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| **Interviewer name** | XXXX |
| **Sub-contractor organization** | xxxx |
| **Interview date** | 10th January 2021 |
| **Duration of interview audio recording** | 51mins 04secs |
| **Face-to-face or virtual interview** | Virtual interview |
| **Interview participant** | |
| * **Code** | N13 - GMT20210110 |
| * **Participant name** | XXXX |
| * **Organization name** | XXXX |
| * **Gender** | Male |
| * **Stakeholder category** | Companies concerned with generation, distribution and supply of electricity |
| * **Country** | Nigeria |

CF: Perfect, So welcome,

Participant: Thank you very much.

Participant: Yeah.

CF: Sorry that I've made you…

Participant: Are you recording?

CF: Yes I am.

Participant: I really hope you don't mind you might hear some occasional noises and okay.

CF: No worries, no worries Okay Okay interesting and thank you very much for coming so that's my people don't disturb me I've actually decided to stay in the car which is the most inconvenient place to have this sort of the session? Okay I know Okay so very good welcome and happy new year good, around and thanks for accepting to take part in this study so what I'm going to do at the end of this I'm going to email you the consent form for you to just append your signature for me.

Participant: Okay.

CF: So without further ado and without wasting so much time again as I mentioned already, so the idea is that this this study we are looking at we are exploring gender dimension in energy access. I'm a trying to be looking at hearing from experts or those who have been involved in some way one way or the other in energy access projects in different countries that we are studying to really explore the various dimensions on energy access and then how they tend to and partially through the gender lens, So, of course as somebody who has been in that sector working in one of the big utility companies we felt okay. Your experience would be interesting for us now to begin with, can you start by briefly telling me a bit about your current role position your organization and then the department that you work for?

Participant: Okay, My name is XXXX, I hope that is okay, I don’t know how much of information you want disclosed in this interview?

CF: just ride on, it is going to be held confidential, we are not going to reveal your identity.

Participant: That is okay then, that's great then all right. So I as you really know I work with xxxx Company in the whole of West Africa, in terms of installed capacity of course, graphically wise we are not as big as some other companies what that also tend to mean is that in terms of individual connected customers we’re pretty much one of the largest in my role now involves day-to-day running and day-to-day operations, and it stretches to increasing customer base and active energy willing of electricians. So we're constantly looking to optimize presently present installed capacities that transmission and distribution capacities to actually do more with what we have as you are aware, the what comes to XXXX from the grid which recently hit a new peak of about five thousand five hundred what comes to XXXX is 15%, that will be coming to about 700 megawatts…

CF: I'm amazing.

Participant: Yeah so what we're looking to do is always to see how we can optimize that and ensure that we are given the most to as many customers as we can, at least from the stress test we have done we realize that we an installed capacity of about 2250 this was 2014. These values are of 2014, that number capacity in the network has grown so our capacity rate is even more. So yeah, that is that, so I am involved in the operations, expanding and optimizing what we have available to meet as many as possible many customers demand and needs.

CF: Interesting!

Participant: This also involved, sorry to cut you, the role also allows me meet customers on a daily basis and engage customers on a daily basis yeah….

CF: Interesting! Because that that is also an important aspect which we are going to come back to very soon, now in brief can you tell me a bit about your background and how you end how and why you got into this kind of, this line of work?

Participant: Okay. I'm xxxx engineer by training, Yeah, so I studied power systems engineering in xxxx, one of the foremost engineering institutions in Nigeria. This is something the interest basically it was a long time before that, the interest just started off with my secondary school days when I was in Abuja and I see at least the closest thing I ever had to steady pulse of life I could count that in my six years in secondary school experience we had three power outages all and this was something that's coming from where, while growing up I lived in a Owerri, in the eastern Southeastern part of Nigeria, So while growing up I was already used to power outages and the fact that then the defunct NEPA, used to be called Never Expect power always, I think it got me thinking that if okay. These are a part of Nigeria had 24-hour Supply with only 2 in six years, and these are the parts where I was coming from barely ever had any electricity Supply availability. So I start thinking and that was really what sparked my interest in studying electrical electronics and eventually specializing in our systems engineering so that is what prepared me for the role which occupy prior to that also, I did a Youth Service programme in xxxx with then xxxx and have gone through a complete program with XXXX, of course. I came in through one of the owners of the company and need a two-year program before I was deployed to head the operations and maintenance so I would say that I have about how about ten years of power sector.

CF: Interesting! Now can you please tell me more about this specific energy access areas or issues that you walk on, So for example are there electrification programs the police see technology projects and things like that me and there is what are the specific things, so possibly within the XXXX? I'm sure they should have some plans of one expanding to those Suburban areas on that idea, yeah, there they are jurisdiction…

Participant: Yeah. Okay. So that is a very okay, starting from the historical context of the Nigerian electricity supplying industry, as it affects XXXX, We know that investments in the sector has wane since the 80s and only picked up monster initiatives and of 2005 and subsequent governments have tried to inject a little bit a little bit a little bit until the unbundling of XXXX to the 11 DISCO’s I'm going to try to concentrate on DISCO’s because that is where I would say that I have my subject matter expertise so regarding access to electricity I would say the it's something because the you'll recall that you as you know, the discourse were not so on purely Commercial basis, they were solely on something called the associative motion option model where this goes made up, which is also the Benchmark for them more theater is order does the Tariff system which is adopted yet where this goes are mandated to reduce the aggregate technical commercial and collection loses year on year to achieve this aim, DISOC’s have to be creative around things like customer satisfaction have to be creative around things like technical losses around also reducing collection versus the energy access, then we'll be tied down to the commercial loses technical loses, regarding infrastructure. I would say that that speaks to directly to technical analysis to trying to reduce technical losses as it were the technical or efficiency loss, yearly XXXX has a budget for network expansion and growth as well as optimization of already existing infrastructure, this involves the installation of new transformers about the new secondary distribution transformers as the 11 KV 245 and also in the past since 2013 to date you can tell a chick has installed 250 Navy a pedigree took 415 part and so much so that's is an expansion that has occurred in, one in Abulegba axis and water at Mafoluku around Dopemu servicing Dopmu, Akowonjo and Ikeja, axis, those are energy access projects that have been carried out over 211 0.41 5K transformers that were installed in this period with varying capacities, 11 KV distribution lines have also been articulated and 233 KV some transmission lines, secondary transmission lines have also been radiated, the Ikotun, Bola Ipelu axis to Igando which was critically over loaded, So yes, there are projects which are going on. And these projects are built are supposed to facilitate the access to energy, to power availability which is now energy when it is consumed…

CF: interesting good to know now, in relation to the policy context shaping your work what current issues or developments in policies at States or at National level influence your work?

Participant: Okay well, okay So all are related issues or electricity the entire electricity Service Supply industry is regulated by NERC which is the Nigerian Electricity Regulatory Commission and NEMSA, which is the national electricity services management agency and also the bulk trading company which deals with the financial obligations that is embedded in the national bulk electricity trading company so these Regulators as well as, so these set up the policies that drive the business regarding National policies that are not that affect our business directly would be maybe they think they're all laid out for the media tends to be that they are not consistent and we have policy flip-flops are in the area of mutual most especially because you recall that I said that the sole purpose of this Mission shell companies is the reduction of it is a major component of which is the commercials the and then of course a major cause of commercial office is maturing. So without the study policy admission at least at the Nationals at the national level that there is almost no way to accurately. Oh, there's no steady progress because the disco's also affected by every decision made at National level…

CF: Interesting! Well, so what it takes me to the second part of this which has to do with understanding the key issues, really and so what does equitable energy access mean to you?

Participant: If it had more energy access, yes would mean would mean basically do not necessarily not necessarily equal energy access, but rather each person be able to do as much as they need or require for each entity being able to draw as much energy as they require, you will recall that the out if the eleven disco’s I said earlier, Ikeja distribution takes the lion share which is 15% of all the electric energy that is generated in Nigeria, that is at the national level trying to be equitable, being the largest, they have to get We also have to look at the various business units or districts within because the disco is also subdivided into Districts, the Districts would be in business and energy Is there by allocated that is actually what with allocated is District as required or as needed. Now, this is also an additional level now for the allocated to the various undertakings as required take the table access basically will be and I think it's also in line with one of the tenets of the one of the revelations from I read necklaces that energy must be distributed in effect in a fair manner. It means that each person according to what you can do also according to what they can draw with respect to point proportion to what is available, I think that might also be very important in proportion to what is available in the grid.

CF: Now what does gender equity in energy access means to you, what do you think should be a priority for policy for example?

Participant: I would say from the historical aspects of Nigeria being this kind of society. It is the traditional site at least by tradition we needed most at least traditionally before now Tango there have been developments which are starts to change some of these most property assigned or owned by Men by the new gender so well, and if you see in itself is not a commodity, but its users yes you will be fewer of the female gender have access to electricity but not because of the commodity in the survey because of all the underlying processes which are pre-existed that have caused thin thing this different inequitable access to become Legend electricity plus the first thing about to energy to electrical energy.

CF: Now how is demand for energy determined and how does your organization come to understand consumer needs?

Participant: For the one thing it would be the historical demand patterns that is the first test I did the first marker for the first consideration the historical need and so we study of trends would say that's a particular set of people require different amounts of energy at a particular point in time, so the further you depend on government data most of the time.

CF: Do you generate this data yourself.

Participant: So yeah mostly with her is down across from hourly logins and availability charts, which we keep ourselves and supply to the government. Yeah some of the data we received from the government coming into the business we're off, but we had quite a number of a while now. So keep on using that as, we know we can't use that anymore, we can’t use that as an excuse that we have received faulty data, So we actually sort of become ourselves through over the past five years, but fact over the past seven years that we have been in business. We have had quite a number and to understand what demand patterns are now that's is at a party that the wider range of course, it doesn’t drill down to individual customer and demands but then of course also the fact that we are also able to study customer mixes, we also able to know that a particular type of customer majority customer type of customer draw energy, people who draw energy for residential purposes will have their peak demands probably around six a.m. Ain the morning and running till around it. And he's also the have an evening Peak which also coincides around 7 p.m. till about 10:00 p.m. For the industrial customer class. And there's was also wondering who they would require the most energy around 10:00 a.m. To 5:00 p.m the commercial class usually more or less visible than we actually for those who run all the way all day. So they run from it about 7:00, 8:00 a.m. To around 7 p.m. So this is just we can only look at the pics the individuals individual needs and now can only number is derived or sourced from customers who have dedicated feeders, so some customers who have dedicated feeders like hub, FAAN, so those kind of customers you can now look at they consume energy or demand energy.

CF: Now how equitable is energy access at household level so for example, just to just to just to make it so really I would like to understand no, no just you can elaborate on that our quickly. If it would you tell me based on your experience working at Community looking at households I will say would say at least we for the electricity sector, where you need for the business to maintain the elasticity value chain part of what that means is that we must actually be paid for improve revenue collection for so we must collect money. Our society is structured in such a way that women have a lower earning I mean capacity for the capacity of right now for other not capacity will not lower. Okay, they have no access to the new because they have fewer jobs and the kind of jobs. They do the one thing in society right now juxtaposing that to their ability to pay for energy consumed poison to demand energy, there a problem to access and electrical appliances the numbers heavily tilted in favour of the men and the male gender who use this electrical energy for businesses, welding, tailoring, ironwork, carpentry, actually men use the energy and can pay for it.

CF: I'm trusting you're already going into something the next question which I want to do. So how does gender affects the way energy is used in households?

Participant: It's going to be directly with the distribution or the spread of the kind of growth material can display in this household. Like I said earlier the role played by the female gender and by women the most also got over all other largely within the kitchen environment, but for cooking for refrigeration, in some cases, for housekeeping things like ironing and things like ironing but for then for men and households. It might just be other lower energy consuming appliances things like the television and maybe power tools for those who combine their places of business. Yeah who do business in where they reside..

CF: Interesting! Yeah, so the next question do different groups of women benefits from energy from access to energy differently so for example, does energy use or access differ among older and younger women or among different income groups, where they are based for example in communities or religious or ethnic or cultural groups so you see you see any variation or do you think that people benefit from energy access in different ways and different groups of women?

Participant: Yes! Yes!! Yes I think there's a variation it will be directly. It's I think that is tied directly to exposure It's tied directly to exposure and also to meet, I believe that the younger the younger women and those who do not have any restrictions placed on them by religion, but in religions and sects and this will be restrictions on certain music setting gadgets things like audio visuals and televisions and cable TV and cable network. But then yeah, I really don't think any groups place restrictions on use of energy and cooking refrigeration and housekeeping. So that's would not be a function of enlightenment and or affordability.

CF: Interesting! Interesting!! So it leads me to my next question, what key energy infrastructure is your organization involved in providing?

Participant: That would be access to, the key energy infrastructure will now be distribution of transformers, distribution of transmission line and all of that will be distribution to the commercial and residential customers, so the intervention will be distribution of transformers and other distribution line as well.

CF: Interesting! When energy infrastructure are provided, what in your view are the differences between men and women do men and women participate equally in decision-making around energy access?

Participant: When energy infrastructures are provided I will say the difference will be affordability and the cost of it will down who can afford what it will be directly down to affordability because men have a higher earning capacity or society has made it so because of traditional gender roles, men have the greater access to energy infrastructure or electricity as it directly in in my organization.

CF: Interesting! So do men and women participate equally in decision making around energy access?

Participant: Well, our society still getting to the point where we grow past, we presently have something called affirmative action this is actually is actually in the organized public and private sector, the individual homes. That is not something that has been, or even our more remote communities just like for example in the world where women are still have the lowest because of the traditions that are still strongly a belief So in terms of energy infrastructure electricity infrastructure distribution access use women are still very much potential. However it more open Society then the more equal societies within our Network this is not so much of a problem because it is now directly related to our ability to pay for these services access is directly with the ability to pay for these services So that question would have to know time in the direct the energy, the customer mix demographics or the demographics involved in some areas. There is a rule played as a result of gender. But that is the pipes to cultural traditional rules that are really been assigned to both genders both in some other areas is directly related to the ability to pay for the service.

CF: Okay, interesting now gender equity in energy access If you look at it very well is gender equity in energy access difference between urban and rural context and I mean, I would like to find out for example you look at both suburban and urban areas and whatever obviously do you see that difference?

Participant: I think so, I really think so. Yeah, like a more open societies and conditional or cultural influences are ordering urban Society and rural areas of our Network the cultural rules. The controller impact is likely suppress. This is also because of the mix of various cultures with the emission due to the next level quarters of this urban areas, so that has also directly impacted and it also directly influences the access the energy access for gender where gender is no longer much of an elf an issue or an inflation Factor whether it is any potential wherewithal influence political influence and what have you in the rural areas culture is still very much a factor, while in the urban areas gender is really not a problem.

CF: Interesting! So I'm going to the third part which is the penultimate spots of this of this conversation which has to do with policies and interventions. Now, my first question here is to what extent does gender equity factor in your work on energy access?

Participant: As a distribution company I wouldn’t say that we never set up policies that are directly, where we have intentional improve services based on the gender that are affected, profitability is the sole or is the major, let me not system is a major consideration for our policies and decisions as to where to expand access or which area to concentrate on? we've never talked about electricity or energy access in terms of genders means so of course the value that he does we have to plan to release them overloaded transformers, we make plans on need to go around for relieving them overloaded feeders, overloaded lines, So those are the major considerations not gender issues.

CF: Now thinking beyond your specific work. Do you think energy access policies in the country should be gender sensitive?

Participant: And in what ways because of Regulation already says that electricity must be distributed in the fair and equitable manner. Yes, I believe that you and I will be a consideration, I believe that gender could be a consideration. where we have to say that maybe supply availability to have to consider both the in drawing up shadows and the share them plans with the top. You have to consider what points in time various areas, or applications of various demand or demand that is predominantly made by the females is required. This would mean that me do my humps a consequence applying to residential areas more supply during and that peak demand to your exhaust in the mornings and in the evenings for cooking and for other household needs that might also be another aspect to consider maybe when we start doing the time-based Irish and this is a suggestion that maybe when we go to a market evolves to a fully the full energy Market , a time based tariff might be applied where issue carry on you drawn or you connect appliances that draw a particular type of reactive part. Now, this would be things like blenders things like rotational machines that can be abused by women washing machines freezers, these are light induction motors then we might say that if you put in a particular amount of bars in the system, you would have you might have that might be the options to give a particular amount of predicts a situation those kind of things. So those are those are sort of policy changes that might affect and improve access.

CF: highlights and some things now which connects to the next question. So do you think there are policy gaps around women's access to energy at the local or national level or even at the international level, so if he is what I what do you think are these gaps?

Participant: It might not necessarily be the policy guys might not might not be directly tied to the energy industry I'll see what this point is I would say would be better paying jobs better remuneration equal pay and equal opportunities for both men and women to any position, both genders should be able to pay for electricity and it will be equally available for both genders. This would expand the horizon and expand the legal access already opportunities to engage in the energy markets by female gender, so what am I saying in essence is the policies might lie elsewhere the police in July in equal pay and opportunities zero discrimination in the workplace has promotion abilities, equal opportunities to do the same amount of job or the same type of games as well. And these are the things that will influence the energy markets and access there from.

CF: Interesting! So what's related social policies, do you feel have an impact on energy earn energy equity So what stuff so for example, do you think for example there are things that made some social policies that might have that you've just mentioned a few things. Okay, maybe equitable distribution of income and things like that. But are there other things also?

Participant: Yeah. Okay, so it might be more also streaming of our legal systems one quality or One Direction that would easily it’s a major pinpoints that we can see major Impact on which will probably be also be the holidays I think it's a be about this. That's something we don't know in some cultures in Nigeria where women will not end or inherit property. I said pass additional company you knew that we engage property foreigners not necessarily individual persons for what we can gauge do with the property owner of the land owners and the landlord landlady as we are saying right now because we want to increase the quota of women who have direct access to distribution Company and also to energy in general. So the social policy would be strengthening our constitution to fight and tackle against biases that I haven't in culture that includes the female gender from inheritance and owning property there is also the also discriminations which we've had of where particular land owners refused for whatever reason and this is discrimination to give property to give property to women.

CF: Wow,

Participant: so this is something that would also that can also and which directly impacts the access first of all to property and this property can then be put to either commercial or residential is where women are where women cannot get access to Ports then they cannot get access to electricity and a machine that you can structure. So these policies that might happen to be looked into to improve the gender access issues.

CF: Now imagine for a moment that there are no policy of financial constraints what in your own view would be the best practice for achieving gender equity in energy access, but clearly in our country so imagine there are no financial or financial constraints what in your own view will be the best policy in achieving energy gender equity for energy access? Imagine that.

Participant: We can imagine, then it will be education and enlightenment, Historical and cultural modeling of all Society has passed thoughts are women only play particular rules for women can only engage in a particular type of job. So where this where there are no economic and financial constraints and then it's just for me.

CF: Interesting what's might you in your current position organization? What's might see you in your current position on your current organization play, what's re going to play in achieving some of these for example?

Participant: While I might, at a point in this interview, I have mention that we had never talked about or considered gender access in distribution planning also networking infrastructure distribution. This is something that they have to start bringing it and because at least we also know that the most homes are also run largely by women, so also its something that might have to be considered the greatest and the capacity and access ability of women to engage in engage actively without an intermediary man in this pool of the energy to then we might be able to also see a society that creates evenly giving a defroster and presently Medical Specialties. This is an argument that I would seek to start making our I will strive to advance I will also exploits also put on their tweets also bounced off touch to the industry leaders to see if it's something that that's tenable, the conversation would have to be started around it. First of all to know what is possible.

CF: So we get to the last part, it’s really the closing part of this conversation, is there that we have not discoursed in this topic that you will like to add now, is there anything we have not discussed on this topic that you would like to add

Participant: I think it's working but something that's might also be a point on I think. Impact or how social policies impact energy access to genders that might be something in a major theme but the major impact of social policies social policies that affect employment social policies that affect inheritance and access to proper, these are policies that affect an education major policies that affect, the other things other aspects of gender equality basically what aspects of gender equality would have a direct impact on energy access according to the genders.

CF: Interesting! interesting!! just take note of this you will find it interesting at some point. So would you be available for a follow-up question should any arise just in case we get a brain wave?

Participant: Okay, of course XXXX, I really enjoyed this interview. I'm available. Just put the call across.

CF: Okay, and then is there anyone else you think I should be having this conversation with for the hours you guys in any other companies any other place who do you think I should be getting this conversation with?

Participant: I'll send you a lead after this discussion. I think somebody I think you have it, she’s a lady in the energy management and consulting forum, she will be able to provide further insights.

CF: Thank you very much for this, the outcome of this we will share we’ll share with you once they are outs in a few months and then we will be hosting a workshop at the xxxx University hopefully, maybe by the circle by the beginning of the second quarter of this year and they will share some of the key findings of this particular work and not just that we are going to be doing a cross-country comparisons and also because we are doing this same thing for Ghana Nigeria India and Pakistan, so we shall be looking at some of those cross-country comparisons and see I mean how this whole issues and differ and also the similarities also in all these countries that we are exploring thank you so much for your time and definitely will keep in touch.

Participant: I wish you well in your endeavor, this is a worthy endeavor thank you very much for having me.