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| **Interviewer name** | XXXX |
| **Sub-contractor organization** | XXXX |
| **Interview date** | 11th January 2021 |
| **Duration of interview audio recording** | 32mins 43secs |
| **Face-to-face or virtual interview** | Virtual interview |
| **Interview participant** | |
| * **Code** | N14 - GMT20210111 |
| * **Participant name** | XXXX |
| * **Organization name** | XXXX |
| * **Gender** | Female |
| * **Stakeholder category** | Energy Services Provider and Original Equipment Manufacturer  Engineers and others responsible for putting those vision–led plans into action |
| * **Country** | Nigeria |

CF: Essentially so first of all I'm recording this thing, what is it? What is it all about? It's if this is a project funded by the UK research and Innovation Global challenges research fund. And what we are looking at is to try to understand energy access issues but more through a gender lens now, we are looking at four global south context also so countries in Africa and then true in Asia So the African countries we are exploring Ghana and Nigeria and then we are also looking at India and Pakistan so in the end we will look as a lot of cross-country comparisons and then see how the various experiences more or less inside plea in terms of comparing. I mean similarities and some contrast so there are four parts of this particular conversation that we're going to have so the first part is just broad introduction basically your work and then also have series of questions and that's the second part has to do with understanding some of the issues particularly meanings and practices around and actually access and then they thought patterns to do with policies and intervention and then the last part essentially is the closing aspect so okay and without wasting much of your time I will just launch straight into the business honest I sent you a consent form which I will please want you to sign.

Participant: I told you of the challenge I have is how to sign it electronically.

CF: You don't have a digital signature?

Participant: I can’t, my work systems are not close I wouldn’t be able to send things to you on yahoo. I would have to okay kind of go to my home system if I send you a message to say I consent, would that be okay?

CF: You can I sent you my email, send it to my official mail. n@pau.edu.ng.

Participant: Did i you send me any an email recently?

CF: They do. Yes.

Participant: Okay this is it, You send me an email recently?

CF: So yeah I think to myself. Yes that is true. That is true. That is true.

Participant: I know that sending you my consent is part of the interview.

CF: Okay,

CF: Perfect, So without further ado, we just launched straight into the main stuff, So look at the first part so high it's a start by briefly telling me a bit about your current row position organization department you work for and things like that.

Participant: So post XXXX, I joined XXXX four years and two months ago I am leading Communications for the power business across sub-Saharan Africa Communications, I would say 360 Communications internal external everything there is social Employee Engagement and more recently. Also leading the global role or inclusion and diversity for the gas power business. So everything from storytelling of the progressed past story across the region and how it ties to the global story on one side. But also, like I said more recently needing the inclusion and diversity Communications for gas power business and how we drive some of the key pillars of the framework of IMD that were trying to promote for the business.

CF Interested

Participant: What else? I mean you pretty much know the rest of my history at XXXX 11 years. So I would say cumulatively this is kind of like 16 17 years in the energy sector in sub-Sahara Africa across the entire value chain right from Generation all the way to distribution final distribution even interested interesting.

CF: So in brief, crane tell me a bit about your background and how you got into this line of work that you do.

Participant: This is more like a journalist question. I would say two things one is communication found me and usually didn't go out looking for a career as a professional Communications first degree in foreign language has started out with the xxxx, I think it was when I joined the xxxx that I began to see kind of the role communication plays in the world and I think very early on I decided the public sector wasn't for me. I think I wanted the hustle and bustle of the private sector. So when the opportunity came to do Communications any private sector I kind of just jumped at it and like they say the rest is history yeah, the other piece I would say is I think I stayed in energy because I'm also very big about doing work that has impacts right doing work that changes the world and energy is the I mean is the up is the alter and arbiter of life in and especially in our region where for you long time and even today like one of almost 60 percent of the continent doesn't have power it is so fulfilling for every megawatts that I helped the team put on the grid for every megawatt that I helped the team keep on the grid, you just admit that the impact is so obvious like one day this community is in the dark and your life is just so busy and the next day have 200 megawatts of power and you have businesses and community and industries just you know going up on booming and thriving it's such a tangible impact. I think this is why I have stayed in the energy sector.

CF: interesting! Interesting!! now can you please tell me more about the specific energy access areas or issues that you walk on so at the electrification programs or policy or technological projects things like that?

Participant: I would say because of my 16 years I would say it has evolved like in my days with xxxx light in those 11 years. It was very much a, you know energy access bottom of the pyramid Renewables small scale Renewable Energy Efficiency, you know, those very kind of topics that are top of mind and that we kind of worked on in I would say in Greater detail close to my heart. I would say the renewable energy schemes and let that for almost two years and even though they were more targeted to bottom of the pyramid, you know people who barely I mean they had virtually no access to have never had access in their lives. It was still I would say one step in in the right direction of changing the trajectory of energy access moving into GE, I think I also realized I wanted bigger impact the small scale Renewables weight was fine needs it met an immediate need but for the long-term growth and industrialization and development of the economy and social and infrastructure and just you know, the continent as a whole big skilled energy programs in needed to need to happen and need to happen consistently or over a period of time for Africa to catchup.

CF: Interesting. So I mean this brings me to the next thing and really in relation to the policy context shape in your work what's current issues or developmental policies at both maybe National or International level influence the kind of work you do.

Participant: Say that again what current?

CF So what current policy context or development influence the kind of work you do? So for example are there key policy challenges that you can say inform the kind of work that you do in the process of trying to address or something?

Participant: So again, I mean this is 17 years of working in the region, right? So the policy challenges have been have evolved in a way in the beginning. It was more around capital, government regulation, many of these utilities were government-owned, So deregulation was kind of difficult getting private equity to invest to open up the sector kind of method a lot of pushback and selecting that slowed the rate of development that should have happened at that time, so that was one piece. I mean if we now and it has persisted, right so many so many countries have kind of finally started or have succeeded in breaking away from that public utility comes along quotes model and moving now into a more IPP public enterprise type model, but I think the time lost in in just trying to fix that that that policy bottleneck the world has also transition right the world has transitioned from energy security to climate to come on more now a drive towards a carbon neutral carbon 0 economy moved to greener energy and meets a burning need that we can't deny decarbonization is correct is critical. It's crucial and the rest of the world is dealing with this. So now Africa is kind of in a way in a bit of a quagmire because you didn't fix your energy problems in the last 10 years So you have an energy deficit you have the walls that is faced with this you know now faced with this low emissions carbon neutral zero carbon emissions and you know there's just such a huge gap between Africa is and where the world wants to be so I think that's also impacting on the kind of policies that we see at the region today. We see some countries who are kind of trying to model the language and the position and the behavior of the of the of the developed countries and developed economies who have more mature energy infrastructure but the reality is the system that they have on ground today that maybe can't cope you have an energy deficit you cannot talk about energy carbon neutral and some of the missions when your basic needs which is energy axis you have you haven't even been able to solve it.

CF: Interesting! this even brings us now into the second parts of this whole conversation which has to do with understanding the issues. Now, what does equitable energy access mean to you so what was does it look like.

Participant: In my dream or in reality?

CF: Both.

Participant: I think personally I think access to energy is a basic human right I think just as free speech and access to water and you know it's for me energy access should be at that same level we do with all this other right? It's a basic human right and so in ability of countries to be able to deliver that right to their citizens it’s a problem to equitable access for me is everyone should be able to walk into their homes to live a life that is fully powered.

CF: Interesting if I can take it further, what does gender equity in energy assessment to you. So for example, do you think it should be a priority for policy and interventions and if so why?

Participant: So I mean it's questionable to be honest, when you say gender It's strange you ask me this because I would honestly I wouldn't have made it. I wouldn't make the distinction between or here maybe this is my bias coming to play I'm assuming that gender is female so that's an assumption right so maybe let's clarify when you say gender equity we are you are you asking me based on the premise that women have been maybe you have some data points to prove that women have less access to energy than men?

CF: So this is, tend to be a general assumption again based on your experience. I mean what how do you say it?

Participant: I wouldn't I wouldn't say I wouldn't say one gender over the other has more access to energy. I wouldn't say I would say there's a deficit there's a lack of energy access generally and I think it's it impacts men as much as it impacts women, okay? Do the women suffer more consequences, maybe if you look at the traditional role of women in the home in the evening there that wants to have to cook and work in kind of more difficult circumstances because there's no light. So running the home without electricity is kind of problematic and triples the emerging but I think the men also have the same, I mean it's in that Light, I would say yes, maybe only from that traditional lens of role of women in the house. But like I said, that's very debatable right with all the all the girl power and you know women's Liberation those roles are everyday getting kind of fused together, and so we have men who make us more and more prevalent than it used to be 10 15 20 years ago. So I would hesitate to say women kind of have less access like I said the lack of access is across board.

CF: Hmm interesting but if we look at it more from a woman's perspective now, do you think different groups of women benefits from energy access differently for example those in rural communities versus urban communities maybe younger versus older ones and things like that. I'll do you think there are also cultural or ethnic or religious that tend to promote or maybe limits this access issues.

Participant: I think it was against my in a comment irrespective of men or women. there's just a lot more energy access in the urban settlements and in the world's I can give you my time with XXXX. We visited God knows I mean I have spent I had spent at that time, I had to spend some more 15 years in Lagos, and we visited communities in Lagos State that didn't have power lines, they had never seen power in their lives like never they had never had a light bulb in their homes and this one. I'm not talking about clean houses right? I'm talking about the one time. We like real property men's builds duplexes. They had never seen a powered light bulb and those that had you know how did them with your two small generators so I wouldn't say that the access from a settlement perspective is favorable or not to women I would say there's more power in the urban settlement than there is in the in the rural one and I think that can be tied to my earlier point around the utilities being public on entities and so there was more focused on the center centralized grid versus you know, decentralized waves that could reach into the nooks and crannies of the smaller communities.

CF: Okay let’s look, Lets look at some more interesting things now. So how is demand for energy determined and how does the organization for example come to understand consumer needs professional whether XXXX whether XXXX?

Participant: So for XXXX perspective, like we are in the energy generation space and the need is defined by our customer, right? So it's the IPP or the industrial entity or the government who decides look I'm going to put 1,000 megawatts in location X. And we will come to them and say okay to put it in the kitchen XC really how lets help you deliver this project and what are the indices? What are the financial metrics? What is the profitability and whatnot affordability the world is sustainability model know and all of them. That’s what we do the determination of who where how gets access, It's purely a customer’s determination government's ITP or industrial entities. And what I can say is they are usually motivated by pay power so the industry will put in more power because they know the idea of then generates more resources or more power to help them drive their operations or better efficiency and then after that means, you know more revenue more sales or whatever the IPP would put a power plant in a location where there is maximum demand rights, and they know that they can get their revenues for as much of the power they produce they can sell and get back a revenue.

CF: Interesting, which leads me to the next turn really what's Key Energy infrastructure is the organization involved in providing?

Participant: Generation! generation!! Generation!!! Generation!!! more power and grid, I think I would double click on that and say yes, it's more power of the week while also maintaining the assets that generate power to ensure that your they keep maintaining the pain degree So what you would see most times is we would have a power plants 300 megawatts 500-1000 so would They keep maintain the balance of balance of plants and you know, all the associated accessories to commission the plant but would also offer kind of maybe a depending on the customer 10-year 20-year 30-year service agreement to include parts and monitoring and services to make sure that you know that 1,000 megawatts is commenting on the grid and use consistently delivering power over the over the life cycle of the assets

CF: Interesting! Interesting!! So I'll move on to the third part where we'll be looking at more things around policies and interventions around energy access and so the first one really is to what extent those if it's even plays out at all to what extent does gender equity factor in your work on energy access, Is this something that you think about at all?

Participant: Not on the access piece definitely It doesn't come up on the access piece. maybe it needs to be it and I would say more because of just this year and all the focus on diversity and minority voices. There's a bigger plane and showing that we as an organization, you know, we have a diverse slate of team members, we partnered encourage customers to also have a diverse slate of you know of employees and people they work with but I would say on the ground just piggyback to my to anything I've said is this is now the third time I'm going to say the lack of energy access is a pain to everyone men and women alike. I don’t think that pain differentiates.

CF: Yeah, Okay, so do you think there are policy gaps around energy access particularly at National and international levels that idea things that we should be looking at differently? That can help

Participant: I can't I will leave the policy gaps question to policymakers what I do what I want I do tend to see though know that is one thing is very clear countries need to drive industrialization countries need energy and in the need they need affordable reliable consistent energy to be able to drive to drive industrialization to drive growth from an African perspective. Now what the sources of energy would be what we did will be determined by the country and what the local resources they have bearing in mind what their what the reasonable carbon emissions or carbon ambitions can be I would say countries will need to look at this in this perspective, you know balance my need to ramp up my energy access quickly using like I said affordable reliable clean or at least cleaner energy sources while of course also responding to this trend, the future of energy which is kind of a more cleaner world, right? So there's a big there's I would say a good transition from many countries in the continent today is a mix of something like gas, which is kind of a cleaner energy source from the traditional fossil based sources mix of gas and renewables to balance out the intermittent nature the nature of renewable energy sources so that they guarantee the stability of that greets, but also allow for the allow for as much inclusion of renewables assist as possible for their grades. I think most countries will be looking in that direction a mix of gas and renewables all that sand and steam power depends on what they have as their natural resources. But that's that I think is where we countries we would be looking towards in terms of guaranteeing their energy Security on the long-term.

CF: Interesting! now imagine for a moment that there are no policy constraints or financial constraints and you've talked about it really that energy issues affects both men and women and what in your view would be the best practice to achieve this equity in energy access particularly for our country, Nigeria?

Participant: There's no new policy constraints.

CF: Yeah, what are the other things we should be looking out for?

Participant: Decentralized! Increase generation, decentralize increase generation guarantee sustainability and have a long-term maintenance plan.

CF: Interesting and what's in your current position for example, what's your - organization playing in some of these things?

Participant: Increase generation so we have constant-edge technologies that that's kind of have a wide scope right? So if you for smaller units seemingly, we have a gas-powered portfolio that ranges from 30 megawatts to 650 megawatts per unit. So depending on what the countries want to do so if they want small scale power plants that can be on the grid in two weeks then small-scale power plant that can be on the grid in two weeks, then you have the smaller units of 30 megawatts actually actively trade amounted. So they literally roll up to the drive up to the power plant insulation and just plug in and then you have the biggest, you know end of the end the top of the range hitch class turbines that are kind of 650 you put one in and it's kind of just gives you a huge boost of power so I would say, our countries need to, we have these Solutions like from one end to the other and I think we're in a position to give countries you know whatever best fits their need so that's on the generation side also mention on the long-term maintenance plan. I mean, you know, we usually come with a package once you invest in a power plant to tell you look for the next 30 years. We don't just sell and walk away right? We went there with you travel the life cycle of the asset.

CF: Interesting! Interesting!! Now, we're getting towards the end and then this is where I'll give you the opportunity to mention all the other things you have in your mind. Really. Is there anything you that's we have not discussed about this topic that you really like to add.

Participant: No, I think we've touched on pretty much everything policy financing energy access I do have a I mean, I don't know what's in fact the whole gender angle to this discussion but I figure I mean why not if you're going to discover new knowledge widening its what's asking this is just my perspective so and it's perspective of a woman living in a big city working in an energy company so I might not be the best lens clear about access, right.

CF: Interesting, so I hope you will be available for further questioning case any arises.

Participant: Yeah, with pleasure.

CF: okay. Okay. So is there someone you think I should be discussing with about this topic?

Participant: I'm trying to think of a woman, yes, XXXX.

Participant: Okay,

Participant: Did you meet her in XXXX?

CF: Hmm? No. I think I had left before she joined.

Participant: Yeah, I think totally is she in fact, I just saw on LinkedIn. She's now the MD of XXXX. So yeah, I would say you talk to her.

CF: Okay. Thank you very much, I'll just take note of her name now and then Interesting! the XXXX sounds very.. I mean I know someone with that name. Okay, no worries. Thank you so much.

Participant: You're welcome, I am glad I was able to join this, and I will reach out but you are still recording keep my personal business to myself.