

# Gender in Norway's Transmission Sector Cooperation in Uganda

## - Entry Points, Challenges and Achievements



A series of Country Experience Briefs present entry points, achievements and challenges so far documented in Norad's assistance to Norwegian embassies on gender mainstreaming in energy and petroleum sector cooperation at country-level. Two Technical Notes on Gender Equality in Energy and Petroleum Sector Cooperation present the rationale for action and how to operationalize gender equality in sector programmes.

Together the Country Experience Briefs and the Technical Notes may be used as a guide for:

- Communicating the Norwegian position and rationale for gender mainstreaming
- Discussing programmatic priorities with national partners
- Strategic discussions and entry points for possible joint positions with like-minded donors
- Assessing proposals and projects/programmes

Norwegian energy sector cooperation in Uganda encompasses projects in the transmission sector and rural electrification, as well as an upstream petroleum sector policy and management program. In 2012 the Norwegian Embassy in Uganda requested Norad's assistance in developing gender indicators for the Norwegian energy sector cooperation with Uganda. The Clean Energy and Oil for development (Ofd) programmer were reviewed. ENERGIA International Network for Gender and Sustainable Energy undertook reviews and worked with the Gender Task Team in the Uganda Electricity Transmission Company Ltd (UETCL). This country experience brief summarizes entry points, challenges and achievements in the transmission sector.

### **1. Gender commitments exist, but they need to be implemented in the electricity sector**

The Government of Uganda has prioritized the energy sector as one of the key sectors for economic growth. Uganda is a leading country in Africa regarding gender issues, with a strong National Gender Policy and mechanism, supported by the National Development Plan and Constitution. Gender is required to be included in all new policies. However, there are no references to "gender" or "women" in electricity sector policy documents, such as the Electricity Act (1999). Nor has there been explicit consideration of gender differences and issues in transmission sector policies and programmes. The Ministry of Finance is developing a monitoring system to ensure that the required inclusion of gender in all national policies is

actually implemented, through gender and equity budgeting, recognizing that budget allocations have the power to transform gender inequalities.

To implement the gender policy, basic entry points can help facilitate its operationalisation.

### **Basic entry points**

- Gender issues could be identified in the rural electrification policy and strategy documents.
- Gender considerations and gender-sensitive performance indicators could be included in monitoring and evaluation strategies and frameworks.
- Fora for information exchange and dialogue, such as reference groups for gender focal points from energy sector agencies, could be established.
- Gender-targeted activities could be considered in project budgets and a fixed percentage of donor support for gender-targeted activities.

### **2. Opportunity to mainstream gender into transmission sector management institutions exist, but there is lack of awareness**

Efforts to integrate gender can make a lasting difference and improve electricity sector results. The Norwegian and Ugandan partners lack awareness of how to identify and integrate gender considerations. Engineering is a male-dominated field in Uganda, as elsewhere. UETCL's main function is electrical engineering. In the twinning arrangement with StatNet, references to gender have been eliminated, since

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For information on key resources and available capacity, see <http://www.norad.no/en/thematic-areas/energy/gender-in-energy>

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May 2013

the focus is on engineering staff and not on core financial and administrative staff where women are better represented. UETCL's human resources policy is limited in taking into account gender roles.

### Strategic actions to build institutional capacity

- Sensitize management and Boards of Directors on gender issues.
- Establish gender mechanisms (focal points, working groups, budgets) and provision of gender training for staff.
- Develop a capacity-building programme for UETCL, to strengthen the capacity within UETCL to mainstream gender in the provision of electricity.
- Develop more gender-sensitive human resources and staff development policies to encourage women's participation in the industry.
- Inform Norwegian partners' on gender sensitive human resources and mitigation planning.
- Set impact monitoring indicators and establish a monitoring mechanism both for performance indicators and for institutional capacity on gender.

### 3. Mitigation planning includes stakeholder engagement, but there are limited resources for gender analysis and actions

In some project documents, such as Environment Impact Assessments (EIA) and Resettlement Action Plans, UETCL has identified gender considerations relating to local impacts of transmission system development and the need to include women and their interests in public consultations. Construction of transmission lines can have negative impacts that are different for women and men. For example, compensation for land use generally paid to men, who own 94% of the land in Uganda, while women are the majority

cultivators and responsible for providing safe drinking water and fuelwood. The influx of male workers and HIV/AIDS infections spread by construction crews affect women as the more vulnerable group. Few opportunities exist for women in local employment in construction projects, which is one of the major local benefits of transmission construction.

Impact monitoring and mitigation planning information for Environmental Impact Assessments (EIA's) and Resettlement Action Plans is not systematically disaggregated by sex. The 2004 Energy sector EIA Guidelines mention gender differences and the need to include women and their interests in public consultations. The National Environmental Management Agency (NEMA) is participating in a UNDP initiative on strengthening their attention to both gender and HIV/AIDS in environmental impact assessments. Efforts are however still needed to adapt regulations to transmission projects. UETCL has a department responsible for social and environmental analysis with qualified officers, but there is no budget line for gender-focused interventions. No provision is made for specific gender training for project officers, practitioners and assessors, or for quality control and monitoring of EIA compliance on gender.

### Strategic actions in mitigation planning could be:

- Include consideration of gender differences and issues in requirements for involving communities in assessments and mitigation plans, community development activities, local employment opportunities, and compensation plans.
- As part of mitigation planning, build on UETCL's new stakeholder engagement strategy and provide specific gender-focused interventions – with budget allocations –

in livelihood support, training, safety nets, health and legal sensitization.

- Involve the Ministry of Gender, Labour and Social Development in supporting the institutions responsible for the environmental management of the transmission sector on social and gender issues.

### 4. Achievements

- First internal UETCL meeting held on gender issues in the agency, attended by 28 female and 1 male staff.
- Internal analysis of current gender situation carried out, challenges experienced by UETCL staff identified, and priority actions presented in workshop with MEMD and other energy agencies.
- The new regional Nile Basin-DR Congo-Uganda transmission line project under development with support from Norway includes gender disaggregated data in the RFP for the feasibility studies.

#### Box :

This brief is based on a June 2012 report on "Transmission Sector – Building Capacity in Gender Mainstreaming in Energy Sector Cooperation in Uganda: Baseline Study", prepared under the broader baseline study by Elizabeth Cecelski, Dorothy Lele and May Sengendo from the ENERGIA International Network on Gender and Sustainable Energy'. <http://www.norad.no/en/thematic-areas/energy/gender-in-energy>