**INTERVIEW – Male CEO (not audio recorded)**

Place of women – women is nascent with one commercial find. General lack of capacity in local industry. Technical and non-technical sides are ok. Classes have more women in industry participate in legal side. Students now have a 50/50 balance which is still far as industry based on capacity.

Laws and policies

1. Equal opportunities by employer. Gender neutral hiring.
2. Active programmes – leadership, mentorship.

STEM education has built a lab that gives internship (DARAJA academy)

1. Targeted campaigns to look at Asian and middle east women.
2. HR policies offer flexible working maternity etc. not just a tick box – know value is in diversity. Helps the bottom line.
3. Senior level executives – sponsors of female talent growth. Number of women is 15 – 20 % and growing. Target is 30%.
4. Gender difference. Cognizant that there is need for [policies to take account of gender issues. Maternity leave with full benefits and shared. Tech offshore – woman took up 4 spaces in a cabin but how these have been calibrated to support women peculiarities. On shore job about capabilities not gender.
5. Awareness. Shell takes pains have policies based around diversity sign if awareness. Concerns of harassment and discrimination. Trends where people say there is a trend in harassment from a people survey done every year e.g. 12% a year. Inbuilt mech for reporting. Action taken on these cases. Problem is people feel comfortable to report
6. Women at work. It is about delivery; gender does not matter.