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| **Interviewer name** | XXXX |
| **Sub-contractor organization** | XXXX |
| **Interview date** | 7th February, 2021 |
| **Duration of interview audio recording** | 52mins 01sec |
| **Face-to-face or virtual interview** | Virtual interview |
| **Interview participant** | |
| * **Code** | N20 - GMT20210207 |
| * **Participant name** | XXXX |
| * **Organization name** | XXXX |
| * **Gender** | Male |
| * **Stakeholder category** | Companies concerned with generation, distribution and supply of electricity |
| * **Country** | Nigeria |

Participant: Hello.

CF: Hello, I can hear you. Yeah, I can hear you,

Participant: Well, I can't hear you. Let me try and leave the meeting and re-join.

CF: Okay.

Participant: I’m also a researcher like you so I know how difficult it is getting people to willingly agree to allocate their time for interviews like this. So once I'm asked to run the send request, I don't refuse.

CF: Great. Thank you very much. So well just a bit of a background to this whole thing. I’m sure this is the beginning of a very long relationship, but I'm working closely with some other fellows we've got. We got a grant from the UK government- UK Research and Innovation and the idea is we're exploring gender matters as connected with energy access. Now the whole idea is to try to explore the various gender dimensions whether with the way we have been providing our Infrastructure so far or their policies or the things that we have done whether they are actually gender sensitive or not, whether they are helping the specific needs of each gender. Now, this is a study that is being conducted in four countries. So I am leading the whole study for Nigeria. We also have for Ghana, India and Pakistan. So when we are done with this, hopefully I'll be willing to also to share some of the outcomes of what we found. Now you are been invited because of your area of expertise and your experience in this area, I've had conversation with the diverse sets of people from those in governments to those in private sectors to those who are involved in energy advocacy and all sorts. So and for you being someone who more or less is working one of the big utilities, I feel that it would be something interesting for us to have this sort of conversation. Thanks for sending me the consent form. It's so great. It's really to be able to have that now there are four parts of this conversation we're going to have. There's a first broad introductory where we look at the overviews and some of your work priorities. There's a second part that has to do with understanding the key issues that are seen around energy access and gender equity. There is a third part that has to do with policies and interventions and there’s a last part which more or less concludes the entire conversation. So if you are fine we will begin. This would take may be one hour or less, maybe less but we'll see. Depends on how much experience you want to share. So well without further ado I'll just see like to begin. Can you start by briefly telling me a bit about your current role, the position and Organization you work for? the department you work for essentially.

Participant: Okay. My current role is asset manager with the Even Power Plc, the summary of my work is to look after the technical and commercial health of our power generation units and optimize energy generation and export to the grid and to eligible customers. So that is a summary of what I do. My company is a power generation company, a thermal power plant 1.23 gigawatts, that is the capacity. Ours is to provide power supply to the grid, and we're currently doing so at about 16% of the total grid generation.

CF: Interesting, it is supposed to be the biggest power plant in the country for now at least?

Participant: It is the biggest privately operated thermal power plant in West Africa and the biggest in Nigeria.

CF: Interesting, in brief can you tell me about your background and how and why you got into this line of work? Hello, can you hear me? Hello.

Participant: I hear you.

CF: Okay welcome back. My question, my next question actually was in brief can you tell me a bit about your background and how and why you got into this line of work that you are now doing?

Participant: I am an Electrical Engineer, that's what I studied in the University. Then I had a 15 years’ experience with the Shell Petroleum Development Company Ltd, I did all manner of things but everything had to do with the energy sector. So at a point I was in power generation, operation and maintenance then I moved into power distribution, Asset Management, then moved into heating, ventilation and air conditioning again asset management and I did a bit and moved into Facility management. You know facility management is a one of the fairly leading profession in Nigeria so I was one of the people that introduced Facility Management as a profession in Shell Nigeria Operations. After that I now moved into projects and so instead of operating and maintaining power transmission and distribution of those facilities I now moved into building the same facilities so I was responsible for all manner of power distribution projects in the Western Niger Delta and hydro-carbon producing communities. Thereafter I left moved into private consultancy and did all manner of things supporting fast moving consumer goods with project management and engineering design. I also supported some oil servicing maintenance companies in setting up oil maintenance management systems. I spent about three years there, after that Light Chem came into the power industry not as public utility this time around but as privatized. That’s where I am now. My motivation is primarily my desire about providing safe and affordable and sustainable energy supply to everyone in the world including the poorest of the poor that is my primary motivation. That is why if you look at my research effort, I focus mostly on energy access analysis and security. So that's my driver for diving into the power industry, whether it’s from FMCG or from Upstream, oil and gas or to form utilities, which is where I am now. We have to provide power supply to every person that needs it in a way that is sustainable then affordable that’s the four A’s of energy security. That's the Bedrock of today's life. Electricity is life and every person that wants electricity should have access to it. That's what I believe that is the only way we can develop the economy of any country especially the small and medium enterprises.

CF: Hmm. Interesting. Thanks so much for that. Can you please tell me more about the specific energy access areas or issues that you work on? So for example, electrification programs some technology projects or even some policies that shape the kind of work you do?

Participant: Okay, let's take the hydro-carbon producing communities in the Niger Delta. They are responsible for you know that oil and gas exports account for roughly 85% of the foreign exchange earnings of Nigeria?

CF: Yeah

Participant: So we had this dichotomy, let me put it this way, you have the hydrocarbon producing assets in a given hydrocarbon producing community. The Hydro carbon assets are fenced. We have 24 power power supply for those hydrocarbon assets. But the host communities sometimes far away from those hydro-carbon assets or sometimes adjacent to those hydro-carbon assets do not have power supply. So in the night when you're looking from the community into the outskirt you see power supply with all the glittering street lights glittering into the dark space. Once you're looking from the same facility looking into the same community what you see is darkness and because the communities don’t have light everything about the community goes to a stand-still. Whether it is their schools, whether it is their hospitals anything at all cannot develop and the people live in squalid poverty, worsened by the environmental degradation associated with gas flaring and oil pollution from the Pipelines, it just can’t happen. So after the 1 million match for Abacha to Abuja when he was in government. Part of the people that mobilized to Abuja were from the Niger Delta and they saw, those of them that has not been to Abuja saw what Abuja looked like. Built and developed with money from oil and gas resources from their communities and they said no way and that's what led/stimulated to the Niger-Delta uprising of 2008- 2011, that’s when it was at its peak. That is when the communities became restive and they began shutting down hydro-carbon producing assets. So what was done then was a formulation of a national inter-dependency policy not just to share with us across all the bio major the IOCs then. And it is a policy geared towards providing power supply to the host communities but in a dependency manner. Inter- dependency is defined as a sort of power supply to the communities has to be in a common mode with a hydro-carbon producing assets that is the same engine and the same fuel-mode, which means that if you shut down gas supply assuming gas is the source of power supply for that project. If you shut down gas supply to that project while the hydrocarbon assets will lose power supply the communities will also be without power supply.

CF Yeah.

Participant So if you come and shut down the engine the same thing happens so that is providing power supply to the communities in an interdependence manner. That is one leg of it, the other leg of it is that the communities must be encouraged to manage the electrification infrastructure assets in their communities by themselves not by the IOC companies that finance the project. Not at all. So what was done was to use the Bonny Model as a pilot scheme. So for every other hydrocarbon electrification project to those areas the Burning method was adopted. So the communities were encouraged to form a Cooperative or any form of collective body for the purpose of managing themselves in terms of security of supply and then in form of collecting tariffs or anything. The source of funding that will enable them pay salaries or any question associated with transforming the distribution and transmission decision assets in their communities. Then at the point we decided is not just enough in terms of legal exposures. Especially the vicarious liabilities associated with that. So we had to get involved with the respective Electrification Boards of the various state governments for them to serve as an interface between the IOC'S and the host communities and that model worked very well.

CF: Interesting! Interesting!! The other electrification projects that you were involved in for example, I mean working in a big utility company like you did. And then do you look at plans for example for expanding current infrastructure to reach more whether it is generation infrastructure or not?

Participant No. I don't think for now. There is a plan for expansion but not to my knowledge.

CF Okay Interesting. Now in relation to context shaping your work. What are the current issues or developments that shape the kind of work you do influence your work and yeah it developments in policies that influence your work?

Participant Yeah. Well, we have D and I policy. Diversity and Inclusiveness policy that encourages employment of people that are hitherto considered as the minorities for lack of a better expression in the society. Take for instance women. How many women do you have as active practitioners in the energy industry? very few. The reason is very simple starting from higher education. Most of engineering students are boys. Most of the students before university education, not a lot of them study physics, chemistry and biology. What we have done not just in shell but where I am now is to have D and I policy: diversity and inclusive policy that encourages women to be part of the workforce and that is being done at the point of entry when we do advertisement and go to the whole treatment of issues we take into consideration the D and I policy.

CF: Interesting! well, this now leads me to the second part of our conversation which really deals with understanding the issues. Now, what does equitable energy access mean to you?

Participant: I understand it to mean, providing energy access to anyone who needs it in a manner that is safe, at a rate that is Affordable. And in a Manner that does not jeopardize the ability of future generations to enjoy the same energy access.

CF: Interesting. Now, what does gender equity in energy access mean to you?

Participant Gender equity in energy access what it means to me is giving balance opportunities, to all genders to have access to opportunities in the energy sector. The operative words are balanced access. Not equal access. It has to be balanced. Let me explain what I mean. Let's assume there are hundred vacancies be to be resourced and total number of received qualified applications is 300 and out of that 300, 200 are boys and the remaining hundred are girls it invariably means that there are more boys that are likely to be qualified to be eventually given employment opportunities for those hundred slots. If you do it like that then that becomes based on merit but when you look at balanced opportunity, it means being fair and at the same time giving people who for various reasons, may be because of pride, religion or gender the opportunity to have that access. So the operative word is not equal opportunity that balanced opportunity.

CF Interesting! Hmm Interesting! Interesting!! Now if I may draw your attention to this, how is demand for energy determined? and how does the organization understand consumer needs. Is it based on just statistics or government statistics or report? Or how do you get to understand consumer needs?

Participant You look at NERC (National Electricity Regulatory Commission). They are the custodian for the official statistic about the Nigeria Electricity Supply industry. So that is a veritable source of information. But you also have the informal energy markets the statistics about it is poor it is both inadequate and oftentimes unreliable. Let me give you an instance of what I mean. The total capacity of all the grid connected power plants in Nigeria is 13 gigawatts that is 13, 000 megawatts, depending on where you mine your information from. Some people will say that the total energy demand in Nigeria is 20gigawatts, others will say 30, others will say 40. Now what you have done is to look at the energy statistics for the energy demand for the served areas. What about the unserved areas? How do you determine that? Those who are off the grid. Do you do satellite imaging? Do you use population of those communities? How do you determine that? So it depends on where you mine information from. So we don’t have reliable statistics that is verifiable in terms of estimation of true energy demands of Nigerians. And let me also say this, most people confuse energy demands thinking that it is energy that you need. That is what most of the research out there says but it's wrong. It's not energy that you need, it is energy that you can afford. So at 21naira per kilowatt hour which is the old tariff that we had before this increment. Let's assume that what I can afford in my house is about equivalent of say 5 kva I don’t want to convert it to Kilowatts/hour. 5KVA is what I can take. With the current energy tarrif I'm not likely to. I'll have to suddenly reschedule in my house. Now while I will prefer my air conditioners to be on I can't afford to put them on except it is very very hot. So under the old tariff regime I can afford to sleep with the AC on all through, I can't do that anymore. I can afford to keep my refrigerator on but now I can’t do that anymore. So my true energy demand has reduced because of affordability issues. The statistics you have out there is all about the energy that people really want and not what they can afford. So it's quite misleading for me. That is the reason why some people have supported our research. There is one particular guy that was doing his Ph.D. in one of the Universities in the United Arab Emirates. He told me that part of the requirements/conditions they were told for mining their statistics about the energy sector in Nigeria (he is a Nigerian studying there) is that Government sources of information should not be more than 40%.

CF Interesting.

Participant: That the remaining 60% must come from the private sector just for balance then I now asked him why, he said, look they feel the government sources are not reliable that there are better reliable sources in the private sector. But in the Middle East for people who are carrying out similar research there, there is no such restrictions. You can mine your information from anywhere you want.

CF - Interesting. That's very interesting. I mean that’s been quite insightful. Now how Equitable is energy access at community and household level in terms of gender equity?

Participant There is a huge imbalance in terms of gender equity. Very huge.

CF Is even worse in the rural communities. I'll give you an instance it takes us to our ATP and our WTP being ability to pay and willingness to pay respectively.

Participant Before you talk of energy access, you must have a need for it. All of us have need for it but can you afford it? We all know of inequality in Nigeria in terms of income levels between men and women. Men tend to end more than women do. So let's take for instance The Bachelor and the Spinster a kind of because the bachelor has is likely to earn more is likely to be able to demand for more energy and pay for it. The spinster will be struggling to meet her true energy needs. So that's inequality in energy access will now stem from the golf between income levels; that is on the economic side. Let’s come to the social side. That is where the WTP comes in, willingness. Nigerian women tend to have an entitlement mentality.

CF Okay.

Participant Well they tend to believe that their male counterparts should be able to take care of their economic needs. So a woman who is a spinster will expect her boyfriend or fiance to take care of her bills including her energy bills. If it is in a family setting, the woman living with the husband and the family will expect the husband to take care of the energy bills. And if the man is not around maybe he travelled outside the country or on a holiday and they have issues with the payment of their energy bills. The woman will be unwilling to do so, she would rather want to place that call to the husband and wait for him to send money across before that energy bill could be paid. So that inequality is not only economic it is also behavioral. And that's what the ATP and the WTP. If you have mined those information, you will see those differences between men and women in terms of energy access. So I encourage you to look in that direction as well.

CF Definitely, definitely. Great. Now how does gender affect the way energy is used in households? For example, I mean in terms of different roles and responsibilities and tasks that use energy. How does gender affect the way it is used in households?

Participants The heavy energy consumers tend to be utilized by men, especially Air conditioners. It is the biggest single consumer in a typical domestic household in Nigeria. Followed by lighting and then you have the domestic equipment the domestic equipment like the blenders and micro wave oven. Those are where the women tend to use more but those are ridiculously low energy consumers. But when you talk about fridges and lighting Etc. It is common to both men and women in the same household. So you see that that air conditioner which tend to be used more by men is the heaviest energy consumer in the household. So that’s for men. And if the man is not around. The woman is not likely to encourage the rest of the family to make use of air conditioner. The woman tends to be more conservative in terms of energy utilization in order to minimize the exposure associated with bills.

CF Amazing, amazing. Now do different groups of women benefit from energy access differently so for example younger versus older women. Different income groups among women and things like that.

Participant Of course the younger women tend to use more energy than the older women. The older women are more conservative and tend to be less interested in energy and science then if you look at the geographical spread. When you go to the North and talk about energy access amongst women. Women in the north are not interested in electricity. What they are interested in especially in the rural areas is their farm work compared to the women in the south who are more enlightened. Then you look at in terms of economic backgrounds. Women who are more educated are upwardly mobile tend to demand more energy than their female counterparts who do not have access or enjoyed the same level of education. An educated woman wants to watch her DSTV or Telemundo Etc. She wants to charge her phone all the time, wants to make sure that her fan is on all the time. Does a lot of blending to prepare food to eat. Does a lot of frying with her microwave oven which tends to be heavy in terms of other nodes. That is a woman in an upwardly mobile and well educated society. Such as you have in V.I, Lekki, Ikoyi and Maitama areas etc in Lagos and Abuja respectively the female counterparts who live in sub-urban areas like Kubwa and other Satellite towns in Abuja. The energy demand is not going to be that high and their behavior in terms of energy access would be much more restrained than their female counterparts who are much more exposed in their society.

CF Interesting interesting, now just to bring in something else again. What key infrastructure is your organization involved in providing?

Participant Power Generation

CF Interesting, okay, and then when new energy infrastructure and Technologies are provided what in your own view are the differences between men and women in terms of full benefits.

Participant In terms of the employment opportunities for the power sector. Men tend to benefit more because introduction of new technologies create new employment opportunities as well. In terms Consumption, it is still the same thing I have said, men tend to enjoy those facilities much more than women because of Economic and real dichotomy between the both genders.

CF Interesting, now do men and women participate equally in decision-making about energy access particularly as household scale, I mean do they participate equally in decision-making?

Participant At the household level?

CF Yeah.

Participant Not at all. Decision making in the household is a function of economic power. In most households in Nigeria, men are the Breadwinners and economic power gives you the opportunity gives you the power to make a lot of decisions in the household. Just like the saying: who pays the piper dictates the tune.

CF Now is gender Equity energy access different between urban and rural context?

Participant In the rural areas, the society generally has a very low access to energy if you look at electrification rate in Nigeria. It has improved it is around 48% now, but at the national level if now separate it to access to energy in the rural areas that is access to energy to some rural areas is as low as 30%. Within that 30%, men enjoy the energy more because most women spend most of the hours in the farmlands. They don't need electricity while working the farm when they come back home their energy access is not electricity. It is firewood as unclean as it is and the few hours they spend in the kitchen with the firewoods is probably about three hours a day except on weXXXXnds when it is probably more especially Sundays. So you can see from what I've described now, men tend to stay more at home. Or when they go to work they to places where electricity is required that is available. I mean the rural areas the women tend to spend more time on subsistence agriculture where they do not need any form of electricity or energy whatsoever. And only time they need energy is primarily for cooking when they come back home. Night, after cooking at night. Well, There's no light, of course they just go to bed after eating.

CF Amazing amazing now. This takes us to the third part of our conversation which has to do with policies and interventions. To what extent does gender Equity factor in your work on energy access?

Participant Okay, I’ve talked about D and I policy, diversity and inclusiveness. It is not only targeted at woman it is also targeted at men and host communities together with PLWD (People Living with disability) etc and all those other segments of the society that are considered to be minorities. It is a way of integrating them into the workplace. So that is at a point of recruitment. Then in terms of career progression, we also make deliberate effort to make sure that there is a fair balance throughout the pyramids. So, right from the base level we want to make sure that there is a healthy mix between male and female then as you start working up to the top of the pyramid in terms of career right on top we also want to make sure there is a healthy mix of men and women as part of the management staff.

CF Interesting, so how effective do you think this force has been?

Participant Where I am, it is very very very effective and I am well satisfied with the level of improvement and it's gonna take time. This is an imbalance that has been known for about five decades of the organized power sector in Nigeria so it’s gonna take a while for that gap to be bridged. But I'm satisfied with the level of effort put in so far.

CF Interesting, now thinking beyond your specific work do you think energy access policies in our country should be gender sensitive? and if so in what ways?

Participant I don’t subscribe to gender sensitivity in terms of energy access because if you want to do that, then you have to consider energy access policies targeting other minorities. I would prefer that balance access and don't forget that there is a disadvantage associated with this kind of policies which is we're actually taking the place of merit. For every opportunity targeted at integrating a minority segment of society, it is actually the merit factor that is surpassed for it.

CF Hmm. Very true.

Participant There has to be that healthy balance such that merit factor does not become significantly suppressed but creating policies; energy policies targeted at the women. I do not support that at all. I encourage women to come on board compete and realize that when you are promoted, it is promotion substantially based on your performance and not promotion substantially based on specifically because of your subscription to a minority segment of the society. A woman will not be happy if she realizes that she was promoted because there there's is minimum number of women that she got promoted and she's part of the minimum number. She will she won’t feel that elevated, realizing that. You have to very careful about that.

CF Interesting. So do you think there are policy gaps around women access to energy at the local and National level for example?

Participant Of course huge ones, the kind of energy policy we have in Nigeria there at the national level does not recognize the need to bring in minorities into that space. Certainly we only see these efforts mostly in organized private sector within the same energy sector but at the government level at the national level, no way.

CF Interesting, so just imagine for a moment that there are no policy of financial constraints what in your view would be the best practice for achieving gender equity in energy access for our country?

Participant It'll be a huge campaign to change the head culture in our societies towards women. That should be the starting point you've already talked about the economic aspects. There are some societies in the Nigerian Culture that regard women as second-class citizens. That do not allow women to realize any opportunity to realize their dreams to be whatever they want to be in the society that re-orientation has to start. There are some societies that denied the Nigerian women equal rights as men. That placed women in subsidiary roles in the household that does not permit them to study some courses. At whatever level believing that such courses are the exclusive reserve for men or that they are rugged or that they require a lot of physical exertion. Let the woman make that choice for herself and not the society. Those barriers have to be lifted before any other thing. That cultural re-orientation for me should be the main thing fundamental and should be the target for the society.

CF Very good, interesting! Now, what role do you think you can play in achieving all of this?

Participant Mentoring women, our female employees, which I'm doing now, helping them to grow their competencies. Giving them words of encouragement and helping them to climb the career ladder of success. I'm doing all those.

CF Interesting, interesting. Now before we get to the final point, there are a few questions I just have regarding Finance. First do you think energy access Finance processes are gender aware? Basically renewables and some of these initiatives you have seen like the Green Bond and some Local Finance. Are they really gender aware?

Participant Not at all. Not at all. Everything about renewable energy has significantly underdeveloped as that sector of the energy market is in this country. Everything about renewable energy is male dominated, practically everything at least for now. In terms of manning level requirements, in terms of access to funds, in terms of practitioners those who have participated in that sector right now is almost completely male dominated.

CF Amazing. What do you think are the key challenges for gender equity in terms of renewable energy access finance?

Participant The renewable energy companies in Nigeria right now are just about ten. Commercially viable renewable energy companies. I mean, I'm removing the major hydros. I’m looking at Micro Hydro and solar etc. Most of those companies are not commercially viable. The break-even period for renewable energy companies in Nigeria is approximately 10 years. Yeah. It’s that long. Now how many people in our society; how many investors or entrepreneurs actually have that risk appetite to go into that sector and have the patience to wait that long before they can break-even? Men. How many people are willing to approach International Donor Agencies etc, to request for counterpart funding for such projects? Men. So in terms of restriction of access to women in that in the renewable energy sector it is strictly an economic issue. Can a group of women gather together and say let us invest in this industry and wait for 10 years? If they are married will their spouses allow them to invest in such industry. To stake their careers, seek collateral everywhere. Is that gonna happen? A woman that is available fully available? Because this is a time-intensive investment. A woman that is available now in year one, will she still have that quantum of time available to her in ten-years time? assuming she gets in during that intervening period, may she's one of the board of directors or one of the executive staff. Will she have the kind of time available guaranteed in ten years-time. So these are barriers restricting woman from having access to renewable energy but the major thing there is the high risk factor. Nigerian women are not known to be high risk bearing. Like I said, there's this entitlement mentality associated with our women and that's my understanding of reason why from now, women seem to be excluded from that sector of the Energy Market.

CF Interesting. Now, how is gender? If it is something you're familiar with, how is gender reflected in ECOWAS energy policies and Energy Finance?

Participant Let’s take for instance, the WAP (West African Power Pool) if you look at the constitution in terms of manning level. In their offices, again is a male-dominated society/organization. In terms of their Partners. The power generation companies who have agreed to participate in the pool. The power generation industry is male dominated. So if you're talking in terms of partners for WAP, it is male-dominated. If you attend any of the WAP meetings, you will find out that it is mostly men that you will see.

CF Amazing, so I'm entering the last part now. Is there anything we have not discussed on this topic that you'd like to add?

Participant Yes, most of our discussions was centered on energy access. But we didn't dwell much on the politics of energy access. I'm looking at when I say politics. If you look at the four As of energy security, our discussion has covered the affordability and availability. But we didn't touch Accessibility and Sustainability. But now I'm interested in the politics of sustainability. Now we have this dilemma of oil producing companies in Nigeria harnessing fossil fuel, that’s the primary business in Nigeria. The same company elsewhere, especially in the developed hemispheres especially in Europe are investing in renewable energy as the future of those companies. What are we doing about it? Why are we not investing in renewable energy in our country. We all know about Agenda 2050 which is mandating pollution levels not to exceed 1.5% of pre-industrialization global temperature. Where is Nigeria in this game? In 2030 UK plans to phase out fossil-fired vehicles from her space. What happens to our ability to export oil and gas? The markets will still be there, but renewable-access-energy will be going faster than fossil-fuel energy market. So while total global energy market level is increasing, there is a deliberate policy to increase the market share of renewable energy and this is been seen as the future of the world. Ever since the Middle West oil embargo in the mid-seventies that exposed how energy is secured in America and Western Europe. Nigeria needs to fit into this space, Africa needs to fit into this space to know where we are. We seriously need to fit into this space. The United Arab Emirates, even though the economy is primarily oil and gas based and to a lesser extent in tourism. They are investing more in solar energy technology for power generation, banning fossil fuel- that’s planning for thermal power gas plants. Where is Nigerian in all these? Do you have to wait until you suddenly realize that we'll have to sale below market rate for us to find an export market for oil and gas. It is already happening. Now where are women, the Nigerian women, how are they fitting in to these wide spaces? A lot of skills will soon become obsolete in this contrast. Asset management is growing at a fast rate very few women are involved in it. Maintenance and reliability is taking a back seat because research R and Gs focuses more on producing run-to-failure products. Products that do not require any form of Maintenance. The same thing with our mobile phones. Mobile phones you see these days are maintenance free! How do our women fit-in to changes within this space? That's a lot of what we're calling careers today, will no longer be careers in time to come. Are women aware of it? No, the few people who have this awareness are men. Our women needs to do more. The society needs to do more for women to increase the level of awareness about how technology is changing the energy space in the energy market and make sure that we make women fit-in to that space. What I've done everywhere I go, is to encourage women as well as men to develop and have an active interest in energy management. That seems to be the future of the energy sector, so gone are those days when you used to have discipline engineering dominating the energy space. By Discipline Engineering, I am looking at Electrical Engineering, Transmission Engineering, Turbine etc. Those days are going away. The world is looking more at Energy Access, Energy Finance, Energy Law, Asset Management. Our women need to be aware of it so that they will be proactively prepared for those changes happening. And not when the time comes they continue to cry wolf around it. So please in your research, I want you to look at this and I'm also interested in knowing whether how many of you involved in commission for this research are actually women.

CF There are, actually.

Participant Was there a deliberate effort to bring in female on board?

CF Yes. Yes. Yes! It is actually a balanced team interestingly. Even the non-academic partner for Nigeria is actually a woman.

Participant Okay. I'm happy to hear that. Hope that that balance was substantially based on Merit and not necessarily based on balance for its own sake?

CF Merit, merit!

Participant I'm happy to hear that too.

CF Great! Thank you so so much for this and I hope you'll be available for follow-up questions if the need should arise?

Participant Sure. Sure. You Why not. Just contact me anytime you need my attention.

CF No worries at all.