



NEPAL RENEWABLE ENERGY PROGRAMME



Gender and Energy in the Public Sector: Representation, Participation and Decision-making in Nepal

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November 2020

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Acronyms

ADB	Asian Development Bank
AEPC	Alternative Energy Promotion Centre
CA	Constitution Assembly
CTEVT	Council for Technical Education and Vocational Training
DFID	Department of International Development
DOED	Department of Electricity Development
ERC	Electricity Regulatory Commission
FY	Fiscal Year
GESI	Gender Equality and Social Inclusion
GoN	Government of Nepal
GRB	Gender Responsive Budgeting
GRBC	Gender Responsive Budgeting Committee
I/NGO	International/Non-Government Organization
LG	Local Government
M	Million
M&E	Monitoring and Evaluation
MoF	Ministry of Finance
MoEWRI	Ministry of Energy, Water Resources and Irrigation
MoHP	Ministry of Health and Population
MW	Megawatt
NEA	Nepal Electricity Authority
NPC	National Planning Commission
NPR	Nepalese Rupees
NREP	Nepal Renewable Energy Programme
NRREP	National Rural and Renewable Energy Programme
PG	Provincial government
RE	Renewable Energy
SECF	Sustainable Energy Challenge Fund
RM	Rural Municipality
SDGs	Sustainable Development Goals
UM	Urban Municipality
WECS	Water and Energy Commission Secretariat

SUMMARY

There is limited research and advocacy around women's representation, participation and decision-making in the energy sector in Nepal. For many decades, research on gender in the energy sector has focused on issues from a household or community level perspective. However, less attention has been paid on the role that women can play in decision making as part of sectoral governance structures to help drive the sector forward. This study aims to understand in greater depth women's (and men's) representation, participation and decision-making in public offices with a focus on the energy sector. The study provides recommendations for further actions to be taken forward by the Nepal Renewable Energy Programme (NREP) and wider institutions including Ministry of Energy Water Resources and Irrigation, Nepal Electricity Authority, Department of Electricity Development, Electricity Regulatory Commission, Water and Energy Commission Secretariat and Alternative Energy Promotion Center.

The study was conducted at the federal, provincial and local level with a focus on decision makers in the public sector as key respondents. In Nepal, the Civil Service Act 1993 and its amendment in 2007 opened the door to increase the number of women representations in public services. At the federal and provincial level, despite policy measures, the representation of women in decision-making positions in the energy sector is highly limited, often led by the perception of it being a highly technical sector. Data at the federal level show that less than 30 per cent of staff are women, with none or limited representation in high level decision-making positions or Boards. In the case of local governments, through government reservation, the election commission mandated at least 40 per cent of total nominees to be women. This affirmative action led women to be more visible as national data shows that 98.7 per cent of the mayor/chairpersons were represented by men and 95.5 per cent of the deputy mayor/vice chairperson positions were represented by women in the municipalities.

The study found that mandatory seat reservations for women and socially excluded groups encouraged many to consider a role in public services. Out of a total of 46 respondents, all respondents at the federal level and Province Lumbini, and 87 per cent in Province Karnali felt that equal representation would create positive impacts on gender in the energy sector. There was an expectation that a higher representation of women would allow them to influence the setting of rules/regulations and law/s. Approximately 15 per cent of respondents felt that gender representation does not make any difference but instead education levels and awareness on subject matter was of higher importance for decision-making positions. A high percentage of respondents (91% at federal level, 83% in PL, and 78% in PK) shared that government's representation law do not fully reflect the actual reality in practice. An overwhelming majority (90 %) of respondents felt that quotas should not be the long-term strategy for women to access decision-making positions and that provision of quality education, expertise and capacity enhancement of women are needed.

With regard to **participation**, almost all respondents felt they were included in major relevant events and discussion forums. However, in the provinces, only 50% (PL) and 25% (PK) female decision makers felt that their opinions are not respected during meetings and other forums. When it came to gender and social inclusion related topics, 19 respondents (41% - 7 male and 12 female) expressed that they were not actively able to raise issue/s because it was felt non-important and that mostly discussion forums were dominated by male participants. They also felt that approximately 25 per cent of the issues raised are being implemented.

All respondents mentioned capacity building opportunities were provided to enhance the working knowledge in their offices/positions through support of their own or external organizations. However, at the local level, almost one fifth (16.7% in PL) and one quarter (25% in PK) of respondents shared that they do not get equal opportunities to participate in capacity building activities unless specifically targeted invitations are sent. In addition, 90 per cent of female respondents mentioned that they get less time to engage themselves in upgrading knowledge due to dual responsibilities at home and public spheres. There was suggestion that leadership training is needed to enhance the capacity of decision-makers and that training opportunities on budget planning, judiciary, laws and policies, monitoring and evaluation and GESI empowerment will raise the capacity of women at all levels in public positions. Those who received such exposure shared that it has increased their confidence and subject matter knowledge.

On **decision-making**, at the federal level around one quarter i.e., 23.08% (all female) respondents shared that they encountered challenges because of their gender. In the Provinces, almost half i.e., 45.5% in PL (all female) and 37.5% in Province Karnali (all female) felt that decision-making is different based on gender or social groups. In terms of implementation of decisions made, it was very low at the federal level (less than one fifth i.e., 14.3% all women) but much higher at the provincial level (66.7% in PL and 33.3% in PK - all female respondents). Approximately a quarter at federal level i.e., 23% respondents (66.7% of them are female) shared that they have undertaken specific actions to address GESI-related challenges and barriers, or opportunities in their position.

In addition, at the local level, almost 20 per cent of female decision makers said they felt challenges performing their roles and responsibilities particularly in the early stages of taking up office. Almost all of the 46 respondents (except three) felt changes professionally and personally while holding decision-making positions as they increased confidence, opportunities to gather knowledge on different sectors, gained exposure and learning opportunities due to the responsibilities assigned. However, a majority of female decision makers (80%) indicated that they are still confronted by questions on their capabilities by their seniors, mostly men.

Whilst Nepal has a progressive gender responsive budget (GRB) policy, only 6 institutions from federal and provincial level were found to be practicing it. It was also low in the provinces as slightly over half (60%) of the respondents in Province Lumbini and 100% in Province Karnali shared that it is not practiced within their institutions. A majority of female decision makers felt that limited understanding of GESI itself and its relation to the energy sector may be a reason that they were faced with problems allocating budgets for the specific topic. At the federal level, 90% (all female) shared that women are not sufficiently participating in the budget development process; and nearly one third i.e. 30% (all female) do not have access to budget. However, at the municipal level, all respondents shared that they have access but 33.3% (75% of them are female) in PL and 25% in PK mentioned that do not have authority to use it.

In **conclusion**, despite noteworthy policies, provisions and affirmative action to increase women representation and participation in decision-making positions especially through quotas, women continue to remain highly under-represented in the energy sector. Specific recommendations for future strategies and actions include: quality education, designing comprehensive capacity enhancement actions, GRB preparation and implementation and cross learning opportunities among decision makers. Dialogues and field-based interaction programmes are also important to enhance representation, progress participation and engagement in decision-making processes. Closer insights from decision makers, particularly from the highest levels of office in the energy sector, would contribute in designing interventions toward greater inclusion.

1. INTRODUCTION

1.1 WOMEN IN THE PUBLIC SECTOR: STOCKTAKING OF CURRENT PROVISIONS AND PRACTICES

Weak participation of women and socially excluded groups, particularly at higher levels of public office, is a well-known fact in Nepal. The situation has been gradually improving in recent decades especially in political representation because of the proportional representation system in the country. As per the 2015 Constitution of Nepal, there is a mandatory provision that requires 33 per cent representation of women in both federal and provincial/state parliaments. The Election Commission has made provisions for political parties to implement the constitutional requirement that 40 per-cent of all nominee seats are to be reserved for women candidates. In 2018, the proportion of seats held by women in national parliaments (House of Representatives and National Assembly) was 32.7%¹. A newspaper report in 2019 stated there are 37.3 per cent in Upper House (National Assembly), with over 14,000 women (40%) playing different roles in local governments².

There is also a requirement at the local level governments that political parties must field a woman candidate for either the Mayor or Deputy Mayor for urban municipalities (*Nagarpalikas*), or between Chair and Deputy Chair for rural municipalities (*Gaunpalikas*). However, 98 per cent of executive positions (i.e., Mayors and Chairpersons) were won by men, and 91 per cent of the deputy positions—deputy mayors in municipalities and vice chairpersons in rural municipalities—were won by women (Samjhauta Nepal and TAF, 2018). In 2020, 98.7 per cent of executive position was filled by men, and 95.5 per cent in deputy positions were filled by women. In addition, as per the Local Level Election Act 2017, two seats in each of the Ward Committees (~7000) need to be reserved for women, one to be from the Dalit community. In general, women have shown to gain access to decision-making in local governments as it is easier to fit into their lives with family responsibilities and employment, positions are more accessible and less competitive and in more urban areas, it is also seen as extension of their involvement in their communities (Drage J, 2001).

In the civil service, provisions for women are included in the second amendment of Civil Service Act 1993 such as the allocation of 33 per cent reserved seats (out of a total of 45 per cent reserved seats), relaxation on entry with an age bar of 40 years for women compared to 35 years for men, four years promotion period against five for men, working couples to have opportunity to work in same districts if vacancy exists, and waiving of pre-qualification examination for candidates who are eligible to apply for the reserved seats/posts (Sankalpa, 2015). As of mid-2015, women comprised of only 17 per cent in the civil service, lower level of representation exist at policy level but with an increasing trend for jobs in administrative and support levels (ibid).

An exploratory study surveying 190 women elected leaders in 20 rural and urban municipalities across all 7 provinces by Samjhauta Nepal and The Asia Foundation (2018) confirms that the 'road to

¹ <https://data.worldbank.org/indicator/SG.GEN.PARL.ZS?locations=NP> (accessed 21st August 2019)

² <http://therisingnepal.org.np/news/30261> (accessed 20th August 2019): Arpana Adhikari Nepali Women in Politics: Spectacular Rise But Miles To Go, The Rising Nepal, August 2019

women's substantive participation in leadership and decision-making roles is littered with manifold challenges' and found³:

- 47 per cent of the elected women representatives were encouraged by political parties to stand in the election, and 22% were encouraged by community members. Some indicated that the political parties nominated them to fulfil the quota obligations.
- Majority of women (66%) were literate and that the current group of elected women representatives were educated, whilst the general perception is the reverse.
- 89% of the surveyed women elected representatives were involved in social groups, development projects, community activities, and party politics
- Key capacity challenges faced included financial and budget management but also a need for leadership strengthening, information on law, constitution and government policies.

The low representation of women in decision-making also impacts on the development of policies and programmes recognizing that men and women have different adaptive capacities (Mainlay, J. and Tan, S.F. 2012). With a characteristic patriarchal value system lodged within the cultural and social framework of Nepal, there is also the additional issue of whether reliance/ representation is more on those that come from more privilege members of society particularly in decision-making.

In addition to representation, studies have also shown that the process of empowerment and inclusion should be equally considered (Sankalpa, 2015). This includes the strengthening of women leaders and civil servants to be efficient and effective, and that legal structures and policies need to give special attention to women especially those from amongst minority and marginalized communities. The position of women in decision-making may be able to bring different perspectives and experiences if there is increased engagement irrespective of governments at federal or sub national levels.

In Nepal, public policies have also been taken a step further as the Ministry of Finance (MoF) has introduced gender responsive budgeting (GRB) since 2007/08 with expectation to hold government accountable to commitments. Programmes are scored (20% each criteria) against criteria developed by the Gender Responsive Budget Committee (GRBC⁴) as per:

- i. Women's participation in program planning and implementation
- ii. Capacity development
- iii. Benefit sharing of public expenditure on women
- iv. Support to women's employment and income-earning opportunities
- v. Reduction in women's time usage and workload.

³ As per the Election Commission 2017, 91% of the deputy positions - deputy mayors in municipalities and vice chairpersons in rural municipalities were won by women, but men won 98% of chief positions—mayors and chairpersons. Out of 753 mayor/chairperson positions, women were nominated for mayor/chairperson in only 190 positions - 25% of the total (Samjhauta Nepal and TAF, 2018).

⁴ The GRBC is co-ordinated by Joint Secretary of Budget and Program Division, MoF with Member Secretary from MoF and six members – one each from National Planning Commission, Ministry of Women, Children and Social Welfare, International Economic Cooperation Coordination Division, Ministry of Federal Affairs and Local Development, Financial Comptroller General Office, UN Women <https://mof.gov.np/en/gender-responsive-budget-76.html> (accessed 22 August 2019)

As per the MoF, the per centage of programmes directly responsive to gender had doubled from 11.3 per cent in 2008 to 23 per cent in 2016 (NDRI, 2017). The energy sector is also tracked under the GRB.

1.2 WOMEN IN THE ENERGY PUBLIC SECTOR

The representation and participation of women in decision-making positions, especially in energy projects and institutions, continues to be limited (ADB, 2018). For example, at the Nepal Electricity Authority (NEA), only a small per centage of women were found to be at mid and lower level of professionals (overall, only 10.4% women versus 89.6% men as per October 2015 data); there was also an over-representation of advantaged groups (*Bahun, Chhetri and Newar*) and a severe under-representation of *Dalits, Muslims, Janajatis, and Madhesis*, especially at the higher levels of the organizational hierarchy. The AEPC performed slightly better with 28 per cent women and 72 per cent men; with only one woman in high level management position⁵ (ibid). In addition, diversity profile demonstrated dominance of few social groups in decision-making positions.

Women in the technical field is generally low in the country, especially in energy sector. For example, the Council for Technical Education and Vocational Training (CTEVT) data in 2016 showed that in vocational and technical training, most women completed training in health (85%) compared to engineering (9%) [NDRI, 2017]. The ADB study (2018) also found out that in disciplines related to energy sector (engineering specifically), women make up less than 10 per cent in civil and electrical engineering with 1.7 per cent in mechanical engineering; further as per the Nepal Engineers' Association, out of the 75 who served five of its executive councils in the past 10 years (2006–2016), there were only 13 women (17%), without a single woman president or vice president and only on one occasion was a woman elected general secretary (ADB, 2018). In the next section, we outline some of the key barriers.

1.3 KEY BARRIERS FOR WOMEN DECISION MAKERS

Some of the key barriers for women to be in decision-making positions are:

- **Socio-cultural constraints:** The role of women in decision-making in the household or at the national and sub national level is heavily influenced by the patriarchal social structure (NDRI, 2017; Mainlay, J. and Tan, S.F, 2012). There is an overarching patriarchal socialization that plays out in the selection and nomination of leadership positions with public perception towards elected women representatives 'clouded by normative construct of gender roles and responsibilities' (Samjhauta Nepal and TAF, 2018). It is also important to note that women in decision-making may be limited at times to raise women's issues and issues of social justice, particularly, if there are more men in decision-making compared to the women, and often can be judged differently by society in general (Drage J, 2001).
- **Lower level of women in the engineering field:** Often, engineering education is considered masculine institutions and such barriers deter women from entering into this profession (ADB, 2018). In general, there are fewer women entering the energy sector, one that remains highly technocratic. Even large multi donor programmes such as the National Rural and Renewable Energy Programme (NRREP) could not break the pattern of domination of male decision makers into management or decision-making positions.

⁵ Considered to be level 10 and above

- **Policies drive representation, but not empowerment:** The government has a mandated quota system for recruitment, 15 per cent of seats reserved for women. As mentioned in sections above, quotas are mandatory for women to be considered for heading local governments. However, there is little drive and engagement of women in higher level positions in the energy sector institutions or with local representatives till date. They also play a minimal role in decisions of policies and planning, driven possibly by socio-cultural and a hierarchical patriarchal conceptual view of governance. In the public sector, where there are non-quota positions such as in ward members, out of 13,484 positions, only 2% were won by women (Samjhauta Nepal and TAF, 2018 in quoted Paswan 2017).
- **Need for more capacity and knowledge:** The Samjhauta Nepal and TAF study showed that 53 per cent of women representatives faced challenges at work, the majority of whom did not have ideas on how to tackle them. These included financial and budget management issues. Women face discrimination in office often because politics and decision-making are meant to be within the male preserve and women can be seen incapable of management and governance roles (Drage J, 2001). There was a need for trainings and empowerment through different learnings including on leadership. Understanding the barriers for women leaders to participate in the energy sector needs to be investigated more as there is insufficient literature on this topic. Women from marginalized groups may also need more efforts towards empowerment and capacity development (Sankalpa, 2015).
- **Inadequate/lack of finance:** One of the major barriers for women to be in decision-making especially in the political realm could be the lack of financial backing especially if they were to compete openly in elections.
- **Lower levels of 'value' for women decision makers at local level:** Women in local governments at the community level may not be valued as those in provincial or federal governments. This can also be different if women are elected or appointed (Drage J, 2001). If they get through to positions of decision-making through reserved quotas, it may seem like being on an 'inferior status' or a 'lack of constituency' and decision-making can be blocked from within the system (ibid).
- **Insufficient data and evidence on women decision makers:** Importantly, in the energy sector, many assessments are at the end user level and there is no gender discourse at the other level of public and private institutions. Such a discourse is important especially if done astutely, such as using women as technical resources rather than relegating them to the role of end users only (Standal and Winther, 2016).

2. METHODOLOGY

2.1 OBJECTIVE AND KEY ASSUMPTIONS

The main objective of the assessment is to understand women's representation, participation and decision-making in public offices relevant to the energy sector for NREP (and the wider community including the Alternative Energy Promotion Center - AEPC) to design recommendations including actions. The move towards greater empowerment though enhanced knowledge will also be an important element to be understood in the assessment. With little evidence on the topic, some of the underlying assumptions made are:

- Decision-making especially for better gender equality and social inclusion (GESI) outcomes is improved with better representation of women including excluded groups, especially in decision-making positions.
- Improved decision-making is probable when women and men officials are better capacitated on GESI issues and actions, and also in the energy sector, including in renewable energy.
- Decision-making potential is higher when women officials have more control over budgets and plans.

2.2 METHODS

The overall study design and systematic approaches are summarized in the Figure 1.

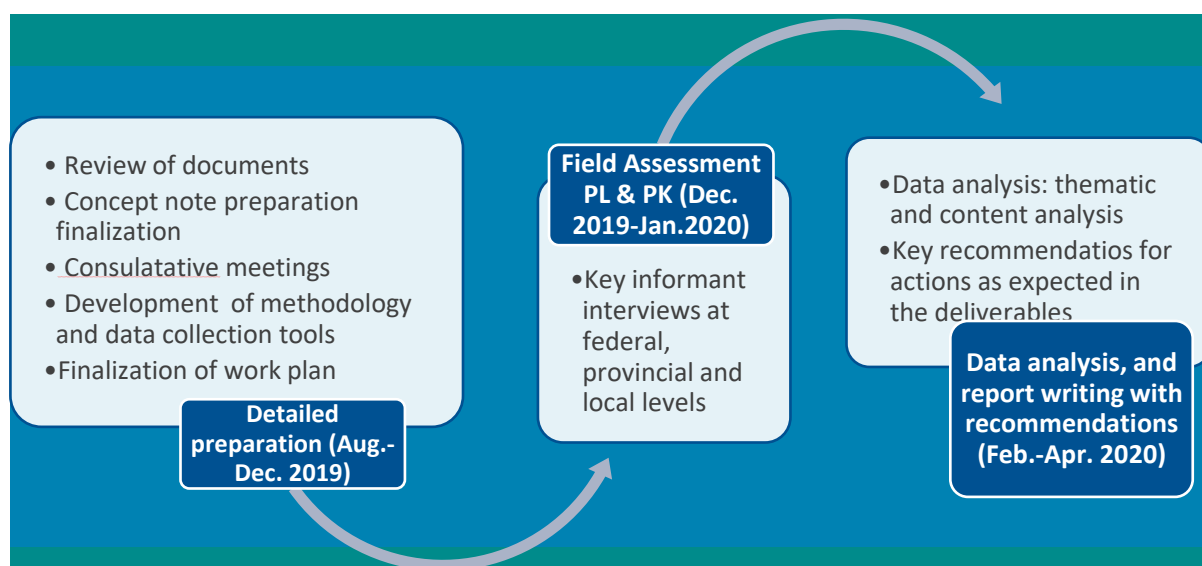


Figure 1: Process for the study

Note: Field trip to Province 2 was planned for March 2020 but cancelled due to outbreak of CoVID. As the potential to travel decreased over year, it was decided to finalize the report without P2 data.

The study mainly used qualitative methods as follows:

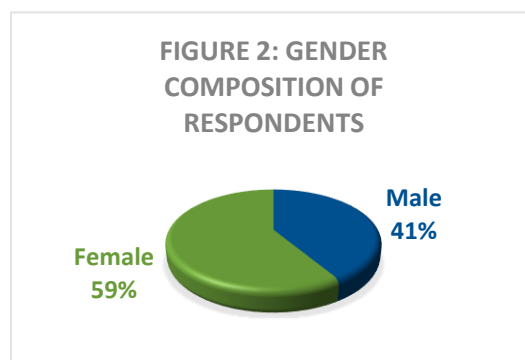
- **Document review and analysis:** Policies, relevant documents and websites that are available and relevant to the study were reviewed, analyzed and validated.
- **Key Informants Interviews (KIIs) and direct interviews:** The interviews were semi-structured to gather information from a range of male and female decision makers in the energy sector at federal

level, and in provincial and local governments about their perspectives on gender-based representation, participation and decision-making. The key informants interviewed included the energy policy makers, officials in government offices involved at some level of the decision-making and civil society organizations who are in support of GESI issues in the energy sector.

The public sector respondents taken in this study were from level 9 to 12, leading a specific technical department within their institution. However, for some institutions as it was difficult to find females in higher positions, staff at levels 7 and 8 were also considered. For local government decision makers, either the mayor and/or deputy mayor from urban municipalities, and chairperson and vice-chairperson from rural municipalities were the main respondents. Questionnaires were structured for decision makers to reflect upon their roles/responsibilities, opinions on government reservation systems, challenges faced, GESI issues in their organisation, gender responsive budgeting and process, identification of capacity enhancement needs amongst others.

- **Sampling for interviews:** The study was carried out in the focus area of NREP activities at the federal level and in the Provinces Lumbini and Karnali (with one interview in Province 2 held before field travel was halted with disruption of CoVID outbreak).

Interviews were conducted with 46 individuals (19 male and 27 female) to seek perceptions on barriers, and challenges in representation, participation and decision-making. A purposive sampling method was applied for the study with the following key criteria:



- Prioritization for women Mayors/ Chairpersons at the local government level
- Key decision makers in energy-related public institutions with preference to women holding decision-making positions at the federal level
- Public institutions, networks and development partners working on GESI issues
- Municipalities and Rural Municipalities with greater RE potential

The following Tables 1 and 2 provides the sample size and the total number of KIIs conducted at the federal, province and local level.

Table 1: Number of institutions interviewed

Levels of government	Institutions	
	No.	%
Federal – government	6	17
Federal – others**	7	20
Provincial government - PL and PK	5	14
Local government - P2*	1	3
Local government - PL	10	29
Local government - PK	6	17
Grand Total	35	100

Table 2: Study samples and KIIs conducted in the three levels

Groups	Female	Male	Total (No).	%
Federal	7	4	11	23.92
Province Karnali	5	5	10	21.74
Province 2*	1	0	1	2.17
Province Lumbini	9	7	16	34.78
Others**	5	3	8	17.39
Grand Total	27 (58.7%)	19 (41.3%)	46	100

***Note** that in Province 2, field work could not go ahead because of the lockdown

** **Others include:** Women Network for Energy & Environment (WoNEE); Nepal Economic Forum (NEF); Practical Action (PA); Clean Cooking Alliance (CCA); National Association of Community Electricity Users-Nepal (NACEUN); National Association of Rural Municipalities in Nepal (NARMIN); Municipal Association of Nepal (MuAN)

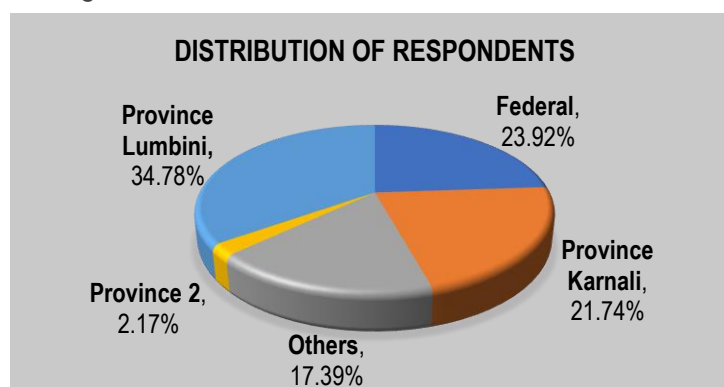


Figure 3: Study sample of respondents for study

2.3 LIMITATIONS

A qualitative study method was mainly used with reliance on data collected through interviews, secondary data analysis and review of documents. Sample selection was done based on different criteria to avoid any biases but given the sample size (46 in total), the findings and analysis of the study may be indicative. While federal level interviews were mostly conducted with public and non-public sector respondents in the energy sector, the interviews at sub national level were mostly with non-energy public decision makers. Due to COVID-19 outbreak in Nepal and preventive measures taken by Nepal Government, the visit to Province 2 in March 2020 was cancelled and thus, the voice of this Province decision makers is not well represented in this report.

3. FINDINGS – REPRESENTATION, PARTICIPATION AND DECISION-MAKING

3.1 GENDER REPRESENTATION AT FEDERAL LEVEL AND MUNICIPALITIES OF PROVINCE 2, 5, KARNALI

At the federal level, in the energy sector, key institutions had low representation of women in decision-making positions:



- **Ministry of Energy, Water Resources and Irrigation:** 23% of the total staff are women out of total 48.
- **Alternative Energy Promotion Center:** 29% of the total 42 staff are women with one representation in high-level decision-making position (level 10). In addition, the diversity profile demonstrated dominance of few social groups in decision-making positions⁶.
- **Nepal Electricity Authority:** NEA has 8,884 staff of which only 13 per cent of the total are women⁷. All the eight members of Board of Directors are men. There is one-woman representative amongst 30 Directors⁸.
- **Department of Electricity Development:** 29% of the total 93 staffs are women with only one in a high-level decision-making position⁹.
- **Electricity Regulatory Commission** has a Chair, and four members only one of which is a woman (member representing Consumer Affairs and Administration).
- **Water and Energy Commission Secretariat:** 17% out of the total 42 staffs are women with only two in decision-making positions¹⁰.

In the three Provinces (2, Lumbini and Karnali), the focus of this study, there are no women decision makers in the Ministry of Physical Infrastructure Development (MoPID). At the local governments level, looking at the leadership, the following was found, with men dominating the top positions:

- **Urban Municipalities:** Total of 2 females (1.4%), 136 males (98.6%) in Mayor position; 131 females (94.9%) and 7 males (5.1%) in Deputy Mayor position
- **Rural Municipalities:** Total of 2 females (1.1%), 184 males (98.9%) in Chairperson position; and 179 females (96.2%) and 7 males (3.8%) in Vice-Chairperson position

All respondents at the federal level and Province Lumbini, and 87% in Province Karnali felt that equal representation would create positive impact on gender in the energy sector and reservation quotas should be continued for some time. Additionally, a high percentage of respondents (91% at federal level, 83% in PL, and 78% in PK) shared that the government's representation law does not fully reflect the actual reality in practice.

⁶ <https://www.aepc.gov.np/staffs/aepc-staff> (updated as of September 2020)

⁷ The NEA Staff Regulation 2075 instituted special provisions for women in recruitment - 35 per cent of the 45 per cent seats are reserved for the poor and socially excluded women candidates. Likewise, the eligible age for women applicants was raised to 40 years as compared to 35 for men counterpart for open competition for 8th level and above posts. The probation period is 6 months for women staff against a year for men counterparts.

⁸ Data received from NEA on 25th December 2019

⁹ Data received from Ministry of Energy, Water Resource and Irrigation

¹⁰ Counting level 7 to 12, those involved in some level of decision-making who are chief of section/department.

Note: Data prior to and as of April 2020; AEPC updated in September 2020

In the preamble of the Constitution of Nepal 2015, it is stated that the formation of an equitable society will be based on proportional inclusive and participatory principles to ensure economic equality, prosperity and social justice by eliminating all forms of racial, ethnic, regional, linguistic, religious and gender discrimination. There are many policies and Acts that provide wider gender- based representation especially at local government level explained mostly in section 1 and additionally:

- Formation of Local Revenue Advisory Committee under the coordination of Vice-President or Deputy Chief. Arrangements for the stay of two members, including two women, from the members of the Executive Committee appointed by the Executive Committee. (Article 65 of the Local Government Operations Act-2074).
- At the local level, the Resource Estimation and Budget Ceiling Determination Committee has the provision of having both the Chairperson and the Vice President or both the Chief and the Deputy Chief. The Committee has the provision to have four members appointed by the Chairman or Chief to represent women, Dalits or minorities among the members of the executive (Article 66 of the Local Government Operations Act-2074).
- At least 33 per cent of participation of women in the Users Committee is mandatory where provision of women should be made in top three positions (Chairman, Secretary and Treasurer). This is an established standard and is mandatory in all local government-created Users Committees procedures.

As this study focused on Provinces 2, Lumbini and Karnali, the overall gender disaggregated data on representation in both the urban and rural municipalities show an overwhelming majority of males in the Mayor/Chair positions with only a handful of positions held by female. Figure 4 and 5 provides the statistics of representation in urban and rural municipalities.

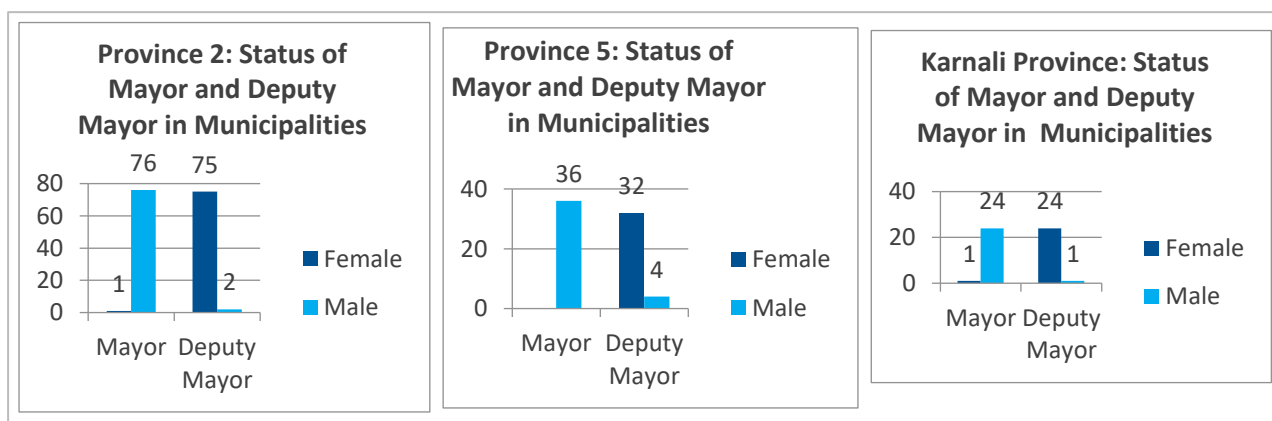


Figure 4: Gender disaggregated data in Urban Municipalities of Provinces - 2, Lumbini and Karnali

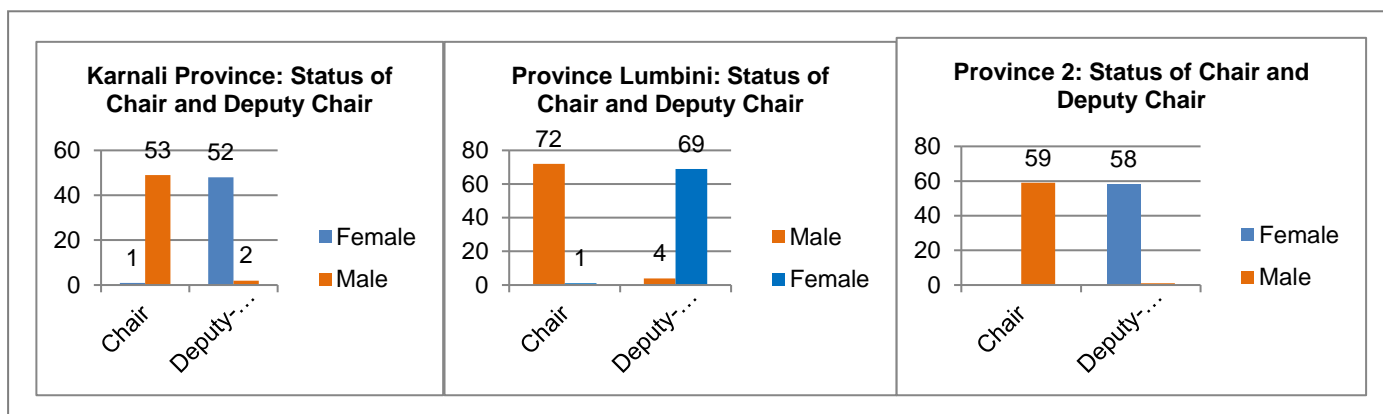


Figure 5: Gender disaggregated data in Rural Municipalities of Province 2, 5 and Karnali

As per the policies and law, the increase in number of women in public offices began after an amendment to Civil Service Act-1993 in 2007. The reservation of 45 per cent civil service seats for women, along with the indigenous community, Madhesi, Dalit, disabled people and people from backward areas pushed women to take Public Service Commission exams, and the successful candidates entered civil services. Due to the government's law on representation such as the reservation of 15 per cent of seats for women, there is increased visibility of women in public life than before.

In this study, 43 out of 46 respondents stated that the terms of reference (ToR) for the positions are provided to senior managers, but 3 respondents expressed that there is no practice of providing ToR to staff. It largely depended upon the department chief whether he/she provided the ToR (or not). It must be noted that all public offices follow the government's Labor Act Nepal 2074 which allows for maternity leave of 98 days (including pre-natal leave) for women and 15 days of paternity leave for men. Likewise, if necessary, leave without pay provision is there for a period of 6 months for women¹¹.

Despite these policy measures, the representation of women in decision-making positions, especially in the energy sector, continues to be limited (see box in beginning of section 3.1 for statistics). One of the main perceptions is that the energy sector is highly technical, often a male dominated sector. Institutions working in energy attempt to adopt inclusiveness and practice the government's reservation system but there remains a gap in implementation. Through interviews, the study found that staff, especially females, who enter the public service through government representation quota often felt inferior and lose confidence compared to those that come from open competition. Some key informants also stated that these groups tried to take negative benefit from reservation.

3.1.1 Equal representation of specific gender and impact in decision-making?

Almost all women respondents in the public sector gave credit to seat reservation that encouraged them to consider working in public services. Out of a total of 46 respondents, 39 (~ 85%) felt that

As per a women decision maker - "When I entered the civil service 27 years ago, there was no reservation. I was not confident on whether I could compete with others since there was a huge competition amongst the candidates. Now, women are more confident and they secure job in public offices supported with reservation seats for women."

¹¹ https://www.nea.org.np/acts_regulations

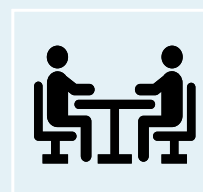
equal representation of men and women and socially excluded groups especially in decision-making positions would create a positive impact on improving gender issues in the energy sector. The main belief is that if women represent the sector, then their voices will be forthcoming in rules/regulations and law. The rest of the respondents (15%) stated that gender representation does not make any difference but rather education level and awareness on subject matter was more important.

A total of 90 per cent respondents felt that reservation quotas should not be the long-term strategy for women to get access to the decision-making positions in the energy or public sector offices. They felt that the provision of quality education, expertise and capacity enhancement of women are better than reserving quotas in long term.

3.2 PARTICIPATION

Key reflections on participation:

- At the federal level, there is inclusion irrespective of gender in major relevant events, discussion forums and capacity development opportunities. However, in the provinces, 50% (PL) and 25% (PK) female respondents felt that their opinions are not respected during meetings and other forums. In addition, almost one fifth (17% in PL) and a quarter (25% in PK) of respondents shared that they do not get equal opportunities to participate in capacity building activities unless specifically targeted invitations are sent. Those who received such exposures shared that it has increased their confidence and subject matter knowledge.
- Half of the respondents at the federal level i.e., 50% (66% of whom are female) shared that they did not get any opportunity to raise questions or speak in the meeting about GESI related issues. Near to one fifth i.e., 16.7% (all female respondents) felt that opinions are valued based on gender and social status.
- Approximately a quarter at federal level i.e., 23% of respondents (66.7% of whom are female) shared that they have undertaken specific actions to address GESI related challenges and barriers, or opportunities in their position.
- Among those who responded at the federal level, 90% shared that women are not sufficiently participating in the budget development process.
- Further at the province and local level, with regard to performing their roles and responsibilities, a majority 83.3% (out of whom 50% in PL and 66.67% in PK are female) shared that they faced challenges and constraints mainly due to inadequate knowledge on budgeting, monitoring, judiciary committee and other technical issues. Some other factors include limited resources and lack of teamwork. They tackle this through learning by doing and participating in capacity building trainings.



3.2.1 Participation in major events/discussion forums and present opinion/issues on GESI

All the respondents interviewed expressed that they are included in major relevant events and discussion forums. Among them, 3 respondents felt that opinions are valued judgements based on gender and social status, but the majority felt that the 'decision-making position' plays a key role in making decisions including in participation.

A total of 19 respondents, ~41 per cent (9 male and 10 female) from federal, provincial and local level in public offices expressed that they did not get any chance to raise GESI

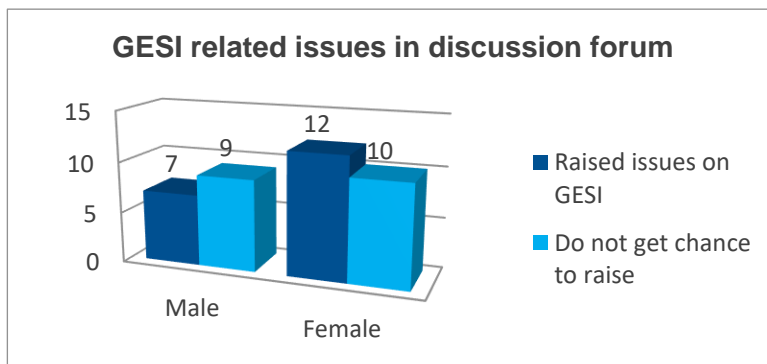


Figure 6: Participation in major events and issues raised on GESI

related issues in discussion forums. The women who took the chance felt that if they raised GESI related issues, often the men dominated the discussions, and the topic was not afforded any importance. They felt that approximately 25 per cent of the issues raised are being addressed.

3.2.2 Participation in capacity development opportunities

All the respondents mentioned that they were provided capacity building opportunities to enhance the working knowledge in their offices/positions. However, the majority of female respondents felt that these opportunities are provided to those who are closer to their senior managers, often determined on the basis of their loyalty and kinship to senior/supervisor rather than their capabilities and performance.

Eighteen women decision makers (80%) that held public offices felt that they are still confronted by questions on their capabilities by male counterparts. They expressed that there is a tendency for men to regard the quota/reservation as a ceiling rather than an opportunity for women's representation in decision-making.

The study has also mapped the training needs for women decision makers referencing women's own articulation of their limitations and challenges.

Figure 7 shows that out of a total of 38 public sector respondents to this query, 8 male and 8 females (42%) felt that leadership training is needed to enhance the capacity of decision makers at all levels. A further 16 (6 men, 10 women) stated that capacity building training opportunities (skill training on budget planning, judiciary, monitoring and evaluation) is needed. Similarly, the remaining 6 (2 male, 4 female) emphasized empowerment related training to enhance the capacity of women decision makers.

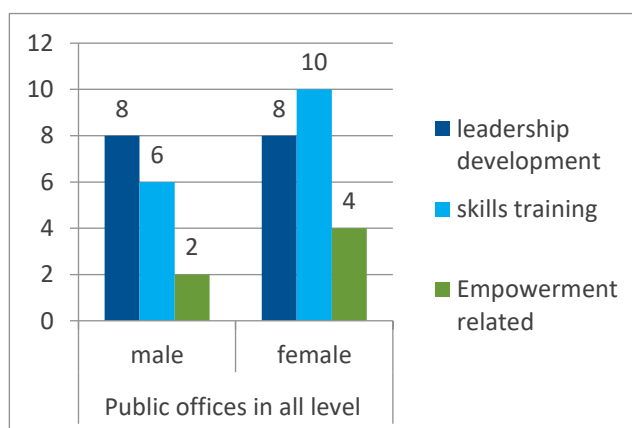


Figure 7: Training needs for capacity enhancement

Respondents from organizations (listed as others) working on GESI and energy articulated the need of leadership training (1 male, 2 female), skills development training (2 male, 2 female) and empowerment related (1 female) training.

3.2.3 Challenges and barriers for meaningful participation

The government representation law or quota system has been an important step but the increased representation via affirmative action does not automatically translate into meaningful participation and enhanced influence for women in public offices. Following are some challenges and barriers for meaningful participation, particularly of women:

- **Dual public and private responsibilities:** Out of total 46 respondents, 14 male respondents felt that time constraints due to dual domestic and professional roles of women often limited knowledge on subject matter and inhibit women's meaningful participation in public offices. Similarly, 21 female respondents agreed that dual responsibilities limited their meaningful participation in public offices. A majority of female respondents (almost 90%) shared that they face multiple barriers in exercising their professional role, due to their predefined family roles and have to spend more time fulfilling social obligations compared to men. They felt that weak informal networking opportunities affect their roles and growth compared to their male counterparts. For example, women are unable to attend informal meetings in the evening because of domestic responsibilities. One of the respondents stated that *'being a woman I lose some international opportunities because of responsibilities at home'*.
- **Social and language barriers:** Almost all respondents felt that structural and social barriers make it difficult for women to participate actively in public life. These range from attitudinal issues such as treating women as less of a peer, especially if they are recruited via the quota system or referring female colleagues to participation in forums where there are no major benefits or topics of interest. Many females accepted the superiority of male colleagues as a social construct, some even considered themselves less capable in their positions. Patriarchal systems prevail largely in these decision-making positions in the public sector particularly. A few female respondents considered their male counterparts to be *"competent"* due to knowledge they have in the sector, but a few also thought this was ascribed to them. For example, if male colleagues made mistakes, there were no repercussions but in similar cases involving females, there were issues of harassment in the form of colleagues pointing out their inexperience to perform tasks.
- **Language barriers especially for international level participation:** Two female respondents stated that they struggle to raise the issues and concerns in discussion forums especially at an international level because of language barriers, as they are not fluent in English. As a result, others (mostly male counterparts) receive chances to share their ideas. One of the respondents stated that *"I was nominated for an international training course, but my senior manipulated the decision and I could not attend. I feel forced to support the decisions he makes, often not in my favour. I cannot make sole decision though I am in a decision-making position and feel it is down to gender bias."* One of the female respondents strongly put forth her voice that there is a culture to keep silent particularly with male seniors. Additionally, she highlighted that speaking against male seniors may affect the chances for further opportunities.

- Specific barriers of local level decision makers regarding roles and responsibilities:**

The Constitution of Nepal has ensured the level of executive, judicial and legislative authority to local governments. The local government's roles and responsibilities are guided by Local Government Operations Act 2074. In this context, almost all chairperson/vice-chairperson and mayor/deputy mayor from local level faced some level of difficulties and challenges during the initial phase in office. Out of total 16 respondents (11 female, 5 male) at the local level, the female representatives still faced challenges in performing the roles and responsibilities assigned to them specially in financial management (budget planning), monitoring and evaluation and judicial functions. Judicial function is the major responsibility of the deputy mayor and vice chairperson, and most positions are held by women. This is due to limited education on the subject matter and lack of experience in such systems. In addition, a considerable number of the females in positions (deputy chairperson and deputy mayor) are new to politics. They were found to be either from the development field or engaged in some sort of social groups before they held the position. Only a few female representatives at the local level were from a political background. They mentioned that often they dealt with day-to-day problems through cross learning efforts in various sharing platforms.

3.2.4 Strategy to enhance level of participation

Capacity enhancement training, quality education and awareness on rights are the major strategies recommended to be applied to upgrade the level of participation.

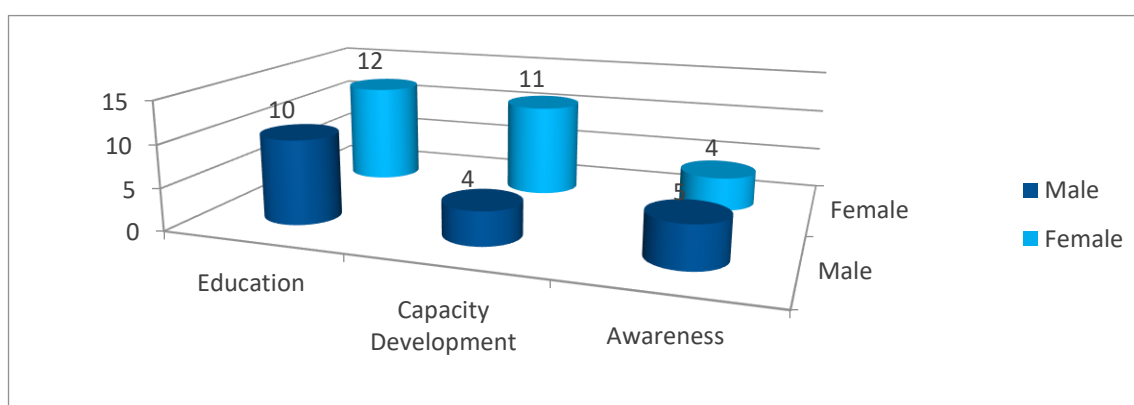


Figure 8: Strategy to increase level of participation

Out of total 46 respondents:

- 10 male and 12 female respondents stated that a major strategy would be to provide quality education to enhance the level of women's participation in decision-making as a long-term strategy.
- Similarly, 4 male and 11 females suggested a requirement for capacity development to perform their roles more effectively, for example in the case of local level budget planning, technical knowledge skills to perform effective monitoring and evaluation as explained in section 3.2.2
- 5 male and 4 female respondents identified awareness on rights, roles and responsibilities as the key strategies.

3.2.5 Changes in professional and personal self-development



Figure 9: Changes needed towards professional self-development

A huge majority, forty-three of total 46 respondents (94%) stated that they have felt changes professionally and personally after taking up decision-making positions. They have been able to gain more confidence, opportunities to gather knowledge on different sectors and get more exposure to opportunities to learn. Only 3 respondents shared that they felt no changes compared to their previous position. Those who did feel positive change stated that this was due to responsibilities assigned to them helping further to move forward with new challenges.

3.3 DECISION-MAKING

Key reflections on decision-making:



- **On decision-making in general**, at the federal level around a quarter i.e., 23.08% (all female) of the respondents shared that they have encountered challenges because of their gender. At the Province and local levels, almost half i.e., 45.45% in PL (all female) and 37.5% (all female) felt that decision-making is different based on gender or social groups.
- **In terms of implementation of decisions made**, it was very low at the federal level (less than one fifth i.e., 14.29% all female) but much higher at the provincial and local level (66.67% in PL and 33.3% in PK).
- **On access to budget**, overall, 82% of respondents from public offices had access and were aware of the status of budget but 71% had authority to allocate and spend budget. At the federal level nearly one third i.e., 30% all female respondents shared that they do not have access to budget. However, at the municipal level, all respondents shared they have access but 33.3% in PL (75% of them are female) and 25% in PK mentioned that do not have authority to use it.
- **In terms of gender responsive budgeting**, a majority at federal level - 76.92% (60% female) of the respondents shared that it is not the part of their institutional policy. It was also high in the provinces as slightly over half (60%) of the respondents in PL and 100% in PK shared that it is not practiced within their institutions.
- **In terms of adoption of policies and measures to ensure and encourage participation of women in decision-making**, a majority of respondents in PL (91.67%) were positive and felt that government's law and provisions are followed. However, in PK, all respondents felt the opposite and that participation of women in decision-making processes was low.

3.3.1 Access to budget and authority

Out of total 46, 38 decision makers (42% male and 58% female) from public offices had access to budget. Only 33 (48% male and 52% female) had authority to use it fully. At the local level, female respondents were found to have had lower authority to use the budget mostly because they were in deputy mayoral positions and final decisions are taken by mayor/chairperson and administrative chief.

The decision makers also stated that there is a central budget system that is prepared once a year, and this is usually the guiding budget for following year activities.

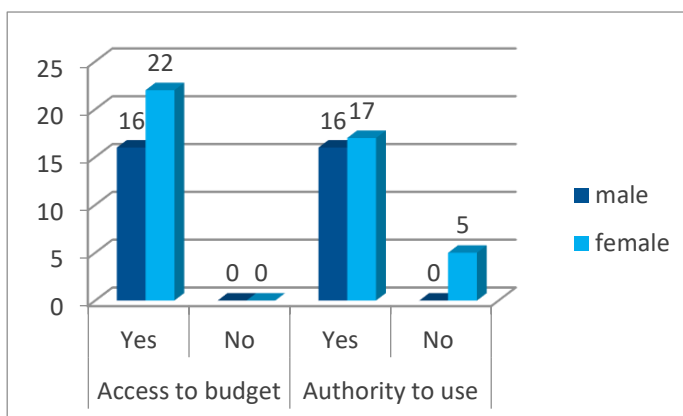


Figure 10: Access to budget and authority to use by gender

3.3.2 Gender Responsive Budgeting (GRB)

Yearly budgeting is practiced by all public offices and is prepared in consultation with department head, finance head and program lead. Both men and women decision makers understand GESI and the need to act on issues of women's empowerment and pro-GESI budgetary decision-making. However, only 6 organizations (17% of 35 interviewed) from federal and provincial level were found to have followed the process of GRB. It was also found that there was less priority provided to women's capacity building and income generation.

In the case of public offices, AEPC and Ministry of Social Development follow the practice of GRB indicators and prepare annual budgets. The GRB committee has been formed comprising of division chief, section chief, monitoring and evaluation, financial administration, planning section and GESI unit. In case of AEPC there has been a GESI policy to streamline related activities. GESI has been an inherent part of AEPC's work culture, reflected through GESI responsive renewable energy policy, annual budget and work plan, additional subsidy and credit facilities. However, there continues to be few women in decision-making positions to participate in the process.

At the province and local level, the Social Development Ministry is responsible for issues related to gender equality. There is a separate unit of gender empowerment and mainstreaming section under the social development section. But energy is not the focus area of the Ministry and there is no budget allocated to the energy sector. One of the respondents stated that *'women's participation is minimal in budgetary processes due to insufficient and ineffective female representation in decision-making position and the male bias of structures and ideology. Women decision makers have been unable to act strongly or in a meaningful manner because of their own capacity and skill constraints on GRB'*.

The non-public sector respondents working on energy and gender stated that GRB has been a less prioritized agenda in the energy sector. It was found that the Municipal Association of Nepal (MuAN) usually allocates around 30 per cent of total budget annually for women development department.

Female respondents in decision-making positions felt that due to low numbers of women engaged at the policy level, there is lower prioritization of GESI activities. One of the women respondents stated that their male counterparts or seniors would often agree on budget allocations during discussions but would subsequently often take unilateral decisions to reduce budget allocation for GESI-related activities. This demonstrates that gender is still not a primary focus area despite government policy.

3.3.3 Constraints in decision-making and roles/responsibilities

- **Lack of knowledge on roles and responsibilities at local government level:** Twenty per cent of female decision makers in urban and rural municipalities faced challenges at work while performing their roles and responsibilities, particularly in early stages of decision-making. Due to insufficient knowledge on financial and budget management, legal knowledge, monitoring and evaluation issues those female decision makers at the local level are facing problems when making decisions as part of their assigned roles and responsibilities and are not able to use their assigned powers effectively. There is a need for training and empowerment through different learning approaches, including leadership, so that they can perform their job effectively.
- **Dual roles/responsibilities and male domination in decision-making positions:** A total of 95 per cent of female respondents stated that they get less time to engage in upgrading their knowledge due to dual roles in family and professional activity. "Education and moral support from family members is often instrumental to a woman's career development" stated one male respondent. Similarly, women's effective participation in decision-making is hindered by a majority of men in public offices.
- **Limited understanding on GESI:** The majority of female respondents felt that due to limited understanding of GESI and its operationalization they encounter problems in allocating budget. Among them few are from technical backgrounds. For example, the gender focal points in public offices have been unable to deliver their role effectively for multiple reasons, including their lack of authority and the absence of any institutionalized linkage between their gender mandate and the main work of the ministries, department. Although, it must be noted that women are aware and knowledgeable of GESI needs and priorities. But a key problem is that they do not have knowledge of the energy sector and are therefore constrained themselves. Another respondent stated that *women are able to fill a certain number of positions, but they rarely enjoy positions of power. Men dominate both in terms of numbers and executive positions in the energy sector. Women are unable to exercise power on the same terms as men.*
- **Social barriers:** Out of total 38 respondents to this query, 36 stated that they do not feel any differences based on gender while making decisions. Whereas the remaining 10 female respondents feel that they encounter challenges in decision-making because of gender. A total of two respondents at the ministry level shared experiences of seniors saying that, as women, they are expected to listen to seniors. Almost all (100%) female respondents stated that they may not be able to attend meetings in the evening because of domestic responsibilities. Male respondents were also found to benefit professionally from strong informal networks.

4. RECOMMENDATIONS

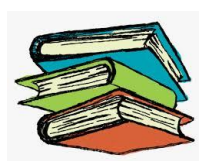
The findings and analysis of the data may be indicative given that the study sample is limited. There is obvious excitement and optimism amongst women decision makers within the new federal structure, especially with increased prominence of representation at the local level. Creating an enabling environment to participate equally with meaningful participation in public affairs is still crucial. Women's presence in public decision-making is a decisive factor and a key indicator that contributes

towards the achievement of Goal 5 of the United Nations Sustainable Development Goals (SDGs), “to promote gender equality”. The mandatory provision of women representation in public offices has meant a rise in numbers since the quota was adopted, but this policy needs to develop further especially in implementation as numbers are not in proportion to their equal representation.

Women continue to remain highly underrepresented, almost negligible in the energy sector in decision-making positions. In order to enhance women's meaningful participation, affirmative action needs to be accompanied by strategy to enhance the level of engagement and participation at all levels of government.

Specific recommendations for improved representation, participation and decision-making in the future strategies and actions include:

A. Representation



- **Facilitate Quality education (Federal, Provincial & Local):** There is a clear opportunity to increase representation and indirectly support women’s decision-making power through education. The study reveals that investment in quality education for women, especially in STEM subjects, to enhance women's confidence and capacity, will be a more effective long-term solution to increasing representation than relying on the current staff quota systems. In addition, representation will be enhanced if there is transparency and open competition in jobs.

B. Participation



- **Design comprehensive capacity enhancement training (Federal, Provincial & Local):** Setting quotas for women has ensured women's representation and participation in public sphere and strengthened their access to resources and benefits. Still, further efforts are needed to reach women and promote their representation and participation in key decision-making positions in executive bodies including their ability to influence decisions. Capacity enhancement activities to boost leadership quality, women's confidence and awareness on their rights secured by law are the major focus area to strengthen the capacity of women decision makers. In addition, public sector decision makers need to be also provided more exposure through networks and trainings to the energy sector especially at the local level. Such initiatives can be adapted so they not only help achieve women’s leadership development but also enhance women’s role in decision-making in public sector.

C. Decision-making



- **Lobby for Gender responsive budgeting (Federal, Provincial & Local):** Additional capacity building efforts are needed to make future budgetary processes gender responsive as no significant transformation has occurred in the allocation of budget towards the development of women-centric goals and policies. Not a single urban or rural municipality was found in this study to follow GRB, as decision makers who are responsible to lead public offices lack knowledge on GRB or do not prioritize its importance. Percolation of federal level initiatives are needed and GRB is one of them. Public budgets such as fiscal equalization grants provided to municipalities could also be a vehicle to allocate budgets for GESI initiatives. There should also be leverage of investments to build capacity on GRB, especially during planning processes at all levels.



- **Enable cross learning opportunities (Provincial & Local):** Cross learning opportunities for decision makers are important to enhance knowledge and build leadership. Decision makers learn from each other to resolve problems they face while performing their roles and responsibilities in different platforms. So, an opportunity to create a mechanism of sharing platform might be a strategy to create co-learning opportunities between federal and subnational levels, and at/between/amongst the province and local levels especially on energy. Regular discussions, mentoring, exposures, networking programmes are some of the measures to be taken to strengthen their role as decision makers. This needs to be not only for women decision-makers but also men. Interactive open discussions on representation and decision-making are also needed at the highest levels of government.

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ANNEX 1: Questionnaire

Below are some of the key queries that will be covered in the study:

a) Representation

- Background of the interviewees. How s/he have been in office?
- Thoughts on representation of men vs women (excluded groups—socially and economically) (pros and cons).
- What drives (or does not) representation of women and other excluded¹² groups (socially and economically excluded including women) and vulnerable groups particularly in decision-making positions (higher level office).
- What are their current thoughts on the government's representation law for women and the socially excluded? Do they think it reflects well in reality? What should be done?

b) Participation or Engagement

- Level of engagement in policies and programmes, administration etc. What are they responsible for?
- What are the day to day working challenges?
- Current capacity and what can be improved in general?
- What is their knowledge of energy sector? What would be needed for them to participate more actively in the energy sector?

c) Decision-making

- Current roles and responsibilities of women in decision-making – energy and non-energy/federal, subnational level. What are their thoughts on the same?
- Are there instances where they have taken a lead or a decision in the energy sector (budgets, programmes, staff, plans etc.)? If so, what are they?
- Do they think that gender or social differences come in the way for decision-making processes and plans?
- The general thinking is that women have a better sense of commitment and sense of social issues, what are their thoughts on this?
- What type of leadership do you have? More inclusive, participatory, or no difference?
- Key constraints in decision-making and roles/responsibilities (social, cultural, economic): how to overcome them?

OVERALL

- What are the key differences and similarities in the 3 Provinces?
- Vision for energy sector (if interviewees are from energy/RE sector) – what could it be? What could be done?
- What positive actions do they want to see that can be taken forward?

¹² Excluded groups: socially as well as economically excluded including women

Vulnerable: location, physical/health status, age or the fact that they have been affected by human made or natural disasters

ANNEX 2: List of respondents

Public Sector Institutions

SN	Governance levels	Organization	Name	Position
1	Federal	Electricity Regulatory Authority (ERC)	Bhagirathi Gnyawali	Member- Consumer Affairs and Administration
2	Federal	ERC	Dr. Ram Pd. Dhital	Member- Regulatory and External Affairs
3	Federal	Nepal Electricity Authority (NEA)	Ranju Pandey	Manager
4	Federal	NEA	Rukmini Ghimire Poudel	Co-Director, Promotion Recommendation Division, Recruitment Department
5	Federal	NEA	Tularam Giri	Director
6	Federal	NEA	Rajanrishi Kadel	Director
7	Federal	WECS	Kiran Gautam	Senior Divisional Engineer
8	Federal	MoEWRI	Rita Khadka	Hydrologist
9	Federal	MoEWRI	Prabin Raj Aryal	Joint Secretary
10	Federal	DoED	Mana Devi Shrestha	Deputy Director General (Joint Secretary)
11	Federal	Alternative Energy Promotion Center	Parbata Bhatta	Senior Officer
12	Province Lumbini	Tansen Municipality	Laxmi Devi Pathak	Deputy Mayor
13	Province Lumbini	Badganga Municipality	Chakrapani Aryal	Deputy Mayor
14	Province Lumbini	Sunawal Municipality	Dadhiram Aryal	Deputy Mayor
15	Province Lumbini	Sainamaina Municipality	Bina Rana	Deputy Mayor
16	Province Lumbini	Rainadevi Chahara	Ram Bahadur Karki	Chairperson
17	Province Lumbini	Rainadevi Chahara	Chet Kumari Thapa	Vice-chairperson
18	Province Lumbini	Chattradev	Lekhnath Pokharel	Chairperson
19	Province Lumbini	Paadini	Laxmi Gautam	Vice Chairperson
20	Province Lumbini	Dhurkot	Bhupal Pokharel	Chairperson
21	Province Lumbini	Sarumaarani RM	Mina Kumari Somai Magar	Vice Chairperson
22	Province Lumbini	Sisne RM	Kumari Baral Gautam	Chairperson
23	Province Lumbini	Sisne RM	Gobardhan Budha	Vice Chairperson
24	Province Lumbini	Sisne RM	Bimala Roka	Chief Administrative Officer
25	Province Lumbini	MoPID	Surya Dev Gupta	Section Head, Energy Development Section
26	Province Lumbini	Ministry of Social Development	Sarada Bashyal Belbase	Chief Women Development Officer
27	Province Lumbini	Provincial Planning Commission	Puspa Bhushal Luitel	Member
28	Province Karnali	Panchapuri Municipality	Mukti Devi Regmi (Puri)	Deputy Mayor
29	Province Karnali	Sarada Municipality	Suresh Adhikari	Mayor
30	Province Karnali	Baraha Taal RM	Tej Bahadur Basnet	Chairperson
31	Province Karnali	Baraha Taal RM	Shova Kumari Sharma	Vice Chairperson

32	Province Karnali	Dungeswor RM	Nagendra Bahadur Malla	Chairperson
33	Province Karnali	Dungeswor RM	Sita Gynwali	Vice Chairperson
34	Province Karnali	Triveni RM	Man Bahadur Dangi	Chairperson
35	Province Karnali	Kumaakh RM	Dil Maya Budha Magar	Chairperson
36	Province Karnali	Ministry of Social Development	Anita Gynwali	Women Development Officer
37	Province Karnali	MoPID	Nabin Thapa	Engineer, Energy Development Section
38	Province 2	Ministry of Social Development	Debu Kumari Khatri	Chief Social Development Section

Energy sector (related) organizations (classified as Others)

SN	Organization	Name	Position
1	Women Network in Energy and Environment	Kala Timilsina	Chairperson
2	Nepal Energy Foundation	Dilli Ghimire	Chairperson
3	Practical Action Nepal	Pooja Sharma	Thematic Lead-Energy
4	Clean Cooking Alliance	Karuna Bajracharya	Country Manager
5	National Association of Community Electricity Users Nepal	Narayan Gynwali	Chairperson
6	National Association of Rural Municipality in Nepal	Gita Shrees	Policy and Legal Officer
7	Municipal Association in Nepal	Sarita Sapkota	Advocacy Officer
8	Municipal Association in Nepal	Madhusudhan Rijal	Capacity Development Officer