



STUDY ON GENDER INTEGRATION IN UGANDA'S OIL AND GAS SECTOR

Terms of Reference (ToRs) and Call for Expression of Interest (Eoi)

March 2020

Introduction

The Advocates Coalition for Development and Environment (ACODE)¹ is interested in undertaking a study titled Gender Integration in Uganda's Oil and Gas sector. ACODE is therefore seeking services of a competent consultant to undertake this study. The goal of this study is to generate empirical evidence on current gender integration in the Oil and Gas sector upon which recommendations for enhancing gender benefits and participation in the sector can be based. These Terms of Reference (TOR) are intended to guide the expression of interest to undertake the study, fine-tune the scope, clarify objectives of the study, and to ensure that the proposed study provides the necessary empirical content and in-depth analysis of gender integration in the sector.

Background

After the discovering commercially viable quantities of Oil and Gas in 2006, Uganda embarked on the development of governance frameworks for the emerging sector. Policy, legal, institutional, and regulatory frameworks have evolved over the years to facilitate the management of the country's newly found treasure. These developments are taking place in the context of post-1995 governance in Uganda which appreciates and recognises the importance of gender equality in the country's national development processes. To this end, a number of policy and legal instruments have been developed which include the National Oil and Gas Policy 2008, the Oil and

¹ Advocates Coalition for Development and Environment (ACODE) an independent public policy research, analysis and advocacy think tank based in Kampala, Uganda. As a public policy think tank, ACODE seeks *to make policies work for people* through evidence-based engagement of policy practitioners and participation in policy processes. ACODE's work is grouped into programmatic areas, namely: Democracy, Peace and Security; Environment and Natural Resource Governance; Economic Governance and; and Science, Technology Innovations Program. ACODE has, for five consecutive years, been ranked by the Global-Go-To Think Tanks Index among the top think tanks in the world. ACODE'S work focuses on research and analysis, evidence-based advocacy, stakeholder engagement and capacity building.

Gas Revenue Management Policy, Local Content Policy, the upstream and midstream laws of 2013 and the Public Finance Management Act 2015.

Oil and Gas sector is predominantly dominated by men and yet the sector has implication for all gender. Ensuring that the oil and gas sector benefits both men and women remains a challenge, and integration of gender in the sector remains subtle and less well appreciated. Equally, the aspects of integration also remain unspecified. For the sectoral policy and legal instruments to achieve their intended purpose, collective effort is needed in influencing decision makers to review, develop and implement accompanying regulations, guidelines, action plans and programs, that are not only gender sensitive but also cushion the sector against gender-based marginalisation at all levels. Unfortunately, there are concerns about the extent to which policy practitioners and other stakeholders appreciate, and work toward, gender integration in the oil and gas sector.

Rationale for the Research

The oil and gas sector has been globally recognized as a potential source of economic development and social transformation for oil-rich economies. Unfortunately, the industry in many developing countries is characterized by poor governance, human rights abuses, corruption, environmental degradation – and especially, gender-based marginalisation and abuses.² The challenge of integrating gender in the oil and gas sector, therefore, remains a key gap in the creation and implementation of sector-wide standards of governance which can ensure that both women and men benefit from the opportunities presented by the oil and gas industry; through decision making, employment, skills development and business.

Luckily, Uganda has made considerable strides in gender-sensitive governance. It has developed foundational frameworks for integrating gender in governance since 1995, although the achievements in the political realm³ are not marched with equal or similar progress in the socioeconomic and business-investment realms. Such a study, therefore, would lay a foundation for understanding the gendered relations that may evolve in Uganda's nascent oil and gas sector.

In countries like Nigeria, marginalisation of women set in motion such processes and reactions as led to struggles against powerful global oil companies, making women's anti-oil insurgency a national and global phenomenon.⁴ This indicates that women are not passive participants in the lucrative industry who will sit by and watch as their rights are violated and abuses meted against

² Michael Ross, "Oil, Islam, and Women", *American Political Science Review*, 102, No. 1, (2008): 1-17; Terisa E. Turner and Leigh S. Brownhill, "Why Women are at War with Chevron: Nigerian Subsistence Struggles Against the International Oil Industry", *Journal of Asian and African Studies*, 39, no. 63 (2004): 63-92

³ Jane L. Parpart, "Book Review: *When Hens Begin to Crow: Gender and Parliamentary Politics in Uganda*", *Africa Today* 47, no. 2 (2000):218-220

⁴ Terisa E. Turner and Leigh S. Brownhill, "Why Women are at War with Chevron: Nigerian Subsistence Struggles Against the International Oil Industry", *Journal of Asian and African Studies*, 39, no. 63 (2004): 63-92

them. As such, gender-inclusiveness is important for a beneficent oil and gas sector. Understanding the extent to which different gender are integrated in the oil and gas sector provides important starting-points for predicting gendered relations between the key stakeholders in the sector and affected communities.

Finally, Ghana's experience indicates that equality in gender benefits remains elusive in the oil and gas sector. Is Uganda prepared to avoid such concerns? Interruptions on livelihoods have led to gendered vulnerability, through loss of jobs, reduction in household income levels and limitations in alternative livelihoods, such as access to finance; capacity building, training, and development; and technical services for women in Ghana's oil region.⁵ The investigation on the integration of gender in decision making, capacity building, and employment opportunities within oil-related government agencies and international and local oil companies which were licensed to carry out petroleum exploration, development and production operations in Uganda, is useful for unravelling the gendered opportunities and challenges presented by the discovery and exploitation of petro-wealth since 2006.

Objectives of the Study

- To evaluate the current status of gender integration in the oil and gas sector vis-à-vis Uganda's policy, legal and regulatory framework, strategies and internal policies for relevant MDAs and selected industry players.
- To determine the current and potential impacts of gender integration in the oil and gas sector to pre-existing socio-economic and cultural set-up of people in the Albertine Graben;
- To develop evidence based recommendations for effective gender integration in the oil and gas sector.

Scope of the study

The consultant/firm is expected to inquire into gender integration at present, that is, what is the level, nature and quality of gender integration in terms of: Freedom from violence for women and girls, decision making, employment, and capacity development- targeting government Ministries, Agencies and Department at all levels, Oil Companies, selected Contractors and

⁵ Rosemond Boohene, "Women, Livelihood and Oil and Gas Discovery in Ghana: An exploratory Study of Cape Three Points and Surrounding Communities", *Journal of Sustainable Development*, 4, No. 3 (2011):185-195

industry service providers, and the host communities. The study shall be conducted in Kampala and the Albertine graben covering the districts of Hoima, Kikuube and Buliisa among others.

To achieve this, the researcher/firm is expected to:

- Develop and submit a 5-8 page inception report detailing the conceptual, methodological and practical understanding of the study;
- Develop and submit the *parameters* for assessing gender integration in the oil and gas sector;
- Develop and present to an ACODE research meeting, research instruments for use during field investigation;
- Conduct desk research on gender integration in the oil and gas sector in specific and related governance frameworks;
- Undertake field research on gender integration in the oil and gas sector and perform a gender-based analysis of the findings;
- Attend meetings convened by ACODE for purposes of discussing matters pertaining to the study;
- Write and present a draft research paper, on gender integration in Uganda's oil and gas Sector.
- Revise the draft paper by integrating the critical comments and suggestions raised during the research meeting;
- Present the fair draft of the findings to an audience of stakeholders convened by ACODE to validate the findings and also raise critical observations on the study;
- Revise the paper in keeping with critical comments and suggestions raised during the meeting with other stakeholders in the oil and gas industry;
- Submit to ACODE a final Research Paper for publication in the ACODE Policy Research Paper Series.

Methodology

The researcher will use a Score Card process from the design, collection and analysis of data. Data to be collected will be both on quantitative and qualitative dimensions of gender integration in the oil and gas sector. Relevant data-collection tools/instruments will be developed and used during field investigation. Quantitative methods will include, among others, survey-like investigations in the regularity of occurrence/non-occurrence of targeted observations in a specific locale, as well as tracing for quantitative data in documents and publications. Qualitative methods will involve, but need not be limited to, key informant interviews, observations, focus group discussions and other desk research methods seeking in-depth understanding of target observations, especially explanations for the quantitative observations, in order to triangulate the findings. While it is important to understand the context of gender integration in the oil and

gas industry, it is useful to link this context to the changes taking place in the contemporary sector, especially with regard to the presence and participation of women and men.

To generate reliable data, valid instruments will need to be used, and rigorous analytic approaches employed on empirically rich datasets of findings. We are, therefore, interested in empirical richness, analytical rigour, and policy relevance; although theoretical soundness and grounding is necessary for achieving the aforesaid objectives.

Key Informant Interviews (KIIs)

Informant Interviews will be used to get data from persons in key responsibility positions, including Uganda National Oil and Gas Company (UNOC); the Petroleum Authority of Uganda (PAU); Ministry of Energy and Mineral Development (MEMD); Officials of Oil Companies; relevant Members of Parliament; Traditional Authority Structures in the oil regions; and members of the relevant Local Government Associations in the oil and gas regions of Uganda. Researches who have experience or have been involvement with oil and gas-related research will be key informants. Where time and resources allow, interviews may have to be extended downward to affected communities and supplemented with Focus Group Discussions.

In-depth/Special Case Analyses

In-depth Case Analyses, also called Special Case Analyses, will be used to obtain information from specific peoples or organisations whose experiences will be considered to be unique to the subject of inquiry, and will, therefore, provide important “significant remarks” or revelations that will be critical to understanding the people and the nuances of the subject under inquiry. Different from case studies in the technical sense, Special Case Analyses are used to reveal pieces of information that are not only supplementary to the findings but provide important data that fills important gaps or unravels very critical findings that might elude the researcher(s) and thus leave behind limited understandings of the phenomenon. The researcher(s) will be encouraged to trace for these kinds of sources during KIIs in order to acquire the necessary empirical richness for the study.

Document Reviews

Apart from the extant theoretical and empirical literature pertaining to the governance of the oil and gas sector, gender and development, and related fields, the researcher(s) is expected to conducted an in-depth critical re-reading of existing governance frameworks, relate them with regional and international provisions and best practices, and derive analytic conclusions which enrich empirical findings. Uganda’s policy, legal, institutional, regulatory, and other frameworks, and their provisions on the gender dimension of governing the oil and gas sector, provide starting points for document reviews. Reports of relevant agencies and organisations, recent studies, petitions from different stakeholders, minutes and resolutions of meetings, correspondences, as

well as documents from relevant legislative and executive bodies in the country are other vital sources. The researcher(s) is(are) expected to acquire as much more information as possible on this issue.

Stylistics and Ethics

ACODE, at present, prefers Chicago Style Referencing. Researchers are required to fund and read the 16th Edition of the Chicago Style in order to familiarize themselves with expectations regarding referencing.

Any cases of plagiarism, where found or reported, may lead to cancellation of the contract, and other penalties as may be considered fit during and after executing the assignment. Researchers are strongly dissuaded from any temptations of plagiarism as widely understood in the research and/or scholarly community.

Expected Deliverables/Outputs

The consultant will submit the following deliverables to ACODE within the agreed time frame. All submissions should be done in soft copies and hard copies as and when required.

- (a) Final agreed 5-8 page inception report showing a clear conceptual understanding of the study and the methodological strategies for implementing the assessment/study, including a Fieldwork plan.
- (b) Parameters for assessing gender integration in the oil and gas sector;
- (c) Raw data from field research after data analysis;
- (d) Drafts of research papers at different levels of writing and peer-review processes;
- (e) Draft research paper.
- (f) Revised draft paper after integrating the critical comments and suggestions raised during the ACODE research meeting;
- (g) Fair draft of the findings to be presented to an audience of stakeholders convened to validate the findings and also raise additional critical observations;
- (h) Final Research Paper of not more than 60 pages on Gender Integration in the Oil and Gas Sector for publication in the ACODE Policy Research Paper Series;

Duration of the Assignment

This assignment is expected to take two months, from the date of contract approval.

Qualification Requirements

The successful candidate should possess the following;

- At least a Master’s Degree in Gender Studies and other Social Studies-related areas; Management Science; Natural Resources Management; Petroleum Studies, Development Studies; or related fields;
- Excellent understanding of the oil and gas sector in Uganda including policy and legal framework, institutional arrangement, community concerns and the potential opportunities the sector presents to the people of Uganda and especially communities in the oil and gas corridor.
- Experience of having undertaken similar assignments.
- Good understanding of gender issues and how these can be mainstreamed into the various development designs and implementation processes.
- Ability to deliver excellent results in a timely manner.

Call for Expressions of Interest

ACODE calls upon interested and competent researcher(s) to express interest to undertake a study on *Gender integration in the Oil and Gas Sector*. **The deadline for submission of is March 31st, 2020.** The Expression of Interest (Eoi) should consist of the following:

- (a) An understanding of the ToRs.
- (b) Proposed Methodology for executing this assignment.
- (c) Field- and desk-research Plan or work plan for executing the assignment.
- (d) Statement of researcher’s competencies to undertake the study.

The Eoi should, in addition to the above, have, as appendices: (i) A ***financial proposal*** indicating the resources considered necessary for executing this assignment in UGX. ; and (ii) Detailed ***Curriculum Vitae*** of the Researcher(s).

All Expressions of Interest should be hand-delivered or emailed to:

The Deputy Executive Director
 Advocates Coalition for Development and Environment
 Plot 96, Kanjokya Street, Kamwokya.
 P.O. Box 29836 Kampala

Or

Email addresses:

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