



# WOMEN in Energy AND Extractives

WOMEN'S MONTH SPECIAL EDITION 2025

- CELEBRATING WOMEN IN ENERGY AND EXTRACTIVES
- MESSAGE FROM THE MINISTER FOR ENERGY AND MINERAL DEVELOPMENT

## Her Story:

**Women in Energy & Extractives, Accelerating Action in Breaking Barriers and Driving Change**









# Women

**IN ENERGY  
AND EXTRACTIVES**







**A**ccelerating Action for Gender Equity is through a partnership with the Men: Hon. Ruth Nankabirwa, Minister for Energy and Mineral Development, Hon. Okasaai Sidronius Opolot, State Minister for Energy, and Eng. Irene Bateebe, Permanent Secretary inspecting the Nebbi sub station in August 2024.

## APPRECIATION

We extend our gratitude to the following individuals whose contributions made this inaugural edition of the Women's Month Special Edition 2025 Possible

### EDITOR

- Patricia K Litho (Editor)

### PHOTOGRAPHY

- Faisal Rusenganwa
- Joseph Kitamirike

### DESIGN AND LAYOUT

- iCool Creatives (Ivan)
- Joseph Kitamirike

### PUBLISHER

- Ministry of Energy and Mineral Development





# TABLE *of* CONTENTS

<b>Editorial</b> -----	7
<b>Message from Hon. Dr. Nankabirwa</b> , the Minister for Energy and Mineral Development -----	9
A Timeline of Women Ministers at the Ministry of Energy and Mineral Development -----	12
<b>Message from Hon. Phiona Nyamutoro</b> , State Minister for Mineral Development -----	16
<b>Foreword</b> -----	17
<b>Investing in Women: A Path to Improving Service Delivery in Energy and Extractives</b> -----	18
Remarkable Women in Energy and Extractives -----	19
Shattering Stereotypes: Ruth Kobutungi, the Only Female Professional Driver at the Ministry of Energy and Mineral Development (MEMD) -----	30
Women in Leadership at Energy and Mineral Development -----	31
Celebrating Notable Women at the Ministry of Energy and Mineral Development -----	36
With Inspiring Ladies at the Ministry of Energy and Mineral Development -----	37
Bridging the Gender Gap in Uganda's Energy and Extractives Sector -----	43







**VISION:**

**"A Model of Excellence in Sustainable Management and Utilisation of Energy and Mineral Resources"**

**MANDATE:**



**"To establish, promote the development, strategically manage and safeguard the rational and sustainable exploitation and utilization of energy and mineral resources for social and economic development"**

**"To ensure reliable, adequate and sustainable exploitation, management and utilisation of energy and mineral resources in Uganda".**



**MISSION:**





# Editorial *Note*



**PATRICIA K. LITHO, PHD**  
**ASSISTANT COMMISSIONER, COMMUNICATION AND**  
**INFORMATION MANAGEMENT**

Dear Reader,

**T**his special edition of our newsletter celebrates the invaluable contributions of women in Uganda's energy and extractives sector. As we **mark International Women's Day 2025** under the global theme "**Accelerate Action,**" we recognize the urgent need to break barriers and drive gender equality in traditionally male-dominated industries.

At the current rate of progress, the World Economic Forum estimates that achieving full gender parity could take until 2158; which is five generations from now. Uganda, however, is determined to accelerate change. The **national celebrations** were held in **Kyankwanzi District** under the **theme "Accelerating Action for Gender Equality."**

During which time the sector's own Peninah Aheebwa, was awarded the prestigious Diamond Jubilee Medal. This award is presented in recognition of her exceptional service and unwavering loyalty to Uganda. Ms. Peninah Aheebwa is Director of Economic and National Content Monitoring at the Petroleum Authority of Uganda (PAU).



Women in Uganda's energy and extractives industries are redefining the landscape. From corporate leaders managing major energy projects to innovators pioneering clean energy solutions in rural communities, these women are proving that gender is no limitation to success.

Despite challenges, progress is evident. **Women in Energy and Extractives Network (WEEN)** and **ERA's Women in Energy Initiative** are empowering young girls through mentorship and advocacy, encouraging them to pursue STEM careers. **Makerere University and other institutions** have recorded a rise in female enrollment in engineering and technical fields, signaling a positive shift.

The **Government of Uganda**

remains committed to advancing women's participation in STEM. Programs such as **SESEMAT, coding camps, and science fairs** are expanding access to quality education, while gender-responsive policies in the energy sector are ensuring inclusivity.

Lack of access to clean energy remains a key gender issue, particularly in rural areas. The **Ministry of Energy and Mineral Development is championing clean cooking solutions, rural electrification, and sustainable mining practices** to empower women economically and improve their quality of life.

As Uganda pursues its **Energy Transition Plan**, integrating women in leadership, decision-making, and technical roles is essential for achieving sustainable energy goals.

This edition honors **all the women breaking barriers, shaping Uganda's energy future, and inspiring the next generation.** Let us continue to accelerate action for gender equality!

**Dr. Patricia K. Litho**  
**Assistant Commissioner,**  
**Communication &**  
**Information Management**  
**Ministry of Energy and**  
**Mineral Development**



The Mineral Development Programme continues to lay a solid foundation for growth; with the establishment of the Uganda National Mining Company. Additionally, the Ministry participated in regional mineral conferences, highlighting opportunities for collaboration and investment.





Happy Women's Month!

**HON. DR. CANOON RUTH NAKABIRWA  
SENTAMU**



# Message from Hon. Dr. Nankabirwa, the Minister for Energy and Mineral Development



**I**t is my pleasure to introduce this special edition e-magazine from the Ministry of Energy and Mineral Development, in commemoration of the International Women's Day - 2025.

On this International Women's Month, we celebrate the invaluable contributions of women in the energy and extractives sector. The theme "Accelerate Action" resonates deeply with our ongoing efforts to create an inclusive environment where everyone can thrive.

We recognize that women's participation in the energy and extractives sector is essential for driving economic growth, reducing poverty, and promoting sustainable development.

As we celebrate, we also acknowledge that achieving gender equality requires a collective effort. This magazine is a testament to the power of partnership between women and men to accelerate





**The theme “Accelerate Action” resonates deeply with our ongoing efforts to create an inclusive environment where everyone can thrive. We recognize that women’s participation in the energy and extractives sector is essential for driving economic growth, reducing poverty, and promoting sustainable development.**

the gender agenda. We believe that men are essential allies in our quest for gender equality, and we celebrate the men who are working tirelessly alongside us to create a more inclusive and equitable sector

Our sector has taken significant strides in promoting gender equality. The establishment of the Women in Energy and Extractives Network (WEEN), of which I am a Patron, stands as a testament to our dedication.

This network serves as a platform to empower and support women, ensuring their active participation in shaping the future of our sector. We also have the women in Energy initiatives by the Electricity Regulatory Authority (ERA)

We are also committed to enhancing women’s access to clean energy solutions. By implementing initiatives that provide energy-efficient cooking stoves and home lighting solutions, we aim to improve the quality of life for women, particularly in rural areas. These efforts not only promote health and environmental benefits but also enable women to participate more actively in economic activities.

Despite these advancements, we acknowledge that more work lies ahead. The energy sector still experiences gender imbalances,

with women underrepresented in various roles. We must continue to implement policies and programs that encourage women’s participation at all levels, from technical positions to leadership roles.

As we move forward, let us accelerate our efforts to dismantle barriers and create opportunities for women. By doing so, we not only uphold the principles of equality and justice but also unlock the full potential of our sector for sustainable development.

In unity, we can transform the energy and mineral development sector into a beacon of gender equality. Both the Ministry’s leadership and our stakeholders are pivotal in driving this change.

Let us collaborate, innovate, and commit to actions that promote inclusivity, ensuring that our sector reflects the diversity and strength of our nation.

Together, we can accelerate action for gender equality and build a sustainable future for all.

**Happy Women’s Month!**

**Hon. Dr. Canoon Ruth Nakabirwa Sentamu**





**A Timeline of Women Ministers  
at the Ministry of Energy and  
Mineral Development**





# A Timeline of Women Ministers at the Ministry of Energy and Mineral Development



**2021 – TO DATE: MINISTER FOR ENERGY AND MINERAL DEVELOPMENT: HON. RUTH NANKABIRWA SSENTAMU, POLITICIAN, BUSINESS WOMAN, RELIGIOUS LEADER**

**H**on. Dr. Canon Ruth Nankabirwa Ssentamu is the current Minister of Energy and Mineral Development serving since 2021 to date. She has been instrumental in ensuring the various policies relating to the sector are approved by parliament.

She has championed Uganda's Energy Transition Plan, cleaning cooking agenda and defended Uganda's decision to go into oil exploration and build the East African Crude Oil Pipeline (EACOP) despite continued resistance from some International forces.



**2024 – TO DATE: STATE MINISTER FOR MINERAL DEVELOPMENT: HON. PHIONA NYAMUTURO, POLITICIAN, NATIONAL FEMALE YOUTH REPRESENTATIVE IN PARLIAMENT**

**H**on. Phiona Nyamuturo was appointed as the Minister of State for Mineral Development, On March 22, 2024. Since assuming office, she has been instrumental in advancing Uganda's mineral sector by emphasizing value addition and local benefits, promoting regulatory reforms especially formalizing artisanal miners and addressing disputes between miners and local communities, promoting harmony and mutual benefits.





**2011 – 2019: MINISTER OF ENERGY  
AND MINERAL DEVELOPMENT:  
ENG. IRENE NAFUNA MULONI,  
POLITICIAN, ELECTRICAL ENGINEER  
AND BUSINESS WOMAN**

**H**on. Eng. Irene Muloni was served as the Minister of Energy and Mineral Development from 2011 to 2019 and is the Women's Representative for Bulambuli District in the Parliament of Uganda.

Eng. Muloni has been instrumental in Uganda's power sector, playing a pivotal role in shaping Uganda's energy sector reforms and rural electrification initiatives, driving efforts to improve electricity access and energy security across the country. She also served also Managing Director of Uganda Distribution Company Limited (UEDCL) from 2002 -2011



**2019 – 2021: MINISTER FOR  
ENERGY AND MINERAL  
DEVELOPMENT: HON. DR. MARY  
GORRETTI KITUTU KIMONO,  
POLITICIAN, GEOLOGIST,  
ENVIRONMENTALIST**

**D**r. Kitutu served as Minister for Energy and Mineral Development from 2019-2021. She currently is the Women Member of Parliament for Manafwa District. Hon. Kitutu is remembered for having kick started the government rationalization programme that kick started the unwinding of the Rural Electrification Agency.





**2019 – 2021: STATE MINISTER  
FOR MINERAL DEVELOPMENT:  
HON. SARAH ACHIENG OPENDI,  
POLITICIAN, ACCOUNTANT**

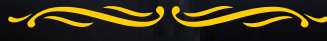
**H**on. Sarah Opendi served as Minister of State for Mineral Development from 2019 to 2021. She is credited for championing the processes of legalizing mining activities in Uganda.



**2002 – 2006: MINISTER  
FOR ENERGY AND MINERAL  
DEVELOPMENT: HON.  
SYDA NAMIREMBE BUMBA,  
POLITICIAN, BANKER AND  
ACCOUNTANT**

**H**on. Syda Bumba served as Minister for Energy and Mineral Development from 2002 -2006. She is credited for getting the Islamic Development Bank to support Uganda's Energy Sector and being a key player in starting the Rural Electrification Programme. She also served as Chairperson of the Parliamentary Committee on Natural Economy



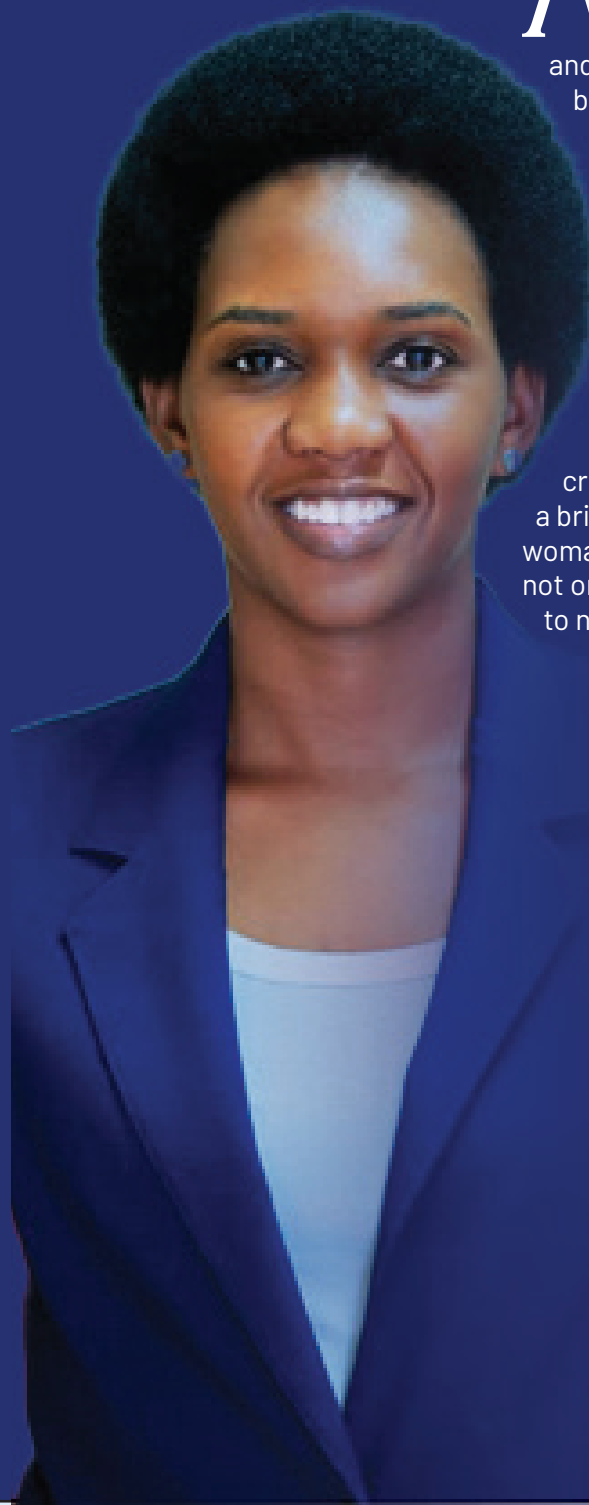


Happy Women's Month!

**HON. PHIONA NYAMUTORO**  
**MINISTER OF STATE FOR MINERAL**  
**DEVELOPMENT**



# Message from Hon. Phiona Nyamutoro, State Minister for Mineral Development



**A** woman is a giver of life, a nurturer of generations, and a vessel of blessings that transforms the world around her. She is both a physical and spiritual gatekeeper, standing resilient against all challenges, creating a path for a brighter future. A woman's strength lies not only in her ability to nurture but in her capacity to turn the

seemingly impossible into something extraordinary, her potential knows no bounds.

In the minerals, petroleum and energy sub sectors, women have always played an essential role in shaping the future of our industries. However, it is only in recent years that we have started to see significant recognition of their contributions. During this International Women's Month, we honor all the incredible women who are leading the charge, whether in leadership, technical, or support roles.

These women are rewriting the narrative, proving that there are no boundaries to what a woman can accomplish and no challenge too great for her to overcome.

As we celebrate this important Month, we also recognize the collective strength of the women working tirelessly. From grassroots efforts to leadership roles, your resilience, passion, and

vision are setting a new standard of excellence. You are breaking barriers, shattering glass ceilings, and proving that the future of our sector is undeniably brighter because of your contributions.

Let us also acknowledge that we still have a lot to do to achieve equity. As a Ministry, we are committed to ensuring that women are given equal opportunities to thrive in this sector. We must continue to create spaces for women's voices, skills, and leadership to be fully embraced.

To all the incredible women out there, your strength, resilience, and unwavering spirit inspire us all. May you always stand tall with confidence, pursue your dreams fearlessly, and continue to be a beacon of hope and progress.

**Happy Women's Month!**

**Hon. Phiona Nyamutoro**

**Minister of State for Mineral Development**



# Foreword

*Dear Reader,*

**A**s we commemorate International Women's Day under the theme "Accelerate Action", we take this opportunity to reflect on the significant strides our sector has made and the journey that lies ahead. The energy and mineral development sector, historically male-dominated, is undergoing a transformative shift towards greater inclusivity. This change is evident in the leadership within our Ministry, where remarkable women continue to inspire progress.

Our commitment to gender equality is firmly embedded in our policies and strategies. The Ministry has developed a comprehensive Gender Strategy (2022/23-2026/27) that aligns with both national and international commitments, including Sustainable Development Goals 5 and 7.

This strategy is designed to ensure that both women and men have equitable access to, and benefit from, the sector's resources, contributing to the development of an inclusive energy and extractives sector.

Despite the progress, we recognize that challenges persist. Women still face significant barriers in accessing opportunities within the energy sector. Achieving gender parity will require deliberate and sustained actions. Initiatives like Women in Energy and the Women in Energy and Extractives Network (WEEN) have been pivotal in empowering women by providing mentorship, networking opportunities, and advocating for necessary policy reforms. These initiatives are vital to bridging the gender gap.

However, addressing these challenges requires a collective effort from all stakeholders. We must continue fostering an environment that supports women's participation, from grassroots initiatives to leadership roles.

As we accelerate action towards gender equality, we reaffirm our commitment to creating a diverse and inclusive energy sector that leverages the potential of all individuals, regardless of gender.

I am proud to share that the Ministry's gender policy ensures balance in employment opportunities, and we are actively part of the Extractives Industry Transparency Initiative (EITI), which advocates for gender inclusivity and the disclosure of disaggregated gender employment data.

**Happy Women's Month!**

**Eng. Irene Pauline Bateebe  
Permanent Secretary,  
Ministry of Energy and Mineral Development**







## Investing in Women: A Path to Improving Service Delivery in Energy and Extractives

**A**s we recognize the increasing presence of women in energy and extractives and STEM in general, it is important to acknowledge the efforts that have paved the way for their involvement. A growing number of women are stepping into key positions, thanks to mentorship programs, improved educational opportunities, and targeted industry initiatives. Institutions like Makerere University are seeing an increase in female enrollment in STEM programs, signaling a cultural shift towards greater gender inclusion.

Platforms such as the Women in Energy and Extractives Network (WEEN) provide crucial mentorship, networking, and capacity-building opportunities, helping women in political leadership positions thrive. The Women in Energy Initiative by the Electricity Regulatory Authority (ERA) has been particularly impactful, inspiring young girls, especially in secondary schools, to pursue careers in STEM and envision leadership roles in energy and extractives.

The Government of Uganda has shown a strong commitment to advancing women's participation in STEM fields, with initiatives like the

Secondary Science and Mathematics Teachers (SESEMAT) program. This initiative has made significant strides in increasing access to STEM education by recruiting more female science teachers, improving school infrastructure, and enhancing learning resources.

Moreover, various efforts, such as coding camps, science fairs, and salary improvements for science educators, have played a key role in encouraging young girls to pursue STEM careers, particularly in energy and extractives. Women's rights organizations like FAWE-U have been instrumental in mentoring, offering scholarships, and

advocating for policies that ensure girls remain in school and succeed in STEM disciplines.

These initiatives are ensuring that Women play a pivotal role in shaping the future of these critical industries.

Herein is a representation of notable women in energy and extractives in Uganda worth pointing out. Some you may have heard of, other might be new and ripe for discovery. Other have books they have written and others have been well documented, it is worth telling the women's story.

# Remarkable Women in Energy and Extractives



**ENG. PROSCOVIA MARGARET NJUKI, BOARD CHAIR, UGANDA ELECTRICITY GENERATION COMPANY LIMITED (UEGCL)**

**P**roscovia Margaret Njuki, is an Electrical Engineer. She is the chairperson of the Uganda Electricity Generation Company Limited (UEGCL) board. Njuki graduated with a Bachelor of Science in electrical engineering from the University of Nairobi in 1974, becoming Uganda's first female engineer.



**ENG. IRENE NAFUNA MULONI, WOMEN MO BULAMBULI**

**H**on. Eng. Irene Muloni, is a Ugandan engineer, Business Women, politician, and leader with extensive experience in the energy sector. She served as the Minister of Energy and Mineral Development from 2011 to 2019 and is the Women's Representative for Bulambuli District in the Parliament of Uganda.

Eng. Muloni has been instrumental in Uganda's power sector, playing a pivotal role in shaping Uganda's energy sector reforms and rural electrification initiatives, driving efforts to improve electricity access and energy security across the country.

Hon. Muloni began her career in 1986 as a Pupil Engineer at Uganda Posts & Telecommunications Corporation (UPTC). She later rose through the ranks, serving as an Executive Engineer, Communications Engineer (1991), Senior Communications Engineer (1995), and Senior Protection Engineer. She then transitioned to the Uganda Electricity Distribution Company Limited (UEDCL), where she ultimately served as Managing Director.





**DR. ENG. DOROTHY KABAGAJU OKELLO, DEAN OF THE DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING AT MAKERERE UNIVERSITY**

**D**orothy Kabagaju Okello is an Electrical Engineer. She set a record as the first woman to attain a First class degree in a male dominated course – Electrical Engineering, Makerere University in Kampala. She is Dean of the Department of Electrical and Computer Engineering at Makerere University, a department she had been teaching.

Eng. Kabagaju defied odds in 2016 to become the first female president of the Uganda Institute of Professional Engineers Association. She is currently the Board Chair for Uganda Communications Commission (UCC) and founded the Women of Uganda Network (WOUGNET) a non-government organization that aids women and women's organization in the use and access of information and communication technologies.



**DR. SARAH WASAGALI KANAABI, CHAIRPERSON, ELECTRICITY REGULATORY AUTHORITY.**

**D**r. Wasagali is the Current Chairperson of the Electricity Regulatory Authority. Sarah is a certified Green Energy Manager with 8 years of experience in the Energy supply Industry at the strategic leadership level. She is an Experienced Lecturer with a demonstrated history of working in the education management industry. Skilled in research, Lecturing, System Monitoring, Report Writing, Strategic Leadership, and Regulations. Strong education professional with a Doctor of Philosophy (PhD) focused on Public Sector and International Economics. Has served on both public and private Boards.



**MS. LYNDA BIRIBONWA,  
CHAIRPERSON OF DIRECTORS  
OF PETROLEUM AUTHORITY OF  
UGANDA (PAU)**

**M**s. Lynda Biribonwa, Chairperson of Directors of Petroleum Authority of Uganda (PAU) was appointed as Chair of PAU Board on 18th June 2024. She is an environment, health and safety Specialist.

Ms Biribonwa, is a certified Environmental Management Systems Auditor with over 23 years of experience in environment, health, and safety at strategic, policy, compliance, and practitioner level. She holds an MBA in Oil and Gas from CWS School of Energy, London, UK; an MSc in Environment and Development from the University of Reading, UK; and a BA (Hons) in Environmental Management and Business Administration from Keele University, Staffordshire, UK.



**ENG. ZIRIA WAAKO TIBALWA,  
CEO, ELECTRICITY REGULATORY  
AUTHORITY**

Eng. Ziria Tibalwa Waako has over 23 years of experience in Uganda's electricity sector, beginning her career with the Uganda Electricity Board (UEB) before its dissolution in 2001. She then joined Uganda Electricity Transmission Company Limited (UETCL). In 2012, she was appointed Director of Technical Regulation at the Electricity Regulatory Authority (ERA) and later became CEO. As director, she promoted energy-saving bulbs, leading to the government's purchase of US\$4.1 million worth of LED bulbs, saving an estimated 30 megawatts of electricity. At ERA she introduced the Women in Energy Initiative by the Electricity Regulatory Authority (ERA) has been particularly impactful, inspiring young girls, especially in secondary schools, to pursue careers in STEM.





**ENG IRENE PAULINE BATEEBE, PERMANENT SECRETARY, MINISTRY OF ENERGY AND MINERAL DEVELOPMENT**

**E**ng. Pauline Irene Bateebe is a distinguished Ugandan chemical and mechanical engineer who has been serving as Permanent Secretary of the Ministry of Energy and Mineral Development since August 2021. Eng. Pauline Irene Bateebe has significantly advanced Uganda's energy and mineral development sectors, positioning the country for sustainable growth and industrialization.

Eng. Bateebe has been instrumental in planning and developing infrastructure for Uganda's petroleum industry, including pipelines, the oil refinery, and storage facilities. She led negotiations for key agreements related to the East African Crude Oil Pipeline (EACOP) and the Oil Refinery, ensuring strategic partnerships and advancing Uganda's energy sector.

Bateebe has served on the Uganda National Oil Company Limited (UNOC) and the Uganda Refinery Holding Company Limited, where she chaired the Board of Directors of this UNOC subsidiary, overseeing the development of the proposed oil refinery in Hoima District.



**DR. AMINAH ZAWEDDE, PERMANENT SECRETARY, MINISTRY OF ICT**

**D**r. Zawedde is a Computer Scientist, Academician and Public Administrator and has served as Permanent Secretary of the Ministry of ICT and National Guidance since 2021. Prior to this, Dr. Zawedde was a lecturer and researcher at the School of Computing and Informatics Technology, Makerere University. She serves as a non-executive director of DFCU Group, the parent company of DFCU Bank and National Information Technology Authority Uganda (NITA-U).



**ENG. IRENE KAGGWA  
SSEWANGAMBO,  
INTERNATIONAL  
TELECOMMUNICATION UNION**

**I**rene Kagwa Sewankambo, a Ugandan electrical engineer and corporate executive, served as the Director of Engineering and Communication Infrastructure at the Uganda Communications Commission (UCC). She was the Acting Executive Director of UCC from February 2020 to November 2023. Eng. Kagwa is now at the International Telecommunication Union.



**MS. SPECIOZA NDAGIRE KIMERA,  
THE FIRST CEO OF UGANDA  
ENERGY CREDIT CAPITALISATION  
COMPANY (UECCC)**

**M**s. Ndagira is a development financing specialist with over 27 years of experience in the development financing.

She started her work career at Bank of Uganda, where she served in various capacities, but notably as Head of Disbursement at the Development Finance department at Bank of Uganda. She was later seconded to the Ministry of Energy and Mineral Development as part of the Consulting team to operationalize UECCC and was subsequently appointed Managing Director of the company.





**MS. ANNICENT BUSINGE,  
CHIEF EXECUTIVE OFFICER,  
FRONTIER ENERGY, UGANDA**

**A**nnicent Businge is a certified Accountant with training and experience in Hydro power development and management. She is currently the Chief Executive Officer of Frontier Energy in Uganda. Prior she worked as Managing Director and Board Member to the 13MW Bugoye Hydro Power Project and Board Member. Annicent started off her career in Banking at Stanbic Bank Uganda.



**AGNES ALABA, COMMISSIONER MINES,  
MINISTRY OF ENERGY AND MINERAL  
DEVELOPMENT.**

**M**s. Alaba is a Geologist with an incredible footprint in the realm of geology, mining, and mineral resource management. She was recently appointed to the Board of the Uganda National Mining Company.

With training in Geology and Chemistry, followed by the attainment of an MSc in Geoinformation and Data Management, Ms. Alba has played a pivotal role in creating the inaugural mineral and geology map of Uganda.

She has been instrumental in establishing the country's national mining cadaster, mineral licensing system, initiative launched in 2008 that has since become a benchmark for numerous other nations. She is also credited with setting up beneficiation centers, a critical infrastructure in advancing mineral exploration techniques.



**ENG. CECILIA MENYA  
NAKIRANDA, COMMISSIONER  
ELECTRIC POWER DEPARTMENT.**

**E**ng. Cecilia Nakiranda Menya is Commissioner of Electrical Power Department at the Ministry of Energy and Mineral Development. She presently serves on the Board of Uganda Electricity Transmission Company Limited (UETCL).

Eng. Cecilia has twenty-seven (27) years of experience in policy formulation, power systems planning, project management, coordination and supervision as well as procurement. She is credited for leading the team that has delivered flagship projects including the recent connection of West Nile to the National grid, the Karuma and Isimba hydropower dams among others.



**ENG. JOAN KAYANGA  
DHAMUDHUDHA MUTIIBWA,  
ASSISTANT COMMISSIONER RURAL  
ELECTRIFICATION DEPARTMENT.**

**E**ng. Joan is an Electrical Engineer who served as the last Executive Director of the Rural Electrification Agency which closed in 2022 following government's rationalization process. She was instrumental in delivering several Rural Electrification Projects and played a major role in increasing access to electricity across the country. Presently she serves as a board member on Uganda's Engineers Registration Board (ERB).





**MS. SARAH NAFUNA MUDOKO, AG.  
COMMISSIONER NUCLEAR ENERGY DEPARTMENT**

**M**s. Sarah Nafuna Mudoko is an Industrial Chemist, currently serving as Ag. Commissioner of the Nuclear Energy Department at the Ministry of Energy and Mineral Development. Ms. Nafuna joined the Ministry in 2005 and risen through the ranks to her current position.

Ms. Nafuna is also a member of the Board of Directors of the Uganda Cancer Institute since March 2019, and National Liaison Officer – IAEA – TC in the Directorate of Energy Resources Development in the Ministry of Energy and Mineral Development, Uganda. Sarah's career in nuclear energy subsector started after completing her Master of Laws in International and Comparative Nuclear Law and Policy of University of Dundee, United Kingdom and subsequent deployment to the Nuclear Energy Unit,

Ms. Nafuna spearheaded the development of the Nuclear Power Roadmap Development Strategy, which identified key infrastructure issues that must be addressed before the launch of the first nuclear power plant in Uganda. She also led the team that conducted and concluded the prefeasibility studies of a 2000MW nuclear power project in Uganda. Furthermore she has trained and built a team of young professionals both in the Ministry of Energy and the Atomic Energy Council of Uganda. This training has given visibility to the work being done in the atomic energy sub-Sector



**MS. GRACE LAJWE (RIP), CHEMIST**

**M**s. Grace Lajwe was a Principal Chemist at the Ministry of Energy and Mineral Development. She was at the Ministry from 2010 as a Laboratory Technician, and rose through the ranks to a Chemist and eventually, Principal Chemist in September 2018. She unexpectedly passed on 21 November 2024.

Her career was a testament to her relentless pursuit of excellence and her commitment to the growth and modernization of Uganda's mineral processing sector.

We continue to pray that Grace's soul finds eternal rest in the arms of the Lord. May her family and all who mourn her find solace in the knowledge that her life was one of profound impact and purpose.



**MARIAM NAMPEERA MBOWA,  
DEPUTY GENERAL MANAGER,  
TOTALENERGIES EP UGANDA**



**PROSSY NABBANJA, CHIEF  
EXECUTIVE OFFICER, UGANDA  
NATIONAL OIL COMPANY LIMITED  
(UNOC)**

**M**s. Nabbanja, a Geologist, has played pivotal roles in shaping Uganda's petroleum sector and positioning the country as a critical player in the global energy landscape. Her expertise as a former Head of the Technical Division in the Ministry of Energy and Mineral Development allowed her to influence significant projects and lead critical reviews of field development plans. One of her most remarkable achievements was steering UNOC through crucial negotiations of the East African Crude Oil Pipeline (EACOP), securing agreements that solidified Uganda's position in the regional energy sector. Under her guidance, the Upstream and EACOP Projects reached the Final Investment Decision, marking significant milestones in Uganda's petroleum industry.





**DR. LYOIDA KICONCO, HEAD OF EXPLORATION AND NEW VENTURES, UGANDA NATIONAL OIL COMPANY LIMITED (UNOC)**

**D**r. Kiconco is a petroleum geoscientist with over 22 years of professional experience in the oil and gas, education and natural resources sectors. Currently works as the Head of Exploration and New Ventures at the Uganda National Oil Company Limited (UNOC). Formerly worked with the Ministry of Energy and Mineral Development and Slb where she held technical, leadership, management, and advisory roles. She was the fist chair for WEEN ...



**MS. PENINAH AHEEBWA, DIRECTOR ECONOMICS AND NATIONAL CONTENT MONITORING, PETROLEUM AUTHORITY OF UGANDA (PAU)**

**M**s. Aheebwa is an Economist who has worked with the energy and extractives industry for over 23 years, having started at the Ministry of energy and Mineral Development as an energy economist. She played a key role in formulation of the renewable energy policy and a key role in bringing on board oil companies such as Total Energies and CNOOC International.

Her outstanding performance received recognition through the prestigious Diamond Jubilee Medal award by H.E. President Museveni for Outstanding Service to Uganda during the International Women’s Day celebrations held in Kyankwazi District. This award is presented in recognition of her exceptional service and unwavering loyalty to Uganda. Ms. Aheebwa was honored for her pivotal role in securing the Final Investment Decision (FID) for Uganda’s Tilenga, Kingfisher, and East African Crude Oil Pipeline (EACOP) projects, which collectively unlocked \$15 billion in investment. In addition to her contributions to Uganda’s energy sector, Ms. Aheebwa was also lauded for her efforts in promoting the participation of Ugandans in the oil and gas industry. Notably, she led the establishment of the National Supplier Database (NSD) and the National Oil and Gas Talent Register (NOGTR). These initiatives have resulted in 14,910 direct jobs, with 90% of these positions filled by Ugandans, as well as 34,000 indirect jobs and 98,000 induced jobs. Furthermore, Ugandan companies have benefitted greatly, with \$2.1 billion of the \$5.3 billion spent on goods and services being directed towards them.



Happy Women's Month!

**ENG. IRENE BATEEBE**  
**PERMANENT SECRETARY**  
**MINISTRY OF ENERGY A& MINERAL**  
**DEVELOPMENT**



# Shattering Stereotypes: Ruth Kobutungu, the Only Female Professional Driver at the Ministry of Energy and Mineral Development (MEMD)

In a world where certain professions have long been considered a male domain, Ruth Kyobutungu stands as a powerful example that women can excel in roles traditionally reserved for men. As the only professional female driver among the 36 drivers at the Ministry of Energy and Mineral Development (MEMD), Ruth defies the stereotype that only men can handle certain jobs, such as driving.



Ruth's turning pointy she indicates was when she saw a woman driving for the United Nations and thought to myself, "If she can do it, why can't I? That moment became a turning point, challenging me to embrace the idea that women are just as capable as men in any profession, including driving".

Ms. Kyobutungu explains that the journey hasn't been without its challenges. Many people still doubt my ability to drive as well as or better than some of the men in my field. But rather than letting these doubts define me, I see them as opportunities to prove myself. When I'm given the chance to handle assignments, I approach them with passion and dedication, delivering results that speak for themselves.

As a single mother, I use my role as a driver not only to earn a living but also to set an example for my children and other women.

Through this job, I have been able to educate my beautiful daughters, provide for them, and offer them a stable home. I encourage all women, no matter how big or small the job, not to settle or wait for handouts. Every job brings dignity, and if it puts food on the table, it's worth doing with pride.

**Creating a structured schedule that balances work and personal fulfillment has also been key to my success. It's essential to manage time efficiently, ensuring both professional productivity and personal well-being.**

Ruth Kyobutungu's story is an inspiring reminder that women can succeed in any field they choose, challenging outdated perceptions and paving the way for future generations. Her service as a driver is as commendable as any of her male counterparts, as attested by the positive feedback she consistently receives.

# Women in Leadership at Energy and Mineral Development



**Ms. Agnes Alaba, Commissioner  
Mines**



**Ms. Grace Nassuna Lubembe,  
Assistant Commissioner,  
Geoscience**



**Ms. Sylvia Nassaka, Principal  
Documentation**



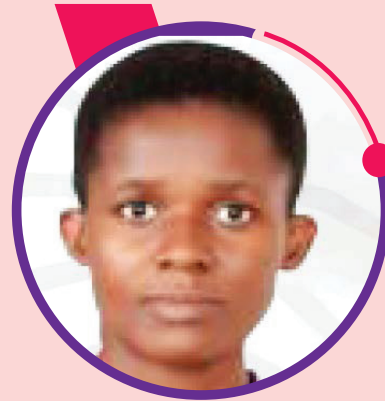
**Ms. Faridah Nakayizi Nsanja,  
Principal Petroleum Officer, Legal**

**EXTRACTIVES**





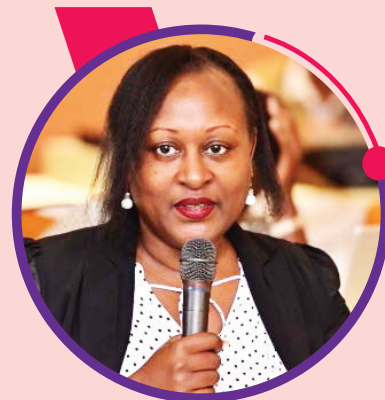
**Eng. Cecilia Menya Nakiranda,  
Commissioner Electric Power  
Department**



**Eng. Joan Kayanga Dhamudhuda  
Mutiibwa, Assistant Commissioner  
Rural Electrification Department.**



**Ms. Sarah Nafuna, Ag.  
Commissioner Nuclear Energy  
Department**



**Elizabeth Kajjuka Okwonji,  
Principal Energy Officer,  
Renewable Energy Department**

## FINANCE AND ADMINISTRATION



**Eng. Irene Pauline Bateebe,  
Permanent Secretary**



**Ms. Grace Tusiime, Under  
Secretary, Finance and  
Administration**



**Ms. Alice Nangoku,  
Assistant Commissioner  
Audit**



**Ms. Carol Aguti, Assistant  
Commissioner, Safety Health  
and Environment**



**Dr. Patricia K. Litho, Assistant  
Commissioner, Communication  
and Information Management**



**Ms. Catherine Dedeya,  
Principal Information  
Technology Officer**



**Ms. Kyokuhair Juliet,  
Principal Economist**



**Ms. Agnes Katembako,  
Principal Procurement Officer**



**Ms. Caroline Priscilla  
Namboozo, Principal Social  
Development Officer**











# Celebrating Notable Women at the Ministry of Energy and Mineral Development

In honor of International Women's Day and Month - March 2025, the editorial team undertook an online survey asking staff to nominate notable women within the Ministry of Energy and Mineral Development. These women have made remarkable contributions across various roles, including leadership, technical expertise, and support functions. This section is dedicated to celebrating these exceptional women, acknowledging their dedication, hard work, and the significant impact they are making within the workplace. Their commitment not only strengthens the Ministry but also serves as an inspiration to others, highlighting the crucial role women play in driving progress and innovation in Uganda's energy and extractives sectors.

## Your Choice

### Outstanding Women in Energy and Extractives

In honor of International Women's Day, a poll was conducted from March 4th to 7th, 2025, to recognize exceptional women in Uganda's Energy, Mining, and Petroleum sectors. Participants were invited to nominate women who inspire them across various roles, highlighting their achievements and impact.

#### MANAGEMENT

		
Eng. Irene Bateebe	Eng. Cecilia Menya	Ms. Caroline Aguti
<div style="width: 55%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 55%	<div style="width: 18%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 18%	<div style="width: 18%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 18%

#### TECHNICAL DEPARTMENTS

			
Eng. Suzan Kavuma	Eng. Emmer Rava Musiime	Eng. Bridget Nabagereka	Eng. Flavia Uwayezu
<div style="width: 8%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 8%	<div style="width: 8%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 8%	<div style="width: 8%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 8%	<div style="width: 8%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 8%

#### SUPPORT SERVICES

					
Sarah Nanono	Damalie Ajambo	Hellenah Nyangoma	Suzan Nalwoga	Ruth Kyobugungi	Winnie Nabukenya
<div style="width: 27%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 27%	<div style="width: 9%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 9%	<div style="width: 9%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 9%	<div style="width: 9%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 9%	<div style="width: 9%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 9%	<div style="width: 9%; height: 10px; background: linear-gradient(to right, #f96, #f96); border-radius: 5px;"></div> 9%





**KEMIGISA Sheillah**  
Omoding Mining Engineer

# Q&A

**With Inspiring Ladies  
at the Ministry of  
Energy and Mineral  
Development**

Q&A



# Linda Muhumuza, senior Petroleum Officer

**E**ng. Linda Muhumuza, Senior Petroleum Officer at the Midstream Petroleum Department, was inspired to pursue a career in energy and extractives by her father, who exposed her to the engineering sector. She chose this field because of its crucial role in global development and sustainability. With energy powering every sector and extractives providing raw materials for economies, she was motivated by the challenge of developing innovative, sustainable solutions to meet growing demands while considering environmental impacts.

**Advice for Young Women in the Industry:** Eng. Muhumuza advises young women not to be intimidated by the historically male-dominated energy and extractives industry. She emphasizes the importance of staying curious and educated, building resilience and confidence, seeking mentorship, and embracing sustainability. Women should advocate for change and believe in their abilities, as the industry needs more female representation.

**Overcoming Challenges in a Male-Dominated Industry:** Like many women in technical fields, Eng. Muhumuza faced challenges in the petroleum



Ms. Linda Muhumuza, Senior Petroleum Office (Transport and Storage), Midstream Petroleum Department

industry, including overcoming stereotypes, balancing work-life expectations, navigating the 'Old Boys' Club,' and managing imposter syndrome. To overcome these obstacles, she focused on developing her technical expertise, built strong time management skills, and found support through mentors. She also worked on building confidence, advocating for her leadership potential, and taking initiative in seeking out opportunities.

**Leadership Style:** Eng. Muhumuza's leadership style is collaborative, supportive, and results-oriented. She encourages open communication, fosters teamwork, and values empathy. She leads by example, sets clear

goals, and motivates her team through recognition and growth opportunities. By promoting autonomy, accountability, and adaptability, she empowers her team to thrive and take ownership of their work, while guiding them to develop their leadership skills.

**Policies for an Inclusive and Equitable Industry:** To create a more inclusive environment for women in energy and extractives, Eng. Muhumuza advocates for key policies, including equal pay for equal work, workplace flexibility, inclusive hiring practices, and mentorship programs. She emphasizes the need for leadership training, safe work environments, and diversity in decision-making roles. Policies promoting work-life balance, recognizing non-linear career paths, and supporting women's career advancement are essential for retaining and empowering women in the industry.

Eng. Muhumuza's experiences and leadership illustrate that women can succeed in the energy and extractives sectors and contribute significantly to shaping the future of these industries. By implementing inclusive policies and fostering supportive environments, more women can thrive and bring fresh perspectives to the field.

# Sarah Nanteza, Petroleum Officer \_ Chemist

## Brief profile.

**S**arah Nanteza a Petroleum Officer Chemist with a MSc. in Advanced Chemical Engineering from the University of Manchester and BSc. Industrial Chemistry form Makerere University.

### 1. As a petroleum chemist What sparked your interest in pursuing a career in Chemical Engineering with focus in petroleum refining, and what advice would you give to young girls who are interested in STEM fields?\*

My passion for energy and the critical role it plays in our daily lives sparked my interest in chemical engineering, particularly in petroleum refining. I was drawn to the challenge of solving the energy trilemma of balancing affordability, security, and sustainability. The discovery and subsequent development and production of oil in the country presents an opportunity to overcome these challenges and my career in this direction enables me to ensure that value is added to our petroleum resource efficiently with minimal impact on the environment through innovative refining processes, improved energy efficiency, and the integration of cleaner technologies.

The young ladies interested in STEM fields should pursue them with passion, embracing their complexity as an opportunity for innovation and growth. They should also continuously upgrade their knowledge and skills to align with the ever-evolving trends in STEM

### 3. \*How do you think your work as a petroleum chemist contributes to a more sustainable energy future, and what role do you think women can play in driving innovation in this field?\*

As a Petroleum Chemist, my role in the development of the refinery project is to ensure that high-quality products will be produced sustainably and efficiently. By analyzing crude oil properties and assessing market demands, I help determine the most suitable refinery configuration to produce products that



meet global standards while minimizing environmental impact. This extends to developing effective waste management strategies, repurposing by-products, and integrating petrochemicals to enhance sustainability. Additionally, I ensure that the refinery incorporates energy-efficient systems, such as heat recovery and hydrogen integration, to reduce emissions and improve overall performance thereby aligning the project with global energy transition goals.

Women can play a crucial role in research and innovation, particularly in developing and promoting cleaner and more affordable energy sources. For example, they can promote the adoption of LPG (liquefied petroleum gas) as a safer and more efficient alternative to traditional biomass for cooking. This will promote sustainability and energy efficiency.

### 4. \*What challenges have you faced as a woman in a male-dominated field, and how have you overcome them? What advice would you give to young women who may face similar challenges?\*

From my experience, rather than facing challenges, I have experienced opportunities to learn, advance, and make an impact arising from gender balance initiatives. The energy sector has made significant progress in eliminating gender

inequalities, with the Ministry actively implementing interventions to support and advance women in STEM. Additionally, the presence of several women in STEM in top management positions in the sector serves as a source of inspiration, reinforcing my belief that if they have succeeded, then nothing can stand in my way!

Young ladies should embrace the opportunities created by gender mainstreaming initiatives aimed at increasing female representation in STEM fields. Many job advertisements now explicitly state, "Females are encouraged to apply," reflecting the sector's commitment to gender balance. Additionally, they should actively engage in professional associations such as the Women in Energy and Extractives Network (WEEN), where they can network, learn, and share ideas to advance their careers.

### 5. \*What do you think are some common misconceptions about a career in petroleum chemistry, and how would you describe the reality of working in this field?\*

A common misconception about a career in petroleum chemistry is that it's limited to the analysis of crude oil and refined products properties in the laboratory. In reality, it extends to designing and optimizing refinery systems, improving processes, petrochemical integration, and the development of new catalysts and products.

Another misconception is that this career path is becoming obsolete due to the shift to renewable energy, however, petroleum is still essential since it is not only used for fuel production but also for petrochemicals used in several industries including packaging, construction, textile, pharmaceuticals, and renewable technologies such as solar panels and wind turbines. As the world focuses on sustainability, petroleum chemists play a crucial role in developing eco-friendly processes and innovative solutions to address the current global environmental challenges.





## JUSTINE AKUMU, Energy Officer (Bio), Renewable Energy Department (RED)

### **1. What inspired you to become a champion for clean cooking in Uganda, and how did you get started?**

My inspiration for championing clean cooking in Uganda comes from witnessing firsthand the negative health, environmental, and economic impacts of traditional cooking methods, especially on women and children. I started by engaging in raising the problem of

traditional cooking methods to senior management. I have also engaged in community sensitization programs, worked with development partners, and advocated for policies that promote the adoption of clean cooking technologies to increase energy access, improve livelihoods and protect our environment.

### **2. What are the biggest challenges you've faced in promoting clean cooking,**

### **and how have you overcome them?**

The biggest challenges in promoting clean cooking include high costs of clean cooking technologies, limited awareness, and cultural resistance to change. To overcome these, we have focused on policy support, providing financial incentives, community education, and fostering partnerships with private sector players to make clean

cooking solutions more accessible and affordable.

### **3. How has your work in clean cooking impacted the lives of women and families in Uganda, especially in rural areas?**

My work in clean cooking has significantly improved the lives of women and families by reducing indoor air pollution-related diseases, lowering fuel costs, and saving time previously spent collecting firewood or tending to stoves that take so long to light and cook.

In rural areas, access to clean cooking technologies has enhanced household health, increased productivity, and empowered women economically by creating new business opportunities in the clean energy sector.

### **4. What role do you think women play in the adoption of clean cooking solutions, and how do you involve them in your initiatives?**

Women play a critical role in the adoption of clean cooking solutions as they are the primary users of cooking energy in households. We actively involve them by providing training, facilitating access to affordable financing,

and deliberately supporting women-led enterprises in clean cooking value chains, ensuring that they become champions of change within their communities.

### **5. What do you envision for the future of clean cooking in Uganda, and how can others contribute to making this vision a reality?**

I envision a future where every household in Uganda has access to affordable, efficient, and sustainable clean cooking solutions, reducing reliance on firewood and charcoal and improving public health.

Others can contribute by investing in government clean cooking programs, advocating for policy reforms,

supporting local innovators, and raising awareness about the benefits of clean cooking.

### **6. What key policies or initiatives do you think are necessary to create a more inclusive and equitable space for women in the energy and extractives:**

To create a more inclusive and equitable space for women in the energy and extractives sector, key policies should focus on gender-responsive financing, capacity-building programs, and mainstreaming women in decision-making processes in the clean cooking sector. Strengthening affirmative action, promoting women-led clean energy enterprises, and integrating gender





# ACHIENG JACINTA

## INSPIRATION:

My major inspiration to join the energy and extractives sector is the opportunity to contribute to shining light on the Dark Continent and reducing energy poverty among Ugandans by switching on the largely untapped geothermal resources of Uganda and Africa.

## Advice to younger women that want to join the field;

Back yourself up, be confident don't dim your light.

Men still represent a significantly larger portion of the workforce, this may be a little intimidating but put your hands up in meetings and speak up if you have ideas. That entity needs your unique perspective.

## What key policies or initiatives do you think are necessary to create a more inclusive and equitable space for women in the energy and extractives

Structured one on one mentoring programs.



# NAMAJEJE MARIA ASSUMPTA, Chemist, Laboratory Division, Mines department



## 1. What inspired you to pursue a career in energy and extractives, and what advice would you give to young women considering this field?

Analyzing ore samples to determine their mineral composition and chemistries unveils nature's beauty and reveals how excellently marvelous our Creator is! I am daily thrilled by these discoveries.

The energy and extractives industry has exciting technological innovations and I am greatly inspired by the challenge to continually develop analytical techniques that enhance mineral extraction and processing, and develop chemical processes for

extracting desired minerals efficiently.

My advise to young women considering this field; Go for it!

Build a network of support, find a mentor, and draw on your own abilities too. Learn, unlearn and relearn as much as you can and remember that small steps ultimately lead to big changes.

## 2. What key policies or initiatives do you think are necessary to create a more inclusive and equitable space for women in the energy and extractives

Promoting women's leadership and their participation in decision making processes.

# Bridging the Gender Gap in Uganda's Energy and Extractives Sector



The committee monitors gender mainstreaming efforts, advises the leadership of MEMD on gender-related concerns, and ensures the successful implementation of gender initiatives. It is composed of key officials from various departments, including Human Resources (HR), technical directorates, and energy agencies.

**G**ender equality is an essential pillar for Uganda's Ministry of Energy and Mineral Development (MEMD) as it strives to foster an inclusive energy and extractives sector. The Ministry is dedicated to ensuring that both men and women can equally benefit from Uganda's energy and mineral resources. To meet this goal, MEMD has put in place a Gender Strategy (2022/23-2026/27), which integrates gender considerations into its energy, mineral, and petroleum programs. Through this strategy, the Ministry hopes to address the existing gender disparities in the sector and provide equal opportunities for all.

MEMD's Gender Policy is crafted to eliminate the barriers that hinder women and marginalized groups from fully benefiting from the country's energy and mineral resources. The

policy aligns with two crucial Sustainable Development Goals (SDGs): SDG 5 (Gender Equality) and SDG 7 (Affordable and Clean Energy). This approach ensures that gender inclusivity

is incorporated into all energy projects and policies, creating a balanced environment that promotes equal participation.

MEMD has established a Gender Committee that plays an





instrumental role in overseeing the integration of gender-sensitive policies into the sector. The committee monitors gender mainstreaming efforts, advises the leadership of MEMD on gender-related concerns, and ensures the successful implementation of gender initiatives.

It is composed of key officials from various departments, including Human Resources (HR), technical directorates, and energy agencies, ensuring cross-sector collaboration and a holistic approach to gender equity. A pictorial of the team is presented below;

MEMD has actively worked to promote gender equality in its human resource practices. Some of the deliberate steps taken to foster gender equity include:

- **Affirmative Action:** Encouraging more women to apply for technical roles in the energy and mineral sectors.
- **Mentorship and Capacity Building:** Providing tailored programs to enhance the

skills of female employees, empowering them for leadership roles.

- **Equal Pay and Benefits:** Ensuring that both male and female employees are compensated equally for their contributions.

**Several key initiatives have been launched by the Ministry to support women in the energy and extractives sectors. These include:**

- **Capacity-Building Programs:** Offering training for women in STEM (Science, Technology, Engineering, and Mathematics) fields, preparing them for careers in energy and minerals.
- **Energy Access Programs:** through the various rural electrification projects and the electricity scale projects there are specific aspects that seek to address gender as follows;
  - Ensure that part of the local workforce employed in the project includes women

especially for casual labour,

- Occupational health and safety measures taken should cater for the specific needs of the female and male labour force including sanitary facilities
- HIV/AIDS awareness and mitigation activities should target both women and men
- Ensure service points for women have access to electricity like water points, health centres, street lighting, and kitchen areas
- Health and safety tips/ awareness on handling electricity should be offered to both women and men
- Seek consent of both spouses (men and men) for way leaves since in most cases the actual crops cleared belong to the women although the land belongs to the men.
- **Clean cooking programs:** Promoting clean cooking technologies to address women's needs for energy-

efficient solutions that improve household productivity.

- Women in Energy and Extractives Network (WEEN): A mentorship network that connects and supports women working in the sector.
- **Women in Energy:** an initiative by the Electricity Regulatory Authority (ERA) to encourage young girls in secondary school to take up STEM.
- MEMD is part of the Extractives Industry Transparency Initiative (EITI), which advocates for gender inclusivity and the disclosure of disaggregated gender employment data.

MEMD is committed to providing a safe working environment free of gender-based discrimination and harassment. Clear reporting and redress mechanisms have been established for staff to report violations. This includes the HR department, an anonymous complaints system, and the Gender Committee, which ensures that policies are strictly enforced to protect all employees and maintain a respectful and inclusive workplace.

In line with its commitment to creating a supportive and inclusive workplace, MEMD has implemented family-friendly policies to help employees

balance work and family responsibilities for instance safe workplace policies: Ensuring a harassment-free environment that fosters diversity and inclusion.

As MEMD looks to the future, it has set ambitious goals to continue promoting gender equality in the sector:

- Increasing Women's Participation: Aiming to ensure more women are involved in decision-making processes across energy and mining sectors.
- Gender-Responsive Budgeting: Strengthening the integration of gender equality into resource allocation and policy development.
- Strategic Partnerships: MEMD plans to further collaborate with organizations like GIZ, UNDP, and FAWE-U to enhance women's access to training and job opportunities within the energy sector.

Uganda's National Development Plan III (NDP III) has set a target to reduce the Gender Gap Index from 0.523 in 2017 to 0.5 by 2025. This effort is focused on increasing women's access to clean energy solutions such as energy-efficient cooking stoves and solar lighting, which play a critical role in enhancing household productivity and

economic participation.

### **The successful implementation of MEMD's Gender Strategy will ensure:**

- Equitable Access to energy, minerals, and petroleum resources.
- Reduced Gender Disparities in leadership and technical roles.
- Greater Economic Participation of women in the sector's benefits.

MEMD encourages all stakeholders government agencies, development partners, and the private sector to adopt and use this strategy to promote gender equality within Uganda's energy and extractives sectors.

As the Ministry continues to implement these initiatives, it remains committed to creating an inclusive environment where all Ugandans, regardless of gender, have access to the opportunities, resources, and benefits derived from the country's energy and mineral wealth.

As we move forward, MEMD remains committed to gender inclusivity, ensuring that all Ugandans regardless of gender can access opportunities, resources, and benefits from the country's energy and mineral wealth.



# GENDER MAINSTREAMING COMMITTEE

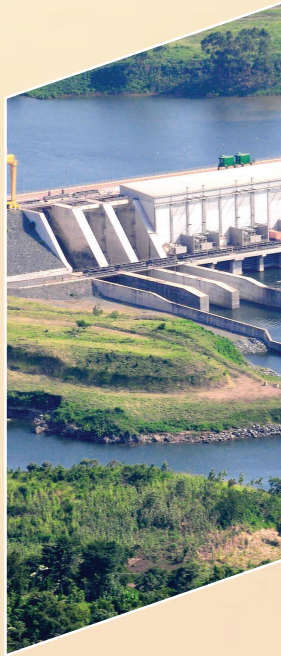
S/N	NAME	TITLE	DEPARTMENT	POSITION
1	<b>Mr. Kagwa Dennis</b>	Assistant Commissioner / Human Resource Management	Finance and Administration / Human Resource Division	Chairperson
2	<b>Ms. Kyokuhair Juliet</b>	Principal Economist	Finance and Administration / Planning and Policy Division	Member
3	<b>Ms. Abbo Damalie</b>	Senior Energy Officer	Nuclear Energy Department	Member
4	<b>Ms. Kavuma Susan</b>	Senior Energy Officer	Rural Electrification Department	Member
5	<b>Ms. Nassaka Grace Sylvia</b>	Principal Documentation Officer	Geological Survey Department	Member
6	<b>Ms. Nabagereka Bridget</b>	Senior Energy Officer	Electrical Power Department	Member
7	<b>Mr. Komunda Noel</b>	Gender Specialist	Grid Extension and Reinforcement Project	Member
8	<b>Ms. Aguti Esther</b>	Senior Petroleum Officer	Petroleum Exploration Development and Production (Upstream)	Member
9	<b>Ms. Mbakolaki Oliver</b>	Senior Assistant Secretary	Finance and Administration	Member
10	<b>Ms. Musiime Emmer Rava</b>	Senior Energy Officer	Energy Efficiency and Conservation Department	Member
11	<b>Ms. Muhumuza Linda</b>	Senior Petroleum Officer	Midstream	Member
12	<b>Mr. Lugaizi Issa</b>	Principal Geophysicist	Mines Department	Member
13	<b>Mr. Aijuka Brian</b>	Geologist	Geothermal Resources Department	Member
14	<b>Mr. Budeyo Samson</b>	Senior Accountant	Finance and Administration / Accounts Division	Member
15	<b>Mr. Mfitumukiza Emmanuel</b>	Procurement Officer	Finance and Administration / Procurement Division	Member
16	<b>Mr. Nalwoga Susan</b>	Communications Officer	Finance and Administration / Communication and Information Management Division	Member
17	<b>Ms. Adong Lucy</b>	Legal Officer	Finance and Administration / Legal Unit	Member
18	<b>Ms. Aguti Caroline</b>	Assistant Commissioner/ Health Safety and Environment Division	Finance and Administration / Health Safety and Environment Division	Member
19	<b>Ms. Busingye Suzan</b>	Senior Human Resource Officer	Finance and Administration / Human Resource Division	Member / Focal Point Person



# INTERNATIONAL WOMEN'S MONTH 2025







# OUR SERVICES ARE FREE APART FROM THOSE OFFICIALLY GAZETTED FEES.

## MEMD VISION

A Model of Excellence in Sustainable Management and Utilisation of Energy and Mineral Resources.

## MEMD MANDATE

To establish, promote the development, strategically manage and safeguard the rational and sustainable exploitation and utilization of energy and mineral resources for social and economic development.

## MEMD MISSION

To ensure reliable, adequate and sustainable exploitation, management and utilisation of energy and mineral resources in Uganda

 041 4 344 414