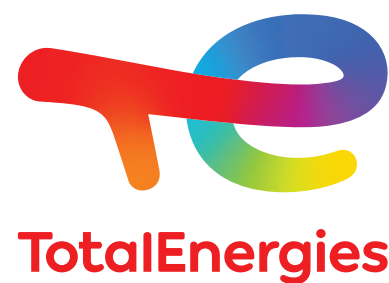


Let's Talk!

Issue 05 September 2022.



Tilenga - Towards Gender Equality

“Fully including women isn't doing them some kind of favor or granting a concession. It is first and foremost making the most of the differences they bring to the table.”

Patrick POUYANNE, Chairman and CEO of TotalEnergies

In this edition of Let's Talk! we will focus on Gender within the Tilenga Project. TotalEnergies EP Uganda is intent on promoting diversity and equal opportunity. The Company, through its Human Rights Guide prohibits any form of discrimination as characterized by unfair and unfavorable treatment of individuals because of their gender, age, origin, political, religious affiliation among other dimensions. TotalEnergies' Code of Conduct also contains references to gender sensitivity and particularly the need to avoid discrimination in recruitment and work.

A valuable study conducted by Dr. Isaiah Owiunji and Santa Vusia Kayonga on behalf of the Civil Coalition on Oil and Gas (CSCO) and Advocates Coalition for Development and Environment (ACODE) (**Gender Integration in the Petroleum Development Process in Uganda (Presentation March 2022)**) recently pointed out that:

- “Petroleum development can bring many positive benefits to the host country and communities, but it also has the potential to create or exacerbate gender based and other vulnerabilities within communities”
- “There is evidence that the distribution of risks and benefits in extractive industries is uneven: benefits often accrue to men in the form of employment and compensation, while the costs, such as family and social disruption, and environmental degradation, fall most heavily on women (due to their gender roles and position in the family and community)”
- “Gender-related impacts of oil and gas development may be found in: employment and other economic opportunities, participation and access to information, skills development opportunities, land rights, environmental protection and health and social capital”.

TotalEnergies EP Uganda is working hard to ensure that gender issues are considered in its activities. This bulletin will describe some initiatives undertaken to date by TotalEnergies EP Uganda (TEPU).

We believe that this goes some way to addressing the recommendations set out in the above CSCO Report and we also believe that this is an area where continuous improvement is necessary. In this spirit we would love to hear your suggestions and concerns on gender matters. Share your feedback, comments, and questions with us at: ep-ngo-human-rights-ugap@totalenergies.com

Did You Know?

The United Nations Sustainable Development Goal (SDG) 5 calls for the need to “**achieve gender equality and empower all women and girls**”.



**Gender
equality**

Definitions

Gender: Gender refers to socially constructed roles, responsibilities and opportunities associated with women or men in a society at a specific time and place.

Integration: is the process of assessing the implications for women and men of any planned action, including legislation, policies, plans or programmes, in all areas and at all levels. The ultimate goal is to achieve gender equality (Eftimie et al 2009).

Gender- equal Society: is a society in which both men and women have equal opportunities to participate voluntarily in activities at all levels as equal partners and are able to enjoy political, economic, social and cultural benefits as well as take responsibilities equally

Source: CSCO report on Gender Integration in the Petroleum Development Process in Uganda (2021)

Why Gender within the Tilenga Project?

Gender related risks were identified when conducting the **Tilenga Environmental and Social Impact Assessment (ESIA) dated April 2019**, such as the unequitable sharing of compensation in some households, **disruption of traditional land tenure systems, increased distances to public social services, prostitution and Gender Based violence** among others. The full Tilenga ESIA is publicly available at:

<https://corporate.totalenergies.ug/tilenga-project-environmental-and-social-impact-assessment-report>.

Having identified these risks, the Project took action to avoid and mitigate them by ensuring that gender sensitivities were considered as a cross cutting issue in the mitigation measures set out in its environment and social management plans.

A gender management plan has been put in place aiming at fostering gender equality in the project area. For example, the project offers access to employment and business opportunities, equal pay for same work, safe working conditions, access to quality education, and health services. This Management Plan is being implemented by the Company and all its contractors. Specifically, early this year, TotalEnergies EP Uganda (TEPU) hired Net Worth a local Company to provide services related to among others creating awareness about Gender Based Violence including violence against children. The contractor will work hand in hand with trained community members to support in managing gender issues arising out of the oil and gas operations.

Let's Talk! – Empowering women through stakeholder engagement and land acquisition

Involving women in stakeholder engagement

TotalEnergies EP Uganda implements a gender-inclusive approach to stakeholder engagements.

“The perspectives of women, minority groups and other categories with special requirements must be obtained and their interests factored into resettlement planning and implementation. (International Finance Corporation (IFC) 5).”

As well as encouraging women to attend regular meetings, sessions specifically dedicated to women have been organized. For instance, recent meetings have been specifically dedicated to women's associations such as Pakwach Women's Council, Nwoya Women's Council, Buliisa Women Development Association, Kikuube Women's Council and Hoima Women's Council.

These women associations are a representation of the different groups within the district that play an advocacy role in relation to women's rights. The meetings discussed updates regarding different projects with Kingfisher, Tilenga, UNOC and provided space for women to give feedback about the project, ask questions and receive responses from the joint venture partners.

The women were especially interested in subjects such as business opportunities, employment, and gender inclusive engagements.

In addition to ensuring that women are part of regular engagement activities, TotalEnergies EP Uganda is careful to ensure that Project representatives include females.

As an example, Resettlement Planning Committees (RPCs) include women representatives who are elected to represent the interests of Project Affected Persons (PAPs) in discussions, provide regular feedback and seek support and approval in decision-making processes.

Involving women in land acquisition process.

Spousal consent is a requirement for purchase of land for the Tilenga project. Where the couple opts for “in-kind compensation” (i.e., land for land) the replacement titles bear the names of both wife and husband. Signatures of both spouses are required on valuation forms and on compensation agreements. For certain disclosure meetings, it is not permitted to proceed without both spouses being present.

Financial literacy and compensation payments

Definition: According to the UN Capital Development Fund (UNCDF), financial literacy refers to a set of skills and knowledge that allows individuals to make informed and effective decisions regarding money matters. Financial literacy is a combination of financial awareness, knowledge, skills, attitude, and behavior necessary to make sound financial decisions and ultimately achieve individual financial wellbeing.

As a prerequisite for payment of compensation, Project Affected Peoples must open bank accounts. It is a requirement that such accounts are opened jointly by husband and wife. Compensation payments are made directly to such joint bank accounts (with women as co-signatories). Cash compensation cannot be withdrawn without the consent of both spouses. Financial literacy training is offered to both spouses. It is expected that these measures will favor a situation where compensation will benefit the whole family and key decisions are made by the family unit.

Challenges

Despite efforts to protect women during the resettlement process, there are still challenges. For example, it can be difficult to ensure equitable management of benefits within households where cultural norms dictate that the male head the household is the primary decision-maker.

Let's Talk! –Women in Livelihood Restoration Activities



Figure: Acan Irene, cassava farmer, Kasinyi Village Buliisa District (RAP 2-5 PAP)

Women in households which have been economically displaced due to the Tilenga Project benefit from Livelihood Restoration Activities along with other members of the household. Activities proposed include assistance with improved cassava production, preparation, and storage; assistance with improving cultivation of vegetable gardens; Apiary enterprise and work related to poultry and goat husbandry.

In preparing these livelihood programs, great care was taken to collect gender disaggregated data and to understand the different impacts on men and women.

For instance, farming is more of a feminine role among the Bagungu, Banyoro and the Alur communities which are the dominant tribes in affected communities. Thus, the percentage of women identified as crop farmers is higher than that of male crop farmers. Women also have multiple roles in the household such as primary home-care givers, fetching water, firewood, building material (especially thatching grass), childcare, cooking and cleaning.

Vulnerable Persons

The Tilenga Project is particularly diligent in following up with vulnerable persons, including women-headed households, persons with disabilities and persons living with long term illnesses.

Extra care is taken to make sure that they are encouraged to benefit from the available livelihood restoration activities, including transitional support given as part of the relocation exercise. Support is offered to all Project Affected People (PAPs) for a duration of six (6) months to help them bridge the planting seasons in the form of culturally appropriate food stuffs such as cassava flour, maize flour, beans, and cooking oil.

Let's Talk! – Equal Access to Training

As a responsible corporate citizen, TotalEnergies invests in availing education opportunities to the districts that host its operations.

Although education is not part of the Company's core business, it is part of the Company's Corporate Social Responsibility (CSR) strategy that ensures that future anticipated human resources' skills are made available for the nascent oil and gas industry in Uganda during the development phase.

It's therefore anticipated that TotalEnergies EP Uganda will over time contribute to skilling a national workforce that can actively participate in the oil and gas project in Uganda.

Support to girls' education is at the core of the Company's Education Programme a scheme targeting primary school leavers from schools and / or residents of Nwoya and Buliisa districts. The purpose of the scheme is to strengthen girls' performance in science studies at Ordinary level so as to increase their chances to access Advanced level studies and further education opportunities. So far sixty (60) girls have been able to benefit from this initiative.

At community level, the Company is open to supporting women community-based organizations with knowledge about the oil and gas industry. For example, an information sharing session on available opportunities in the Tilenga Project was conducted for Kakindo Integrated Women's Development Association (KAWIDA) in May 2022. Some of the issues discussed included sensitization about the use of the National Data Supplier Database and the need for the Company to consider making adverts on specific jobs clearer.

Voluntary Principles on Security and Human Rights (VPSHR) Sensitisation on Gender

VOLUNTARY PRINCIPLES ON SECURITY + HUMAN RIGHTS

TotalEnergies EP Uganda is currently preparing materials specifically designed to alert Government and Private Security forces to gender issues. The objective is to help officers understand the risks that women may face in the security context and how they can take a gender-sensitive approach to their everyday work. Case studies will be used to focus on the different ways in which women can experience discrimination (e.g., sexual harassment) and how women's rights can be negatively impacted in the security context with the aim of working to mitigate these negative impacts

Let's Talk! – Equal Access to Employment

Women may perceive the oil and gas industry as not being an equal employer towards both genders. Cultural constraints upon women's mobility, and lower levels of education, are potential barriers to participation. "Time poverty" can also be an issue due to domestic responsibilities as mothers and wives.

Nevertheless, there are clear social and business benefits to integrating women in oil and gas activities:

- Enhanced developmental outcomes for women, families and communities;
- Realizing the potential of almost half of the available labor force;
- Equal and inclusive growth;
- Workforce diversity can increase efficiency, competitiveness, and innovation.

TotalEnergies fosters an equal-gender workplace environment and promotes the visibility of women. As part of the Company's drive towards gender equality it has set an objective of having 30% of women in executive and senior management position by the year 2025.

A network known as TWICE (Total Women's Initiative for Communication and Exchange) is in place to ensure the growth of women in the subsidiary through coaching and mentorship opportunities.

strive to; heighten awareness of both men and women to gender diversity and equip women to become future leaders.

At TotalEnergies EP Uganda [large percentage] of the workforce is currently women and care is taken to ensure parity in recruitment.

Emphasis is placed on ensuring that Contractors are inclusive to women candidates when recruiting for project activities. For instance, when mobilizing communities for casual job opportunities, women are encouraged to apply. Affirmative action is taken to favor women applicants during the ballot exercise when they have the necessary qualifications.



Figure: Gender consideration in casual recruitment using the ballot box by Mc Dermott at Kibambura village on 26th January 2022

Definition: A ballot exercise is a random equal selection process. Community members may write their names as applicants for positions, the names are placed in a closed box and candidates are randomly selected from the box. During stakeholder engagements, TEPU raises awareness of equal involvement of women and men in project activities.

In practice, job adverts for both the company and contractors encourage women to apply.

Challenges

The following are examples of challenges which women sometimes face when working in a traditionally male-dominated industry such as oil and gas:

- Labor on the industrial site can be predominantly manual which may marginalize some women;
- Cultural influences can include fear by men of financial independence of women and fear of disrespect;
- Fewer women study STEM (Science, Technology, Engineering and Math) subjects in Uganda; consequently, it may be more challenging to find women trained to work in semi-skilled or skilled positions.

Let's Talk! – Gender Mainstreaming

The development and production of oil and gas will have potential impacts on gender. The Environment and Social Impact Assessment (ESIA) for Tilenga oil and gas project documented the potential impacts on gender and subsequently a Gender Management Plan (GMP) was developed to mitigate the potential adverse impacts of the project on gender.

In May 2022, TEPU hired Net Worth a local Company to ensure the mitigation measures outlined in Gender Management Plan are implemented through mainstreaming gender in all project activities. The goal is to have equal gender participation and sharing of opportunities/benefits from the Tilenga oil and gas project.

The project's Scope in relation to gender mainstreaming includes stakeholder engagements with other actors implementing similar interventions and duty bearers like the police and the judicial system and Gender capacity building initiatives like awareness sessions on GBV and women's rights.

Tackling Diversity & Inclusion in TotalEnergies EP Uganda

In May 2021 TotalEnergies held a diversity and inclusion week to stimulate dialogue and unite teams around diversity and inclusion. Four discussion themes were selected:



Click on the links
below to find out more



Or Visit our Let's Talk Resource Centre at:

TotalEnergies EP Code of Conduct

https://www.total.com/sites/g/files/nytnzq111/files/atoms/files/total_code_of_conduct_va_0.pdf

Why and How does TotalEnergies Integrate Gender Issues into its Human Rights Due Diligence, 2021

https://www.total.com/sites/g/files/nytnzq111/files/atoms/files/human_rights_internal_guide_va.pdf,

https://www.total.com/sites/g/files/nytnzq111/files/atoms/files/human_rights_briefing_paper_update.pdf

Gender Dimensions of the Guiding Principles on Business and Human Rights:

<https://www.undp.org/publications/gender-dimensions-guiding-principles-business-and-human-rights#modal-publication-download>

African Development Bank Women's economic empowerment in oil & gas industries in Africa

https://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/anrc/AfDB_WomenEconomicsEmpowerment_V15.pdf

Danish Institute, 2019 Towards Gender-Responsive Implementation of Extractive Industries Projects:

<https://www.humanrights.dk/publications/towards-gender-responsive-implementation-extractive-industries-projects>

EBRD (European Bank for Reconstruction and Development), IFC (International Finance Corporation), CDC (Commonwealth Development Corporation): Addressing Gender-Based Violence and Harassment. Emerging Good Practice for the Private Sector:

https://www.ifc.org/wps/wcm/connect/f1645167-7eff-439b-922b-7656c75320ab/GPN_AddressinGBVH_July2020.pdf?MOD=AJPERES&CVID=nddokiS

Oxfam, 2017 A guide to gender impact assessment for the extractive industries:

<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620782/gt-gender-impact-assessment-extractives-010117-en.pdf;jsessionid=B693D927EE80DF6C06D85FA954868D9C?sequence=1>

Rio Tinto Why gender matters: Training for communities & social performance practitioners:

https://www.csr.uq.edu.au/media/docs/395/why_gender_matters_training_communities_social_performance_practitioners.pdf

United Nation's Gender Equality Website: <https://www.un.org/en/sections/issues-depth/gender-equality/>
Guidance: Gender Dimensions of the Guiding Principles on Business and Human Rights:

<https://www.undp.org/publications/gender-dimensions-guiding-principles-business-and-human-rights#modal-publication-download>

CSCO Policy Briefing Paper, 2021. Gender Intergration in the petroleum development process in Uganda

<https://www.acode-u.org/uploadedFiles/CSCO-brief-2021.pdf>

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