Editorial

| By Belinda Katuramu

Don’t ignore the women
Six years after Uganda’s oil discovery, popular expectations in the oil-bearing areas have not yet been met and conditions have worsened for most women. Women shoulder the biggest burdens and negative effects that come with the discovery of oil. Some have lost family land and can no longer cultivate and provide for their families. Some have lost their family support system as their spouses move to the oil areas to access employment opportunities. Environmental risks such as oil spillages that contaminate water bodies affect health and in turn the women—women also shoulder the biggest burden of taking care of the sick. Thus, more lucrative benefits from the oil sector—like employment opportunities and compensation from land—have fallen mostly on men to the exclusion of the women.

Yet, a woman’s right to land is a critical factor in improving social status, economic wellbeing and empowerment. Land is a basic source of livelihood. It is the key

Not just a man’s world

A 2012 report by ENERGIA, an international network on gender and energy, notes that Uganda’s National Oil and Gas Policy of 2008 makes no mention of gender—and that gender has barely featured in public debate around the country’s oil prospects.

On the centre pages of this issue we highlight some important ways in which oil affects women differently from men, and how women risk enduring the ‘curse’ of oil while missing out on the ‘blessings.’

We also report on the booming sex trade in oil-rich Hoima District, and on the continuing controversy over compensation for property taken over for oil activities. And we profile three women who, far from missing out, are doing well at ‘manly’ jobs in the Petroleum Exploration and Production Department (PEPD).

Elsewhere, we report on the recent troubles of Tullow Oil plc and hear from Francis Kamulegeya, head of Pricewaterhouse Coopers in Uganda, about the business opportunities that oil brings to the country. Enjoy.

Is Uganda ready to handle 700,000 tons of oil waste?

| By Beatrice Ongode

A major spill or a fire at an oil well would be an environmental catastrophe. But, while fearing such a disaster, Ugandan environmentalists also worry about how the country will manage an unavoidable result of oil production—large amounts of waste.

Some industry reports indicate that around 0.37 kg of drilling waste is generated for every barrel of oil produced. If Uganda produces 1.8 billion barrels of oil over the next 20 or so years, it will come with nearly 700,000 tons of waste. Is Uganda ready?

“We do not have the facilities, frameworks and mechanism to handle any oil waste,” according to Frank Muramuzi, Executive Director of the National Association of Professional Environmentalists.

He says that waste management guidelines so far put in place by the National Environment Management Authority (NEMA) are neither detailed nor tough enough.

Former NEMA head, Dr. Henry Aryamanya Mugisha, defends the guidelines, saying they require the oil companies to adopt a “precautionary” approach.

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The oil drilling started, we were not sure how to handle the wastes.” But, he adds, “We managed to build capacity over time.”

Yet a recent capacity needs assessment, funded by the Norwegian government, found serious weaknesses in NEMA and other environmental “pillar agencies.”

Joel Garubo, an engineer and waste manager at Epsilion, a local company that deals in transportation of industrial wastes, echoes these concerns. “This fear about oil drill waste is worsened by the incapacity of the institutions and authorities involved,” he says.

And no plan has yet been agreed for the permanent treatment and disposal of the wastes.

Drilling waste from the exploration phase is being stored in containerised pits in sites in Tangi (Ngwya District), Kisiinja (Hoima District), Ngara, Bugunga and Kijongole (Buliima District). But this is only a temporary measure and, when oil production begins, there will be much more waste needing safe, permanent disposal.

How harmful is it?

Oil waste includes rock particles that are drilled out of the well shaft together with a mixture of water-like mud and various ‘drilling fluids’ that are pumped in to the well to cool and lubricate the drill bit and to force out the oil. To this are added filings from wear and tear on the drill bits.

According to David Nkuttu, an environmental consultant who has worked with Neptune Petroleum, this ‘water-based mud’ method is used in most of Uganda’s oil wells and is relatively harmless. He says the main additive, barium sulphate, is not toxic. And, he concludes, because more than 98 percent of water-based drilling mud is composed of natural ingredients, it can “be turned into fertile top soil.”

Dr. Aryamanya-Mugisha agrees, but also reveals that “the oil drill wastes were tested during the preliminary stages from various laboratories and the reports indicated small amounts of lead and cadmium. These heavy metals can cause cancer and birth defects.” The waste therefore needs to be treated and rendered harmless before it can be disposed of safely.

The former NEMA chief adds that CNOC (the China National Offshore Oil Corporation) is reportedly beginning to use more complex and potentially harmful drilling fluids in ‘directional drilling’ under Lake Albert. This, he says, “will compromise the environment.”

Recovery opportunities

Experts agree, however, that if the waste is treated it can be put to several uses—including improving Uganda’s notorious roads. In the USA, solid drilling waste is often used to make road foundations, and this is said to be a safe and cheap substitute for other materials.

In an e-mail exchange with Oil in Uganda, Bill Bader, the Director of the Waste Management Bureau in Kansas, USA, wrote that in Kansas drilling waste is used in road base construction, where it is covered by either asphalt or concrete.

He adds that Kansas law permits the spreading of drilling waste on farmland, but the practice is considered as “disposal” and not a “beneficial use.”

Mr. Nkuttu points out that in China, too, “After they have separated the liquid and solid oil drill wastes, the solid is treated and then used in making blocks that are used in constructing houses and road pavers.”

David Lugimbazi, the Director of Planning at the Uganda National Roads Authority agrees that the oil drill waste could be used for road foundations, but that this is not being done due to “complex issues regarding its treatment.”

The cement industry could in theory benefit from the drilling waste too. Nilekasha Ltd, the plant manager at Tororo Cement, acknowledges that the drilling waste can be a useful raw material for manufacturing cement, but says that this would be very costly at the moment.

“The wastes can be used in cement manufacturing, but with specialised equipment which the plant does not possess presently,” he explained.

It seems, then, that Uganda’s drill wastes could be usefully recycled—but investment in capacity and treatment would first be necessary.

Waste is good business

In many countries waste management is a profitable business, but in Uganda the sector is in its infancy. Local companies do not yet have capacity equipment and capital to deal with oil waste.

According to Isaac Ntjui two local companies, Green Label and Green Impact, have been licenced to transport the wastes to the designated storage sites. A third, US-based company, Preciousone, had a licence to both transport and “manage” waste but, says Mr. Ntjui, this has expired and is in the process of renewal. “So for now, there is no company that has been awarded the licence to carry out waste management,” he says.

Dr. Aryamanya-Mugisha, who has served as a consultant to Providence, tells a different story. He says the company pulled out from Uganda because it was not willing to spend an estimated US$ 30 million in developing oil waste facilities when the government has no clear plan. The status and prospects for licensing are too uncertain to risk the investment.

Yet on the NEMA website, five companies have been cleared to transport ‘hazardous waste’ which, according to the NEMA public relations officer, includes oil drilling waste.

Epsilion’s Joel Garubo argues that the bidding process set up by government is too rigorous. Tough laws, he adds, have demoralised local companies.

“No company wants to invest in this industry because it’s too expensive and there is lack of expertise. Purchase and shipping of equipment cost a fortune,” he says. He adds that NEMA and other government agencies should train people in waste management so that local content is strengthened.

So, while environmentalists call for tough laws and stronger institutions to enforce them, private sector players argue for more corporate capability building to support local content. These remain major challenges to effective and safe waste management.

Belinda Katuramu is a Project Coordinator and Legal Officer at Global Rights Uganda.
Oil money lures sex workers to Hoima

By Chris Musiime, Flavia Nalubega and Beatrice Ongode

"I can’t leave with you now but I can come to your hotel in the morning and we spend the whole day together," says Jackie (not her real name), a tall, brown woman possibly in her mid-twenties, confirmed that indeed the boss could punish Sarah if she went off with a man for the night. Jackie, however, offered to put in a good word for her, saying that she was from Rwanda too and related to the boss.

Jackie has been in Hoima for a year. She says she is unemployed but suggestsively adds that she could "do anything," implying that she too is available.

At another bar, Grace (not her real name), also a ‘waitress,’ says she can leave at the end of her shift. In her twenties, Grace says that she comes from Kakoba, a suburb of Hoima town, and comes to Hoima to work for three months at a time.

Working at bars seems to be the cover of choice for Hoima’s sex workers. Only a few ply their trade publicly at another down-town bar and lodge called Sax Pub, next to the bus park. There, the transactions are done in the open, as in some places in Kampala.

The sex workers charge between ten and fifteen thousand shillings, although foreigners are likely to spend more.

Down to the village

But the price is at least three times that in rural areas, especially those close to the oil fields.

In Kabale parish, where the government plans to build an oil refinery, Julius Ssekate, the vice chairman of Kitegwa village told Oil in Uganda the influx of foreign contractors into the area has boosted the sex trade.

"Sex is the most booming business around here. Women are highly demanded for by the contractors who work in the oil wells and on the road," he says.

According to several men in the village, the women here charge between 50 and 100 thousand shillings for their services. Such steep charges eliminate local residents as customers, as only the foreign workers can part with such sums.

In this area, the majority of the clientele is from KOLIN Construction, the Turkish firm building the 92-kilometre Hoima-Kaiso Tonya road.

In addition to having enough disposable income, locals say, the Turkish workers do not understand the currency well and hence end up paying more. Most are forced to use a money broker to get to the girls because they cannot speak any of the local languages.

The rates differ depending on whether the client is interested in protected or unprotected sex.

In some areas, unprotected sex is cheaper than safe sex because of local perceptions within the industry. According to some community workers, the sex workers appear to believe that clients who demand protected sex may be infected with HIV/AIDS and hence should be charged more money.

"The situation is worrying because we are going back to the battle we won years ago in managing the AIDS scourge," says Conrad Mugume who works for a local community based organisation that is involved in HIV prevention.

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Local leaders look on
Despite the secretive nature of the sex industry, everyone is aware of its growth in Hoima, but local leaders have done little about it.

Yet given its implications on public health, community leaders have focussed on initiatives to protect the health of the involved parties.

According to the 2011 Uganda AIDS Indicator Survey (UAIS), HIV prevalence in the mid-western region, of which Hoima is part, was 8.2 percent, almost one percent higher than the national average of 7.3 percent.

The demographics in the region will most likely be destabilised by the steady migration of fortune seekers from other parts of Uganda into the area. Some of these people are coming from areas with an even higher HIV prevalence rate, like the central region.

Grace Mary Mugasa, points out that even a good number of the hawkers who were chased from the streets of Kampala last year have ended up in Hoima.

“Our borders are so porous. Some Congolese have settled down and are now residents,” she adds.

She says that the Alliance of Mayors fighting HIV/AIDS, manages a project called Most At Risk Populations (MARPS), which is aimed at mitigating some of the risks faced by the sex workers.

“The sex workers are among the MARPS. We have had several meetings with them. We have tried to befriend them and counsel them and they even disclose to us some of the reasons why they became sex workers,” she says.

Most of these women engaging in the sex trade are semi-illiterate, some are orphans, others have been disappointed by their husbands, while others have been chased away from their homes because of domestic violence,” she adds.

Mrs. Mugasa further explains that the District has started some initiatives, like vegetable growing, to engage some of the sex workers “to enable them earn a living from descent businesses.”

Legalisation calls
Civil society organisations have consistently called on government to legalise the sex trade in Uganda so that it can be better regulated.

Section 139 of the Uganda Penal Code Act, criminalises prostitution, with culprits liable to a seven year jail sentence.

Rose Nakayi, from the Human Rights Peace Centre, told Oil in Uganda that government should consider institutionalising the trade without conflicting with the law.

“The move from criminalization to protection of the sex workers should be the key issue,” she said. “We have seen that arresting the sex workers has not stopped them from conducting the business and more young girls are being groomed in this kind of activity,” she observes.

“We should focus on how the activity can be regulated in such a way that we do not only protect the sex workers but also avoid having them exploited by their clientele,” she says.

The Federation of International Women Lawyers (FIDA) Uganda Chairperson, Laura Nyirinkindi, agrees and argues that the clandestine nature of the sex trade is aiding its expansion.

“If this exercise is legalised, government will be able to plan for the sex workers. For instance when planning for retroviral drugs, they will know that they are planning for sex workers, elders or other groups of people. They will know how much of the drugs should be sent to a given place,” she says.

But former Ethics and Integrity Minister, James Nsamba Buturo, believes that the church has a bigger role to play.

“The religious institutions should start warning the public about the dangers involved in sex work because even though we have a law that they should be arrested and imprisoned for seven years, these laws are not being used,” he said.

“The existence of these laws will not matter once the activity escalates, so people choosing to change is what will matter. What we should know is that our country is not prepared for the new lifestyle we are about to see,” he concludes.

Collins Muyizuka from the National Women’s Council, calls for a “more pragmatic” approach, in addition to legalising the trade.

“Government should create a Women’s Fund, something similar to the Youth Enterprise Fund, where these women can sign a Memorandum of Understanding that allows them to easily access soft loans that can enable them start business,” he advises.

“If the government can partner with NGOs and start small SACCOs (savings and credit societies) like in Kenya, then most of these sex workers will restrain from conducting this activity,” he urges.

Many new buildings like this one are coming up in Hoima town as realtors anticipate good returns on their investment from the businesses that will eventually set up shop in the area.
Compensation remains a thorny issue

People affected by oil activities remain unhappy about compensation deals, and it is not clear how the rates are set.

"We have not received fair compensation for our properties," complains Albert Watham, a resident of Panyimur fishing village on the shores of Lake Albert in Nebbi District.

Since Total E&P began exploring in the area, he says, many crops have been destroyed in the process of surveying, building access roads and oil well pads—but compensation for affected families has been way too low.

"Usually a grown mango tree can fetch up to 120,000 shillings (USD 46) but we are being given 80,000. A cassava garden is being compensated at only 120,000!"

Bitter complaints can also be heard in Hoima District’s Buseruka sub-county, where the government has gazetted 29 km² of land to build an oil refinery. Locals complain that progress towards compensating them for land and homes they will have to give up has been painfully slow and has meanwhile left them without any source of subsistence.

"We were told not to carry out any activities on this land. We are not supposed to even grow crops that can sustain us," says Gideon Onyut, who recently returned to his home in Kayapaloni village, Kabaale Parish, after dropping out of Senior-2 studies at King’s High School in Hoima.

"I had to drop out because our only source of survival in this area is farming and since government halted all activities in the area, including agriculture, my family does not have money to feed us and pay my school fees," Mr. Onyut explains.

"Mr. Bashir Hangi [a communications officer with the government’s Petroleum Exploration and Production Department] comes here and lies to us day in day out. He does not tell us the truth" claims the embittered 20-year-old. "Our own local leaders are also not helpful. They want something to be given to them before they help us."

Mr. Hangi counters that he has made several visits to the site to update locals on progress towards obtaining the land. He says a Resettlement Action Plan was developed last year and handed over to the Government Valuer who has since approved it.

"This process was accomplished in December and we are yet to start compensating the residents. However, this does not mean that on receiving payment they immediately leave the land. We will give them ample time to resettle and they are free to continue cultivating until we complete the compensation process. The compensation process is most likely to start at the end of this financial year and will go on for over eight months," he explains.

Who fixes the rates?

The question of how compensation rates are set remains clouded in confusion. Local government leaders and central government officials give conflicting versions of how the system works.

According to the Chief Government Valuer, Benon Okamu, district governments first develop a compensation matrix.

"The Land Act, Section 59, provides for the District Land Boards to submit rates of the respective districts every year," he wrote in an email response to Oil in Uganda. "One of their functions is to compile a list of compensation payable in respect of crops, buildings of a non-permanent nature or any other thing that deserves repayment. This is what we use to compensate the locals."

Yet some local leaders insist that the ‘mathematics’ of the compensation rate are in fact handled by Ministry of Lands in Kampala.

"The problem we are facing is that these matrices are not usually brought to us for approval. They only involve us when misunderstandings arise," according to Robert Okumu, LC-5 Chairman of Nebbi District.

He claims that the compensation matrix being used in Nebbi was originally drawn up for Buliisa district, and has just been applied wholesale.

But according to Dennis Obbo, a Communications Officer in the Ministry of Lands, ‘Payment is based on what figures they [districts] come up with. We only adopt an alternative matrix if the prices are unfair.’

District leaders, he says, should not blame central government for unfair payments.

Information deficit

Mr. Obbo also draws attention to lack of information as a cause of delays and potential conflict over compensation payments. Often, he says, "the locals lack certificates of ownership, neither do they know what property must be compensated and by who. There is lack of sensitization on such matters."

Certificates of ownership can be issued to people who own customary land but lack land titles. Local leaders, Mr. Obbo says, should help people through the process, which should not last more than two months.

How To Obtain A Certificate Of Land Ownership

Rural people do not hold land titles for farms that they have inherited through customary tenure but they can obtain certificates of ownership, according to Denis Obbo, a Communications Officer in the Ministry of Lands.

Such certificates, he points out, can protect families from illegal land grabs.

The procedure is:

- A person who claims to own land fills an application form available from the District Land Board, giving details of the property. The application costs 5,000 shillings.
- The District Land Board calls a meeting with local elders to confirm the boundaries of the land.
- If ownership is confirmed by this process, a certificate of ownership is sent to the Government Valuer’s Office in the Ministry of Lands for confirmation and stamping.
- The stamped certificate is then sent to the recognized owner and can be used to lawfully sell or lease land, and to support claims for compensation.

The process should take only 30 working days, says Mr. Obbo. The trouble is, he adds, few people know that it is possible to obtain the certificates.

We capture the whole conversation.
OGWENDO SUB-COUNTY, BULIISA DISTRICT: Located about 16 kilometres from Buliisa town, this quiet agricultural village is dotted with small mud houses, most of them roofed with shiny aluminium sheets.

There is a stark contrast between the greyish, peeling, aging walls of the small houses and the brand new sheets they are roofed with.

“The compensation money excites people here,” says Onencan Paolyel, who runs a local community based organisation in Buliisa town council. “They buy motorcycles and mabuti (roofing sheets).”

Fancy roofing appears to be one of the more popular ways of spending the windfall that farmers received as compensation for their crops late last year, when surveys were being conducted in their area, near the productive Ngara-2 oil well.

Most of them received at least half a million shillings, and admit that they had never earned that much money, yet they also believe that they deserved more.

In some cases, several members of the same household would be compensated individually if their gardens were neighbouring each other.

“Sometimes it brings conflict because Buliisa is a cultural area,” says Onencan. “It is mainly the women who till the land. But when it comes to compensation, the men want to take the money. The man says the garden belongs to him, because he owns the land, but the woman argues that the crops are hers,” he explains.

An eight month wait
Florence Akumu, a forty-one year old divorced farmer, received five hundred thousand shillings last year as compensation for her crops that were cut down in March 2012.

She told Oil in Uganda that she had expected to be paid at least one million because “a lot of maize and cassava was destroyed” when some men “made a road through my garden.”

Ms. Akumu said that the ‘road’ was about two metres wide, and cut through her entire plot of land, measuring about quarter an acre.

She added that no one had negotiated with her before invading her garden, but some men told her she would be paid for her loss. The sum was not disclosed.

“About eight months later in November, some people who we were told were representatives of Tullow, but different from those who cut down the crops, came here and called a meeting under that tree,” she said, pointing to a huge mango tree, a stone’s throw away from her compound.

“They would call out a name, you go to the desk, you are given an envelope and told to sign. I received five hundred thousand but I don’t know what my neighbours received because each of us was handled individually,” she said.

She admits that it was the largest sum of money she had ever held in her entire life but regrets that she did not do much with it.

“I bought clothes for my three children, and used the balance for feeding. It lasted about five months,” she said.

Marital conflict
Forty year old Zainab Nsekanabo, a farmer, had a sadder recollection of her ‘rich’ days.

She said that her marriage temporarily fell apart and she was forced to abandon her marital home after receiving compensation of eight hundred thousand shillings for her crops—maize, cassava and beans—on her one acre plot of land.

“My husband said he wanted the money, but I refused because I was worried he would use it to marry other women,” she said.

“So I hid the money with a friend and left the home for a while,” she revealed, leaving behind her five children.

When she returned a month later, her husband had given up all hope of ever accessing the money. She then retrieved the money from her friend and used it to purchase clothes for her children, utensils, and other household items.

“We are now back together and okay,” she concludes.

People are glad to get the money, but some say it is not enough and others report that it sparks family disputes.
Women climb the technical ladder

By Flavia Nalubega and Beatrice Ongode

Historically dominated by ‘oilmen’ – tough guys in hard hats and hard-bargaining male executives – the oil industry is slowly following other business sectors in opening its doors to women. Uganda is no exception, as is shown here by profiles of three women who are rising fast in highly technical positions. For this to become a trend, however, Uganda will need to perform better in senior school science. According to the National Examinations Board, sciences were a weak area in last year's A-level results and the number of girls taking sciences actually dropped.

‘You don’t need big biceps!’

Prosovia Nabanja was the first woman technical staff to be employed by the Petroleum Exploration and Production Department (PEPD), where she now serves as Senior Geologist.

She joined the department 13 years ago after completing a BSc in Geology and Chemistry at Makerere University.

“It was hard to blend in because we had several field trips which had harsh, aggressive conditions,” she recalls.

But the mother of three persevered and has since risen through the ranks to become the point person supervising a team that reviews technical proposals from the oil companies on all issues relating to the oil wells.

“It could be maybe where the oil well is going to be drilled, a suspension of the well, should it be plugged and abandoned or which horizon within the well should be tested. We discuss it with the oil companies after which we prepare the consent and the companies can go ahead and execute those programmes,” she says.

Mrs. Nabanja also deploys staff at the oil wells to monitor the oil companies’ compliance with the approved work plans, and is responsible for managing the data that comes out of the drilling processes.

“I have to ensure that the data is per what was approved. If it is the right data, I ensure that the team reviews and evaluates it,” she says.

She explains that it is such data that is used to estimate the quantity of oil and gas that the country possesses.

Not frightened by ‘manly’ jobs

Thirty-year old Catherine Amusugut has worked at the Petroleum Exploration and Production Department (PEPD) for five years, having started there as a trainee while still pursuing a BSc in Geology and Chemistry at Makerere University.

She confesses that geology was not her dream career at the start, but she has grown to appreciate it and has no regrets. She has since upgraded to a Masters in Geology and Geophysics at the University of Aberdeen in Scotland, thanks to a scholarship from PEPD.

Ms. Amusugut’s job entails reviewing the oil companies’ work programs and advising them on how to make them more efficient.

“They usually present a range of things like seismic surveys they are planning to undertake, the wells they are going to drill, where they are going to drill them, for how long and for what reasons. We listen to all this and make sure that all this information is convincing enough to allow them to explore that area, and appraise it, to decide if we have commercial resources there and to decide if we go on to develop this field,” she explains.

In executing such a critical role, Ms. Amusugut, who coordinates a team of ten people, has on some occasions found herself advising oil company executives forty years her senior, who have cut their teeth over time in the industry.

“Someone may think you are questioning their competence yet in actual sense you are just doing your job. But the good thing is we have gone to the same schools they (oil executives) have gone to and we have been exposed to the same technologies that they have been exposed to,” she adds.

Ms. Amusugut is certainly not frightened by ‘manly jobs’ and hopes to head a drilling operation at an oil well one day.

“Whether we find oil or not, it would be good experience.”

‘Being part of the process is exciting’

At only 31, Pauline Irene Butebe is part of the government team working round the clock to ensure that Uganda’s oil refinery is constructed.

Her role as a Petroleum Refining Officer includes ensuring that equipment brought into the country to assemble the refinery and pipelines is of the right quality and standards.

“We have crude oil and this has to be processed to come up with petrol, diesel, kerosene and aviation fuel. My job is to ensure that whatever machinery we put in place to convert this crude into these finished products is appropriate,” she explains.

Ms. Butebe took a BSc in Chemical and Process Engineering at the University of Dar-es-Salaam, after which she obtained a Masters in Advanced Chemical Engineering from Manchester University, with a bias in refinery design and operation.

“Like any other woman, when you join a male dominated sector, there will always be some misconceptions that you are a woman and cannot handle the job so you really need to work hard. I have always ensured that I do my work to the best of my ability,” she says.

“I love my work because I see it contributing to the transformation of Uganda. Being part of this process of changing the nation is just exciting,” she says.

Ms. Butebe has a passion for research and plans to commence doctoral studies in Product Design and Engineering in 2015.
Women, oil and poverty

Uganda’s Oil & Gas Policy (2008) says that oil resources should be used to eradicate poverty. Yet it makes no mention of gender—even though the national Gender Policy (2007) stresses the importance of gender equity for poverty eradication.

Oil does not cause gender inequities. But, if these are not addressed, few women will benefit from oil, and life may become harder for many.

JOBS and LIVELIHOODS

Research across the world has shown that when women from poor households have a little cash they usually spend it on their families, investing in the welfare and future of their children. When men get cash they’re likely to spend more of it on themselves.

The oil industry does not bring many jobs. For rural people, the opportunities are mainly for casual labor in clearing bush or crop land for construction, working on roads, or as messengers, drivers, cooks and cleaners. The great majority of these jobs go to men. Reports from Bunyoro suggest that women are often turned away even from unskilled work because they don’t have “qualifications.” The cultural expectation is that they should look after the home and the garden: going out to earn money is seen as men’s work.

It is also reportedly common for bosses to demand sex in return for giving women work. For this reason, some women who do manage to get casual work from oil industry contractors try to hide the fact, because they don’t want to be seen as having “slept” their way into a job.

There are some opportunities for women to supply fresh farm produce to oil camps and construction workers. [See article on page 10] But better-off farmers are best placed to seize these opportunities.

REPRESENTATION and INCLUSION

Despite Uganda’s apparently progressive national gender policies, local power structures remain male dominated. Traditional leadership is exclusively male. Men occupy a large majority of elected offices and influential administrative positions. For example, according to a study by Energia, only 4 percent of district land officers in Uganda are women.

One result is that when oil companies or central government officials travel to oil areas to meet local leaders or to “consult” and “sensitise” communities, women are all too often marginalised. They lack information about what is happening and their perspectives and needs are overlooked in decision making processes.

EDUCATION

Despite progress towards gender equality in primary education, only around half of Ugandan girls across the country get to senior school, and many of them drop out after one or two years. According to a 2012 UNESCO report, more than 80% of young rural women (aged 15-24) in Uganda lack the “foundational skills” they need to earn a decent living. The same report says that there are 600,000 illiterate Ugandans in this age group, and 59% of them are women. (In Hoima District, 46% of women are illiterate, compared to 24% of men, according to Dr. Consolate Kabonesa.) The government is creating more vocational training places, but these are largely biased towards male-dominated trades such as carpentry and construction. Rural women are thus poorly placed to benefit from any oil boom.

ENVIRONMENT

Women are expected to provide food and water for the family and collect firewood to cook with. Any deterioration in the local environment—like loss of cropland or access to fuel wood resources, or pollution of water sources—therefore hits them first and hardest.

During a recent International Alert study, 45% of more than 1,000 interview respondents said that their access to fuel wood sources had been restricted as a result of oil activities. Given the oil industry’s need for water, it is likely that some women are also experiencing reduced access to supplies.
OIL UGANDA INFRASTRUCTURE BOOM

Oil is driving rapid growth of towns in the oil areas, as towns and roads and other infrastructure to facilitate extraction of the resource. Many entrepreneurs, large and small, stand to benefit from this boom, but the various barriers listed on these pages prevent most rural women from cashing in. On the other hand, according to a recent International Alert survey, 10% of more than 1,000 people interviewed in oil-bearing areas say that they have already been displaced from their homes to make way for oil development.

MIGRATION AND DISPLACEMENT

Oil is fueling several levels of migration. In the oil areas, men are moving from villages to towns in hope of finding work, and this can increase the labour burden for women left at home. Outsiders from further afield are also coming in, and this can increase the pressure on local resources. In addition to this informal migration, oil and construction companies are bringing in contracted workers, with a reported increase in ‘social vice’ including commercial sex which brings a risk of spikes in sexually transmitted infections. (See story on page 3) On the other hand, according to a recent International Alert survey, 10% of more than 1,000 people interviewed in oil-bearing areas say that they have already been displaced from their homes to make way for oil development.

HEALTH

Family health is critically important to women as the main caregivers, but the health of women in poor households is often neglected. Research by Ugandan economists Sarah Ssewanyana and Ibrahim Kasirye finds that, across the country as a whole, men spend more money on health care than women. This is despite the health care needs of women in pregnancy and childbirth. (By the age of 19, 70% of women in Hoima District have given birth, according to Dr Consolata Kabonesa.)

A 2007 study of rural Ugandan women published in the Canadian Journal of Nursing Research found that “the health problems most commonly reported were sexually transmitted diseases, especially syphilis, abdominal pain, genital sores, and mental stress” but that, rather than going to a health facility, women’s “coping strategies included ignoring the problem.”

Any increase in the disease burden will likely make matters worse. Risks associated with the oil boom include a rise in sexually transmitted infections, illnesses related to pollution, including gas flaring, and a potential rise in industry-related injuries such as traffic accidents.

INFRASTRUCTURE BOOM

Oil is driving rapid growth of towns and trading centres in the oil-bearing area as well as roads and other infrastructure to facilitate extraction of the resource. Many entrepreneurs, large and small, stand to benefit from this boom, but the various barriers listed on these pages prevent most rural women from cashing in. On the other hand, pressing infrastructure needs of rural women from cashing in. On the other hand, pressing infrastructure needs of rural women—e.g. safe and accessible water supplies, affordable health care in easy-to-reach clinics—have been largely neglected in the multibillion dollar investment boom.

Sources and acknowledgements


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Thanks to Belinda Katumamu and Betty Acol of Global Rights Alert, Harriet Giumbo and Jacob Bouduhl of ActionAid International Uganda for their help in discussing these issues—but they are not responsible for errors or omissions!
Hoima farmers seize the moment - with some Irish help

By Chris Musiime and Beatrice Ongode

The prospect of a ready market for fresh produce in the oil camps is motivating farmers in Hoima District to start up horticultural projects.

Some farmers have abandoned rice growing and are now venturing into planting tomatoes, cabbages, green pepper, carrots and other vegetables.

The farmers sell their produce to the Hoima District Farmers Association (HODIFA), which goes an extra mile by picking the produce from their gardens and transporting it to the Hoima Business Enterprise Centre.

This Centre was set up by Traidlinks, an Irish not for profit organisation, with funding support from Tullow Oil and the Uganda Investment Authority. It operates a weekly market day at which produce is brought, cleaned and packaged for sale to the oil camps and other businesses in the area.

According to Traidlinks officials, their target is to develop an agricultural supply chain in the Lake Albert Region that will provide 35 percent of Tullow’s food demands in the oil camps in the next two years.

Margaret Kasaija, a retired civil servant grows mushrooms at her residential house in Hoima town. She has been supplying mushrooms to the local supermarkets in Hoima town for a while now but expects to expand and supply some of the oil camps.

With the help of Traidlinks, which advised her on packaging her product, she recently submitted some samples to Tullow Oil and is anxiously awaiting their feedback. If Tullow’s response is positive, she says that she has trained some local women in mushroom growing who will beef up her stock in case she is overwhelmed by demand.

Mrs. Dinah Mwesigwa is a member of the Mpalja Nigina Horticultural Group in Hoima District. She grows cabbages and tomatoes.

She says that she is happy with Traidlinks and HODIFA because they buy her produce from her farm and offer her a good, steady price. In addition, she does not have to incur transport expenses to take her produce to the local market.

“They came here and educated us on the type of seed they need for us to get a good harvest. Now everything we grow is bought. We are told that the produce is eventually sold to the oil camps,” she says.

“To be honest with you, this horticulture is a new thing in Hoima” - Monica Kabatooro, HODIFA Chairperson.

Margaret Kasaija shows off some of the vegetables from her garden at the Enterprise Center

Mrs. Byaruhanga shows off some of the vegetables from her garden at the Enterprise Center
Opportunities in the oil and gas sector abound

Mr. Francis Kamulegeya is the Country Senior Partner of PWC in Uganda, the largest multinational professional services firm in the world. A tax professional, Mr. Kamulegeya has consistently urged Ugandans to exploit the abundant opportunities emerging from the country’s nascent oil and gas industry. We spoke to him about the changes the oil and gas industry has triggered in Uganda’s business environment.

Oil in Uganda: How do you assess Ugandans’ preparedness to earn from the oil industry?

Francis Kamulegeya: If you talk to the E&P companies, they are looking at first oil in 2018, it could even go to 2020, depending on how fast the government moves. For them, first oil means production, selling and earning.

But for the service companies, they don’t have to wait for first oil and they are already making money. So the likes of Baker Hughes, Halliburton, MSL, Remuga Forwarders, PWC, that is where the money is and that is where the focus should be as far as local content is concerned.

We need to look at what the requirements are for services, materials and goods for the industry. If we are talking about building a refinery, we can complain when the equipment is shipped from Houston, Texas, and we say no, we Ugandans should be the ones fabricating and making these bits and pieces. Of course not.

But if we are talking about feeding people in the (oil) camps and they are bringing in tomatoes, cabbages and carrots from South Africa and I am not saying they are doing that—then we have a problem there. The opportunities are very big, but you need to see them in small sizeable chunks.

If you think about the value chain and the way it progresses, at exploration, there is a lot of hi-tech work for which we don’t have the capacity yet. We don’t have the knowledge and equipment.

Yes, people are now going to university to study geology, geosciences or geophysics, but guess what, oil has been discovered. Having said that, there is still a lot to be done in Kenya, Southern Sudan, Democratic Republic of Congo and after that they will go to Indonesia or wherever. We can start exporting very high quality intellectual capital.

But if you were to ask me (for advice) now, whether to go to Kigumba (Petroleum Institute) to learn high tensile, high precision fabrication and wielding, or go to Dundee University and study geology, geophysics and geosciences, I would say go to Kigumba, because that’s where the money is. And that is where you can guarantee that you are going to be working for the next twenty or thirty years.

The challenge with local content is how one defines it and looks at it. It is good to have a policy where you want owners (of businesses involved with the oil companies) to be local people because it ensures that you are working with stakeholders. But you cannot legislate for that.

None of the multinational companies providing services here now have a local shareholding of forty eight percent (Referring to Section 125 of the Petroleum [Exploration, Development, Production] Act, 2013, which provides for the creation of joint ventures between international contractors and local Ugandan companies to supply goods and services to the oil industry that are not available in Uganda. In the new law, the Ugandan company must have a shareholding of at least forty eight percent in the joint venture).

So if this becomes law, does that mean they are in breach and have to sell forty eight percent of their equity to Ugandans? If they have to do that, how many Ugandans can afford that? Or is the government expecting these multinationals to give away forty eight percent?

...Section 122 of our law (Petroleum [Exploration, Development and Production] Act, 2013) was really good practice. It states that a company operating in the industry should, wherever possible, procure services, materials and goods from the local people.

It adds that the local people must have the capacity to add value to meet the health and safety environment standards of the petroleum activities carried on by the licensee. Because at the end of the day, if the licensee contracts you to go and clean their site and you are disposing things in a manner that is not compliant, it is the licensee who is going to be in trouble.

So, I would say that we are prepared but we have failed to communicate the opportunities to the common person in a language they understand and we are yet to fully appreciate the scale of opportunities in this industry.

When you hear that first oil is in 2018, it sounds like five years away from now, but when you work backwards, if all the issues are resolved—refinery, pipeline, then the investors get their development plans approved, you could find that by the end of this year, we have major commitments from the three companies in terms of investments in the sector.

So one has to talk to people in the transport sector.

Look at the laundry services, who is washing those oily dirty overalls? Some French company whose expertise is in laundry services of that kind is going to come and set, if they are not here already. Who is feeding them? Where are they going to sleep?

Even us in the professional services sector—insurance, accounting, banking—it is a question of appreciating the opportunities that are going to be there.

Whereas you may not be able to bank an E&P company, you still need to understand that we shall need two thousand trucks in Uganda and these are brand new one hundred thousand dollar trucks, compliant with all the health and safety issues. Then you go and speak to people who operate coaches that ply the Juba-Kampala route and show them where the money is.

That intervention needs to happen now. In my view it’s not happening...
Opportunities in the oil and gas sector abound .... Continued

Insurance companies are among those hoping to benefit from Uganda’s oil.

An insurance section was included in the upstream bill and in it, players in the oil industry must insure with local insurance firms,” points out Ibrahim Kaddunabi, Executive Director of Uganda’s Insurance Regulatory Authority.

“Everything” in the oil sector is insured, says Mr. Kaddunabi, “Because the principle of insurance works on insuring anything with value.”

Just as private citizens may take out personal insurance policies to cover the risk of losing property through fire, accident or theft, so too oil companies and contractors insure against damage to oil installations, machinery and even the oil itself.

In addition, the companies insure against “environmental concerns,” Kaddunabi adds. This means that if there is an accident resulting in compensation claims or environmental clean-ups, the insurance company will pick up the bill—having, of course, first received up-front premiums from the oil companies.

Asked how much the companies will pay in total for insurance cover, Mr. Kaddunabi replied that “I do not anticipate that everything combined may go beyond 10 percent of the entire value because the highest rate we have in the market is about 5 percent.”

But even 5 percent of the “entire value” of Uganda’s oil value chain is a huge sum, amounting to hundreds of millions of dollars.

The Insurance Regulatory Authority is “training players [insurance companies] themselves in preparation for these new areas of insurance,” according to Mr. Kaddunabi. This is necessary because of the complexity of assessing risks and values in the oil industry, and developing highly specialised kinds of cover.

“Insurance brokers are also re-organising themselves to target the oil and gas sector,” he adds. “The big three international companies Marsh, AON and Gras Savoye are on board. When you have those ones and other strong local ones, then we are strong enough to handle any possible risk in oil and gas.”

Nevertheless, any one company could find it difficult to meet a very large claim against a policy it had offered. For this reason, Kaddunabi concludes, “Ugandans are looking forward to benefiting from the oil and local insurance is one way of addressing this.”

Interview by Flavia Nalubega

Most Ugandans associate AON with Manchester United Football Club. But the company has big plans for insuring Uganda’s oilfields

“Ugandans are looking forward to benefiting from the oil and local insurance is one way of addressing this,” Mr. Kaddunabi concludes. Employment within the insurance sector will be boosted with oil production hence Ugandans will tap from these opportunities.”

Interview by Flavia Nalubega

Oil brings insurance boom

and the moment it doesn’t happen or doesn’t happen properly, we have a potential problem because those in the know will come and do it here and then we start getting the resentment.

In light of that, do you foresee a shift in the way our commercial banks look at indigenous investors?

...If you approach them in the traditional banking way, asking them for their audited financial accounts for the last three years, you might struggle and you may end up discarding them.

You need to look at people from the prospects of the future and cash flows and contracts they have signed with potential clients as opposed to prospects of the future and cash struggle and you may end up discarding them.

...If you approach them in the traditional way, do you think you will find it difficult to get money from them?

...If you approach them in the traditional way, do you think you will find it difficult to get money from them?

If you approach them in the traditional way, do you think you will find it difficult to get money from them?

If you approach them in the traditional way, do you think you will find it difficult to get money from them?
Uganda pioneers ‘cable-less 3D seismic’ surveys

By Jean-Michel Enjolras

Hi-tech ‘cable-less, three dimensional seismic’ surveying is being used for the very first time in onshore Africa in order to develop an accurate, underground picture of the Albertine Graben oilfields. This technique, deployed by Total E&P Uganda, has the added advantage of lower environmental impact on environmentally sensitive areas.

Seismic surveying is a commonly used technology in petroleum exploration and production. It is based on the same principle as the ultrasound scanners used in medical clinics: sending out sound waves and developing a picture from the waves that bounce back.

In the oil industry, sound waves are used to define and study the shape and characteristics of rock formations below the surface of the earth. The sound waves are emitted by vibrator trucks or explosives. A series of geophone receivers and a recording truck then register the returning waves and measure the travel time between the source and the receiver.

At the exploration stage, the most commonly used technology is the ‘2D’ seismic. This involves laying telemetry cables, over land that has first been cleared of vegetation, along parallel lines separated by distances of between one and five kilometres. This gives a broad picture of the subsurface and helps identify the most likely places to find trapped hydrocarbons.

‘3D’ surveys are mostly used for more detailed appraisal once hydrocarbons have been discovered in an area. In this process, the data set is acquired along a grid, and so provides a three dimensional picture of the subsurface. This more accurate image of the size and characteristics of the discovered oil field enables optimisation of development plans—for example the number, location and trajectories of the future production wells.

For its 3D survey in the Murchison Falls National Park, Total chose very recent and specific equipment in order to reduce the impact on an ecosystem that is both highly sensitive and also very important for tourism.

On the recording level, for instance, the 3D seismic is acquired with the latest, cable-less technologies available in the industry—the Fairfield ZLand system.

The field recording units, or ‘nodes’, consist of cylindrical boxes measuring 15 x 12.7 centimetres and weighing 2.2 kilos. They have an internal power supply (Li-Ion battery), internal geophone receiver and GPS positioning and inbuilt memory.

These nodes are positioned at 25 metre intervals along lines 100 metres apart. They are placed below the ground level and covered with a few centimetres of grass or soil. They are easy to put in place, allowing a minimum cutting of the vegetation and a minimum disturbance to the wildlife. After a few days of recording, the nodes are picked up and the data are downloaded in the laboratory at the base camp.

The energy sources are deployed on lines perpendicular to the receiver lines, and are of two different types. Mini vibrators (see picture) send a signal through a vibrating steel plate pressed on the ground. In areas where the vibrators cannot access, light explosives charges, are buried six metres deep in a slim hole.

This cable-less seismic system is a high performance, low impact surveying method ideally suited to work in sensitive environments. It produces quick results with less manpower and fewer supporting vehicles. Optimum coverage and quality is achieved without deploying kilometres of cables. Thus it has a much more limited impact on wildlife and vegetation compared to other techniques.

This shows the commitment of Total and its partners to always look for optimal technical solutions, and take every mitigation measures to minimise the environmental and social impacts of oil activities.

In line with its biodiversity commitment, Total E&P Uganda has also started what will be a growing series of biological surveys in collaboration with Uganda Wildlife Authority (UWA). We have employed a biodiversity team to lead this work, monitoring animal and plant populations, defining avoidance maps ahead of activities, and compliance procedures to be followed during all operations.

We are investing in research, planning and equipment across all our departments to avoid the impact of activities, and are engaging national and international expertise to ensure the best possible standards of implementation, as well as complying with national regulatory requirements and internationally recognized best practices in all our operations.

“This technique, deployed by Total E&P Uganda, has the added advantage of lower environmental impact on environmentally sensitive areas.”

Jean-Michel Enjolras is Director of Geosciences for Total Exploration & Production Uganda
Troubled times for Tullow Oil

A company that once seemed blessed with the 'luck of the Irish' has seen its public image tarnished and its share price plummet.

It's been a horrible few months for Tullow Oil plc, the Anglo-Irish explorer whose oil discoveries in Uganda and Ghana made the company a big name in the global energy industry.

Firstly, the Government of Uganda's apparent victory over Heritage Oil & Gas in the London Court of International Arbitration (LCIA) was not just bad news for Heritage, it also has serious implications for Tullow.

The case concerned Heritage’s liability to pay capital gains tax on the 2010 sale to Tullow of exploration and production rights in the Albertine Graben. Heritage walked away from the US$1.49 billion deal with a huge profit, but disputed a 30% tax bill presented to the company by the Uganda Revenue Authority (URA).

The arbitration proceedings were theoretically secret but Ugandan officials and government politicians jubilantly announced in March that the tribunal had found in Uganda’s favour: the tax claim was legitimate, and Heritage should have paid. (The government’s disregard of the supposed confidentiality of the proceedings stands in marked contrast to its insistence that the confidentiality of production sharing agreements must be respected).

This is not good news for Tullow because the company had also disputed capital gains tax demands on its later sale of rights to CNOOC and TOTAL. The LCIA is not in fact a court of law, so its findings do not have the full force of legal precedent. Yet it now seems more than likely that Tullow too will have to pay the full amount that the URA billed for its ‘farmdown’ to TOTAL and CNOOC.

Meanwhile, a public battle in London’s High Court between Tullow and its former partner, Heritage, produced revelations that embarrassed both Tullow and the British government.

When Heritage refused to pay its tax bill, the government of Uganda put pressure on Tullow—including threatening to revoke the licence of the Kingfisher field—to pay on Heritage’s behalf. Tullow, anxious to avoid government approval for its own deal with TOTAL and CNOOC, eventually handed over the money and then sued Heritage to recover it.

When the case opened in London’s High Court in March, emails from Tullow executives presented in evidence revealed much that the company would surely have preferred to remain private.

I wouldn’t be surprised if MT [President Museveni] gets a fat wedge of election campaign money from some shadowy player for the rights to area 3A,” wrote Angus McCoss, head of exploration, to senior colleagues in August, 2010. “Tullow paying GOU a fat lump sum licence fee ahead of the interlopers in lieu of the tax bill difference for a fat 40-year EDP basins licence could in my opinion be readily justified to shareholders as value-adding,” he went on to suggest.

In another email, Mr. McCoss said it was “worth thinking about meeting MT’s short-term needs and demands.” Under cross examination, Tullow Company Secretary, Graham Martin, accepted that by “short-term needs” McCoss meant President Museveni’s need to win the 2011 election but denied that McCoss was proposing a payment to the president’s campaign funds.

Yet this was enough to have not just the Heritage legal team but also British and Ugandan media sniffing bribery, and for Uganda’s Attorney General to demand an explanation and apology from Tullow.

The court also heard that the UK Foreign and Commonwealth Office not only lobbied hard on Tullow’s behalf over the tax issue but probably broke its own rules in doing so.

A draft letter from Africa Minister, Henry Bellingham, to President Museveni in 2010 was reportedly first sent to Tullow and amended by Tullow Chief Executive, Aidan Heavey—a donor to the UK’s ruling Conservative Party—to better reflect the company’s position. The original document was marked ‘restricted.’

It also emerged that Miriam Shearan, the wife of the then British High Commissioner to Uganda, Martin Shearan, was working for Tullow at the time.

Hard on the heels of the bad press generated by this, came another public relations blip for Tullow.

The company is the founder and chief backer of Invest in Africa, a corporate charity that sponsors struggling UK football club, Sunderland FC. The club hit UK headlines in early April when it appointed a self-declared “fascist,” Paolo Di Canio, as its manager. Former UK Foreign Secretary David Miliband, resigned from the club’s board of directors in protest.

Invest in Africa announced that it was re-considering the sponsorship deal. But this came too late to prevent football fans in Ghana from comparing that Tullow, whose main cash income comes from its offshore operations in Ghana, was happy to sponsor “racist” British clubs, but last year “refused” to sponsor the Black Stars, Ghana’s national team.

British NGO, PLATFORM, joined the fray in an interview with the BBC, repeating its claim that Tullow’s contracts with Uganda allow the company “excessive” profits.

The Sunderland FC fracas attracted little attention in Uganda, but Tullow received a further drubbing when The Daily Monitor ran a story claiming that the company paid foreign consultants exorbitant fees to evaluate ‘corporate social responsibility’ programmes without offering local consultants a bite at the cherry.

All together these events have left Tullow looking politically inept at a time when its exploration luck has also dipped. The first well in an Ethiopian drilling campaign hit technical snags, while a second exploration well in French Guiana proved to be dry. In response, Tullow share prices fell to an 18 month low. In an effort to re-focus its portfolio, the company has announced the sale of interests in Bangladesh as well as part of its interests in offshore Ghana.

Tullow’s discomfort is not necessarily good for Uganda. President Museveni’s determination to dictate terms to international companies has been vividly underlined. International investors, however, will have underlined “high-risk area” on their maps of Uganda.
A drilling engineer is not made in a day

By Cathy Adengo

It is 2 a.m. on a cold, wet morning in Northern Kenya on board the Weatherford Rig 840 drilling Ngamia well and Joan Namukasa is struggling to keep her eyes open. She swipes her face with cold water and takes a cup of coffee as she walks up and down the staircase to the rig floor all in a bid to stay awake.

One of only three women drilling engineers in Tullow Uganda, Joan is used to being on site with her colleagues Susan Namuganyi and Susan Musiime-Okello but on this shift she is alone as ‘the Susans’ are away at a training course in Aberdeen, Scotland.

Oil and gas is traditionally one of the world’s most male-dominated industries and it is a great achievement to gain acceptance in it as an equal footing with the men.

‘A career in petroleum engineering is hugely interesting and I would love to see more women in the profession because it is truly a rewarding experience,’ says Joan.

Joan Namukasa Kanya joined Tullow in 2010 as part of a Graduate Drilling Engineering Training Program where graduate engineers spend time on Tullow’s various sites to gain operational experience.

She is in charge of producing daily drilling operations reports, preparing mud reports and project cost estimates and following up on the service companies.

Her training requires her to be at the rig site to learn about the drilling operations as per the design programme and detailed procedure of the well. The trainees help ensure that the service companies and drilling contractors follow the programs to the letter.

Susan Musiime-Okello also joined Tullow in 2010 as a graduate drilling engineer fresh from university. She had gained a Masters in Petroleum and Environmental Process Engineering and as such it is important for them to prove their technical abilities. Tullow makes this possible through its structured development programme, which is internationally recognized and offers experience across the world in countries where Tullow Oil operates.

According to Susan Musiime-Okello, being female has not hindered her learning at all as she is treated with respect by her male counterparts. As well the training and study opportunities she has received, the recently married mother of one has had the chance to travel the world and experience different cultures, which helps her to interact and work with a global team.

As the process to becoming a skilled drilling engineer takes time and lots of experience, Tullow is continuously developing new programmes to continue the learning process.

In 2011, a Well Engineering Development Program was launched with 14 participants from six countries—Uganda, Kenya, Ghana, Ireland, South Africa and England. It is a structured program that involves ‘accountability’ to measure the trainees’ progress through assessment of modules and courses they have attended.

So far, the three Ugandan women drilling engineers have attended a total of eight training courses in various countries. The training and mentorship opportunities they have received have not only empowered them as individuals, but are nurturing them into well-groomed female engineers advancing their country’s national development.

Yet they all agree that more should be done to make the industry more attractive to women. According to Susan Namuganyi, ‘With the right training and ability, a girl can be as good as a guy. Gender is irrelevant.”

Cathy Adengo is Tullow Uganda’s Corporate Communications Manager.

Joan Namukasa, a Tullow Uganda drilling engineer, reviews technical reports with colleagues at a rig site.
Visit our resources section on www.oilinuganda.org and download a host of articles, papers and reports on Uganda’s oil and gas industry, like:

Ben Shepherd: Oil in Uganda: International Lessons for Success: Outlines governance weaknesses and predicts worse to come if these are not addressed. Calls for “a national conversation” on oil policy and examines the example of various other countries. Mr. Shepherd recommends that Uganda picks different elements of several models to fit its own situation. The report received a lukewarm welcome at its Kampala launch: civil society critics complained that it is too lenient on the government, contains little original research and excludes public opinion.

Mark Henridge, John Page: Managing a Modest Boom: Oil Revenues in Uganda: Uganda will not receive significant oil revenues for “at least a decade” and the income will not transform the country, probably amounting to no more than five percent of GDP over a 30 year period, according to this study. Yet, the authors say, if used wisely the revenue boost “will allow Uganda to put in place the institutional reforms, policy actions and public investments to underpin the changes in economic structure needed to sustain growth once the resource is depleted.”

Columbia University: Oil: Uganda’s Opportunity for Prosperity: Argues that Uganda has a short window of opportunity to ensure that it extracts the full value from its oil endowment. Rigorous preparation is required to avoid the ‘resource curse’. The paper makes a total of 56 policy recommendations to establish the necessary legal, governance, environmental and social foundations for a strong oil sector before full-scale production begins in 2016. The paper concludes that the country is off to a good start, but that much work remains to be done.

Telly Eugene Muramira and Jacob Manyindo: Sharing oil and gas revenues in Uganda: Describes and evaluates oil and gas revenue management models practiced in various countries. Recommends that government “should study and actively participate in determining oil extraction levels,” and that royalties and taxes should be set at “concessionary levels” for the purpose of “attracting and retaining investments in domestic oil production.”