



Gender equality and social inclusion:

Perspectives in the Oil and Gas sector in Bugoma Landscape (Uganda)

Contents

Executive Summary	3
Study Background	5
Introduction to Oil and Gas investments in the Albertine Region	5
Objectives	6
Study Scope, approach and Methodology of the study	6
Gender related legal and policy frameworks in the Oil and Gas sector	5
Nature-based business opportunities	8
Scoping the opportunities and threats	13
Possible strategies for promoting effective inclusion	21
Recommendations	25
References	27

Executive Summary

This report is part of broader secondary studies being conducted by the Ecological Trends Alliance. The purpose of this study is to collate information on the gender perspectives in the Oil and Gas sector to enable formulation of its programme and policy advocacy initiatives and complement government in its endeavours in promoting a gender responsive oil and gas sector thereby achieve gender equality goals outlined in different national policy frameworks, regional and global frameworks that the country subscribes to. The report highlights key opportunities and benefits derived by the different vulnerable groups especially women as well as key gaps/challenges that relate to gender inequalities.

Existing research by several NGOs has revealed that the introduction of the Oil and Gas project has caused a shift in gender power relations within affected communities that further strips the balance of power away from women and increases gender inequality hence poverty that ultimately undermines the development potential of the Oil and Gas sector. This can be attributed to the needs of both men and women not being considered in the initiation stage. It's important to note that the existing legal and policy framework in Uganda is very supportive of gender equality in all spheres of life.

This desk research encompassed a survey of the wide-ranging literature that discusses matters of gender in the extractives sector in the Bugoma Land scape, while borrowing lessons from other areas within continent with potentially good practices. Many studies in the study areas have revealed that the project has had different impacts

upon men and women, in a variety of ways. Opportunities also exist for local Small and Medium enterprises (SMEs) to enter Oil and Gas sector value chains even smaller firms owned by women. Women could find also waged employment with these suppliers. Available research however, doesn't reveal the extent to which women have benefited from these opportunities. This therefore needs to be further explored.

The project has improved access to social services, projects constructed by oil companies include health centres, schools among others. For example, the Buliisa Health Centre IV was constructed by Tullow Oil as part of CSR initiatives. These are services required by women as they are the majority care takers. However, no primary research has been undertaken to determine the usefulness of these infrastructures and the extent to which they meet the needs of the multiverse of women and other socially disadvantaged groups. Further, the moment there of no clear governance framework for corporate social responsibility, this compromises the quality of services and infrastructure provided. Also in addition, there have been attempts by the government and oil companies to create entry into Oil and Gas sector, through provision of required knowledge and skills. In this respect, several interventions have been undertaken among others including: the establishment of the Uganda petroleum Institute at Kigumba by Government in 2009 to offer technical training to Ugandans on petroleum related disciplines where eight out of twenty scholarship recipients in Uganda were female.

The RAP sets out a comprehensive plan to address the physical and/or economic displacement of Project Affected Persons (PAPs) from Project required land, including the construction facilities and pipeline corridor. The resettlement strategy commits to compensating affected persons for loss of rights over land or property in kind in preference over cash.

On the contrary, research reveals that from the beginning of Oil exploration in Uganda, women, youth and other socially excluded groups like Persons with Disabilities (PWDs) have experienced several challenges. The entrance of the industry into the community created environment degradation like water contamination, thereby requiring women to travel farther to get safe water. It also destabilized social relations in the community and exacerbated existing gender inequalities. Oil and Gas facilities impact agricultural land and water, which in turn directly impact women's ability to grow adequate and safe food for the family. The result is food insecurity in poorer households which tend to be female-headed. Food scarcity likewise is a risk

factor for transactional sex and communicable diseases.

The injection of money and modernization into local communities has led to social impacts that negatively affect women, such as increasing incidents of domestic violence, trafficking and sexual exploitation, and aggravating gender inequities. Married women who work night shifts with other men or travel for training encounter resistance and jealousy by spouses. Highly educated women are pushed out by sexual harassment and lack of child care. Women in the communities surrounding extractive sites are left out of consultation. In order to achieve inclusiveness and gender equality in the Oil and Gas project there should be deliberate efforts Governments, companies and other extractive sector actors to developed a common approach of intervention including developing guidelines for inclusive implementation, ensure that women and other vulnerable groups are at the centre of extractives value chain, generate sex and gender disaggregated data, develop and implement a monitoring and tracking system to gauge the appropriateness and effectiveness of the intervention



Study Background

This report is part of broader secondary studies being conducted by the Ecological Trends Alliance. The purpose of this study is to collate information on the gender perspectives in the Oil and Gas sector to enable formulation of its programme and policy advocacy initiatives and complement government in its endeavours in promoting a gender responsive oil and gas sector thereby achieve gender equality goals outlined in different national policy frameworks, regional and global frameworks that the country subscribes to.

The report highlights key opportunities and benefits derived by the different vulnerable groups especially women as well as key gaps/challenges that relate to gender inequalities. It's important to note that this report is based on secondary literature, therefore further evidence could be obtained from primary research aimed at generating individual stories backed by sex disaggregated data.

1.1 Introduction to Oil and Gas investments in the Albertine Region.

Heavy exploration in the Albertine Rift began in 2003, and boomed in 2006 when the National Environmental Management Authority of Uganda (NEMA) confirmed the presence of commercially viable amounts of oil in the area. The oil companies currently licensed in the country to undertake petroleum exploration, development and production are: - China National Offshore Oil Corporation Uganda Limited (CNOOC (U) Ltd), Total E&P Uganda B.V and Tullow Uganda Operations Pty Limited together with Armour Energy Limited and Oranto Petroleum Limited . The Albertine Graben is rich in oil and hosts the richest bio-diversity of Africa. However the ongoing oil exploration is adversely affecting the bio-diversity of the region.

Evidence of negative environmental concerns as a result of oil activities have started to emerge, with the grass root women being the most affected.

The East African Crude Oil Pipeline involves the construction and operation of a buried, cross border pipeline to transport crude oil from the Lake Albert area in Uganda to the eastern coast of

Tanzania for export to international markets. The Project requires permanent land for the construction and operation of the crude oil pipeline corridor, Above-Ground Installations (AGIs), access roads, construction camps and pipe yards. Evidence of negative environmental concerns as a result of oil activities have started to emerge, with the grass root women being the most affected. The immediate concerns vis-à-vis environmental impacts include; pollution of the natural environment, effects of pollution on water, ecosystems and biodiversity. Other aspects include: socio economic (and cultural) impacts, reduced livelihoods, and effects on agriculture, food security, health and maternal wellbeing among others. Most of the women in the area are not educated and lack access to information to enable them articulate their rights and this makes it difficult for them to defend their rights which are trampled on most of the time. In the daily lives of the women, men, girls, and boys affected by the Oil pipeline projects, there is absence of women's agency in consultation and decision-making that translates into a range of human rights infringements.

Existing research by several NGOs has revealed that the introduction of the Oil and Gas project has caused a shift in gender power relations within affected communities that further strips the balance of power away from women and increases gender inequality hence poverty that ultimately undermines the development potential of the Oil and Gas sector and this has happened because the needs of both men and women were not considered in initiation stage. It's important to note that the existing legal and policy framework in Uganda is very supportive of gender equality in all spheres life. The Oil and Gas sector thus needs to adhere to the existing policy and legal provision to achieve gender equality goals stipulated in national, regional and regional programming framework.

1.2 Objectives

The objective of the study is to document the impact of business investments and the governance system on the status of the Bugoma forest landscape and local communities amidst current and future expansion of the businesses in the Bugoma landscape. Specifically looking at:

- I. The opportunities and threats brought by the oil and gas investments in relation to gender and inclusiveness.
- II. Possible strategies for effective inclusion of the marginalised groups in Oil and Gas sector by different actors and strategies that can be applied by the marginalised groups to position themselves for inclusion.
- III. Recommendations for addressing the gaps and strengthening Gender equality for an equitable and sustainable development of the affected populations.

1.3. Study Scope, approach and Methodology of the study.

1.3.1 Methods and approach to the study

This desk review research aimed to provide an overview of how business investments in the Bugoma landscape have impacted women's participation and gender equality. The process involved gathering and analyzing national-level laws, policies, regulations, guidelines and other government documents relevant to the extractive industry/Oil and Gas sector. In addition, sector related programme documents of the private sector and researches undertaken by the Civil Society Organisations (CSOs) were reviewed all beyond national level documents.

This review also utilized other research materials at regional level that were relevant to the research topic. The focus of this study is on the districts of Hoima, Kikuube, Masindi and Buliisa since they encompass the landscape. The research addresses the needs of CSOs and Local Government for scientific /evidence based information that informs their lobby and advocacy for a sustainable and inclusive Bugoma landscape. Many studies in the study areas have revealed that the project has had different impacts upon men and women, in a variety of ways.

This desk research incorporated a survey of the wide-ranging secondary literature that discusses matters of gender in the extractives sector in the Bugoma Land scape, while borrowing lessons from other areas within continent, with potentially good practices. Several themes have emerged from that survey, and these form the basis for the discussion with a section focusing on each. These main themes are:

- The understanding of gender in the extractives sector and how this has changed over time.
- The gendered impacts of the extractive industries and whether women are, indeed, passive victims of the sector rather than active participants.
- Oil and Gas Sector efforts and opportunities towards achieving gender balance and equity in the sector. In conducting this research, national and regional level documents that referred to the extractive sector and referenced gender, inclusion, participation or women were identified. Documents were identified through desktop research using two methods:

Key word search: The researcher performed keyword searches on Google and Google Scholar for documents that contained references to either women, gender or sex, and the oil and gas sector.

Database Review: The researcher made a good-faith effort to locate laws, regulations, programme documents and other relevant materials through online databases, government websites and contacting government and civil society officials. In some instances, where there was little or no information available via government databases and websites and had to reach out to a more extensive network of contacts.

This report is primarily a synthesis of the most important studies of the situation of gender in the Oil and Gas sector as undertaken by an array of scholars CSOs practitioners, many of whom have undertaken primary fieldwork and have also made recommendations for improving women’s status. The process also included an assessment of Oil and Gas project reports and made a summary of recommendations for future action.

1.3.2 Key research limitations and challenges.

This paper relied on secondary literature and most of the reports lacked relevant gender and sex disaggregated data and therefore was difficult to find the needed statistical information. In addition, the studies have no specific information for the Bugoma land scape, but more generally for the Albertine region. Thus calls for dedicated and explicit commitment for Ecological Trends Alliance to design tools and methodologies for primary research that can provide gender disaggregated data especially in areas where major gaps exist.



Gender related legal and policy frameworks in the Oil and Gas sector.

This section highlights key policy and legal gender provisions at national, regional and global levels that mandate delivery of gender responsive

services and programmes in the Oil and Gas (extractives) sector

2.1 International and regional and national binding standards and frameworks.

Uganda is signatory to a number of International Human Rights instruments and therefore obliged to enact laws and policies to promote equal treatment and opportunity for women, on the basis of equality with men, to participate in the economic, social, and civil life of society. Enacting policies that provide for equal treatment and opportunity can help bring governments toward compliance with international human rights standards. Governments are obligated to uphold and protect human rights for all persons, which span a number of economic, social, and cultural rights associated with employment

The Convention on all forms of Discrimination Against Women (CEDAW) and International Covenant on Economic, Social and Cultural Rights (ICESCR) guarantee women the same employment rights, opportunities, choices, and benefits as men. Both affirm the existence of a woman's right to work and set forth a comprehensive set of government obligations to ensure full and effective enjoyment by women of the right. CEDAW encourages governments to provide social supports, such as childcare and family services, to allow parents to meet both family and work responsibilities. Article 15 of CEDAW obligates governments to ensure women's legal autonomy by guaranteeing them equality with men before the law. It also guarantees women equal legal capacity in civil matters, including to enter contracts, to own and deal with property, to access credit and engage in financial matters, and

to represent their interests in courts or tribunals. It further requires equality in the law relating to freedom of movement and choice of residence

The International Labour Organisation (ILO) Convention Nos. 100 and 111, mandate the right to equal pay for equal work without distinction, and the guarantee that conditions of work for women must not be inferior to those enjoyed by men. This includes not just the right to safe and healthy working conditions but also equal opportunity to be promoted based on competence and seniority, and to obtain the education, training, and mentoring necessary to achieve employment and promotion. Moreover, the ILO mandates that governments adopt appropriate measure to safeguard pregnant or breastfeeding workers from work conditions that are prejudicial to the health of the mother or child. This includes providing maternity leave and medical benefits as well as employment protection during pregnancy and maternity leave. Fundamental to women's right to work on an equal basis with men are the rights to self-determination and equality before the law.

ILO Convention No. 156 also encourages governments to make national policies that enable persons with family responsibilities to exercise their right to work without conflict between their employment and family responsibilities. The UN sets forth standards for businesses to exercise due diligence to respect human rights in all their operations.

The 2011 UN Guiding Principles on Business and Human Rights present how states and corporations can respect and protect human rights, as well as provide access to remedies. The Guiding Principles clarify that they should implement the principles in a non-discriminatory way “with due regard to the different risks that may be faced by women and men. All companies, irrespective of “size, sector,

location, ownership and structure,” have a responsibility to respect all recognized human rights. The principles clarify that this responsibility is a “global standard of expected conduct” for businesses irrespective of their operational location or states’ implementation of their own human rights obligations.

2.2 Regional and Continental legal and policy framework

At the Africa continent level, In the Africa Mining Vision, adopted in 2009, the African Union member states committed to making progress towards gender equality, equity and women’s empowerment, including by integrating gender dimensions in mining policies, laws, regulations, standards and codes. The mining vision, envisions a sustainable and well-governed mining sector that effectively garners and deploys resource rents and that is safe, healthy, gender & ethnically inclusive, environmentally friendly, socially responsible and appreciated by surrounding communities, as well as linking into mineral beneficiation and manufacturing.

The African Commission on Human and People’s Rights, adopted 224 resolution (2012) on the need for a human rights-based approach to natural resource governance and in its Resolution 367 identifies some of the main human rights challenges associated with the extractive industries sector on the African continent. These challenges include extensive individual and collective human rights violations such as the right to property, to dispose of their wealth and natural resources, and to participate in decisions affecting them; destruction with impunity of the environment and social impacts which further exacerbate poverty in the host communities; lack of transparency in the negotiation and terms of concessionary contracts and the receipt and use of revenues; unduly long

tax holidays and disadvantageous duty-free privileges.

Further, State Reporting Guidelines and Principles on Articles 21 and 24 and Resolution 367(2017) on the Niamey Declaration entails that peoples and individuals have secure access to, use of and benefit from their wealth’ and ‘to access, develop and use these resources in a way that is sustainable and improves their standard of living.

African Peer Review Mechanisms; an instrument voluntarily acceded to by Member States of the AU, as a self-monitoring mechanism of four identified areas, namely democracy and political governance, economic governance and management, corporate governance and socioeconomic development Key objectives relevant to the issues of gender equality in the extractives include among others: promotion and protection of economic, social, cultural, civil and political rights as enshrined in all African and international human rights instruments.

- ensuring that corporations act as good corporate citizens with regard to human rights, social responsibility and environmental sustainability;
- ensuring that corporations treat all their stakeholders (shareholders, employees, communities, suppliers and customers) in a fair and just manner;

2.3 National level legal and policy framework and guidelines

At the national level, the Ugandan Constitution (1995) is the supreme law and sets the scene for the national governance framework. It provides for a clean and healthy environment, citizen participation in development, rights to own, and compensation for losses of property. Article 32 provides for affirmative action in the participation of such groups in local governments.

The Constitution also recognises the role of participation in that the State “shall be based on democratic principles which empower and encourage the active participation of all citizens at all levels in their own Governance and (in Article 41) provides every citizen with access to information in possession of the state, although this is subject to confidentiality requirements.

National Land Policy (2013) sets the framework for development and use of Uganda’s land resources for the next decade to ensure efficient, equitable and optimal utilization and management of Uganda’s land resources for poverty reduction, wealth creation and overall socioeconomic development”. It addresses among others: the need for strengthening women's land rights; the re-institution of administrative Land Tribunals to handle escalating land conflicts and land evictions among others.

The Land Acquisition Act 2000 provides for recognition of customary ownership as well as communal ownership and defines “lawful occupant” and “bona fide occupant”, both of which refer to occupants with no registered right to occupy the land. In the context of land compensation in the Albertine region, there are significant barriers in how the framework is interpreted and implemented in practice. In the absence of specific regulations, determination of how compensation is made remains to a large extent subject to prejudices, stereotyping and lack of resources and capacity, with village committees often comprised of a controlling male elite.

The National Development Plan sets the development priorities for the period to 2025. It envisions the private sector driving economic growth and specifically recognises the need to strengthen the governance framework for the oil and gas sector. It sets out the framework for oil development

In the absence of specific regulations, determination of how compensation is made remains to a large extent subject to prejudices, stereotyping and lack of resources and capacity, with village committees often comprised of a controlling male elite.

The National Oil and Gas Policy (NOGP) was passed in 2008 with the overarching goal of the NOGP is to “contribute to the early achievement of poverty eradication and create lasting value to society”. The NOGP explicitly addresses the social impacts of changes to population distribution, energy availability, employment opportunities and patterns, environment and health. The two (upstream and midstream) Petroleum Acts (2013) implement the Oil Policy through regulating the industry, and include provisions relating to licensing, protecting the environment, and maximising local benefits.

The National Gender Policy (2007) is a guide to all stakeholders in planning, resource allocation, implementation and monitoring and evaluation of programmes with a gender perspective. The policy places responsibilities on the private sector which include ensuring that corporate policies and practices incorporate gender equality principles; providing incentives and support to female entrepreneurs; broadening corporate social responsibility initiatives and interventions that promote gender equality; and instituting and implementing affirmative action measures. It is designed to establish a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda. The Resettlement policy framework (2013) recognises that women are central to the stability of the household. In many cases too, women are the main breadwinners in their households and yet women cannot own land. One of the immediate and practical initiatives to be considered is ensuring that land titles and compensation

entitlements for a particular household are issued in the name of both spouses

The policy further states that, the affected persons should be engaged in active consultations at the beginning of the and that the consultations should happen in local language where possible; women should be consulted separately if that is more appropriate. Also ensure prior distribution of project information in a form that is accessible to community members, etc.

The policy further states that women comprise a disproportionately large number of the poor in the project areas due to gender discrimination which limits women's access to resources and opportunities necessary to improve the standard of living for themselves and their families.

“ Despite the existence of strong legal frameworks, social norms and expectations of traditional gender roles persist in many countries, creating obstacles to women's full participation in extractive industries. Women continue to experience widespread discrimination and inequality in employment. In most parts of the world, women often: work in undervalued and low-paid jobs; lack access to education, training, and recruitment opportunities; have limited bargaining and decision-making power; and still shoulder responsibility for most unpaid family care work. Gender stereotypes, discrimination, inexperience, limited education, weak policies, reproductive and child care responsibilities are the main challenges.”

This research however reveals that, despite the existence of strong legal frameworks, social norms and expectations of traditional gender roles persist in many countries, creating obstacles to women's full participation in extractive industries. Women continue to experience widespread discrimination and inequality in employment, lack access to education, training, and recruitment opportunities, have limited bargaining and decision-making power; and still shoulder responsibility for most unpaid family care work. . Gender stereotypes, discrimination, inexperience, limited education, weak policies, reproductive and child care responsibilities are the main challenges

In conclusion, it's important to note that Laws and policies are the mechanisms through which governments transform political priorities, principles and commitments into actions and requirements and have potential to bring about transformative change to achieve gender equality. Gender-related provisions have the potential to bring about meaningful change only if implemented effectively in practice but if the impact cannot be measured and verified, stakeholders cannot assess the value of legal and policy frameworks.



Scoping the opportunities and threats brought by the oil and gas investments in relation to gender and inclusiveness.

The section below presents some of the benefits and opportunities that exist for women and other socially marginalised groups. Available research though reveals that the challenges and threats outweigh the benefits realised so far.

3.1 Opportunities

3.1.1 Business opportunities in the Oil and Gas value chain

Available research indicated that opportunities and limitations exist for women-owned SMEs in the various stages of the Oil and Gas industry value chain, however, the extent to which these opportunities have been exploited is not well documented. This remains a gap and therefore call for a comprehensive research to study the economic contribution of the sector to women and other socially vulnerable groups.

For example, there are services, inputs and equipment required by companies are involved in exploration, development and production of Oil and Gas including camp and catering services, seismic services, trucking and transportation services, drilling and coring services, environmental services, social audit, freight forwarders and customs clearing services, security services, telecommunications, civil works, lifting inspections and audits, cranes and fork lifting services, construction, refinery building and servicing, and welding services. This presents new business and contracting opportunities for small and medium enterprises. In addition, low-skilled women could find unskilled jobs such as cleaning, catering, gardening, etc. in the companies. In addition, there has been marked urbanisation in

Hoima, and other surrounding districts and therefore production involves getting Oil and Gas out of the ground (production) or sea bottom (offshore Oil and Gas). Oilfield services and equipment are needed, as well as other services and inputs, such as financing, research and development, and process chemicals. For example, there has been rapid increase in business pursuits in Hoima town, which could lead to radical changes in the local economy. A rapid increase in banks and microfinance institutions (from two to ten in five years) and an increase in commercial building production.

With well-designed policies, strategies and targeted actions, it is possible to increase women's share in the wealth generated by Oil and Gas industries as suppliers to these industries and their larger suppliers. This will contribute to more equitable and inclusive development. Research undertaken in the Albertine region, doesn't provide evidence or sense of women SMEs benefiting from the various potential business opportunities. This is an area to be further explored through an impact assessment study (my emphasis)

3.1.2 Social corporate responsibility related projects

Large companies involved in Oil and Gas production have social corporate responsibility policies which mandate them to give back to society or to enhance their corporate image. The Oil Companies undertake Corporate Social Responsibility (CSR) initiatives to support service delivery in health education and enterprise development, among others in the communities where oil and gas activities are undertaken. Such investments include usually less than 1% of the total investments of an Oil and Gas company, but, if planned wisely and implemented carefully, these projects can have beneficial impacts in the communities affected by Oil and Gas industries. In the case of the Albertine Region investments in infrastructures and services for the affected communities should form a part of the local content policy agreements with Oil and Gas industries. Community consultations are also essential to decisions on how to allocate EI royalties and community development funds.

When women are included, programs tend to be more focused on the community's immediate development needs, including: health, education, capacity building and nutrition; as well as on medium-long term infrastructure projects. Projects constructed by oil companies include health centres, schools among others. For example the Buliisa Health Centre IV constructed by Tullow Oil as part of CSR initiatives. These are services required by women as they are the majority care takers. It's important that primary research is undertaken to determine the usefulness of these infrastructure and the extent to which they meet the needs of the multiverse of women and other socially disadvantaged groups. At the moment there of no clear governance framework for corporate social responsibility, this compromises the quality of services and infrastructure provided.

3.1.3 Skilling of Local staff

As part of the local content requirement, there have been attempts by the government and oil companies to create entry into Oil and Gas sector, through provision of required knowledge and skills. In this respect several interventions have been undertaken among others include; the establishment of the Uganda petroleum Institute at Kigumba by Government in 2009 to offer technical training to Ugandans on petroleum related disciplines. In addition, Makerere University commenced a BSc degree in Petroleum Geoscience in 2010 and an Msc in Petroleum Geoscience during 2012. Government has continued to prioritise capacity building of Officers from different institutions taking forward the development of the Oil and Gas Sector in the Country, including; Ministries of Finance Planning and Economic Development, Justice and Constitutional Affairs, Lands, Housing and Urban Development, Energy and Mineral Development, Water and Environment, NEMA, Uganda Wildlife Authority, Uganda Revenue Authority, Office of the Auditor General and Bank of Uganda among

others. To date over 250 officers have been trained at post graduate level specializing in different petroleum disciplines.

The Tullow scholarships in Uganda and Kenya have had a number of girls taken on to do post graduate courses. The Tullow Group Scholarship Scheme aims to build the capacity in areas where Tullow's host countries experience significant skills especially but not exclusively, around these countries' oil and gas industries. These include Engineering and technology, Environment and Geo sciences, Oil and Gas Economics, Business Journalism, Logistics and Supply Chain, Law and legal courses; other (oil and gas related) applied sciences apart from medicine. In 2012/2013 cohort of beneficiaries, eight out of twenty scholarship recipients in Uganda were female. The Chinese government also offered about 40 government scholarships for young Ugandan talents and 404 slots of training courses for Ugandan government officials in different fields.

3.1.4 Resettlement related opportunities.

The government of Uganda in conjunction with Tullow Oil and Total Uganda formulated the resettlement action plan (RAP) for the Oil and Gas pipeline project. The RAP sets out a comprehensive plan to address the physical and/or economic displacement of Project Affected Persons (PAPs) from Project required land, including the construction facilities, pipeline corridor.

The resettlement strategy states that the project commits to compensating affected persons for loss of rights over land or property in kind/ in preference over cash. This might have benefits from a gender perspective given that women have little control over use of household funds, although the resettlement strategy does not identify this as a potential benefit or aim

It's documented that Government undertook a RAP through a consultative process with the Project Affected Persons (PAPs) for the required land in 2012 and that payment of compensation packages commenced in December 2013 and by December 2018, 98% of Project affected Persons (PAPs) who opted for cash compensation had received their payments. And that the entire resettlement process is being undertaken in line with the existing national laws and international standards/guidelines. Although this is the information contained in the RAP, research by NGOs and different research institutions reveals lots of gender and inclusion related gaps in the entire resettlement process.

The section below highlights gender related gaps in the entire oil and gas project development process including resettlement of affected persons.

3.2 Gender and inclusion related challenges and threats in the Oil and Gas sector

The available research reveals that women in the communities of extractive industries are directly impacted by the presence of the industry. The entrance of the industry into the community created environmental degradation such as water contamination, thereby requiring women to travel farther to get safe water. It also destabilized social relations in the community and exacerbated existing gender inequalities. Oil and Gas facilities that impact agricultural land and water directly impact women's ability to grow adequate and

safe food for the family. The result is food insecurity in poorer households which tend to be female-headed. Food scarcity likewise is a risk factor for transactional sex and communicable diseases. From the beginning of Oil exploration in Uganda, women, youth and other socially excluded groups have experienced several challenges as highlighted below. However, more research needs to be undertaken to determine the extent of these threats by providing sex disaggregated data.

3.2.1 Inequitable Land compensation processes and packages.

Women are often the first affected when industries appropriate local agricultural lands for oil/gas extraction. Coupled with the country's land ownership, women face multiple barriers to participation in the oil and gas industry. Ninety-nine percent of land is under customary ownership, which recognizes land rights based on kinship groups, meaning land is owned only by male clan leaders. As many benefits derive from land claims, and most often it is men who hold the land titles, women, tenant farmers and child-headed households might fail to receive compensation and royalty payments from companies. The Environmental and Social Impact assessment (ESIA) states that the project will require the permanent acquisition of approximately 300 hectares of land, resulting in loss or severance of agricultural land and land used for other purposes. Further, the ESIA states there is increasing scarcity of land and replacement land for economically displaced individuals may not be as productive as previous land holdings. Areas of land associated with natural resource use (for energy, cooking, food security, construction material, medicine and income) will also be acquired by the project. Poorer households (eg landless, widowed, single female and elderly headed households) are particularly dependent on natural resources. Project-related land acquisition may also cause the permanent loss of agricultural land used to grow high value cash crops, livestock, grazing, and land used for artisanal and small scale mining

Available data reveals that many community members and people affected by displacement are upset about the lack of compensation funds, and the poor management and cooperation from government entities and oil companies. There are many violations of the RAP in terms of compensation i.e. compensation money being accepted and then spent on alcohol and personal uses rather than family relocation, women not being allowed to co-sign on compensation agreements and reclusive fathers coming back to the family just to collect compensation money .

Many who chose to be resettled have yet to be moved and are left illegally squatting on what was once their own lands, and many who chose compensation have either not seen the money or are radically abusing it. The particular vulnerability of women-headed households with respect to limited non-land based livelihood options, or that women typically have little control over decisions on the use of household funds, is not mentioned. While the resettlement strategy notes the need to include women in participatory planning and consultation processes, the resettlement strategy lacks a gender analysis or focus and does not commit ensuring a gender responsive or equitable compensation process.

3.2.2 Non inclusive institutional and accountability framework

The resettlement policy framework provides for institutions responsible for effective delivery of the resettlement policy in the Albertine region. It mandates the District Local Governments to spearhead all resettlement, relocation and compensation efforts for subprojects where resettlement is indicated.

Although the Gender policy clearly positions the ministry of Gender, Labour and Social development as the ministry responsible for coordinating and overseeing and quality control of all gender equality programmes, the resettlement framework, doesn't recognise its role and is not mandated for the gender mainstreaming oversight role.

It further states all projects which require resettlement have to closely liaise with the Local Government Administration to ensure equity, acceptability and compliance. The other main institutions to be involved in the implementation of resettlement activities are national level ministries, Agencies and departments with their respective roles and responsibilities well stipulated. Although the Gender policy clearly positions the ministry of Gender, Labour and Social development as the

ministry responsible for coordinating, overseeing and quality control of all gender equality programmes, the resettlement framework, doesn't recognise its role and is not mandated for the gender mainstreaming oversight role. This hugely impacts on the gender responsiveness as the accountability mechanisms for gender enforcement in the Oil and Gas sector are lacking.

3.2.3 Lack of information and seclusion of women in stakeholder engagement spaces

Research conducted by International Alert, revealed that many society members especially women, in oil producing districts are not aware of what oil companies are doing on or near their lands, nor are they aware as to what rights they have as Ugandan citizens. Even if they were provided with copies of the appropriate laws and measures, many would not be able to read the materials that are primarily printed in English. Women's limited access to information constituted another factor inhibiting their ability to take advantage of employment opportunities in the oil sector because women often do not receive information about the recruitment processes. Notices are posted at sub-county offices; announcements are made on the radio; or local government CDOs are tasked with going directly to communities. Research further reveals that commonly reported that women's primary source of information is men – their male partners or other family members. Men fear that a woman earning an income independently of her husband will change in character and start neglecting her household duties.

Women in oil producing districts are not aware of what oil companies are doing on or near their

lands, nor are they aware as to what rights they have as Ugandan citizens. Even if they were provided with copies of the appropriate laws and measures, many would not be able to read the materials that are primarily printed in English.

As a result, women face exclusion from conversations and decision making processes regarding the extractive industry. Women's exclusion was due to cultural factors, such as a lack of women in existing leadership roles or attitudes around women speaking out about their own concerns. . Even if women were permitted to attend conversations and negotiations, there was a chance that language barriers would prohibit women from meaningful participation. Women are more likely than men to not speak English or other dominant languages. Another study conducted in the Albertine area also revealed that “women who were able to attend consultations to participate or (more commonly) to observe reported that companies had previously sent representatives who were not able to communicate in local languages”

3.2.4 Increase in water borne diseases and care burden

Water pollution is a primary environmental, social, and economic concern whenever oil and gas drilling procedures are conducted near primary water sources. Oil spills are the number one environmental concern in this regard, as a spill in a primary body of water, such as Lake Albert, affects not only the health of the lake and the biodiversity within it, but subsequently affects local livelihoods and human health in the region. Water runoff from established well pads or from storms is one potential threat to Uganda's waterways. Runoffs can introduce sediment and toxic chemicals into nearby waterways. If these contaminants enter surface or groundwater sources, then humans, wildlife, livestock, and all other organisms face the danger of contamination from drinking or living with the water. The potential for water pollution from petroleum exploration activities is a major fear in many communities in the Albertine region. Water pollution and depletion has the potential to increase women's work burden given that women are responsible for collecting water for the household, and caring for family members who became sick because of a lack of clean water. Outbreaks of infectious conditions within project camps affects the health of local communities. Oxfam report points out that ESIA has failed to recognise that the spread of communicable diseases would have significant impacts on women's unpaid care work as it would be women responsible for caring for sick workers or other family members. Social norms often dictate that men can work the night shift and return home to sleep, whereas women work the night shift, come home, and take care of the children. As caregivers, local women may experience difficulty gathering food and water for families as a result of displacement from their ancestral lands.

The spread of communicable diseases would have significant impacts on women's unpaid care work as it would be women responsible for caring for sick workers or other.

3.2.5 Reduced access to food and natural

Construction of the crude oil refinery in the region, and the subsequent mass displacements affected the agricultural environment and economy. The site for the oil refinery lies directly amidst an agricultural area.

The pollution from the refinery could greatly degrade the quality of agriculture in the area. Loss of land has led to food insecurity since land which is main source of production is lost and the right to access food is lost as there is no land for cultivation, this has greatly impacted on the wellbeing of the women who struggle to fend for their families hence abusing their rights to access to food which is a fundamental human right. In addition, migrations of people from rural to urban areas in search of employment with the oil industry and its subsequent developments is leading to an abandonment of crop production.

Studies also reveal that if household members gain employment in the project, other family members, which is most likely to be the wife, will need to increase their contribution to crop farming and other livelihood activities employed by a household and this implies that household food security and nutrition may be compromised.

The site for the oil refinery lies directly amidst an agricultural area. The pollution from the refinery could greatly degrade the quality of agriculture in the area. Loss of land has led to food insecurity since land which is main source of production is lost and the right to access food is lost as there is no land for cultivation, this has greatly impacted on the wellbeing of the women who struggle to fend for their families hence abusing their rights to access to food which is a fundamental human right.

A Study conducted by International Alert in 2014, revealed that only 48% of food for households is home grown and the rest is obtained through market purchases. In addition, the study revealed women's restricted access to natural resources, game reserves, cultural sites and fishing activities. Women reported having crops destroyed by road

construction to access drilling sites, and other surveying activities. Moreover, the temporary influx of oil workers and casual labourers, and increased income of residents who had found work in the sector or been allocated compensation, had led to commodity price inflation.

3.2.6 Women's safety and sexual reproductive health risks

The presence of migratory male labour force in the Oil and Gas projects, in different parts of the world has been associated with increased prostitution and rising levels of HIV/AIDS, other sexually transmitted diseases (STDs) and sexual violence. This is true in the case of Uganda. The Environmental and Social Impact assessment report indicates that because of the potential for employment opportunities and other indirect economic possibilities, the project will have implications for women's (and girls) health and safety, including the potential for increased commercial and transactions sex in project areas, and increased spread of communicable diseases due largely to the in-migration of people seeking project employment or business opportunities.

Research in the Albertine region reveals that there is the potential for high-risk sexual behaviour along transport corridors to, from and within the project area. Drivers are a high-risk group, often having multiple sexual partners and supporting sexual networks along transport corridors,

engaging in high-risk sexual practices that may promote the spread and incidence of sexually transmitted infections, including HIV. Women (and young girls) who are already engaged in commercial sex, often target truck drivers for commercial or transactional sex and truck drivers generally target women for company and entertainment. The in-migration of job seekers may lead to an increase in commercial sex work. Further, immigration has resulted into increase in so-called 'social ills' in local communities, including substance abuse and unplanned pregnancies. While the increase in commercial sex work in project area is acknowledged, the effect this might have on women and young girls (particularly those living in communities near project camps), and their ability to move freely and safely in their communities, is not considered. Female youth girls and young women are particularly vulnerable to the negative social impacts of the oil sector discussed here.

3.2.7 Family disintegration and domestic Violence

The injection of money and modernization into local communities can lead to social impacts that negatively affect women, such as increasing incidents of domestic violence, trafficking and sexual exploitation, and aggravating gender inequities. Married women who work night shifts

with other men or travel for training may encounter resistance and jealousy by spouses. Altered gender roles, where women become the breadwinner, newly independent, or the higher earner, can be difficult for men to accept and aggravate rates of domestic violence.

The study done by Oxfam revealed that incomes earned by men engaged with the project (either directly through employment (to the extent local people will gain project employment) or indirectly via project procurement opportunities) may not necessarily be used to benefit the household, and that increased access to cash by men may result in increased substance abuse and gender base violence (GBV). Also, in the oil and gas communities, loss of land has led to family disintegration that negatively impacts the lives of women as land is taken, men tend to relocate to urban centres in search of casual work and others when compensated for the land run away to marry new wives abandoning their wives and children adding on extra burden. Furthermore, increased access to cash from extractive industry jobs and an influx of male workers often led to increases in alcoholism, drug abuse and sex work. These factors have led to a rise in domestic disputes, violence against women, and increased levels of HIV/AIDS and other sexually transmitted illnesses.

3.2.8 Inequitable formal employment and business opportunities

In many communities in East Africa, a formal job in the extractives industry have gone primarily to men and due to the fact that Oil and Gas industries are perceived as male-dominated prevents qualified women from applying for these particular jobs. Additionally, women are less likely than men to study science, technological, engineering and management subjects in Africa. Distant and offshore locations of Oil and Gas fields as well as family responsibilities and lack of appropriate childcare facilities usually prevent women with small children and families from seeking employment in the sector.

Fear of job discrimination and sexual harassment also form serious obstacles to women entering waged employment in the Oil and Gas sector.

Possible supply-side obstacles, such as resistance from fathers or husbands and fear of family violence could also prevent women from entering these industries as a labour force. Fear of job discrimination and sexual harassment also form serious obstacles to women entering waged employment in the Oil and Gas sector. In the case of Uganda, The Petroleum (EDP) Act Part VIII Section 126(2)19 states “The programme shall provide for the training and recruitment of Ugandans in all phases of petroleum activities and shall take into account gender, equity, and persons with disabilities” Using the current number of employees (December 2014), the levels of female to male employed were CNOOC: 30%, TEP 37% and TUOP had 23%. The argument justifying this gendered lop-sidedness in the job market is based on three claims: by taking jobs in low-wage ranks; second, that export-oriented works are for men; and, third, the fear that holding these jobs can empower women socially and politically.

Women are noticeably absent from much of the extractives industry. Highly educated women are pushed out by sexual harassment and lack of child care. State and regional laws and policies prevent women from obtaining well-paying jobs with upward mobility. Women in the communities surrounding extractive sites are left out of consultation. Numerous harms result from this conspicuous lack of women, as it does not exist within a vacuum. States and extractives companies alike would benefit immensely through female inclusion and diversity in the extractives industry. Likewise, both the women employed by the extractives industry and the non-employee women in the surrounding communities could achieve economic independence and greater social mobility if the industry listens to the particular needs of all impacted women when implementing gender-sensitive reforms.

Highly educated women are pushed out by sexual harassment and lack of child care.

Possible strategies for promoting effective inclusion of vulnerable groups in the Oil and Gas Value Chain

4.1 Strategies

This section provides guidance based on learning and good practises from other extractive areas on the African continent based on programme experience and knowledge from expert groups. Globally and in Africa in particular research reveals that the extractive industries remain a male-dominated industry as compared to the other industries. Further, the full social benefit of resources development can only be realized if women and girls are able to participate as fully as males in all aspects of resources activity and consequent economic development and social progress. Women play key roles in ensuring the health, nutrition, education and security of those around them, investing in women and assuring their participation is not only key for their own development, but also for the socioeconomic development of their families and communities. The Government of Uganda is a signatory to the Convention on the Elimination of Discrimination against Women (CEDAW) and is obliged to modify social and cultural patterns of women with a view toward eliminating stereotypes and prejudices against women. Yet, social norms and expectations of traditional gender roles still persist, creating obstacles to women's full participation in Oil and Gas sector.

There is no universal panacea for bringing women and vulnerable groups to the heart of the extractive activities. Therefore, a common set of guidelines should be developed by the key actors to ensure socially, economically and environmentally responsible management of the extractive industries and ensure that women and other vulnerable groups are put at the centre of extraction.

It's important to understand promoting Gender and social inclusion and participation of vulnerable groups isn't simply aiming for equal numbers of women and men and social groups or

treating them in the same way but rather requires investment of resources to understand the key institutional barriers to social inclusion and design ways to facilitate transformative changes in the behaviour, relationships, actions, activities, policies or practices of an individual, groups or institutions.

As earlier stated in the section 3.2 above, it is clear that existing inequalities in the Bugoma Land scape mean that women and other excluded groups may not participate at the same levels or derive the same benefits as men without additional, complementary activities that target specific constraints such as lower literacy rates, reduced mobility, and higher unpaid care responsibilities. In particular facilitating women's participation in the sector should mean addressing childcare, child safety and education issues among others.

The table below presents possible strategies that could be applied by different stakeholders including the government of Uganda (national and local government), the various Oil and Gas Business partners, the civil society working in the Bugoma land scape to promote equitable participation and benefits of women and other vulnerable groups in the sector. In addition, it also provides possible strategies that could be employed by the vulnerable groups especially the women and youth to strategically position themselves for inclusion and meaning full participation in the programme cycle of the Oil and Gas programme interventions. However, important to note that there is no universal panacea for bringing women and vulnerable groups to the heart of the extractive activities therefore a common set of guidelines should be developed by the key actors to ensure socially, economically and environmentally responsible management of the extractive industries and ensure that women and other vulnerable groups are put at the centre of extraction.

Table 1: Possible strategies for promoting inclusion of the most vulnerable groups especially women and youth in the Oil and Gas/Extractives Sector.

Government	Oil and Gas Companies	Civil society Organizations	Women, youth and other social groups
<ul style="list-style-type: none"> Identify and analyse men’s and women’s different roles and responsibilities in extractives communities, including access to and control of resources and capitals. Ensure that policies and regulatory framework support men and women to have equal access to all consultation, negotiation, and benefit sharing. Ensure legislation supports equal employment opportunities, anti-discrimination and harassment laws to protect women and men in the workplace. 	<ul style="list-style-type: none"> To overcome gender-specific constraints, companies must first understand the roles and responsibilities of women in the areas they operate. Include both women and men when negotiating the terms of an operation in the community. This may include negotiating community agreements, land access, cultural heritage management and royalty distributions. Mainstream gender issues into internal and external policies and services to address inequalities. 	<ul style="list-style-type: none"> Maximise stakeholder collaboration between companies, governments and effectively represent the interests of the women and other marginalised groups Promote women’s voice and participation within, and economic empowerment from, the extractive industries. Civil society is particularly well placed to build understanding and inform strategies focused on women’s development to government and the private sector. Manage programs to improve access and ability of women to lead SMEs, including assisting women to access finance, education and knowledge and to help bridge the gap between women business owners and large scale companies. 	<ul style="list-style-type: none"> Women and youth should form community based loose associations to build common voice and Agenda and demand their meaningful participation in the oil and gas sector. Women and girls to pursue extractive industries– related training which increases their preparation for taking up active roles in the extractive industries thereby building on women’s participation and benefit from the EI sector.

Government	Oil and Gas Companies	Civil society Organizations	Women, youth and other social groups
<ul style="list-style-type: none"> • Develop affirmative and inclusive programs to break down social and cultural stereotypes that discourage women from pursuing professions within the industry (this can be fostered by providing educational scholarships, mentoring and apprenticeship opportunities). • Proactively support women and girls to study engineering, geology, and other topics to support their engagement in the oil, gas, and mining industries. • Endorse the use of targets or quotas to ensure women are promoted to decision-making and leadership roles within all levels of government and oil companies. • Reward companies that implement similar career advancements for women. • Create a regulatory environment to include Gender Impact Assessments to complement Social and Environmental Impact Assessment, and Social Impact Management Plans to identify vulnerable groups in the community and engage with gender issues. 	<ul style="list-style-type: none"> • Proactively encourage women in recruitment and hiring. • Set targets and/or quota systems to promote women into decision-making and leadership roles within organizations. These should be accompanied by flexible working conditions, mentoring programs and creating safe working environments. • Ensuring the protection of women in the workplace, and in the community, by creating a ‘Zero Tolerance’ approach to sexual harassment and discrimination. Partner with local community organizations to increase awareness of sexual and gender based violence in the company and community. 	<ul style="list-style-type: none"> • Support the development of women’s networks and associations around mining, oil, and gas. • Empowering women’s groups, networks and collectives to increase women’s agency in the extractive industries sector. 	

Government	Oil and Gas Companies	Civil society Organizations	Women, youth and other social groups
<ul style="list-style-type: none"> Remove financial and legal barriers that prevent women from opening/ managing small-medium enterprises (SME's) and promote women's led micro-credit schemes Support networks and associations for women in mining, oil, and gas. Support small-grants programs for women in extractives communities Develop national interdepartmental coordination around gender issues in mining, such as a national Women in Mining Technical Committee, to address education, health, labor, and environmental issues affecting women in mining communities. Develop guidance for gender-responsive stakeholder consultation and facilitating the participation of national and local women's organizations, including through increased funding. In order to make sure that their input is substantive and creates an impact documents should quantify the number of women and vulnerable groups to be consulted, the mechanisms and topics for their consultation and the ways in which their inputs will be translated into governance. Create mechanisms to provide women and gender minorities with information that helps them understand their rights and the issues before them. They should also consider holding women-only consultation meetings to ensure that women's voices are heard, and provide for safe transportation and childcare so that women can attend meetings. 	<ul style="list-style-type: none"> Create social programs to challenge social and cultural biases that exclude women from pursuing and leading business opportunities related to the extractives. Provide a more flexible and supportive procurement processes to engage women in SMEs. Foster women's involvement in a strong and diverse SME sector by encouraging or incentivising greater participation, building capacity and financing women's businesses. 		

Source: UN Women Eastern and Southern Africa, 2016: *Promoting Women's Participation in the Extractive Industries Sector. Examples of emerging Good Practices*; World Bank: *Strategies for Mainstreaming Gender in the Extractives Industries*; Report on the Regional Share fair on Gender Equality in the Extractive Industries: **BUILDING ON GOOD PRACTICES.**

4.2 Recommendations

The recommendations provided below are derived from international and regional best practices and informed by local experiences and challenges faced by women in the Albertine region. There is however a need to undertake a localised research in the Albertine region to provide more feasible recommendations informed by grassroots consultations with women and other socially marginalised groups.

- The Government of Uganda should fast track development of a gender responsive local content policy that can provide and identify specific entry points for Women Led SME engagement.
- Undertake a mapping of Women Led business enterprises and mobilise them to participate in the Oil and Gas Value chain
- Skills development, which facilitates and promotes business opportunities for women, should be prioritised so as to enhance their participation in the oil and Gas sector.
- In line with Guiding Principle 13 of the UN Frameworks on Business and Human Rights the Government of Uganda should demand that International Oil Companies undertake, and track on an ongoing basis, human rights due diligence to assess actual and potential human rights impacts of their business.
- Gender impact assessment of oil and gas industry value chains: Oil and Gas exploration projects have been running in the Albertine region, its therefore important for the government and oil companies to undertake a dedicated Gender impact assessment to understand the gender impact of the interventions and take corrective actions.
- Encourage women engineers and other professionals to consider employment in Oil and Gas industries. Highlight examples of successful women professionals in the Oil and Gas sector in company brochures and in national education. Similarly, the government and IOCs should study tours and visits for engineering and other students, female and male, to visit Oil and Gas fields as strategy for interesting them to join the sector.
- For skills development and training opportunities, the government through ministry of Gender should insist that International Oil Companies (IOC) should be required and to insist that gender and diversity issues are ensured in enrolments by institutions and international oil companies scholarship programme.
- Given the existing forms of gender discrimination women face, International oil Companies should prioritize efforts to ensure all project information shared is understood by all women, taking into account literacy levels, education, and complexity of the project information and that, with the information, they are able to participate meaningfully at each stage of the land valuation, compensation, livelihood restoration, and resettlement processes, and especially at key decision moments and through livelihood restoration.

- For the participation of grassroots women, special training courses should be provided in languages and places and at such times that are also appropriate for local women. In addition, special efforts should be made to reach local women and women-owned firms through languages that women know and channels that reach them, e.g. community meetings, radio among others.
- International Oil companies should monitor and publicly report on the effectiveness of these gender specific safeguards, with the active involvement of women leaders and other community members.
- Local Women's organizations should be supported through trainings in organizational management skills pertaining to funding, budgeting, vision and mission formulation; in the development and implementation of projects; and in advocacy for the inclusion of women in the public participatory process.
- A gender sensitive monitoring and tracking toolkit should be developed in consultations with the civil society organisations, affected communities to track gender commitments and progress in line with global regional and national legal and policy standards and frameworks
- Governments, companies and other extractive sector actors should generate disaggregate data by sex and gender throughout the extractive sector supply chain, so that the sector's gendered impact is quantifiable.
- A common set of guidelines should be developed by the key actors to ensure socially, economically and environmentally responsible management of the extractive industries and ensure that women and other vulnerable groups are put at the centre of extraction.

References

1. Action Aid and IPIS (2015) *Business, Human Rights, and Uganda's Oil Part III: Respect and Remedy: Implementing corporate responsibility under the UN Framework on Business and Human Rights* Available at: <https://ipisresearch.be/fr/publication/business-human-rights-and-ugandas-oil-part-iii-respect-and-remedy/>
2. AfDB Policy Tool Series, 2016 : *Women's economic empowerment in oil and gas industries in Africa*: available at: https://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/anrc/AfDB_WomenEconomicsEmpowerment_V15.pdf
3. Arnim Langer, Ukoha Ukiwo, and Pamela Mbabazi (2020) *Oil Wealth And Development In Uganda And Beyond: Prospects Opportunities And Challenges*. Available at: <https://Library.Open.Org/Bitstream/Id/Cea548d7-2969-42b8-Ad15-Abc3fbc08edc/9789461663092.Pdf>
4. Akina mama wa Africa (2014), *An in - depth research on Oil & Gas Extraction Industry in East Africa: An African Feminist Perspective*. Available at: <https://akinamamawaafrika.org/wp-content/uploads/2019/01/Feminist-Analysis-on-Oil-and-Gas-Report-1.pdf>
5. Brian Tinyefuza, (2013) *Escaping The Oil Curse: The Role Of Sound Legal, Policy And Institutional Frameworks In The Oil And Gas Sector In Uganda*: available at: https://Www.Academia.Edu/9420751/Escaping_The_Oil_Curse_The_Role_Of_Sound_Legal_Policy_And_Institutional_Frameworks_In_The_Oil_And_Gas_Sector_In_Uganda?auto=download&mail_work_card=Download-Paper
6. Emmanuel Kawesi (2017) *The Oil And Gas Sector In Uganda: What Is The Position Of Women Entrepreneurs In The Queue?* Available at: https://www.academia.edu/31405591/THE_OIL_AND_GAS_SECTOR_IN_UGANDA_WHAT_IS_THE_POSITION_OF_WOMEN_ENTREPRENEURS_IN_THE_QUEUE?auto=download&mail_work_card=download-paper
7. Ericson, Kristina, "A Crude Awakening: The Relationship between Petroleum Exploration and Environmental Conservation in Western Uganda"(2014). Independent Study Project (ISP) Collection. 1924. Available at: https://digitalcollections.sit.edu/isp_collection/1924
8. Gidudu Ivan, (2017) *assessment Of National Regulatory Compliance With International And Regional Obligations Relating To Environmental Health And Safety Standards: A Case Study Of The Oil And Gas Industry Of Uganda*. Available at: https://www.academia.edu/46629010/Assessment_of_Compliance_with_Oil_and_Gas_Regulations
9. Golombok, R., Jones, M. I. (2015) *Oil Governance in Uganda and Kenya: A review of efforts to establish baseline indicators on the impact of the oil sector in Uganda and Kenya*. UNEP, Nairobi, Kenya. Available at: https://www.macfound.org/media/files/20150730_oil_governance_in_uganda_and_kenya_public_report_final.pdf
10. Govt of Uganda etal, 2020. *Tilenga Project Resettlement Action Plans (RAPs 2, 3a, 3b, 4 & 5) for the proposed North Western Components (RAP 2), North Eastern Components (RAP 3a), South Eastern Components (RAP 3b), Feeder Oil Pipe line Components (RAP 4), and upgrade of Existing Access Roads (RAP 5)*. Available at: <https://s3-eu-west-1.amazonaws.com/s3.sourceafrica.net/documents/120861/Tilenga-Oil-Project-RESETTLEMENT-ACTION-PLANS.pdf>

11. Government of Uganda (2013) Albertine Region Sustainable Development Project (ARSD) Resettlement Policy Framework. Available at: <https://mlhud.go.ug/wp-content/uploads/2015/09/ALBERTINE-REGION-SUSTAINABLE-DEVELOPMENT-PROJECT-RESETTLEMENT-POLICYFRAMEWORK.pdf>
12. International Alert (2014) WHAT'S IN IT FOR US? *Gender issues in Uganda's oil and gas sector*. Available at: <https://www.international-alert.org/wp-content/uploads/2021/08/Uganda-Gender-Oil-Gas-EN-2014.pdf>
13. International Alert (2013) Governance and livelihoods in Uganda's oil-rich Albertine Graben. Available at: <https://www.international-alert.org/wp-content/uploads/2021/08/Uganda-Oil-And-Livelihoods-EN-2013.pdf>
14. Ministry of Energy and Development (2020) , Oil and Gas Sector, Frequently asked questions: Available at: <https://www.petroleum.go.ug/media/attachments/2020/03/12/faqs.pdf>
15. Miriam Kyomugasho (2015): Oil Industry in Uganda: *The Socio-economic Effects on the People of Kabaale Village, Hoima, and Bunyoro Region in Uganda* Available at: https://www.academia.edu/35402856/Oil_Industry_in_Uganda_The_Socio_economic_Effects_on_the_People_of_Kabaale_Village_Hoima_and_Bunyoro_Region_in_Uganda?auto-download&mail_work_card=download-paper
16. Ministry of Energy and Mineral Development (2015) Implementation of National Content In The Oil And Gas Sector. Available at: <http://www.wgei.org/wp-content/uploads/2015/06/National-content-NAL.pdf>
17. NAPE (2012) *Raising Women's Voices: Community perspective*. Available at: <https://www.nape.or.ug/publications/gender/30-raising-womens-voices/file>
18. Nakangu, B. B. and Meijer, S. (2020). *Natural Resources Governance in Shared Resources Joint Solutions project Uganda*. Gland, Switzerland: IUCN. Available at: https://www.iucn.org/sites/dev/files/srjs_uganda_report_18_feb_2020.pdf
19. Oxfam (2019) *Gender Analysis Of East Africa Crude Oil Pipeline Environmental And Social Impact Assesment*. Available at: https://Cng-Cdn.Oxfam.Org/Uganda.Oxfam.Org/S3fs-Public/ile_Attachments/EACOP%20ESIA%20Gender%20analysis_0.Pdf
20. OXIAM (2020) EMPTY PROMISES DOWN THE LINE? *A Human Rights Impact Assessment of the East African Crude Oil Pipeline*, 2020 Available at: <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/621045/rr-empty-promises-down-line-101020-en.pdf>
21. Parker, R, Coleman, E, Manyindo, J, Schultz, B and Mukuru, E, 2019. *Impacts of community stakeholder engagement interventions in Ugandan oil extractives*. <https://doi.org/10.23846/TW8IE97>

22. Roberks K Muriisa et al (2018) Land Grabbing in the Albertine Graben: *Implications for Women's Land Rights and the Oil Industry in Uganda*. Available at:
<https://soc.kuleuven.be/crpd/files/working-papers/muriisa-crpd-no-57-abstract.pdf>
23. Tirenga Project, *Environmental and Social Impact Assessment (2019)* Available at:
https://corporate.totalenergies.ug/sites/g/files/wompnd2271/f/atoms/files/tirenga_esia_volume_i_28-02-19_reduced_size.pdf
24. The Advocates for Human Rights Minneapolis, Minnesota USA, 2019: *Promoting Gender Diversity and Inclusion in the Oil, Gas and Mining Extractive Industries*. A Women's Human Rights Report. Available at:
https://unece.org/fileadmin/DAM/energy/images/CMM/CMM_CE/AHR_gender_diversity_report_FINAL.pdf
25. UN Women Eastern And Southern Africa, 2016: *Promoting Women's Participation In The Extractive Industries Sector*, Examples of emerging Good Practices Available at:
<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2016/Promoting-Womens-Participation-in-Extractive-Industries.pdf>
- 26.
27. World Bank: *Strategies for Mainstreaming Gender in the Extractives Industries*. Available at:
https://olc.worldbank.org/system/files/WB_Nairobi_last.pdf
28. WRI & NGRI, 2021: *Gender and Extractive Governance: Lessons from Existing Legal and Policy Frameworks* Aubrey Menard and Elizabeth Moses
https://resourcegovernance.org/sites/default/files/documents/ogp_gender_report_2021_nrgi-wri.pdf
29. The Advocates for Human Rights Minneapolis, Minnesota USA: *Promoting Gender Diversity and Inclusion in the Oil, Gas and Mining Extractive Industries A Women's Human Rights Report January 2019*. Available at:
https://www.geoethics.org/_files/ugd/5195a5_8941337466ee4f7f8649b2580c01f5ec.pdf?index=true
30. Report on the Regional Sharefair on Gender Equality in the Extractive Industries BUILDING ON GOOD PRACTICES 13–15 October 2015 Nairobi, Kenya: Available at:
<https://africa.unwomen.org/sites/default/files/Field%20Office%20Africa/Attachments/Publications/2016/01/2016%20Sharefair.pdf>
31. African Commission On Human And Peoples' Rights October 2019 Issue 2 Extractive Industries & Environment in Africa Available at:
https://www.achpr.org/public/Document/file/English/WGEI%20Newsletter%20Issue%202_October_2019_ENG.pdf



This paper has been produced under the framework of the Green Livelihoods Alliance funded through the 'Forest For A Just Future Program' implemented under the Netherlands Ministry of Foreign Affairs. The opinions and views expressed in this publication are the sole responsibility of the authors and do not necessarily reflect the opinions and views of Tropenbos International or its partners.

© 2023 Tropenbos International and Ecological Trends Alliance. Texts may be reproduced for non-commercial purposes, citing the source.

Suggested citation: Bigirwa, J. 2023.

Gender equality and social inclusion:

Perspectives in the Oil and Gas sector in Bugoma Landscape (Uganda). Tropenbos International, Ede, the Netherlands, and Ecological Trends Alliance, Kampala, Uganda.

For more information, contact:

PO Box 29940, Kampala, Uganda

office@ecotrendsalliance.org

www.ecotrendsalliance.org

Richard Ssemmanda - richard@ecotrendsalliance.org

Michael Opige - michael@ecotrendsalliance.org

