**Transcript 17**

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| **Interviewer name** | **XXXX** |
| **Sub-contractor organisation** | **ARU** |
| **Interview date** | **XXXX** |
| **Duration of interview audio recording** | **70 mins 21 secs** |
| **Face-to-face or virtual interview** | **Virtual** |
| **Interview participant** | |
| * **Code** | **P17** |
| * **Participant name** | **XXXX** |
| * **Organisation name** | **XXXX** |
| * **Gender** | **Male** |
| * **Stakeholder category** | **Development authority/planners/arch/engrs** |
| * **Country** | **Pakistan** |

RESPONDENT: let me just have a radio check again. I’m just going to put this with this audio so that…

INTERVIEWER: Ok

RESPONDENT: so can you hear me?

RK Yes, I can hear you perfectly. Can you hear me?

RESPONDENT: yeah yeah absolutely.

INTERVIEWER: okay so lets start. before we start I’m going to take you through a checklist so that it can be recorded in the audio. So, have you completed and returned the consent form

RESPONDENT: yeah yeah I have.

INTERVIEWER: so through this interview we could request you to share your experiences and expertise as someone who is working in the energy sector as well as your views and opinions on gender equity in energy access.

RESPONDENT: yeah yeah I I agree with that

INTERVIEWER: so is it okay if we record the interview for our doc… documentation purposes?

RESPONDENT: yeah yeah you can.

INTERVIEWER: the recorded interview would be transcribed for analysis and a copy of the transcript will be shared with you for your approval. All the information obtained through this interview is the for the sole purpose of the study and will only be seen by the research team. Your name and any other identifying features will not used anywhere in the study or publications etc for this study. The interview would take more or less 1 hour depending on how or long your questions are. So lets start. the first part is the introduction

**PART 1**

INTERVIEWER: so can you start by briefly telling me a bit about your current role and the organization that your work for.

RESPONDENT: Okay, my name is XXXX. I’m XXXXand XXXXX

INTERVIEWER: Okay, right. Can you please tell me a bit about your background and how and why you got into this line of work.

RESPONDENT: Okay, I had a past experience of the XXXX I retired as a XXXX

INTERVIEWER: Right. And how long have you been involved with energy issues?

RESPONDENT: Ever since I joined this organization, in about four years I’m involved these projects which are I mean intricate and with that especially I have a different experience. So that is since I’m involved in the resettlement for that population and there this gender issue also comes which is generally neglected in this part of the world so I’m specifically looking for that so that’s why I’m a steering member of XXXX which is XXXX of the XXXX. So I’m the steering member of that committee as well.

INTERVIEWER: Very nice. Can you tell the work that has been done under this committee.

RESPONDENT: Yeah, XXXX is basically it is an initiative of the XXXX which is basically we select we realized that in the energy sector in the power sector the women representation especially in XXXX is very very less, it is almost we cannot compare to the other countries. There was a initiative taken by them and then there were various members so out of those there are 4 including myself who are the steering committee members both selected through the respective members we have meetings on that. Our main aim is to ensure this gender equality equal gender opportunity for the women and especially in the power sector, to start it from education to STEM level and at various levels what initiative we can do for our policy matters for government to recommend them to make those policy changes where make the environment friendly, conducive for the females to come in the energy sector so there are various initiatives which are presently done t the organizational level but collectively as well at various partners with the strategic partners and educational partners to that for.

INTERVIEWER: Okay. Very nice very nice. Since when was , since when was this formed and how long have you been working on this?

RESPONDENT: It was started in XXXX, as I said earlier it’s a XXXX and XXXX initiative and then the team so we had about XXXX

INTERVIEWER: Right. Very nice. Can you tell us, that in the time you have spent at XXXX, are there any specific energy related projects that you have worked on and how far was energy access a feature of these projects?

RESPONDENT: See, in energy access the things which are at the moment going on… as you understand we are mostly we’re a XXXX so XXXX projects generally their gestation period is quite long it takes 6 to I mean for example recently we’ve started XXXX now its completion period is XXXX years. We’ve stated XXXX its construction period is XXXX years. At XXXX we’re working on it that’s again going to complete in about XXX years. So, there are the things what we do is you know as far as the they have a long construction period, other than that we are doing things which are related to for sharing and giving the opportunities as per gender in particular area we are carrying out the projects and that is more in terms of it comes like a under the cover our umbrella of confidence building are under the cover of our social responsibility where we steer that. And we believe that women has to be given access to this energy because their normal early hood the energy is a paramount importance especially in these areas which are far flung areas which are under developed areas where if you want to give any set up to the woman the energy is the basic source which is essential to bring them into the mainstream.

INTERVIEWER: So in the projects that are initiated, to what extent is access the focus of those projects. I mean which polices are the basis of deciding that we have to implement a particular project. And then how are remote areas considered in this with regards access?

RESPONDENT: Okay, see, the projects are basically conceived for the national development as a whole holistically right, I mean that Pakistanis are deficient of energy we need clean energy we need cheaper energy so with XXXX we’re blessed with lot of water and streams up streams and natural gradients coming from our north down south so that’s a basic concept of having XXXX projects right but now what is embedded in it, once we carry out these projects so we have very comprehensive plan for the population not only of that area but as a whole as well. For example, now one of the options for a woman I mean coming even to the development and other things for example if there’s no education facilities available in that area especially for a gender specific there are schools and others but mostly it’s the male which are the children they are more gender discriminated, the women and girls in these remote areas people use to think they are only meant for within the walls and very specific household work is only required which is to be given to them and that as well since they don’t have the access to energy even doing those normal household work with other responsibilities is extremely difficult there are no stoves you know and they have to bring the woods you know and to cook a meal. So what we do is, once we are carrying out the development in that area so we specifically target the gender what we’ll do is we’ll set the female vocational institutes we will set from a special point of view we will have special medical camps because there’s not even a gynecologist available in those areas even in those hospitals you won’t find the gender I mean the gynecologist so we will take the gynecologist from Lahore or Islamabad and we will take her there we will pay her more we’ll station her there we will put special medical camps for the genders. We will provide them the education I mean we will set up the female educational institutes’ and once we give money to the people which comes in terms of the land that we acquire so that change their social and lifestyle as well. So, in their lifestyle we tell them that look for education for further development you need to bring onward the women the girls, you have to take them out expose them to the better education, better health so that they can be better woman they can be a better mother and they can contribute positively and meanwhile what having been done on a social development since we are steering it from a XXXX initiative as well XXXX has institution we are the stated partners so we specifically go for targeting those women that they should come in the energy sector in the power sector. So what at the moment we are doing is for example we will take them to the visit to the XXXX just to show them how it works, we will go to their schools and tell them that these are the role models these are our junior engineers they belong to XXXX they belong to remote areas of XXXX, they selected this path and today they are the officers in XXXX. So today we take them as a role model, they o and intermingle with the girls and tell them you know give them that confidence that look this sector gives you lot of initiatives right and then generally understand that if we have to bring them change them I mean towards the more productive citizen and development of Pakistan we need to provide them the access to the energy, this is the very basic core requirement for them may it be their education may it be their health may it be their normal lifestyle until they don’t have the access to the energy so no development I mean it will be it’s a major embedment in that.

INTERVIEWER: Thank you so much. Okay, so can you tell us what is the policy context that shapes your work and XXXX’s work? What type of policies at the national or at the provincial level that influences your work and that you have to work around.

RESPONDENT: Are you asking with respect to the gender or asking the…

INTERVIEWER: From energy access point of view. Meaning how does XXXX develop its power distribution and power access plan? Does XXXX have its own policies or follow the government level national policies?

RESPONDENT: Ok. Meaning government energy policies. Okay. It’s a… it prioritizes from commercial to domestic and then how the need arises. For example, very recently once it comes up with the program of the CPEC and there were industrial zones to be established all along the CPEC so they started various projects although they are not under the XXXX they are done under the embed of CPEC but I understand various energy sector programs were linked with the CPEC so they have to generate the electricity for that development; and as a nation for the government policies that are basic policies that clean energy has to be a basic right of rather it’s a constitutional right of every citizen it’s a government responsibility to provide it so as per the demand and as per the progress and the good thing is in the past these remote areas and areas which are under developed where there was not much industry so this energy was also deprived to those areas and you must have heard that there used to be a lot long load shedding and others. So later it was linked with the revenue, if you’re getting a revenue from that area so the electricity has to be there but the areas from where you can’t collect the revenue because we have a lot of circular that to tackle that they said that okay load shedding schedule will be more in those areas from where you are not getting the revenue and where you’re getting the revenue it will be less which makes sense but these are the government policies; what we do in between it that these are the government policies so we try to minimize the effect of this especially to the gender related our women coming into the energy in that area. Especially where we are doing the projects so we consider it our social responsibility to ensure to give work for example if we have a project so the province will and that area has already, I mean which a spent it is given to the province and through province it is spent on the development of that area where that project is. Now, when we talk about the development, so development brings the not only the energy is ensure in that area but there area many other development, the social development projects, upgradation of their schools, their hospitals, their roads, communication networks which otherwise could not have been possible right. So, our policies are once we take the land sometimes from the people so it is almost where that was their livelihood I mean their grazing grounds may go under the water you know their houses go under the water their graves go under the water, so there are many social emotional linkages with that area where you carry out the projects. So, until you address all those in a tangible term so you won’t be able to get the support of the people and that becomes extremely difficult in those areas and these people are not very simple and educated people so they are difficult to handle as well at times you know because of the lack of education the rigidness of the mountains comes into the temperament into the nature as well.

When we do a project so for the land part a PC1 is developed. A proper consultant makes a RAP, Resettlement Action Plan. Now, sometimes I mean there can be an area where there may not be directly affected population I mean directly affected means there houses and other things are not going under the water but they can be indirect affectees… because on the livelihood on which they were dependent… the other factors they’re going to be changed in the project being made in that area so we have it in the part of our plan. For example, like I can give you the example of XXXX. So, we give them something which is much better than in what conditions they were living in before.

INTERVIEWER: So does XXXX do all these things through collaborations with government departments or does XXXX have their own department that handles all this

RESPONDENT: What we do is we make the CBMs’ you call them which comes under this, Confidence Building Majors under RAP these are basically the part of RAP. First need based consultancy is done by the consultants’ so the consultants’ go to the population, to the people, to the masses and they carry out the survey what you need you know and then there’s another survey which is again done that what is being affected how much livelihood is affected because those are tangible terms we exactly know that these grazing grounds are going under water this is we’re using it for this this is we’re using it for that. So we are veery clear how much land we’re acquiring and how much environmental impact it has how much social impact it has on our livelihood right. So after having that data then we include the political representatives of those areas and the district administration, we get their consent as well and their assessment an comments after that it goes to respected provincial ministries for example for education it will go to education ministry for communication so we get their comments and there are two reasons for doing that. One we don’t need anything overlapping, they have also planned a school there I have also planned a school it has to be you know to avoid that overlapping. The second essential thing is that I will make the school but over name I’m not going to do it so it’s the education department which has to post teachers there you know or to have that capacity and things so we should pre-warn them that after two or three years we need this much staff there so you better start doing these vacancies and collaborated effort of all stakeholders including the government and then it comes in a final shape and the execution is done by the XXXX and by the team.

INTERVIEWER: So you told us about the key challenges that you have to face in the entire process. What would be the basic core challenges that you faced?

RESPONDENT: It’s a long list but I’ll try to be brief.

INTERVIEWER: Tell us about the top 3 challenges.

RESPONDENT: So we will start with first is the to develop the consensus on that need because what community because there are many stakeholders. as I mentioned the government departments, locals, politicians so to develop a consensus what is required and where it is required because it’s a society which has multi tribes each tribe has its own interest; so the land we take it from many tribes and each tribe wants to get the maximum chunk of the CBM so everybody is demanding too much and we not have much in our hand so that is one of the major challenges, to develop the consensus.

The second, once it goes to the execution now the process is as such that where they will the locals will require and the politicians and others they will require that it has to be given to the locals the contract and other, we ensured the labor from them but contracting has to be done through a procedure proper rules and where we’ll do the advertisement and you know all that; in that we get a lot of pressure and once we don’t give it to their favorite contractor or the local contractors because if you give it to the local contractors you’ll compromise on the quality of the work if you don’t give it to them they still have the objection because it is not their contractor even if whatever he does is you know it is not good and that blah blah I mean there’s a lot of issues which come with that.

The third is, ownness of the project I mean once it’s a government may it be hospital mat it be a school or dispensary other than the roads and other its very difficult to sustainability of those projects I mean we make the buildings we will hand it over but sustainability the desirability that the way should be done by the government that is and finally it’s very hard heart-breaking at some time I’ve seen it in the XXXX Project that the school which was made for the children, you go there it’s deserted it’s broken the things have been removed from there so I mean that kills the spirit for which it was done so these are another issues of sustainability so these are the three main I think the issues.

**PART 2**

INTERVIEWER: Okay thank you so much. Let’s move to part 2 which is about understanding of the issue. So what does equitable energy access mean to you and what would it look like?

RESPONDENT: To me, equitable energy from my point of view the access to energy should be irrespective of what gender you are I mean and whatever role or whatever segment of society you belong to that is like to us and as I said earlier it’s a constitutional right as well that’s a basic human need and that’s a basic human right and that’s a government responsibility to provide it and it should provide it without any discrimination of a gender or ethnicity or you know it’s free to as I said it’s a right so it should be given to all and the policies should be formulated while giving this access it has to be ensured that it is available to everyone.

INTERVIEWER: Right and do you think gender consideration should be a part of policy, should be a priority in policy?

RESPONDENT: To be honest, I don’t know it may be different in different part of the world. In our world, if you say that gender has to be part of a policy so to me, I mean it depends on because our policy doesn’t discriminate based on gender. I mean if you have the access of energy in that given area, if it’s not there it’s not there for everybody for male or for female so it doesn’t matter. Yes, it’s more matter is from rural and urban so that where it should be focused on.

INTERVIEWER: Right. You had mentioned a little bit about this, if you can provide some more details. How is demand for energy determined in organization and how do they come to understand consumer needs?

RESPONDENT: Actually, to be honest, this is we are the one who execute everything as a lasty so as a department we do not do this this is a different department which does this. XXXX doesn’t do this we this assessment and these things because whatever we generate, we put it in a national grid from national grid it takes someone else who distribute it as per the XXXX they are there for the transmission it is being done by them and CPPA, Central Power Purchasing Company of the government it buys it and then it distributes it and the discourse are the one who distributes it. So, if you ask to me for example, we actually don’t do it but we know how it is assessed. It is the type of, few factors are the distribution factors for example the 5KVA lines they are not all over Pakistan at the moment and the transformers you know in still most of the areas you have the powerhouses’ and the grid stations are not sustainable to have that full energy so they have their limitations so they can’t take more than that so one of that factor is that your infrastructure is still not across the country to that level that needs to be improved your grid stations and your transmission system. For example, you’re generating power but your transmission system doesn’t support it or is not in place; if it’s not in place so you’re generating it but it’s not being given to the right consumer and the second one the basic factor is once they are considering it the demand is always more from the urban areas and as the population increasing. And now what the government is doing is, you must be knowing this IPP’s where these projects which were established since they are more of furnace oil and the other ones are for the LPG so that’s in the cost, they are very very expensive one, second one as far as the environment is concerned, they are not very friendly, the third is that some of the plants are not very efficient for example what they take and what they produce. As far as the modern plants are concerned, I mean there’s a lot of difference in that so the cost of electricity in Pakistan goes high and goes back to the consumer. So, the government is now considering to wrapping up those power plants and now the right focus is coming towards two things, one is the XXXX for development and second is the alternate although we also consider ourself among those alternative source of energy because water or solar or others they are all part of the same so these are the factors and the government is renewing it and changing its power policy so I think very soon it will I mean some of the care indicators are the strategic directions already been given which are the old IPP’s which are very heavy on fuel and they are being shut down they are not using them anymore, more focus on XXXX and equally now they are considering the windmill the solar and other. Even the XXXX is doing a study as a protocol study on our XXXX where it’s a floating panel, so our lake which is already there so you can just put on the floating panel on top of that and it will reduce the evaporation of water so you have a better sustainability of water it’s environmentally friendly, so they have carried out this sort of protocol projects. So, these types of things coming up will help in formulating a new energy project.

INTERVIEWER: hopefully, yes definitely lets hope for the best. Okay, tell us how equitable is energy access at community and household level, do you think?

RESPONDENT: Yes it is absolutely equitable I mean, again the right person I may not be the right person to answer that because it’s the distribution which deals with it which is now no more in XXXX it’s independent distribution means regional based like IESCO in Islamabad, XXXX in Lahore but what I can I mean being a part as a normal citizen or part of this organization I can tell you there is no gender discrimination as far as the for example if a female applies for an energy source or a male applies for an energy source so the connections are the services and now mostly it is all computerized and they have service centers where you can lodge the complaint and now the process also I mean the metering even the billing you know it’s all computerized it’s the photograph of your meter which is being taken and it gives you the reading the meters have gone digital as well and they are experimenting as well I mean that will be a good thing as in most of other countries like you buy the electricity like urgent 24/7 you know I just buy it put the code on my meter and I have electricity so they are moving towards that thing as well. As far as specific to gender I think there is no discrimination on that.

INTERVIEWER: okay so how does gender affect the way energy is used in households for example the differences in responsibilities, for different tasks in the use of energy?

RESPONDENT: In my view, I think gender especially in our society where women are mostly the housewives, so they are the one who are consuming all this electricity may be at various household equipment and other things; and as the husband are mostly I mean the male members are outside in the offices so it is their prime responsibility whatever is I mean saving of energy or whatever awareness of the energy or the value of energy it’s all they are the key I will say the key player to play a role in it and more we make them aware they are about. I was just telling somebody that in winters, if you’re not using aircon it’s not the heat and cool water type aircon the simple aircon so the power if you just from the plug if you don’t plug it off so it’s still that red light that standby light it’s still consuming it throughout, I mean it’s being charged to you. So, these are the very basic things, I mean in house we have many and most of our appliances are in Pakistan are electric so they can play a major role in saving that they are the major consumer I will call it, may not be personally as a gender but as a household since they’re housewives most of them. So, I think it, if you ask me where to focus, definitely the female.

INTERVIEWER: OK. Tell us, do different groups of women benefit from access to energy differently. For example does energy use or access differ among older and younger women, income groups or their geographical location or issues of religious, ethnic cultural factors. Do these factor in access in energy.

RESPONDENT: Yeah, I personally think yes they do because there are two things, if the basic utilities are used all these categories that you told the old women you know well supported women with a good income or the women of religious cultural taboos with it you know it depends on a lifestyle now each of this category woman have a different lifestyle and the access. so, for example a woman with a good income I mean she can afford a good hair straightener everyday using it a hair-dryer, she will have a very conducive heating system available may be 24/7 she doesn’t have to save when to switch off and when to switch on and save for example if we have a shortage of gas in winters I mean natural gas sui gas generator electric may be geyser and every electric heater so she will be having everything affordable and where by consuming more of energy and having less to think about saving it because she can afford it and then her needs are I mean in society she has to carry herself in a better way so she has more reliance on more usage of electricity as compared to the old women if she’s very well-off I mean she’s going to have the same to be honest as far as the consumption of electricity is concerned but for this cultural for this religious which are very simple and which don’t pay much attention have to have not the hijab and the naqab [veil] as well may be her needs are slightly slightly less and I think the major determine factor will be their financial state irrespective their religious or other age the financial will be the if you ask me the punch line then I’ll say, if I can afford it I can pay it I will use it if I can’t irrespective I’m old young religious it will be the same.

INTERVIEWER: Ok. Does XXXX provide any energy infrastructure? You had said thet XXXX does not do distribution. So does XXXX have it’s own energy infrastructure development?

RESPONDENT: Basically our main work is to generate… make XXXX, XXXX generation to create the XXXX generation and once we’re done with it we put it into the national grid. The government buys the electricity from XXXX we have a XXXXX, whatever we produce it goes to XXXXX.

INTERVIEWER: Okay, so tell us that when any new energy infrastructure is provided what in your view are the differences between men and women in terms of who benefits. Are there any differences? and then what are those differences?

RESPONDENT: To me, I don’t think there are any differences because our energy policy may it be transmission may it be distribution it is not linked in no way with the gender okay. It’s a community based requirement focused and the government prioritize it I mean it is no way the gender comes into it, there can be indirect effects on gender positive or negative you know out of any energy project which is being installed or done but it in no way comes to the planning considerations because it can be only had it done if the demography are from living point of view, females are living in a separate town or a place or male are living in a separate one because it’s more focused as I said earlier it’s more focused on national development policies priorities. So, wherever national development priority is so it will go that way.

INTERVIEWER: okay, then do men and women participate equally in decision making about the use and purchase of different technologies and about energy access?

RESPONDENT: To me, yes rather in sometimes woman has more preference than man because if I consider for example even in a household if we have to buy few of the electronics so most of the electronics the end user are the women, may it be washing machine ironing you know cooking range or whatever you call all these utensils electric utensils are part of your kitchen or your household so that is where it goes mostly. And the women they have more interest meaning as a man I will only think that okay for example there’s a lamp it’s a lamp it’s a good lamp you know but she has a which corner it will go what color it should have how does it goes with the other things, so I personally think it’s depending on it used to be before with the women participation used to be very less and the men used to go buy things and just stuff it. May be in a rural area it is down that way but our now major influxes towards the urban area women now equally take part in decision making especially in these things, in household it’s mostly leg to the women the husband usually go but they don’t take I mean not those leading decisions and they don’t have that much better IQ as well as these things are concerned; so, I think I will rather say it’s a woman which has pre-dominated that.

INTERVIEWER: Okay, you spoke about the household level. What about the local level or let’s say the city level. How involved are women in decision making there?

RESPONDENT: At the city level energy access schemes are… if you’re talking in that context definitely it under less because there are less women in those decision making slots in Pakistan so it’s mainly male dominating sort of decision making where but having said that, in no way gender discrimination we can say it’s a less representation of a female in the decision making but that there is no gender factor which helps in making the decision that if there would’ve been a female this decision would’ve been taken that way or this way. So, representation point of view I agree it’s less but to be honest it doesn’t have an effect on our decision which is made at that higher level.

INTERVIEWER: Right and what about decisions related to finances related to energy access? How involved are women in financial decisions at all these levels, at the household and community level?

RESPONDENT: Okay, financially basically what my experience is in finance there is a lot women working even in a government level as well even if you go to a ministry of finance ministry of planning there are trends because most of the girls now they go for MBA finance and other financial institutes accountancy and all that so they have a very sizable representation even while formulating the basic document preparation is done at a younger level mostly and then we have directors we have DGs’ presently as well in Pakistan in ministry of finance you can find the head so I think that doesn’t affect the have this equally good representation at every tier may it be government may it be civil may it be other institutions and in our own institution as well, frankly.

INTERVIEWER: What about the household level, do women engage in decision making at household level?

RESPONDENT: It depends on how strong a position she holds but to be honest, yeah household level pay in most of the cases if you ask me by large so it is the man’s decision which comes once it comes to the finance because especially if he’s the bread earner only bread earner but if the women is earning, she’s earning then it’s different then she has her say because she has her finances to support that as well. But in a society where mostly in our rural areas and all that where men are the financer the male bread earner so it is their decision which counts.

INTERVIEWER: Okay, so is gender equity and energy access different urban and rural contexts?

RESPONDENT: Yeah, it is. It is in many regards, in rural areas where one energy utility is less access is less so is their role as well and the society it is also different you know the role of women is very conservative still there okay. So, it’s a very limited if I may say but once it comes to the urban the cities over there, I don’t find any discrimination or any factor which you can say it’s discriminated or not it’s more of the rural areas where you can find the difference.

**PART 3**

INTERVIEWER: Let’s move to part 3 which is about policies and interventions. You have spoken a bit about this, please explain this a bit more. To what extent does gender equity factor in your own work on energy access? Any projects or specific priorities or any specific policies in XXXX that you would like to talk about?

RESPONDENT: In XXXX for example we sort of if I compare it with especially in context of a gender, there are various government policies as well and there are few of our initiatives. I will start of from a wed lock policy that if you’re a female employee so if your husband wherever your husband is you’re supposed to be posted on the same station irrespective and then even if you’re single where your parents are you’re preferred to be posted on the same station. Then even when you don’t have a husband, you’re not living with your parents so again the major station urban station which is closer to your house then we are supposed to provide you the accommodation as well may be in terms of the hostel which is safe, we provide it within our own family accommodation and convert into house into females’ hostels and all that where you have that conducive environment and freedom right. Then like, daycare centers we establish the daycare centers for the female employees where 100% facilities are being provided by us then like yeah, then in a education category as well we have specific women’s seats which is specific to women quota our all jobs advertised are open for both male and female both can apply and then we have a specific 10% for female quota against which only a female can apply nobody else so that sort of a stuff. Then we have like harassment workplace harassment we have a very effective committee and it’s again I’m the only male member in it as a xxxx’ and other they all are the females and we have those females even without involving me they can directly talk to the other female counterpart where they can feel comfortable I only come in alter stage where they consider that now some disciplinary action has to be taken and there’s something serious which needs to be done otherwise those issues can be handled at their own end where they feel comfortable and it’s very effective as well. So, there we have government whatever maternity leave government have of 180 days we have another work days free I mean with pay and then so there are a lot of these type of things are done to ensure that the females feel conducive they find this environment very conducive friendly respectful and they are attracted to come to this because we give them preference on other than acha then we have established in this workplace for example in my tis building I’ve established a gym for the ladies and I have female instructor as well so I’ve allowed them to ask during the working hours I mean for females they have 2 hours during the working hours they can go and enjoy the gym while being on duty so from 1-2 this is their time for the gym. So, these types of facilities are being done to ensure that they’re comfortable.

INTERVIEWER: excellent very nice. So how is gender consideration made for your projects?

RESPONDENT: Okay, so at the project level it is slightly hard for example even to have a separate washroom for the females and mostly it used to be especially if there’s only one female. So, we have two parts of the projects one are the projects which are under development so they are in the remote areas like XXXX, XXXX, XXXX so there is and people are living in camps and temporary containers and all that, in that we do not send our female engineers civil engineers. So we consume our female engineers in our design cell our planning cell and all that because over there in that environment culturally that environment is not that friendly where our women can go and live in field with men and you know in that hostel or in that mess and all that. But in the own end stage like XXXX, XXXX the projects which are completed we have colonies or whatever over there we have the females and we have there’s not one there are about four to five female engineers together at a project, again we have a separate hostel for them we have a conveyance for them and over there but generally from a gender point of view they are not happy most of our female engineers they don’t want to go to field they just want that they are placed in planning department or in the design cell; main building main headquarter where they would like same is their parents and you know spouses so that’s our cultural limitation where it will take time where the female I mean they are very confident girls I mean I interviewed them in previous as well and they are very willing k sir send us to the field we will but having said it is something else I mean to do it practically it’s difficult there comes the limitations. So on the projects we have especially on the under development projects we have the issue we can’t send females.

INTERVIEWER: So do you have any numbers, what percentage of XXXX is female employees?

RESPONDENT: Yes, it is at the moment it’s less we have total manning level I say is about 17,000 at the moment and in which the total females are about 900 and they are on various peers some are engineers some are on support staff like this.

INTERVIEWER: so what do you think are the key challenges towards gender equity in in in the policies and the organization in XXXX in terms of polices and projects?

RESPONDENT: To be honest, as I explained earlier we have done especially my team ever since I joined we have done lot on this gender so it’s I personally think we are one of the best organizations providing all that conducing environment for the gender but having said that the challenged are as I explained earlier it’s more of cultural, the mindset hasn’t changed yet and that mindset once if I say it reflects the complete society I mean every segment of the society where we accept women as just our peer just our partner on a workplace you know so that sort of a status and it has to come from both sides I mean I would like to give you that status but you then have to deliver as well and do those jobs which is required I mean which require by that appointment so what happens is even if we give that sometimes I’ve posted few females with a lot of confidence they will deliver but unfortunately it doesn’t coop up because if it’s then more interactive like protocol they have to go to the ministry and all. So there they find difficulty to go, to come back, to talk. You know so it’s I think it will take time when our society transformed in every segment society transformed to a different level like as we see in west or you know advanced countries. Keeping that respect of our cultural values I mean there is lot o space in between we can keep our cultural values with us and we can still be equally performing as a gender equal partner but I mean in both sides there is hesitance and reluctance I think it will take time to do that.

INTERVIEWER: Ok right. Do you think energy access policies in Pakistan should be gender sensitive?

RESPONDENT: No because to be honest I don’t find any reason why it should be gender specific because whatever the fundamentals of our deciding or that decision making have no consideration of gender at all at any stage at any chair so why it should affect it. To be honest I cannot understand how this question can be imposed on a policy which has no linkages with the gender.

INTERVIEWER: Okay. Do you think there are policy gaps around women’s access to energy at the local or national level?

RESPONDENT: In access, I don’t think so there is a gap because access is available if it’s not available it’s not available to both genders a male or female. If it’s available, it’s available so I mean again I said it’s not gender specific there’s no policy being made there’s no distribution being made which isolates on or which separates or distinguish between gender grounds, it has no linkages.

INTERVIEWER: Right, so what related social policies you feel have an impact on energy equity?

RESPONDENT: Come again? Social activities?

INTERVIEWER: Social policies. So we spoke about energy policies and energy access policies and energy development needs to understand gender. But what are the social policies that directly or indirectly impact energy equity? In your opinion which are the policies that effect energy equity?

RESPONDENT: Okay so social policies especially which contradicts to based on gender… to be honest not to my knowledge… and if there’s any it would still be favorable towards the female if some consideration is being given on a social level but there is nothing which distinguishes any social policy or norm or you know which is being done in a society at our policy making, I don’t think so I have absolutely no idea I even can’t think about it.

INTERVIEWER: okay so lets suppose, while you have said that at policy level gender should not be a consideration for energy access, but imagine that if there are no policy or financial constraints would be the best practices to achieve energy access? And what role can you play for that in your current position?

RESPONDENT: Sorry your voice went distorted I missed the last

INTERVIEWER: Let me repeat again. In an ideal scenario, just imagine for a minute, there were no financial or policy constraints, So in your view what would be the best practice for achieving gender equity in energy access. Or you could look at it from energy demand or energy use as well, so how can we achieve gender equity if there were no financial or policy constraints.

RESPONDENT: As I said earlier k gender is not the base of any decision making where it will be distinguish so despite even if you don’t have any betterments financially or you know organizationally I don’t think so there will be any other factor but yes one thing which can be ensured is that in a distribution energy sector it’s self-made the distribution in generation where the difference is the ratio of the women I mean their representation that’s the issue so that needs to be addressed and once it is addressed so whatever any impact if there is of the policy on a you know the access or based on gender so I’m sure that will be addressed equally as well so that’s where we need to focus to bring more females and that will be our initiative to bring more female into the energy sector into the power sector and by the way I’m not representing them but if you ask them the xxxx they have lot of females now xxxx if you ask their ratio it’s huge. There are a lot of females working in the xxxx there’s a lot females working in the XXXX even the xxxx you know she was hired by XXXX she has never been in this organization so I know she’s DG now. So, there is I mean a lot and they are the one who have that impact on decision making on policy making.

INTERVIEWER: so basically you said female representation is not there but progress is being made towards it..

RESPONDENT: Yes, yeah yeah.

**PART 4**

INTERVIEWER: Okay, can you answer questions related to energy access finance?

RESPONDENT: Uhm im not sure you can ask me one or two. I can uh

INTERVIEWER: sir basically question the question is do you think renewable energy access finance projects and processes are gender aware.

RESPONDENT: Sorry come again?   
  
INTERVIEWER: do you think finance projects and processes are gender aware?

RESPONDENT: I can’t say they are aware or not but I can tell whatever I know about they are more based on major primary factor because renewable energy factor is majorly pre-dominantly driven by that environment of that area where it is possible to launch the project. If it’s a windmill project so you have to go towards the south the Sindh where you have that impact of the wind and all that. So, they are more technically driven same is the solar there is specific number of monitors to get that light sunlight only then their project becomes viable and feasible. So, their prime focus if you ask me, I think would be more of technical than gender. Gender would be an indirect factor or benefit which they get they don’t but yeah that’s on a higher level but on a lower level it has a very great impact. In remote areas I have seen the simple solar plate they have it in a house and that is benefitting that house, there were zero bulbs. So that woman who goes working there our many things are linked to that so because it’s easily accessible it’s cheaper and so in that way it has a great impact as far as the gender is concerned and it can be used especially to boost any benefit or any initiative related to gender to the female where you don’t have the access to a regular energy sources so you can use this alternative sources and you know you can encourage these to change their lifestyles to change them to get some sort of access to the energy.

**PART 5**

INTERVIEWER: right. thank you so much. Questions are complete now. Is there anything you would like to end.. end with a statement or note or something.

RESPONDENT: Thank you so much for having me. It’s a mutual learning I also learned my thought process and went through a lot questions which you asked and my best wished for the study which is being taken; but if you ask me the punch line before I conclude should be that I strongly believe that the energy policies are in a planning stages are not formulated based on gender there are other factors other than gender, there are lots of factors which I can count but gender is no way is a factor which is ever considered for making any energy policy. So, with that thank you very much again and my best wishes to you and to your researchers.