



RENEWABLES FIRST

HerEnergy Focus Group: Validating Insights and Driving Gender Inclusivity in Pakistan's Energy Sector

29th November 2024 | 10:00 AM – 2:30 PM | Renewables First, Islamabad, Pakistan

Overview: This focus group event is designed to validate the findings of the HerEnergy study, which explores the experiences, challenges, and opportunities for women in Pakistan's energy sector. By engaging key stakeholders, including female energy professionals, industry leaders, policymakers, and academics, this event aims to discuss and refine the study's insights to ensure a comprehensive, actionable understanding of gender dynamics within the sector. The discussions will focus on areas such as workplace inclusivity, cultural and structural barriers, and policy recommendations, ultimately contributing to a more inclusive and equitable energy sector.

Purpose:

- 1. Validate Findings:** Present and discuss key findings from the HerEnergy study with professionals to assess the accuracy and relevance of identified challenges and recommendations.
- 2. Gather Perspectives:** Capture insights from stakeholders to ensure the findings resonate across different levels and functions within the sector.
- 3. Identify Priorities:** Refine and prioritize the study's proposed solutions based on participant feedback to inform actionable next steps.
- 4. Foster Collaboration:** Encourage networking and collaboration among participants to promote gender inclusivity initiatives within Pakistan's energy sector.

Key Themes:

- 1. Workplace Inclusivity and Gender Equality:** Validate findings on gender discrimination, representation in technical roles, and the role of HR policies in fostering inclusivity.
- 2. Barriers and Challenges:** Explore cultural, educational, and structural barriers limiting women's participation and advancement in energy, emphasizing real-world experiences and challenges.
- 3. Policy and Infrastructure Needs:** Discuss the need for gender-sensitive facilities, improved anti-harassment measures, and policies that accommodate family responsibilities.
- 4. Opportunities in Renewable Energy:** Assess the role of renewable energy initiatives in creating new opportunities for women and driving gender inclusivity in the sector.
- 5. Proposed Solutions for Gender Inclusivity:** Gather feedback on the proposed recommendations, including mentorship programs, flexible work arrangements, and gender-specific training initiatives.

Agenda:

10:00 AM - 10:30 AM	Registration & welcome coffee	Participants register, network, and settle in	
10:30 AM - 10:50 AM	Opening remarks and presentation of key findings	Introduction to the <i>HerEnergy</i> study and objectives of the focus group event. Sharing findings, highlighting themes, and identifying challenges.	Annam Lodhi
10:50 AM - 11:35 AM	Focus group discussions (part 1)	Participants split into breakout groups to discuss Workplace Inclusivity and Gender Barriers.	WIE / RF Team
11:35 AM - 12:00 PM	Group reporting & discussion	Each group shares key takeaways, with feedback from all participants.	WIE / RF Team
12:00 PM - 12:45 PM	Focus group discussions (part 2)	Breakout sessions on Policy Needs, Infrastructure, and Renewable Energy opportunities.	WIE / RF Team
12:45 PM - 13:00 PM	Feedback on Proposed Solutions	Participants share views on proposed recommendations and priority actions.	WIE / RF Team
13:00 PM - 13:20 PM	Closing remarks & next steps	Summary of insights, next steps for refining the findings, and an open invitation for future collaboration.	Maha Kamal
13:20 PM - 14:30 PM	Lunch break/ Networking		