money and stuff like that. I think that the Kenyan Nature, as you said, not nurturing nature of women, I think routine is in one place, um, and again can still go back to the digital character because there, those who wouldn't be that because they're not that. And, and it's okay. I mean, maybe I'm a bit too pragmatic. But I don't expect it to all up the same way I think is what I'm trying to say. And it could very well be a man you know. I really haven't taken time, but I know we would check on each other, especially where I work, I think we are more than 50 percent if I am not wrong, -And some days, you know, you come in and someone gives you a hug and you’re like, oh, well thank you for that hug, I think, at our corner we have a little culture or women were, you know, people come in like, oh, haven't seen you in so long, you know? Yeah. Then you hug it's in the morning and the guys are like,’ hey you guys,’ you know, And I think we found ourselves having to lift each other up. Perhaps when we are under a lot of pressure where we are. So, you know, every so often you check in and checkup, are you okay? Do you need to talk? So, we do that, we check in. Do we do it for men? I guess we do, but men don't necessarily speak up. you wouldn't even know that something is amiss.

Interviewer: Yeah. It's true.

Respondent: It’s for you to wait. But that's unique. Yeah. So, let's say that's we do look for each other. Is it that because we tend to stick to our corner here. So, you don't have to do work around. So, I think I can only speak for our corner and I'm hoping its representative of other areas.

Interviewer: What if you look at it in terms of different positions within the company, like a women and women in certain positions vis~a~vis women in lower positions or women engineers vis a vis women managers in Admin and stuff like that.

Respondent: And I'm seeing this even when we have, like if someone's hosting, you'll find everybody including the ladies from to be honest. Including the administrators and this was a senior manager. So, I think we have, we have a lot more going for us that makes us feel united than feel different and as I'm seeing this is, the stage of the company or the industry within the company because you know, when you've come from being a predominantly expatriate with few Kenyans to cause the Kenyans will stick together to being more Kenyans and therefore maybe we’re still going through that transition. But I, you don't get that yet. Workwise you would because it is hierarchy, but when it's non-work, when it's social and if any differences it’s just relate, just get along. But that's, that's it. Because you're too junior to see it, it’s a Young Organization. So, we have a few good things. And you know, and we have birthday celebrations for everybody regardless of your position. Yeah. Then remember that because we on one hand we tend to bring you as much clear conscious as possible when on the other hand we’re trying to bring as much content as possible. So, there are so many other things to focus on rather than hierarchy and everything. It's actually a very interesting thing. And maybe I can also share something. So, with some of the really good expatriates, you know, they'd come in or would go for functions and the- that's where we have the lowest kind of ladies here employed and you know, they'd be hugging, impacting this ladies and that caught me and my goodness, we as Kenyans, we need to go to your house, as house helps or you want to be their boss and everything. And suddenly it broke down barriers because then ultimately we are one in the same person, but because of I think the way you know, houses, you know, if you have a health and the health of this level and you create some distance and stuff like that. I thought actually the expatriate community help to break down that particular barrier for me specifically. For me it was, it was really amazing. And because of that, the ladies are also very free with you. You don't feel as if they're not being respectful, you know, because as the committees we are part of the organization. That I remember.

Interviewer: Have there been any cases of like sexual harassment and discrimination that you've ever heard of or have been reported to you?

Respondent: Sexual harassment? No. And I think the only one that I heard, which was, I almost say fortunate because I - because he's an easy guy and you know, just going along with the flow. So I think that was one incident I had. in terms of treating, I haven't had any. Discrimination, not along gender lines, in any allegation of discrimination would that have been brought up would have to do with race and not along gender lines. Yeah. But not gender. I put them out into the field. I just joined the company and I remember having to go to the washrooms a little bit far from the tent and ladies don’t go out in the middle of the night and stuff like that. And that's when I felt it could be a male. Can I say a male oriented organization because if there was a woman would think, you know what I need to be made? Maybe clothes or something like that. Yeah, that was in 2015 year. But now you know, you have your self-contained, a cabin and everything. So, meet maybe, with time as more women came, it made sense to just make sure that there was good facilities. I remember I'd have to drag, you know, we’d camp in the middle of the night and it's because we'd set up the camps for where we're drilling before you move on to the next one second. So they were never permanent structures. So, in that's how it is in our global world. But do you remember what the engineers were sharing yet? Maybe we were better if we had somewhere to go. But again, it's like a male dominated industry. Imagine if you're working in such a country, companies that have lots of experience in those, whatever. They don't stop to that we have some women here that for them it's to deliver and getting the work done. So, you've kind of come in and starting to update the delegate and stuff like that. So, I guess as he was saying, he tells a woman to man up and trying to be one of the guys.

Interviewer: Have you ever been told to man up?

Respondent: I'm not a Techie, no I haven’t. But let's say I told you, it's not an easy industry, and so getting people to buy into your idea it's really been its local content and you're going to technical people who are thinking, so what you're telling me, you almost, you really have to be super assertive. you know, initially you're thinking, what's going on here? Then you realize, you know what, if you have a job to do so you, you have to give it back to them. Yeah. So, those are things that I had to learn very early, that you know, they're going to work on and you don't have to do anything. Then there was a classic commentate I heard. - that you're too nice - on an appraisal feedback- But I was sitting with next to me and I just thought, what does that mean? Would you tell a man that you’re too nice? I don't do it. Yes. Well, that caught my ear because I knew where it was coming from.

Interviewer: So … (company) was in the Media about that unfortunate incident was happening in .... So …how well women are engaging in that sort of scenario.

Respondent: Hopefully I didn't see any women - over the fence. I didn't see. And the women have their own ways of putting their points forward and they have staged some roadblocks. And then the engagement has happened quite aggressive. No, they'll do everything. But you sort of get to resolve the issues in this particular one was interesting as you heard the issues did not have much to do with … per se. There were just calling for attention. So, the big question, as you heard was security. So, security has been divided to two to safeguard the trucks rather than the people, there were people getting killed even though Turkana has a constant conflict, suddenly and people are losing many lives. Then the second issue that came up, he said. And did that surprise me? No, because these poverty in Turkana, people won’t to be able to provide food and to earn a livelihood, but again, Tullow is the single largest private sector company to kind of, and I keep saying we want to employ all of you, we possibly cannot because operation does not impact many people. And the other thing is that you would not have the requisite skills or competencies that are required here. So then honest be a gap between what the expeditions in what we need. So, it's, on our end, how do we manage the expectations and speaking, including of course two women here and on the other hand, how do you make sure that we're very clear about what the project requirements are so that people can see where the opportunities are available. The one thing I've told them is where the opportunity that we've been advertised, but everybody has a fair chance to respond. Of course, it was the early days of trying to put structures in place here because you'd find people coming in and seeing or how was that was recruited, was it advertised? So, we had to come up with guidelines. What are the ways and means of doing these things, then the question, would you apply? Yes/No, didn't then how do you expect to get something? Yes, I need to get any feedback and I didn't have you asked for feedback and see, okay, people, this is what happens. You're as successful as what we're looking to get feedback in the next time you try and just be successful because it's also about helping them understand what the, what the market is like. Because even when we started employing, people they didn't understand that there were statutory deductions and the people on the site were asking, why are you paying only this? you know, the government needs. Which government? sort of Kenyan government. Of course, it did not represent the Kenyan government for the longest time. So, it's constant education, constant awareness creation, and it goes across the Bush to women because we have a stakeholder engagement. People who speak to the masses, they announced that they haven't been, as on this many women will show up. What we would like is that the women are enough to ask questions when they benefit. You'd think that they'd call a bit, but no, they will. They will raise, we'll speak. Sometimes they're not comfortable speaking Swahili sometimes they’re speaking in mother tongue and someone else will have to translate. But at least they do express themselves. And even in the meetings, you know, but to kind of interesting, especially the women, they repeat the same thing with previous person said they said, well we've already had this. No, let me have my say and then we'll get the same thing. Same thing. I'm thinking, goodness, whatever this meeting. But that just goes to say that they feel they can voice their issues here. Without having any fear here.

Interviewer: You mentioned something to do with equal opportunity and stuff, so what is … as a company, particularly from a perspective of someone who does a lot of local content, how do you ensure that? What is the company actually doing to make sure that they're also uplifting Turkanas for them to be able to apply for certain positions that would otherwise be filled by expatriates, people from other regions,

Respondent: Lots of capacity building initiatives are going on and we cannot do it by ourselves. So we're constantly looking for partners to support us. So, as you may recall, invest in Africa as you mentioned, has given them some funding and invest Africa is one of the companies that we've partnered with apart from a global top in the UK, they were in Ghana, now in Kenya and they come in, they have access to either funding or they have access have programs that they can help to support companies with. And so, they have capacity building that they conduct and they also have access to finance. And the women's group has benefited quite a bit from them I think it’s the procedure for the second round of financing from them. We also are working with London Foundation, which is a sister company to our, one of our joint venture partners and they supported load of vocational training center shot LDTC and they put up plumping, workshops, electrical instrumentation and hospitality, they attract both men and women, you know, to come in and upskill themselves. We also have employed or contracted … is based in Turkana 24/7 to build capacity on an ongoing basis. So literally 182 people so far, we’re recruiting another 120. And the whole idea is that this constant presence of, of somebody who can support them, you know, you have, an opportunity coming up, how do I respond to this business plan development because you also need to think our longer term, they're also helping them to organize themselves. Like they're looking at the transport sector and uh, helping them organize into a Sacco because that's how Sacco’s have operated in other parts of the country. Then we have worked with barefoot solutions, barefoot deletions or the name sound is all about farming agriculture and they're making use of some of our waste from the kitchen. So, to convert it to compost and so they have to demo farms. One is in an area called … and that's being run by women managed by women. That's a community based organization. They are women Led. And so they're now becoming farmers. And I remember in one of the conventions with the women group said, Suzanne had I known that this many years, we're very, very far, what are your husband's saying about this? Were men to come in now? that’s good. Hopefully you can bring them somewhere else and sort of get his healthy competition. Then there’s another group that's a youth that is based in …, which is where we have an integrated operating base and those use ordinary water and they also use the waste from the kitchen. And again, they're focusing on fodder, they're focusing on indigenous trees but will be to help it, our restoration about - agenda, but ultimately we're trying to see how they can also start growing their own food crops. The women's group has also been taken to … irrigation scheme. - WFP if I am not wrong, one of the two. And apparently, it's a huge irrigation set up that happened to have lots of produce. So what we're telling the woman rather than bringing in your food from Kitale or Nairobi, first buy from here. So here currently on our watermelons are coming from there all other things. So, it's also to try and pull different bits markets together to try and support each other. So, what you realize that now they're getting the technical support. But what about the business acumen? Is that good to come from? … is now working with them. We get this smooth transition or do some sustainability elementary. I mentioned the growth-oriented women enterprise training before 2015 we fold in partnership with …. again trained over 350 micro and small businesses. Again, only business skills and they're also getting financial literacy skills from there. So capacity building, it has to be ongoing because it's the only way to unlock more opportunities for the people skill side and just go back a little bit. We have scholarships, but other than that we have secondary school, we have primary school. We also are supporting vocational and technical students, not only in - But also at St Kizito, in Githurai. We were two weeks ago in Eldoret visiting technical training institute to see how we can play some students there because us we move towards development work, just treat more people. Pretty nice product. Yeah. So a number of initiatives are going into just to support the whole capacity agenda, it's going to be enough and you cannot do it. Absolutely will obviously call on government to also come in and support us because we all have a role to play.

Interviewer: I was speaking to one of your engineers and he was like, you know, the problem we have with … is that they don't want to Employ Kenyan Engineers. That apparently because Tullow cannot pay the market value, so I was like, I would ask is that really an allegation or is it something that…

Respondent: We have …(name withheld) and we have …(name withheld) who is also an engineer. I don’t know whether it has to do with the kind of engineering background they have. I do not know. We have …(name withheld) who is also an engineer, junior engineer. I don’t know. And are they are complaining, …came from …, Yes, but it's because she was coming in with the expertise that was needed. You know, she's the one who was running the early open scheme. You obviously need experience for that. Yeah. I think it’s an allegation, because Lisa, she's getting treated, and she's Kenyan and there are other Kenyans as well who are working with her. Yeah. It could be another mismatch of expectations where we are saying we have enough. We don't need more because the other thing, the other challenge we have, you have all these students from …who have done engineering and personally the question is, how many engineers do we need? So you could sort of tell that … is not employing us, but even currently, do we need premium engineers now? Come on we start production. And even then if the - committed how many honestly would one need? Yeah, exactly. So it could be, it could be bad, but why? no, I, I disagree. I disagree. Yeah.

Interviewer: So that's an allegation?

Respondent: Yeah.

Interviewer: They are saying that Tullow doesn’t pay market value for them.

Respondent: For them? Yeah. Okay. So, so then why would they want to come and Work for …? Yeah. Why would they want to come and work for …?

Interviewer: And probably they're not getting the jobs because Tullow was not willing to pay market value for them. So, they are saying that they’re being overpaid. you should review that. Maybe you are under paid.

Respondent: Maybe we, I don't know. Maybe but we'll be, we'll be then because if to them it is not attractive enough then that's another question. Is it attractive? Is it just for engineers or is it other areas with just the technical areas or do people have such high expectations of the oil and gas industry that they need to be paid, you know, the dollar, what do they say? The, the petro dollar Coz I know there is also that thinking that I need to be paid petro dollar. So, you come asking for so much that it's beyond … care. It could be

Interviewer: Definitely you wouldn’t compare an engineer in … and an engineer here in ....

Respondent: The living standards are different in both countries. It could be different. Maybe. Maybe that's why. And they will have different - for Kenyans. we've come to live with that. So. And it's been that way even in my previous working experience in other oil and Gas companies. We had different skills and you were - if you were an African experts even then there was a different skill for you.

Interviewer: Wow. That's horrible.

Respondent: Yeah. They must bear

Interviewer: So black means lower

Respondent: Because you know how they work out their remuneration, most of the expatriate packages where they see that they're paying you for the disadvantage they are causing you, so if you're coming from a worse economy then surely, why should you be paid you are coming from Nairobi to come and join us up here as an example you're coming from, I don't do, but most of our countries, so there was that thing in the signal, but when she you more whereas someone's coming from the UK, but you're coming from this and then you come into high risk areas with crime rates and everything

Respondent: And now I'm speaking as …. I find it so peaceful and I sleep so soundly. I've twice overslept.

Respondent: But even I'm sure the first thing they do is protect you because you didn't think I was told that the culture is such that even if they do not have enough food they will first feed the visit before they get. So, I think that those things that are quite endearing things that I hear about, but yeah, so I have no doubt other than fast kind of protective before anything happens to you. This is me.

Respondent: So we were in one of the women's group, excuse me, the women's job training, we heard gunshots – The class was completely disrupted, the women ran off. One of them had lost a relative,

Interviewer: Really unfortunate. Because now if it comes to pay and you're working in the same risks but one person is earning more than the other.

Respondent: Well let's, let's go a few more years running oil and gas maybe. I don't know. I don't know. You have to ask HR, I disqualify myself from that.

Interviewer: Is the HR expatriate?

Respondent: No, no, no.

Interviewer: She would definitely have the answer for that.

Respondent: I'd have to talk locally here for you to get a referral. I didn't know that. It must have some interest. Some good enough research done because you come in as an expert because you get your, your, your assignment. So, they have custody, but it really depends on what the concern for your safety. Right. So, you can understand how they treat especially. Did you do your undergrad there?

Interviewer: … so in your own opinion. Do you think that we should continue focusing on issues of gender in the oil and gas industry?

Respondent: Yes, we must.

Interviewer: And why?

Respondent: Because women have, I mentioned diversity and women are different, not different but different. So if we do not embed focus on gender issues it means that we will not be getting the best for in Pull up potential for employees. I want to believe that women have a very interesting perspective to what men bring in. So if you focus on one and not the other thing, really the organization without be benefit for the possibilities that exist. Yeah. Yeah. So we must be, must be at it and women out there. I don’t want to sound biased, but women have the advice. I would think that, you know, there's a certain level of diligence at a certain level of honesty and stuff that women are able to present even when it comes to business when you interact with women, you almost would have your done because you want to better your business for your family and stuff like that. So, there is that multiplayer effect that comes when we support women and if we do that from a availing rock opportunities from a willingness of opportunities, then I think we'll end up with a better society because we cut the bulk of our homes. We know that mothers are the ones who are making the decisions. Our fathers were there. Yes, but I really want to believe that it is women who are really steering the ship the right way,

Interviewer: You can't go to sleep if she's not happy

Respondent: Exactly and they made us who we are. I strongly believe that they have a major role in the world in the extractives and especially - because there's a tendency to, I think he's really just focused on the technical side which is male dominated, but the bits that tub is, We can be able to bring on board.

Interviewer: Okay, so what, what would we say, everyone like us, big stakeholder in this gender agenda from activists to community members to companies, to everyone. What do we do to make women more feasible in the industry?

Respondent: I think it's just taking time. Because we're getting to these things and telling stories. I'm telling stories either through media or through videos, printed media videos. I think let's interview the women. Let's try and get the story because like I said earlier, there's a lot more benefit that we would be getting or what are the benefits that are accrued to people, to a family, to wherever society as a result, I think when we do that, then the inspire either we made a little bit shy about putting their hats into the ring to just come up and also participate in their space and do what they need to do in whichever way we are going to have to be the same thing. But I think just following what's going on mushrooms and we will be the best that we have is working. Yeah.

Interviewer: That was my last question.