



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)

WOMEN AND THE OIL AND GAS INDUSTRY IN GHANA



STAR-Ghana
Strengthening Transparency, Accountability
and Responsiveness in Ghana



USAID
United States Agency for International Development



DANIDA
Danish International Development Co-operation

**STRENGTHENING WOMEN'S AGENCY TO DEMAND
ACCOUNTABILITY, EQUITY & TRANSPARENCY
FROM INDUSTRY ACTORS
FOR IMPROVED LIVELIHOODS**

FEBRUARY 2014 - AUGUST 2015



**NETWORK FOR WOMEN'S RIGHTS IN GHANA
(NETRIGHT)**

Partners



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PREFACE

Network for Women's Rights in Ghana (NETRIGHT) is a coalition of civil society organisations (CSOs) and individuals who have a clear interest in working together to bring a gender perspective to national processes as well as policy content and implementation. The organisation was started in November, 1999 by a group of women's rights and gender-oriented NGOs, and women's rights activists who had identified that the absence of a platform for women's rights NGOs to respond collectively to issues of national importance was a critical factor inhibiting their ability to impact national processes and policies for gender equality. Other gaps identified included an under-emphasis of the political and power relations that structures gender and other forms of inequality in development work.

NETRIGHT aims to draw attention to violations of women's rights and to campaign for changes to achieve women's equality. Other aims include the creation of a space to debate and articulate more clearly the different positions within the Ghana women's movement on women's rights. To ensure inclusiveness, NETRIGHT provides a national advocacy platform for CSOs around national and international processes and educates the public about gender equality and women's rights issues. A cardinal principle of NETRIGHT is to support the interventions of its members by providing a collective platform and avoiding duplication or competition with its members. NETRIGHT's work is based on three (3) core areas:

- Economic Justice
- Natural Resources
- Movement Building

To achieve its vision, NETRIGHT carries out its work through outreach programmes, public education, advocacy, information sharing, research, publications, networking and alliance building. Currently NETRIGHT has a membership of 74 organizations and over 150 individuals across Ghana. To ensure that NETRIGHT maintains a stronger presence in the regions, the network has focal points/persons who implement NETRIGHT's activities/programmes in the regions. NETRIGHT is hosted by one of its member organizations, the Third World Network Africa (TWN Africa). To date, there have been five Convenors namely;

- | | | |
|---|---|-----------|
| <input type="checkbox"/> Mrs. Dorcas Coker-Appiah | - | 1999-2002 |
| <input type="checkbox"/> Prof. TakyiwaaManuh | - | 2002-2003 |
| <input type="checkbox"/> Prof. Dzodzi Tsikata | - | 2003-2005 |
| <input type="checkbox"/> Dr. Rose Mensah-Kutin | - | 2006-2009 |
| <input type="checkbox"/> Dr. Akua Britwum | - | 2010 - |

NETRIGHT's record of accomplishments and credibility as one of the few organisations working consistently on gender and economic justice for the past 14 years in addition to its experience with organising high-level meetings on women's rights have provided the capacity and expertise in convening national, regional and international consultations.

As a women's rights and economic justice network, NETRIGHT is interested in contributing to civil society engagement on oil and gas issues in the country from a gender perspective. As a network seeking to promote the right of women in economic and development policy making, NETRIGHT is interested in how the decision making processes around oil and gas are involving and taking the concerns of women into account and whether the decisions are prioritising national interest and citizens' rights. NETRIGHT is equally interested in engaging with the process to ensure that oil as a vital energy service becomes easily accessible, reliable and affordable for women. This should happen through

increased investment in basic infrastructures that utilise oil and gas to reduce women's burdens.

This publication is part of interventions by the network to ensure that Ghana's oil and gas industry responds to the needs of women, children, youth and socially excluded groups in particular; and Ghanaian citizens in general.

Akua O. Britwum (PhD)- NETRIGHT Convenor

ACKNOWLEDGEMENTS

This publication is the outcome of STAR Ghana's grant awarded to the Network for Women's Rights in Ghana (NETRIGHT) to promote gender-responsiveness in the oil and gas industry through active citizens' participation at the local and national levels.

NETRIGHT is grateful to direct and indirect project beneficiaries and all key stakeholders at the district and national level for their support and commitment to the project. We wish to express our appreciation to the people of the Jomoro and Ellembele districts – in particular, women, traditional leaders, the two (2) District Assemblies and the media for their support during project duration.

We thank members of the Gender Advocacy Platform (GAP) and Women's Accountability Committee (WACOM); Western Nzema Queenmothers' Association and Advocates and Trainers for Children and Women's Advancement and Rights (ATCWAR) - NETRIGHT's Focal Point for Western Region for their dedication and commitment towards the project.

NETRIGHT is equally grateful to its partners – ABANTU for Development (ABANTU), International Federation for Women Lawyers – Ghana (FIDA Ghana) and Women in Law and Development - Ghana (WiLDAF Ghana) for the collaborative effort in ensuring project achievements in spite of challenges encountered during project period. We appreciate the commitment and hard work by the 4 project teams, without them, there would have been no success story to tell – we really appreciate their role in making this project a huge success at the district and national level.

To STAR Ghana, we are grateful for the opportunity through the granting of funds to ensure that women play a key role in the oil and

gas industry; in addition, to ensuring that gender becomes a key component in the formulation and implementation of laws, regulations and policies governing the oil and gas industry and in local governance; and development planning and budgeting.

ACRONYMNS

ABANTU	ABANTU for Development
ATCWAR	Advocates and Trainers for Children and Women's Advancement and Rights
ESIA	Environmental and Social Impact Assessment
ECOWAS	Economic Community of West African States
FIDA Ghana	International Federation of Women Lawyers Ghana
GAP	Gender Advocacy Platform
GES	Ghana Education Service
GP s	Grant Partners
GSS	Ghana Statistical Service
MTDP	Medium Term Development Plan
NCCE	National Commission on Civic Education
NETRIGHT	Network for Women's Rights in Ghana
PWD s	Persons living with Disability
STAR Ghana	Strengthening Transparency, Accountability and Responsiveness in Ghana
WACOM	Women's Accountability Committee
WILDAF Ghana	Women in Law and Development Ghana

SECTION ONE

MAKING A CASE FOR THE PROJECT

1.0 Introduction

The Network for Women's Rights in Ghana (NETRIGHT) in collaboration with three (3) of its member organisations – International Federation of Women Lawyers Ghana (FIDA Ghana), ABANTU for Development (ABANTU) and Women in Law and Development Ghana (WiLDAF Ghana) undertook a project aimed at strengthening women's agency in the oil and gas communities to interrogate development policies and create a common platform for action. The project proceeded on the premise that development planning in Ghana is conceived within the neo-liberal paradigm which has failed to deliver benefits to the nation as a whole and women in particular. The oil and gas value chain currently focuses on scientific, technical and economic dimensions utilising experiences of other countries. This is losing sight of the fact that there are persistent social and gender related inequalities bordering around power interrelationships, access to resources and representation of women.

Ghana's Western Region is known to have a high concentration of natural resources that undergird the national economy. The vast array of natural resources notwithstanding, the region happens to be one of the least developed in the country. The oil and gas discovery brings in its wake a renewed questioning of the benefit of natural resource extraction to the people of this region. Ghanaians are generally alert to the negative social impact wrought by oil and gas discoveries elsewhere in the West African sub-region. Public awareness of the impact of the 'oil and gas find' on rural livelihoods has been heightened thanks to heated debates in the print and electronic media. Mass public support, as a result, has been generated towards the need to protect the livelihoods of women and the poor in oil and gas fringe communities.

In 2008 NETRIGHT carried out a baseline study on oil and gas in the Western Region and followed up with advocacy work on the research findings across the country. The study concluded that there were critical social concerns like the loss of livelihoods, land commercialisation, destruction of farmlands, poor environmental sanitation and high illiteracy. NETRIGHT's findings were consistent with reports on the Ghana Government's portal which raised in addition concerns about inadequate knowledge of the socio-economic implications of the oil and gas discovery on the oil fringe communities. There were indications that the emerging oil and gas industry was bound to exacerbate existing gender imbalances if policy and related legislative frameworks were insufficiently gender sensitive.

1.1 Project Goals

Generally the project aimed to generate public interest on gender equitable development as an avenue to influence the evolution of alternative development paradigms. It also sought to provide a common platform advocating gender responsive development planning. In order to achieve the project goal, a component of the project sought to strengthen the capacity of women in Jomoro and Ellembelle Districts and enhanced their advocacy and lobbying skills to promote livelihood security. It was expected that this will lead to an increase in the participation of women and other socially excluded groups in key policy making processes and serve to make policies more gender sensitive.

The project was implemented at two levels - national and the district levels. At the national level, the project sought to mainstream gender into the oil and gas sector policies and regulatory frameworks to protect the interests of women and other socially excluded groups in oil fringe communities in Ghana. At the district level however, it sought to enhance the capacity of women and socially excluded groups on oil and gas and local governance

processes to demand the inclusion of gender concerns in the Medium Term Development Plans (MTDPs) of the Jomoro and Ellemele Districts.

1.2 Results Framework

RESULTS	MILESTONE 1	MILESTONE 2	MILESTONE 3	MILESTONE 4	MILESTONE 5	MILESTONE 6
National level Mainstreaming gender into oil and gas sector policy and regulatory frameworks to protect the interests of women and other socially excluded groups in oil fringe communities in Ghana	Gender gaps in the Oil and Exploration Bill and Petroleum Commission Act identified	Gender gaps in Environmental and Social Impact Assessment (ESIA) manuals of Tullow Oil Ghana and Kosmos Energy identified to form the basis for evidence based advocacy	Gender gaps in the Constitution of Civil Society Platform for Oil and Gas jointly identified to form the basis for evidence based advocacy and mainstreaming.	Gender Sensitive Policy and Regulatory Framework published and launched at a seminar for 25 media persons.	General Public, CSOs and media proactively engaged and informed on gender gaps in national policy and legislative documents and operational manuals of Kosmos and Tullow to demand change.	Parliamentary Select Committee on Mines and Energy, Oil and Gas companies (Tullow Oil & Kosmos Energy) and relevant Oil and gas stakeholders become responsive to women's needs and concerns through adoption of gender responsive documents
	MILESTONE DELIVERABLES					
OUTCOMES						
	A platform on gender and oil	Draft Gender Mainstreaming Guidelines	Knowledge Products published and	Parliamentary Select Committee on		

	<p>developed to serve as an advocacy tool for civil society and reference tool for government to consult when reviewing existing petroleum laws and regulations, policies and related documents covering the exploration, development and production of oil and gas in Ghana.</p>	<p>and gas established for enhanced engagement between women's rights organisations and the actors and duty bearers within the oil and gas industry</p> <p>Draft Analysis of the ESIA's of Tullow and Kosmos</p>	<p>on Oil and Gas developed</p>		<p>disseminated widely</p>	<p>Mines and Energy pledged commitment to ensure gender responsiveness of the review of the Petroleum Revenue Management Act, 2011 (Act 815) and other bills brought before the committee</p> <p>Compilation of key oil and gas gender concerns and recommendations for the ParliamentaryS elect Committee on Mines and</p>
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							Energy A list of action points developed in consultation with actors engaged for further implementation
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DELIVERABLES

District Level Enhanced capacity of women and socially excluded groups on oil and gas and local governance processes to demand the inclusion of	Women and other socially excluded group leaders in the Jomoro and Ellembelle Districts in the Western Region recognised their rights and the gendered impact of the	Women group leaders in two project districts demand inclusion from duty bearers in the emerging oil and gas sector and also generate communities' interest in local	Larger community/public in two project districts proactively informed about the impact of the 'oil find' on the livelihoods of both women and	Women groups and other socially excluded groups engaged duty bearers on issues bothering on negative impact of 'oil find' on the livelihoods of	Best practices, lessons and emerging issues shared and disseminated among project partners (both local and national) and general public to promote gender	Jomoro and Ellembelle District Assemblies adopt gender responsiveness and incorporate the recommendations made to address gender
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gender concerns in the MTDPs of the Jomoro and Ellembelle Districts to protect their interests	'oil find' on their livelihoods and poised to demand change	governance to promote accountability, transparency and gender equity	men in the oil and gas fringe communities.	both women and men and committed to address issue in next MTDPs	responsive local development and protect the livelihoods of local populations	gaps as a core component MTDP for 2014-2017.
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MILESTONE OUTCOMES

gender concerns in the MTDPs of the Jomoro and Ellembelle Districts to protect their interests	Acceptance of project by key stakeholders – women and socially excluded groups, Jomoro and Ellembelle District	Gender Analysis Report on Jomoro District MTDP available as an advocacy tool for community and stakeholders' engagement Community Baseline Survey Report (Jomoro District) as an	Strategic partnership established with identifiable groups to collectively monitor operations of oil and gas companies and other duty bearers in the district Commitment by women in	Increased awareness to demand greater responsiveness from duty bearers Commitment made by the Traditional Council to ensure gender responsive engagement on issues confronting	Commitment made by Jomoro and Ellembelle District Assemblies to ensure that the next MTDP for the district addresses gender gaps identified. Increased	Commitment by Presiding Members on behalf of the two assemblies to address concerns of women and ensure gender responsive MDTP for 2014-2017 Active participation of women's groups in the JDA 'Needs Assessment' in
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Assemblies, Western	advocacy tool for community and stakeholders' engagement	the Jomoro District to support project and GAP initiatives.	the oil and gas sector to promote equity, transparency, accountability and greater responsiveness from duty bearers.	awareness among women's groups to work as a collective to promote gender-responsive development	the communities
Nzema Queenmother s' Association and the Traditional Authorities and other identifiable groups	Petition by WACOM to Ellembelle District Assembly	Acceptance and involvement of the Western Nzema Queenmother s' Association in GAP initiatives	Gender responsive reportage on issues confronting the oil and gas sector to promote equity, transparency, accountability and greater responsiveness from duty bearers	Petition by GAP to the Jomoro District Assembly	Increased commitment by members to monitor the oil and gas industry and lead advocacy initiatives to demand greater responsiveness from duty bearers
Identification of specific problems in the districts including the negative impact of oil exploration on quality of fish and on the livelihoods of	Acceptance and support by Paramount Chief and elders on behalf of Western Nzema Traditional Council	Commitment by queenmothers to support project and GAP initiatives	Sustainability Plan developed for advocacy platforms.		Sustainability Plan developed for advocacy platforms.
Formation of GAP – members	Formation of GAP – members	GAP launched			Agreement on key actions to sustain project outcomes at the district and national levels

	<p>fishmongers and fishermen; land commercialization; exorbitant rents and arbitrary ejection; lack of job openings for indigenes in oil companies, non-adherence to local content, increased crime rates; child neglect by fathers and increased rate of brilliant but needy children,</p>	<p>made up of women representatives of communities and women's groups.</p>	<p>– members pledged commitment</p> <p>Increased public awareness as a result of media reportage.</p>			<p>Publication on Project Overview and Key Outcomes</p>
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school dropouts among others.

45 women trained in the project districts to lead advocacy initiatives to promote gender-responsive and sustainable development at the district level.

Women Accountability Committee (WACOM) established as an advocacy group to carry

out advocacy
actions and
engage the oil
and gas
actors to
ensure
accountability,
transparency
and
responsiveness
in the
district.

An action plan
developed to
guide
WACOM's
work

1.3 Approach and Methodology

The project adopted a participatory approach. To a very large extent and most importantly to ensure ownership of the project by the target districts and all stakeholders, series of community and national level engagements were held with different groups. At the district level, local contact persons were identified as NETRIGHT's focal persons to work with the District Assemblies.

This contributed immensely to project success at the district level. NETRIGHT and partners built on an existing relationship with the media and strengthened the capacity of a core group of media personnel in oil and gas issues from a gender perspective which contributed to the increased gender-responsive reportage on oil and gas.



Engagement with stakeholders

Strategies adopted during the project duration included the creation of open and friendly atmosphere to allow easy interaction, exchange of ideas and sharing of information to enhance project implementation. This promoted a sense of belonging and ownership of project. In the communities, participants communicated in local languages (Twi, Fante and Nzema) which contributed greatly to achieving the objectives of every project activity.



Training Session in Ellembelle

SECTION TWO

THE OIL AND GAS SECTOR IN GHANA –GENDER GAPS, CONCERNS AND RECOMMENDATIONS

2.0 Introduction

The oil and gas value chain focuses on the scientific, technical and economic aspects utilizing the knowledge and experiences of other countries. There are however critical social and gender related inequalities such as the interrelationships between power, access to resources and increased voice and representation of women which has to be taken into consideration, if the oil and gas industry must deliver on development outcomes in Ghana particularly on issues that relate to the livelihoods of the different groups of women and men that depend directly and indirectly on the industry. CSOs have contributed community and national level information on the impact of the 'oil discovery' on the livelihoods of women and men in some selected oil and gas communities in the Western Region. There has also been some level of policy engagement to mainstream gender in the oil and gas policy frameworks, however, there are as yet no clear gender frameworks set to address gender gaps and achieve concrete benefits for women and men of different social groups.

After series of engagement with different stakeholders at the national level and in the two (2) project districts, a baseline survey of the project districts and a gender analysis of the Jomoro District Assembly 2010-2013 MTDP, legislations and institutional frameworks governing the oil and gas industry, a number of gender gaps and concerns were identified as impediments in the empowerment and advancement of women's rights and gender equality in Ghana. These gender gaps and concerns also have a direct impact on the livelihoods of local populations living in the oil-fringe communities, especially women, children and socially-excluded groups and society in general.

2.1 Gender Gaps Identified

National Legislation, Regulations and Policies

- ❑ **Equal Representation of Women and Men on Decision Making Bodies:** Current laws, regulations and policies as well as the composition of Boards and Committees in the oil and gas industry lack gender sensitivity. The set of criteria for selecting members on regulatory bodies in the current oil and gas industry fail to include gender. This is a flagrant violation of Articles 17(2)35(d) and 36(6) of the 1992 Constitution of the Republic Ghana, National Gender and Children Policy, CEDAW, MDG3 and other regional and international instruments for the promotion of women's rights and gender equality of which Ghana is signatory

- ❑ **Gender Balance in Recruitment and Appointment:** Laws, policies and regulations are gender blind and do not pay attention to gender considerations in recruitment and appointment. Experience has shown beyond doubt, that given our socio-cultural context gender neutral expressions are invariably interpreted to imply 'men'. It is therefore a practical, legal and moral imperative to be gender specific when considering crucial issues such as recruitment, appointment, benefits and the interest of the general public. Such an omission is contrary to Article 35(5b) of the 1992 Constitution which states that: The State shall take appropriate measures to achieve reasonable gender balance in recruitment and appointment in public offices.

- ❑ **Sex-Disaggregated Data:** The absence of a conscious effort to gather sex-disaggregated data at all areas and levels of the oil and gas industry undermines efforts to assess the industry's commitment to gender equality.

Environmental and Social Impact

An analysis of the Environmental and Social Impact Assessment

(ESIA) revealed the following:

- ❑ In making provisions for stakeholder and community participation the development of the ESIA failed to specifically promote gender equality. There are no details of contributors to the 34 public consultations conducted. The ESIA is therefore gender blind; in that, it neither openly discriminates against women nor explicitly provides for equal treatment for women and men.
- ❑ The assessment of impacts is generically done. There is no categorization of the assessment into how the exploration or activities of the oil companies will impact on women, children and other vulnerable groups in the catchment areas of production. Laws, regulations and policies fail to detail explicitly damage prevention and remedial measures.
- ❑ The stage of predicting the magnitude of effects in the impact assessment processes, conducted by the oil companies are inherently myopic, and will ignore critical gender issues that may arise as a result of the oil find. The scale of impact is vast and multifaceted and gender related impacts cut across a variety of levels; it is important to employ the services of independent gender sensitive consultants to conduct the assessments.
- ❑ Given the low levels of education and access to internet facilities in Ghana and specifically in oil fringe communities, using the website as the sole source of information on the activities of oil and gas industries limits severely the extent of public inclusiveness and transparency in the development of the ESIA. Women and children's access to information as well as their ability

to comment or contribute to discussions on the website on the ESIA documents developed have been inadequate.

- ❑ The analyses of the quality of water and air as critical issues identified in the Jubilee ESIA process, noted that impacts from emissions to air are unlikely to have a direct impact on local communities. No justification is provided for such an assumption; the promise to avoid gas flaring and use state-of-the-art equipment to mitigate gas emissions has not been accompanied by any specific mode of implementation to guide monitoring for adherence.
- ❑ Ultimately, neither the existing national policies guiding the conduct of ESIA's namely the Environmental Protection Agency Act 1994 (Act 490) nor the Environmental Assessment Regulations 1999 (LI 1652) make specific reference to gender considerations in the process and execution of environmental and social impact assessments

District Level

- ❑ **Absence of a Comprehensive District Social Responsibility Plan:** The absence of social responsibility plan is affecting the ability of the district assemblies to monitor operations of oil and gas operators thus limiting the powers of both state and non-state actors to compel these companies to protect the interest of local population during their operations.
- ❑ **Local Content:** The absence of local content framework by the District Assembly leads to high rate of unemployment in the district as oil and gas actors are not legally bound to

employ locals even to work in non-skilled employment.

- ❑ **Impact on Education:** Some children are abandoning school to work in the site of the gas pipe line companies.
- ❑ **Misinformation:** Misconception about the actual impact of the oil and gas exploration and production can be a potential source of conflict. There is a lot of misinformation circulating among the local population which is creating tensions - an example was a supposed marine police station to be built at the Jomoro district which was later relocated but this was found not to be true.

Livelihood Issues

- ❑ **Compensations:** There are reports of non-payment or delay in paying compensations to farmers and other property owners who have lost their lands, farm produce and other properties to oil and gas companies working in the districts.
- ❑ **Loss of Livelihoods:** A number of people have lost their farms to the gas project. This had adverse effects on livelihoods. Coconut and rubber plantations are the main source of livelihood for the local population and losing the plantations to oil and gas exploitation means loss of income.
- ❑ **Economic Activities:** In the face of dwindling fish catch most fishmongers and traders have moved to neighbouring Cote D'Ivoire and other districts/regions in order to secure their livelihoods. A situation that presents new



challenges like high duties and injustices meted out to fishmongers and traders at the borders by some Immigration Officers. Unnecessary delays at the border posts tend to affect the quality of fish; there are also reports of low school attendance as a result of most mothers taking their children with them during their trading expeditions. Taken the injustices women and traders in general suffer at the borders; local populations are questioning the effectiveness of ECOWAS treaties on trade between member states.



Western Nzema Traditional Council

- ❑ **Relocation of Gas Plant:** In the Jomoro district, many small-scale businesses are collapsing and most self-employed persons have lost their capital with reports of heavy indebtedness due to the slow pace of economic activities; largely attributed to the relocation of the gas plant.
- ❑ **Fishing:** Strict enforcement of fishing limits in the waters around the oil field has severely reduced the fish harvest and subsequently affecting the livelihood of women fishmongers. Fishermen are generally concerned about the lack of effective implementation of laws protecting fishing in Ghana because those who adopt illegal fishing methods go unpunished.
- ❑ **Cost of living: High cost of living as the aftermath of oil and gas exploitation in the districts including**



Capacity Building Workshop - Jomoro

escalating rents and transport fares has direct impact on women. This also has serious repercussions on social development in the communities.

2.1 Recommendations

Having identified the above gender gaps and concerns, the project proposed the recommendations below to address the gender gaps and concerns raised:

- ❑ **Sex Disaggregated Data:** Sex-disaggregated data should be sine-qua-non in all areas of the oil and gas industry especially in recruitment, staffing, organisational matters, planning, budgeting, resource allocation, award of compensations and contracts.

Welfare/Compensation for the Vulnerable - Women, Children and Disabled: The Oil and Gas Industry, if not well regulated with gender sensitive laws, has the potential to cause environmental hardship and deprivation to women and children. Laws, regulations and policies should be explicit on damage prevention and remedial measures. Women should be targeted as a recognised group and their specific needs addressed.

Compensation should not be given to

Hairdressers, dressmakers, caterers, petty traders, artisans among several

- ❑ husbands and heads of families to the detriment of women who often are the social group most affected by any damage caused.

- ❑ **Oil and Gas Companies:** Oil and Gas Companies should pay special interest and invest in the following priority areas that are essential to the wellbeing of women and children:
 - Establishment of schools

- Promotion of the Education of the Girl Child
- Attention to Reproductive Rights issues – Maternal mortality, Infant morbidity
- Provision of basic social services such as potable water, clinics, electricity.



Training Session in Ellembelle

- ❑ **Payment of Royalties:** Oil and Gas Agreements should be critically scrutinized, to ensure that royalties paid benefit the whole community – both women and men equally.
- ❑ **Gender Sensitive Workplace Policy:** There should be a gender sensitive workplace policy to attract more women into the industry. Work schedules should take cognizance of the multi-facet roles of women, especially their reproductive role. There should also be a Sexual Harassment Policy to provide staff, especially women, the needed peace and dignity at work.
- ❑ **Equal Pay for Equal Work:** The principle of equal remuneration for equal work should be strictly applied in accordance with the Constitution, existing laws in the country, and the International Labour Organisation (ILO). Women should receive the same remuneration as men for equal work done.
- ❑ **Training:** Special training modules should be developed for women who aspire to take up management and technical positions as prescribed in the Local Content Policy, as well as female staff who are mostly clustered in the lower levels of the oil and gas industry, in order to build their capacity to facilitate their progression to top level positions.

- ❑ **Local Content:** Supplementary bye-laws to the Labour Act, 2003 (Act 651) should be developed to specifically focus on employment of citizens in particular local indigenes; ensuring that children of school going-age are in school; and ensuring that some businesses such as the supply of water, vegetables on the oil rigs are reserved solely for Ghanaian investors from the oil fringe districts.
- ❑ **Social Responsibility Framework:** The District Assemblies in consultation with stakeholders including traditional authorities, civil society groups, and women's interest groups should develop a social responsibility framework that will regulate the actions and activities of the Oil and Gas companies and actors in the districts.
- ❑ **Compensations:** The District Assembly in collaboration with other stakeholders should facilitate payment of compensation to citizens affected by any actions that has deprived or caused damage to individual property.
- ❑ **Accountability:** The District Assembly, Traditional Councils and other stakeholders must show commitment to transparency and accountability in the management of resources derived from the oil and gas to the citizens.
- ❑ **Relocation of Gas Plant:** There are strong indications of disappointments and pain among the local population as a result of the relocation of the gas plant which need to be managed to avert any negative consequences between the Jomoro and Ellembelle districts. The district assemblies, traditional councils and critical actors in the two (2) districts should be assisted by the state to collectively manage this situation.

- ❑ **Misinformation:** There is the need for public education in the districts to address misinformation circulating among local populations on some critical developmental issues with regard to the oil and gas exploration and production in the two districts. The district assembly and the traditional council have to create a platform in the communities to regularly discuss some of these issues.
- ❑ **Alternative Livelihood:** To minimise the high expectations of the local population on the benefits of the 'oil find', other sources of livelihoods such as adding value to the production of copra, production of water must be explored.
- ❑ **Fishing Activities:** The effect of the oil exploitation on fishing activities must be taken up by the National Fishermen's Association and the Ministries responsible for Agriculture (fishing) and Energy as well as the Environment.
- ❑ **Low School Attendance:** Parents taking their children with them on their fishing and trading expedition results in low rates of school attendance thus affecting the quality of education in the district. The District Assembly, Ghana Education Service (GES) and NCCCE must carry out public education on the effect of low school attendance on the quality of education in the district and provide adequate childcare alternatives for traders
- ❑ **ECOWAS Treaty/Cross-Border Trade:** The Ministry of Trade, Ghana Immigration Service, Ghana Customs and the District Assembly should work together to address the injustices meted out to traders including high import duties and the numerous customs barriers between the district and the Cote D'Ivoire border.

SECTION THREE

LEARNING AND SHARING OF BEST PRACTICES

3.0 Introduction

NETRIGHT identifies gender equality as a means to sustainable development. Critical to sustainable development discussions is the case of our country Ghana. Studies identify that in the context of a developing country like Ghana it is important that development is inclusive. Furthermore, oil and gas governance has become the focus of national and international advocacy. It has become a defining principle by which the performance of oil and gas is measured. For this reason it is critical that best practices of every endeavour in the oil and gas sector be shared. The project aimed at increasing the participation of women and socially excluded groups in the oil and gas industry to promote gender-responsive policy formulation and budgeting, monitoring and evaluation in Ghana.

3.1 Key Achievements

The project was successfully implemented both at the national and district levels. Key stakeholders identified contributed immensely to the success of the project. At the district level, the traditional council, the district assembly and the women's groups identified with the project signifying ownership. Juxtaposing the project objectives and activities, some key things were achieved and lessons learnt based on which some recommendations are given.

- ❑ 2 Advocacy Platforms (GAP & WACOM) were established. GAP or WACOM is a group of select representatives from the various women's groups and communities in the districts
- ❑ Gender gaps identified in the oil and gas sector have been presented to the Ministry of Finance towards the review of the Petroleum Revenue Management Act 2011 (Act 815)
- ❑ Knowledge Products produced;
 - Assessment of Gender Gaps in Oil and Gas Laws, Regulations and Policies that impede Women's

Participation in the Oil and Gas Industry in Ghana (published)

- An Assessment of the Oil and Gas Sector Operation in Ghana from a Gender Perspective (with printers)
- Gender Analysis Report on Jomoro District Assembly MTDP (unpublished)
- Community Baseline Survey Report for the Jomoro District (unpublished)
- Survey on Responsiveness of Oil and Gas Industry Actors to Women's Empowerment Concerns in the Ellembele District(unpublished)
- Compilation of Gender Gaps and Concerns on Oil and Gas Issues



Engagement with the Parliamentarians



Engagement with the Parliamentarians (2)

- Women and the Oil and Gas Industry

- ❑ The project was duly accepted by the Districts Assemblies, the Traditional Councils and the communities in project districts – through continued collaboration
- ❑ Increased media reportage on the social dimensions and issues in the oil and gas sector
- ❑ The project districts, Ellembelle and Jomoro committed to incorporate district level gender concerns in their respective MTDPs.
- ❑ The gender gaps identified were also submitted to the Parliamentary Select Committee on Mines and Energy

3.2 Key Challenges

Though successful, the project implementation was met with a number of challenges. These challenges as enumerated below were however dealt with as the appropriate measures were set in place to ensure a successful project notwithstanding.

- ❑ **Uncooperative Attitude of Tullow and Kosmos Energy:** The leadership of the two oil and gas companies the project set to engage was not receptive to the conduct of the review of its institutional frameworks, thereby making accessibility as well as formal and transparent assessments of their policy and organisational documents difficult. This challenge further affected engagements with the two even after the research has been carried out.
- ❑ **Sustainability of Advocacy Platforms: Non-financial reward for WACOM and GAP members to voluntarily carry out the advocacy initiatives of the platforms is sure to limit the efficiency** and commitment to these activities. A collaborative effort between stakeholders is believe to help facilitate this process.

- ❑ **MTDP:** Ensuring a gender responsive MDTP is another challenge. The project has ended and funds may not be available to ensure effective monitoring through field visits. However, NETRIGHT hopes to provide technical support to GAP and WACOM to follow up.
- ❑ **Poor Road Network:** The poor road network is still a challenge to the effective participation of WACOM members in the northern part of the district, since there were difficulties in accessibility which affected the project team's ability to support them to carry lead advocacy initiatives as their counterpart in the south.

3.3 Key Lessons Learnt

- ❑ **Media:** The media remains a good tool in increasing awareness on project activities. It reaches a wider audience and ensures participation and free expression of the general public from diverse backgrounds in discussions. Providing detailed information on key aspects of the project to media persons has led to deeper analysis of the importance of women's participation in oil and gas exploration and production in media reportage on the over-arching theme of the project.
- ❑ **Stakeholders Engagement:** Engaging different stakeholders in project activities enhances constituency building, networking and ownership of project. It is a good practice in ensuring that institutions within the identified sector are well informed of the issues within the sector and also for information sharing.
- ❑ **Project Coverage:** The need to ensure that project coverage is a fair representation of communities in the district. The project team made a conscious effort to organize activities in different communities in the project districts. This is very important to ensure that many more

communities benefit from other activities which will also help in creating awareness on the project.

- ❑ **Collaboration:** Collaborating with other oil and gas GPs in the Western Region enhanced our engagement in the district.
- ❑ **Local Contact Person:** Getting someone from the district as NETRIGHT's local contact person proved to be of great benefit to the project. Having a local contact person who lives in the community enhances engagement with the community/district.
- ❑ **Policy Engagement:** Challenges encountered in the policy engagements indicate that working in partnership with other organisations and institutions as well as the extent of responsiveness from the relevant sources is useful in achieving intended results.
- ❑ **Capacity and Expertise:** The capacity and expertise in gender equality issues provides a strong basis for doing innovative and gender responsive research on a wide range of issues.
- ❑ **Ignorance:** Ignorance affects the life of people as they are not aware of their right to participate or take part in community decision making processes. It limits one's ability to exploit his/her rights.



Validation Meeting

3.4 Key Opportunities

The entire project, the rising issues and gender gaps identified bring to fore the huge opportunity for advocacy in the oil and gas sector; generally the energy sector in terms of gender responsive interventions. It is hoped that this project will set the pace for all future interventions;

- ❑ The collaboration with the district assemblies, traditional leaders coupled with the enthusiasm of direct project beneficiaries is a good indication for project success, if the momentum is sustained through timely delivery of project activities.
- ❑ Continued collaboration with the media has been a good strategy to enhance advocacy and increase awareness on project and demands being made to advance equity, transparency and accountability within the oil and gas industry.
- ❑ Using knowledge products as reference/advocacy tools by actors in the oil and gas industry will promote gender-responsive policy engagements in the sector
- ❑ The goodwill exhibited by the Parliamentary Select Committee on Mines and Energy, Ministry of Finance, Energy Commission, Jomoro and Ellembele District Assemblies and other key stakeholders to ensure that gender is incorporated into any impending petroleum laws to be enacted and MTDPs is an opportunity that need to be further explored to enhance project outcomes.

3.5 Emerging Issues

- ❑ **Decentralisation:** Citizens are concerned about the decentralisation system which exists only in principle. Concerns were raised about the imposition of the central government's agenda on districts which mostly do not address the needs and approved plans for the districts. NETRIGHT proposes a platform for the discussion of the decentralisation system in Ghana and the way forward.

- ❑ **Partisan Politics:** The non-partisanship structure of the district assembly system is rhetoric as the assemblies are constantly confronted with partisan politics. This is evident in district level elections, appointments, projects among several others and has direct impact on the development of the districts.



- ❑ **Limited Resources:** The district assemblies are under-resourced especially financial resources. With limited resources, it becomes extremely difficult to prioritise the numerous needs of the districts thus disrupting the efficient implementation of approved MTDPs.
- ❑ **Land Ownership:** Land is owned by the traditional authority thus siting of projects becomes a major issue, when the traditional authority refuses to release the targeted land for the project. This results in projects being delayed or aborted. It was suggested that this could be addressed by involving the traditional authority as development partners in decision making processes.
- ❑ **Community Data:** The assemblies rely on the Ghana Statistical Service (GSS) for accurate sex disaggregated data for the MTDP. However, the assemblies are constrained in their efforts to develop a gender aware MTDP, as the GSS is yet to release data for the communities for the 2010 census. NETRIGHT promised to follow up on the issue with the GSS, NETRIGHT is also proposing to STAR Ghana to engage the GSS on the issue.

- ❑ **Disability:** Many government officials are not aware of the implication of the Disability Act; a critical look at the Act with a programmatic agenda will be a plus. A proposal is being made to STAR Ghana to consider a thematic programme area that focuses on addressing the many challenges facing persons with disability. Ghana has just 2 years to the end of the moratorium placed in the Disability Act that will compel public buildings to provide access routes that are disability friendly. This will require changes in designing and redesigning buildings. Public advocacy to support the rights of PWDs to access public infrastructure is very much important.

- ❑ **Corporate Social Responsibility:** Corporate social responsibility of oil and gas companies operating in the two districts does not have any gender component. Effective future engagement with these companies may help to restructure and incorporate gender responsiveness into the Corporate Social Responsibility Plans.

SECTION FOUR

MOVEMENT BUILDING

4.0 Introduction

As a women's rights organisation, the prime goal of NETRIGHT is working together as members of a network to bring gender perspectives in global, regional and national policies and programmes and where necessary advocate for policy change so as to strengthen women's human rights. The oil and gas sector as a global sector is no exemption. Recognizing the gender blindness in many legal frameworks and documentations in many sectors at the global and most importantly the national level in Ghana, NETRIGHT calls for a gender analysis in all developmental processes to ensure gender responsiveness. Drawing on lessons from other countries, it is critical that the necessary interventions be made.

In an evaluation of the entire project, it came to fore that the awareness creation initiated by the project drew women to the Needs assessment the districts organized for the development of the 2014-2017 MTDP. The District assemblies also admitted to being aware and committed to support the GAP and WACOM formed. In an attempt to work towards sustaining project benefits, some key steps were taken;

Next Steps/Recommendations

- ❑ The need for a gender audit in especially Kosmos Energy and Tullow Oil Ghana companies
- ❑ Partners to liaise with advocacy platforms in the districts to monitor the District Assemblies and ensure submitted concerns are addressed
- ❑ Simplify knowledge products and the technicalities of the Oil and Gas frameworks for easy usage especially by the people in the districts
- ❑ Identify and tackle specific concerns raised for an

- intensive advocacy
- Advocate for the legislation and/or documentation of identified best practices in the Oil and Gas industry at the national level
- Disseminate widely the knowledge products produced
- Submit articles on knowledge products to media houses frequently
- The need for a collective voice to demand for a meaningful participation of women in the Oil and Gas industry
- Collaborate with the Civil Society Platform for Oil and Gas, Africa Centre for Energy Policy (ACEP) and/or the Integrated Social Development Centre (ISODEC) to engage with the Oil companies
- Identify and share information on project with key stakeholders at the national, regional and global level.
- Submit findings and concerns to Tullow Oil Ghana and Kosmos Energy

4.1 Conclusion

As a gender and economic justice advocacy network, NETRIGHT in collaboration with its partners, FIDA Ghana, WiLDAF Ghana, ABANTU for Development embarked on this gender and Oil and Gas project due to its interest in contributing to civil society engagement on oil and gas issues in the country from a gender perspective. As a network seeking to promote the rights of women in economic and land policy making, NETRIGHT is interested in how the decision making processes around oil are evolving and taking the concerns of women into account and whether the decisions are prioritizing national interest and citizen's rights. NETRIGHT is equally interested in engaging with the process to ensure that oil as a vital energy service becomes accessible, reliable and affordable for women.

NETRIGHT is grateful to all stakeholders who have contributed in

diverse ways to ensure project success, to all partners, to the officials in the two district assemblies, Jomoro and Ellembelle, the traditional authority and all stakeholders this project engaged. We hope that gains made in this project at all levels, national and district will be sustained through the support of the district assembly, traditional authority and other key stakeholders in advocacy initiatives by the Gender Advocacy Platform (GAP). We are equally grateful to STAR Ghana for giving us the opportunity through the granting of funds to reach out to contribute to the oil and gas sector in Ghana in particular women.



**District Coordinating director sign
Commitment statement**



A Section at Evaluation Meeting



Queen Mother - Bonyere



Stakeholders Meeting



Radio Program at Ankobra FM



Accra - Media Seminar



Group Work - Media Seminar - Takoradi



Gender Advocacy Platform



Allowule Womens Group



Evaluation Meeting - Accra



A section of the women at inception meeting



Section of Women - Ellembelle CBW



Capacity Building Workshop -Jomoro



WNTC - Queenmothers



Group Discussions-CBW