**Transcript 10**

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| **Interviewer name** | **XXXX** |
| **Sub-contractor organisation** | **ARU** |
| **Interview date** | **XXXX** |
| **Duration of interview audio recording** | **65 mins 12 secs** |
| **Face-to-face or virtual interview** | **Virtual** |
| **Interview participant** |
| * **Code**
 | **P10** |
| * **Participant name**
 | **XXXX** |
| * **Organisation name**
 | **XXXX** |
| * **Gender**
 | **Female** |
| * **Stakeholder category**
 | **Development Authority / Planners**  |
| * **Country**
 | **Pakistan** |

INTERVIEWER 1: XXXX, XXXX is just going to be joining us in 5 minutes. I just had a word with her. She wanted to clarify that her work has been focused more on distribution and more industrial energy access and if we were looking for answers from a specific perspective to which I said that she needs to respond in her own context, what she is doing in terms of energy access and what her feedback is on the different things, how the policies are applying to her and how they are being implemented. I gave her the example of XXXX that how you know where she was getting stuck or did not have experience, she defined that this is not related to her so that is why, she should just give the responses based on what she is experiencing.

INTERVIEWER 2: Asslaamoalikum XXXX.

RESPONDENT: Walaikumaslaam.

INTERVIEWER 2: How are you?

RESPONDENT: I am doing well.

INTERVIEWER 2: Thank you so much for making time to speak with us on Sunday.

RESPONDENT: I am so sorry for disappearing on this and not responding.

INTERVIEWER 2: No, no. thank you so much. XXXX is here but she will be back in 5 minutes. You haven’t sent us the consent form yet right?

RESPONDENT: I have sent it to XXXX.

INTERVIEWER 1: I am right here. I have received XXXX’s consent form. Please carry on, I will just be joining you guys.

INTERVIEWER 2: Excellent. Ok thank you so much. Ok XXXX, are you comfortable with the audio recording or video recording of this interview?

RESPONDENT: Audio recording.

INTERVIEWER 2: Ok, let me switch of my cam and lets’ start the interview.

XXXX, thank you so much for agreeing to participate in this project. I think XXXX must have told you the background of this project and shared the participant sheet with you.

RESPONDENT: Yes.

INTERVIEWER 2: Ok. Let me just take you quickly through a checklist for our audio recording. So you have completed send returned the consent form.

RESPONDENT: Yes:

INTERVIEWER 2: Now, through this interview, we would like you to share your experience and expertise as someone working in the energy sector as well as your views and opinions on gender equity in energy access.

RESPONDENT: All right.

INTERVIEWER 2: Are you comfortable with us recording this interview?

RESPONDENT: Sure.

INTERVIEWER 2: The recorded interview will be transcribed for analysis and a copy of the transcript will be shared with you for your approval.

RESPONDENT: Sure.

INTERVIEWER 2: All the information that we have obtained will be the sole purpose of the study and will be seen only by the research team. Your name or any other identifying features will not be used in the reports and other publications of the study.

RESPONDENT: Sure.

INTERVIEWER 2: The interview is roughly for about an hour depending on how long or short your answers are. So, lets’ start with the first part which is a quick introduction of your work.

**Part 1: Introduction**

INTERVIEWER 2: So can you start by briefly telling me a bit about your current role and the organization you are working for?

RESPONDENT: Sure, so I'm currently working for the XXXX. XXXX, which is part of the XXXX. And I am working in XXXX

INTERVIEWER 2: Okay.

RESPONDENT: And exactly, and XXXX basically hmm is a… it is a development of XXXX… it's like a XXXX, but it invests where it makes financial sense like on sustainability... so it has to be a return on their investment so they don't donate money like they're not they don't act.. XXXX doesn't act like donors. They look at developing business models that will provide a return on their investment or like markup on.. on they help them, or either they invest through equity or provide loans. They have different products, but the bottom line is that they need to basically earn on their investment, right. And obviously there is this development aspect eh… all investments have a development aspect, under which are different tags that matter also… gender is also a part of eh .. is also a part of it and like obviously in some projects it is more at the forefront, in some projects the link is not so obvious...but other than that development impact is essential with the investment that they do.

So, what my work basically is, I'm XXXX

INTERVIEWER 2: Right. Can you tell me a bit about your background and how and why you got into this line of work?

RESPONDENT: So, um, okay, I might be a little all over the place.

INTERVIEWER 2: That’s fine.

RESPONDENT: So I've done my undergrad fromXXXX

INTERVIEWER 2: Very nice. Okay, tell me, how long have you been involved with energy issues?

RESPONDENT: So I've been, it's, I think, three, four, so almost five years, or a little, little more. It's like I have my work experience but directly in power so after coming back from my like, second Master's, so when I started working at XXXX.

INTERVIEWER 2: So please tell us what energy projects or activities you were involved with at XXXX.

RESPONDENT: So the first year, like basically, XXXX

INTERVIEWER 2: Actually, I'm not aware of it if you can elaborate it a little bit…

RESPONDENT: Yeah Sure. So XXXX is XXXX So I was working on the overall turn-around strategy there.

INTERVIEWER 2: Okay and in your overall experience, how much have you worked on energy access? Please elaborate on that.

RESPONDENT: Yeah, so that's the thing, my direct line of work has never been energy access specifically.

INTERVIEWER 2: Okay

RESPONDENT: Yeah. So, so, I briefly talked to XXXX about this as well. So, most of my my work has been like not at the community level energy access, but like eh has been from a very private sector perspective right. So XXXX was also going as a private sector utility.. For them, access meant basically ensuring that their network is expanded sufficiently for their consumers meaning they are providing power even to the outer skirts which is their geographical area because they have, under the distribution license, exclusivity to provide power. Obviously, they need to monitor that so that they can collect the bills for the electricity that is being consumed, which is a big issue in XXXX ... bill recovery is very low and then obviously their communities where they had their programs such as like, under their like the corporate social responsibility in some.. under which they are providing … in the sense there is a whole package in which they will see the community as well. They provide like upgrade the network as well and like create this code like consumer relationship program for all the work that we do... so that would be something but and and in recovery end.. like they would every year come up with the recovery strategy. So a lot of the debt that they are about to write off or the old accruals, they take to the community and say that ok, please clear 50% of the bill and we will waive 50% .. so they keep offering different schemes like this.

INTERVIEWER 2: Okay, right. Okay other than this have you worked on any policy, on the energy policy in Pakistan in any way? Please do mention it.

RESPONDENT: Yeah, so so basically not very directly but in the sense for example, when .. through XXXX . basically with Nepra… for the policy area to introduce competition in the market operator policy… according to the policy XXXX was supposed to be the market operator for the entire country.

From that perspective, we basically wrote a…from XXXX perspective that XXXX wanted to be another market operator for the network because XXXX is connected to XXXX but for the whole area of XXXX, XXXX is managing everything, the transmission, distribution and generation.. basically their transmission network is separate but obviously it's completely connected.. the entire country…the whole system is very integrated.. Problem in XXXX… impacts the XXXX network so from that perspective say… XXXX

INTERVIEWER 2: Thank you so much. This means you have quite a vast experience, even in policy…

RESPONDENT: a little bit. Im not sure how helpful I will be that is why I am just sharing

INTERVIEWER 2: No, no. There are a lot of things you are covering so definitely I think you will be able to manage answering most of these questions. Okay, tell me that in your current role in XXXX, on the power and cities platform that you mentioned, what type of policies influence or shape your work under which you work, whether they are at provincial or national level, please mention them.

RESPONDENT: Sure. So basically I think power from perspective when we are working on XXXX, then the Wheeling policy…that definitely.. for power wheeling. Wheeling and dealing policy came in 2015-16 …introduced by NEPRA and on that again… basically what it does is that power generation…hmm.. direct to a bulk consumer.. so the bulk power consumer who is the buyer, is directly connected to the generator, and the customer pays a charge to use the distribution / transmission network in between... So it doesn't necessarily have to go through a utility per se, but like it basically has a power purchase agreement with the power generator which can be anywhere or when the generator uses the network it would be XXXX or a distribution network or transmission network of XXXX . distribution network for evacuating it, eventually providing power to the consumer… will be the bulk power consumer… things like this are giving a pushback to the distribution company ..So, that is a policy that directly impacts the work on XXXX i and under our project we did plan to look at it but given the existing concerns with power generation in to eternity concerns or a with power generation being considered in the short term at least in surplus eh.. there is also a constraint at the Government level that how much new generation should be there.. the entire discussion is about the generation being surplus, and investment should be on transmission and distribution vs generation eh.. PPAs are being opened.. there are re-negotiations going on with IPPs because of power prices and stuff. And then..

INTERVIEWER 2: Yes, yes please continue

RESPONDENT: Bus very quickly. And then.. at the Cities level.. our work on cities includes XXXX .. the cities platform of XXXX …they basically work on to like two levels, one is basically they XXXX

**Part 2: Understanding the Issues**

INTERVIEWER 2: Okay. Thank you so much. Let’s move on to part two which is about understanding the issue. So the first question is what does equitable energy access mean to you?

RESPONDENT: As per my understanding like equitable energy access would mean that irrespective of your.. your gender or your like economic class or ethnicity like you are… lack of energy is not.. basically it does not relate to you having lesser opportunities.. like the basic need… like basic quality of life.. because now like there is no life without power… and other sources of energy right. So, it's related to basic economic growth so just because you are of… for example of a different gender or economic class, it should not hinder you from eh.. having the basic requirements of like a decent quality of life.

INTERVIEWER 2: Okay and what does gender equity in energy access mean to you?

RESPONDENT: See… connecting with the same point basically when we talk about energy poverty basically the worst impacted are normally… like in every situation and disaster and like even in this pandemic as well, like worst of the worst end are the women. So, from a gender equity, like energy access value perspective and in the sense like they have that access to eh provide, but also have the opportunity to umm to be able to earn a decent living from themselves or for their family from a gender… gender perspective. So I think that was… Yeah…it’s a bit vague but Yeah.

INTERVIEWER 2: Do you think it should be a priority for policy and interventions? To consider gender equity and gender access.

RESPONDENT: Yeah I think it should be because if you're actually talking.. because at.. households so I think its very different when we talk about urban and rural levels.. my work is not focused on the rural but I think, to be able to talk about like, poverty and providing basic standard of living for generally people across like urban and rural sectors in Pakistan. If we talk about this, energy is a very essential thing and in decision making and at household level like women play a very significant role. Hence, I think it's very important…even at like rural level.. so in the urban sector your basic quality of life is directly related to access to power and energy.. right.. and even at rural level as well like basic things like clean cooking, accidents that happen, women basically go through those right then because they're in the… in that domestic environment and from this like provision of health services, provision of education all of these are interconnected.. it kind of hinders the growth for women, right? So I think yeh, yeh is perspective se it's very essential to have this gender angle to it, to not see it.. because it's not a gender neutral subject right. Because the way energy is used is different. The way it impacts men and women is also different. And it connects with other things as well like access to finance is also part of this.. access to transportation or free mobility, all of these things are connected to each other.. so I think their impact is different on men and women pe.

INTERVIEWER 2: I will come back to these things, but first tell me this that how is demand for energy determined at XXXX? How are consumer needs determined? Are there any on ground studies or own statistic collected or do they rely on government statistics? How is the demand determined?

RESPONDENT: So XXXX for example, if I talk about my own project specific, it's again a lot of data collection. So if we talk about XXXX is there .. what is there energy consumption over the years.. if solar is installed, does it make financial sense.. that's how the demand was gauged and obviously yes, government stats. So XXXX already is doing a lot of studies in Pakistan.. recently they have done a study on variable renewable energy and integration... they have recently launched another study on XXXX so a lot of data collection is being done by XXXX and XXXX so that's how like the demand is gauged.

If I say a little bit from XXXX perspective.. just that, the way they gauge power they used to at least gauge power demand.. so basically like consumption of power and load shed… the number of hours there is load shed it is assumed that the power consumption in the hour prior to the load shed is the actual consumption. So that’s how overall demand figure is calculated.

INTERVIEWER 2: In all these calculations is gender considered?

RESPONDENT: No.

INTERVIEWER 2: Doesn’t the XXXX or XXXX consider gender-based consumption or needs to some extent in statistics?

RESPONDENT: So it does consider gender based consumption needs but my project for example is on distributed generation so there isn't a gender angle in terms of data collection .. right because if you are looking at industry, they you just see industrial sector demand that you are producing these many units, and you are consuming this much electricity.. how much loss would you incur for the number of hours electricity is not there… so through all these calculations demand is gauged that if solar PV is installed, does it make sense or financially and stuff like.. and from.. from.. from like a power… from the utilities perspective as well…like, there is no gender angle to calculating how eh..

INTERVIEWER 2: Ok. So the next question is, how equitable is energy access at community and household level in terms of gender equity?

RESPONDENT: So I think this answer would overlap with the earlier question..

INTERVIEWER 2: Absolutely, there are a so many questions so they might be repetitive..

RESPONDENT: I’m happy with skipping a few if that’s okay with you.. But basically, it's similar to like the.. it's not very obviously, it’s not so equitable and.. yeah, like I think I'll just end up saying the same stuff again.

INTERVIEWER 2: okay, lets go to the next question. How does gender affect the way that energy is used in households? You mentioned this a little bit that roles and responsibilities in the domestic sector, so what is the differentiation between men and women if any if you could talk about that please.

RESPONDENT: Yeah, so I think like this would slightly be from my own, I guess personal perspective.. hmm would be like, at household level, like operating, for example, doing like… more than urban than rural I guess... consumption of power, per se, is more so hmm , like women use.. they have different roles in the sense that, for example, cooking and, like using electric appliances in the kitchen. So from that angle se, there is more…. using laptops and stuff like that that is like I think, at least, like in urban sector, more or less equal. But eh But I think efficiency of other appliances they, I think, like, it doesn't really impact men as such more so women and, and, and, and, like, for example, like gas shortages and stuff like that for either, like, even in urban sectors, like women are more impacted, and they need to figure out the whole situation better and, and, and come up with, for example, electrical stores and like, most efficient, most cost effective and stuff like that. I think from this.. perspective I think roles differ.

INTERVIEWER 2: So the next questions is that do different groups of women benefit from access to energy differently; for example, does energy use or access differ among older and younger women, different income groups, where they are based in the community, or different religious, ethnic and cultural groups?

RESPONDENT: So yeah based on like, the experiences I'd say yes, like they do differ… younger and older women for example, there is also like, a study that talks about like women using technology right.. so smartphones.. I think this was in Bangladesh like, I think 34% of the women like have smartphones and even those who do like around 70% of them.. don't actually use like the.. the smart part of the phone or either like they're not technologically that savvy and goes back to a lot of things like and it's like trying to understand that why is it like this.. that even those who have it, so there can be many reasons for it.. like access to education could be limited, second like, why women have fewer smart phones.. this is also a question.. and like the one reasoning was that they are more like for example.. with kids like and like household responsibilities.. like their time to actually use smartphone is less than men for example. Many things like this so yeah definitely with like older women they're like their access to power when it comes to I guess.. from the tech perspective as well as less like the younger women who are growing educat..e getting eXXXX.. like learning and getting education and times are more aware of the new things that are coming in…for them lack of access would impact… impact them more.

INTERVIEWER 2: And what about income groups or where they are based in the community… is there any difference on this basis between different types of woman/ groups of women?

RESPONDENT: I.. I think on this as well there will be difference because their requirements and needs will differ right. So based on income groups, eh lower income, yellow middle income, the main key need for power and energy differs from for example women operating in the urban sector right.. those operating in the urban cities, a lot of them have their own cars, their own laptops, their own like might also be living independently so not having access to all of this would like impact them more closely and and … and this is also like connected to the same thing like access to financing as well.. like and women entrepreneurs for example, for them access and for them.. it has a significant impact right… there are so many policies that hinder for example, like policies like opening up a bank account without a male eh.. cosignee or something of that sort like is there are concerns like this in some countries so I think all of these things get connected with eh..with the access.

INTERVIEWER 2: Are there any differences in this based on religion or ethnicity in this?

RESPONDENT: So emm..I think yes, but I am not very clear on this.. like extremely people who are extremely religious like I'm guessing like, there will be more conservative which would mean like restricted movement for women in that those families on those areas right.. so there access may already be constrained ..as opposed to not religious families.

INTERVIEWER 2: Ok, you have already answered the next question somewhat, but if you could just repeat it that what key energy infrastructure is your organization involved in providing?

RESPONDENT: So in key energy infrastructure like XXXX has invested in like, so it invests right. It invests in generation. So, in Pakistan XXXX has invested in quite a few IPPs already. Now, when we talk about access of power in Pakistan, and these IPPs.. these Power purchase agreements that are opening up and stuff, so like XXXX is interested in moving away from generation per se, like maybe more interested in transmission and distribution. But but yeah, under power, it has invested in renewables and globally, it's worked on, and we're looking at battery storage as well in Pakistan as well, but generally around the world, looking at hydrogen, also looking at battery storage pe, solar, wind, and generation, transmission and distribution.

INTERVIEWER 2: So, when new energy infrastructure and technologies are provided, what in your view are the differences between men and women in terms of who benefits?

RESPONDENT: I guess like I can't actually think of any like from the top of my head right now

INTERVIEWER 2: Would there be differences between men and women in terms of benefit?

RESPONDENT: Yeah, I guess depending on the different eh I think this links to jo so many questions already asked, k how their access is different, how their utilization is different and how they use that energy is different so I guess from that perspective say yes.. it will..there is a difference, right?

INTERVIEWER 2: And if you could talk about decision making… decision making about technologies and appliances, who purchases them and who uses them in the home? Will there be any differences in this?

RESPONDENT: In quite a few households like most of the time decision making is done by men while the utilization is done by women. So there is this.. there is this gap and then obviously like rural eh.. strata this happens a lot that decision making is somewhere else and then its impact and then appliances yeah generally like at household level it is on the women because they're the one who's running the house, managing things and.. and less of a say in.. in how.. in the resources that is provided to them.. that are provided to them.

INTERVIEWER 2: In this, does it matter what the infrastructure is? Are there any differences in technology or infrastructure that reduce or increase gender differences?

RESPONDENT: Yes, yeah. So for example, I think technologies are distributed, from access perspectives for example, if there are rural far flung areas where your entire huge transmission network can’t go, provision of small scale solar provides access right. So, if you have that opportunity, and you have the whole package for like subsidized or like on easy installment basis, you can sell that to smaller households and and that would require like technological and policy level requirement, right? Because obviously all of that will will definitely impact because in many places.. for example, *Uthal Bela..* in Baluchistan. like outskirts of Sindh that fall in XXXX purview …obviously like the transmission network is extended but like it’s in bad shape, because demand is limited so incentive to invest a lot in that power transmission distribution network is less and for this reason there are significant losses. Electricity is not available for 14 hours, 15 hours at a stretch for example. They speak to economic class right.. and in the economic class also, women will be more impacted.

Yeah, so having like looking at solutions, like mini grids or providing distributed solar, that does not require huge investment in like extending the transmission network but like a localized solution there, would definitely improve the situation, for men and women.

INTERVIEWER 2: So do you think women would benefit more than men from off-grid solutions like mini grids solutions or would men and women benefit equally? What is your opinion on this?

RESPONDENT: I feel like I am not that well informed in this but I think like obviously it would be equal but in some cases women might benefit more under the assumption that if they are… they’re at home longer than men and if… if for example men step out for work… they spend the whole day outside so if in your house… this may be a basic thing but like.. I guess like it impacts quality of life impact that if there is no electricity the whole day… so if the woman is at home like she's impacted the most right.. in like extreme weather conditions and like for kids education, schooling, there are so many things that women are looking at even if they work or not so both ways.

INTERVIEWER 2: Ok you mentioned a bit, and if you could add more details .. with regards finance related to energy technologies and decision making, do men and women equally participate or do women not participate?

RESPONDENT: Yeah, I think again, it depends a lot on the segment of the society but I think even in our segment like, which is not a majority.. things are changing…like both men and women are earning and a lot of time equally and they're both educated and can have a say, but this is not majority right… access to finance for the lower middle class and even several segments of the urban environment like upper middle class as well… is access to finance and finance se related decision making still lies with the man..so yeah.

INTERVIEWER 2: So the next question also, you have sort of answered that but let me still ask...Is gender equity in energy access different between urban and rural contexts?

RESPONDENT: I think I already answered that.

**Part 3: Policies and Interventions**

INTERVIEWER 2: Ok, lets move on to the next segment which is policies and interventions. So the first question is to what extent does gender equity factor in your work on energy access?

RESPONDENT: I think I've also briefly answered that right. So my, like, very honestly like I had said, my work is not directly related to energy access at community level.

INTERVIEWER 2: That’s fine. But whatever your work is, if you could mention some specific examples on that, if you have done any work in which gender equity was thought about or given consideration or if it was considered in the policies you had worked on.

RESPONDENT: So I think and please like if you think this is not a good example doesn't fit like let me know but this is coming to my mind right now. When I was working in XXXX so we did this small pilot project in which we developed and implemented a small scheme for XXXX households. ..We upgraded their distribution network and then we did a.. door to door so in that there was a small like gender angle as in like I was there going from one house to the other trying to engage with women and to understand how they consume electricity… trying to make them aware.. LED bulbs we gave them as a gift like trying to develop that positive relationship with our customer and I was trying to explain that ok, how do you use electricity; when you use a fan, how many units are consumed; if you can read your own electricity bill, how will you read it so that you don’t feel that XXXX has sent an incorrect bill to you because… and like it was because when most of the houses you go to, the women open the door…so it was good that I was there right so and …and from this perspective actually at XXXX they realized that it is important to get women involved in all tiers.

So now XXXX has like women meter readers…they are very few.. and obviously for them you have to provide the complete environment and security and safety right… they can’t go in each and every community.. like they are 5 or 6 and they have a separate helpline, and they remain in communication with each other. You need to ensure the same thing .. like I I always feel like we need to create an environment. No, it's a chicken and egg kind of a problem that you…Should you just throw more women to start inducting more women without creating that enabling environment? Or you create that enabling environment but that also like.. to actually like create that enabling environment that is conducive, you need to have women’s input ..so it’s not like it will happen exclusively and then women will be admitted, both these things are essential.

Just throwing women in, that we have hired 40% women… your men don’t even know how to work with women. Like they don't even know so I've had those experiences.. it used to get to me a lot.. yes we have X percent women in like two women or four women in finance and stuff and then then then you'd work with colleagues who'd come that what have you brought in lunch… what will you cook and bring for us.. what do they think, …. This was a joke they made… but why do you think we have hired women… so they cook and bring food for us.. I was like you're supposed to be benign joke like seriously…like you hired me and you are talking to me like this.

So the same thing like you need to create the environment that what is appropriate and inappropriate. A professional woman needs to be seen at par, but then if you don’t put them in the mix, then understanding it theoretically also not good enough. Sorry I am rambling.

INTERVIEWER 2: You have given some very good examples. And next we have a question on policy gaps so some of this goes into that as well. So maybe you will have to repeat or you can refer back. How effective do you feel the efforts you made in your work around gender equity have been?

RESPONDENT: in all honesty, I feel my efforts were very superficial… I am being very honest… like I have never gone in depth on this… like at professional level I have done it like at least specifically XXXX was very close to my heart. And … and ensuring like how many women are in the.. we try to create this lean-in group in which we.. me and another colleague like in which we try to hold sessions and would get like women from like, across .. XXXX . hires like more than 10,000 people right? It's a huge organization. So there, like women, come from all tiers like working in IT, distribution, or transmission… like there are engineers and non-engineers so it was it was good to create this small group in which like, they come together and talk about different things, like generally concerns, non-concerns and, and and stuff like and like and then you realize that, like there are areas in in different parts of the city where the XXXX ’s would not have a separate women's washroom.. like when I went to XXXX there were no women there so there was no washroom there… so then they kept one locked for me, it used to be opened specially for me .. so things like that. When you actually get in the field you realize that you take so many things for granted. But yeah, I don't know what my interventions really changed. But I tried to talk about some issues, I guess.

INTERVIEWER 2: Right. Very good. So thinking beyond your specific work, do you think energy access policies should be gender sensitive and in what ways?

RESPONDENT: Yeah for sure. I think they should be gender sensitive, because if you want to actually address all these challenges. And if you want to, like if you talk about poverty alleviation so all these things are very important. But it is important, important they are. Because there are a lot of things that we don't understand, as simple as like, for example, public transportation, we have provided it. But men and women use public transportation very differently. If you don't understand how that is, how are we providing solution that everyone can access? Like security concerns are different for men and different for women right.. especially in our society… so there are so many small things like lighting of streets, and ensuring like access to like safety or like mobile networks or helplines..

These things are not required by men, but they are essential for basic mobility of women.. .so I feel there is a gender angle in everything, so a lot of things over time even

beyond your personal experience, you don't understand. But then when you get in, you talk to people, when you read about stuff, you realize every tiny thing has a gender angle.

INTERVIEWER 2: From this perspective, are there any policy gaps around women’s access to energy at the local or national level?

RESPONDENT: I am sure there are. But I can't directly talk to you about like specific policy gaps. I don’t want to just like come up with stuff.

INTERVIEWER 2: Based on your personal opinion, do you think there are any social policies that need to be improved, or need to be worked, that have an impact on energy equity?

RESPONDENT: So hmm like yeah there would be like I think like from perspective of education, skill set enhancement, vocational training.. so many things like this would require **(missing sound)** 50% of our population **(missing sound)** in the workforce so its essential that we .. so yeah in social policies, health specifically, in the access and

access to training, like knowleXXXXe…you But yeah, I might have to like, sign out in like 5- 10 minutes **(technical glitch)**

INTERVIEWER 2: Can you hear me? I don’t know there is a lag. Okay so the next question is that imagine there is no policy or financial constraints so what in your view would be best practice for achieving gender equity in energy access?

RESPONDENT: No policy or…

INTERVIEWER 2: No policy or financial constraints. There is an ideal situation that there are no policy or financial constraints, so what can be the steps and best practices to achieve gender equity in energy access?

RESPONDENT: Um, I guess like that's a that's that's a good question I have to think about it, but some step… like from education perspective, I think like providing opportunities to women through educating them, giving them the skill set that's required.. from the perspective of an ideal world if there are no natural constraints and no limitations and no financial constraints … k financing and affordability of education. Obviously, I would say that we start with education.. to start with providing them the skill set that’s needed to move forward.

INTERVIEWER 2: and in this, in the role that you are in and your organization, what role can you play and how would you go about achieving this?

Hello? XXXX can you hear me? Hello? XXXX can you hear? Hello, can you hear XXXX?

INTERVIEWER 1: I think XXXX is dropped off, I can’t hear her. I think she is reconnecting.

INTERVIEWER 2: so my last question was in this ideal situation, what can you do in your role or through your organization, how would you go about achieving this?

RESPONDENT: Organization would be obviously a lot broad but like for me, for example if I am talking about my specific program, we were actually having this discussion that in our own program main like distribution generation .. how can we incorporate gender angle in this, so maybe like things like working with our client, the solar service providers who we are working with, we develop some gender policies for them or like how women can grow professionally in their own in that organization to ensure that at the C-Level… because at the junior level, you can still bring more women but as they go up the ladder, at the C-level, there are very few.. almost a token amount… XXXX also kept a token number.

So from that perspective and then also for example eh when we conduct surveys or collect data, so we hire consulting firms so we may be set up like criteria that there should be X number of women as surveyors and we ensure that women are hired for data collection and actually currently there is a task of survey update that is going on, the consultant actually hired women to like call and do the initiation part.. they want women to do because it's like easier for women to.. communicate. And this obviously is both like again… good and bad in the sense that the perception is there ...but even in XXXX like there was discussion that recovery officers maybe.. we should have women who go and talk about like recovery policies.. that why you need to pay the bill.. that women come across as less threatening basically.. if we speak about culture yeah.

**Part 4: Topical Questions**

INTERVIEWER 2: so from this perspective, how balanced is gender representation in various decision making bodies within energy governance structures?

RESPONDENT: Absolutely no balance at all.

INTERVIEWER 2: Ok, next question is, do you think renewable energy access finance processes are gender sensitive?

RESPONDENT: No.

INTERVIEWER 2: so what are the key challenges for gender equity for energy access finance?

RESPONDENT: Like I think the role of gender… in my limited understanding, no role is considered in providing access for renewable energy.. like it’s.. if you're providing finance for renewable energy.. gender role in that like in terms of coming up with.. finance policy or maybe subsidized interest rate etc.. all these things, I don't think gender plays a role for the.. from the perspective of policymaking… so to be able to provide for example, if you have to take a loan, it’s very difficult for women.. and like being able to show that you are in salaried class or not in salaried class, how to get loan for like for renewable energy.. and like what collateral to show, what guarantees to provide, like for women, what sort of guarantees should designed so that women can also access that financing for renewable energy right… and not not the standard conventional guarantees.. that are required by the banking system and in Pakistan anyway.. like its slow.. but Pakistan banking sector in not very advance and quite risk averse as well. So investing in renewables and even for like big like distributed generation solutions it is not easy to get financing from banks…like the State Bank has an extremely subsidized green financing policy, but for commercial banking, they are still relatively new to XXXX.

**Part 5: Conclusion**

INTERVIEWER 2: Thank you so much. We have covered all the questions, I think. Is there anything you would like to add in the end?

RESPONDENT: No can’t think of anything. I’m sorry I’m not sure how helpful I have been.

INTERVIEWER 2: No, no. you have given great answers and have identified very useful key challenges, especially with regards, enabling environment – if it is not there then it really doesn’t matter how much participation of women you increase. I think that is a very important point to note. If there are any follow-up questions, should we just email them to you?

RESPONDENT: Yeah, sure.

INTERVIEWER 2: Thank you very much for all your time.

RESPONDENT: Thank you so much to you and XXXX. Thanks for continuously following up and I’m sorry for responding late.

INTERVIEWER 2: No problem and it was a pleasure talking to you.

RESPONDENT: Same here. Thanks XXXX. Take care.

INTERVIEWER 2: Allah Hafiz

RESPONDENT: Allah Hafiz