Strengthening Youth Participation in the Extractives Sector

Considerations in Light of Covid-19

EXTRACTIVES BARAZA

INFORM • CONNECT • TRANSFORM

Strengthening Youth Participation in the Extractives Sector

Considerations in Light of Covid-19

STRENGTHENING YOUTH PARTICIPATION IN THE EXTRACTIVES SECTOR: CONSIDERATIONS IN LIGHT OF COVID-19

November 2020

Ole Sangale Rd, Madaraka Estate
P.O Box 59857-00200, Nairobi Kenya
W: www.extractives-baraza.com/
E: info@extractivesbaraza.com

This paper is a product of the Extractives Baraza(EB) with support from the Open Society Initiative for Eastern Africa (OSIEA). The paper is based on intensive desktop research and may not be taken as constituting legal advice.

Core Researcher: Geoffrey Kerecha Obaga

Cover Photo: https://barakafm.org/
Printed by Ibis Multimedia, P.O. Box 44 – 00100 GPO Nairobi

Table of Contents

Acknowledgement vii
Acronyms viii
Executive Summary ix
1 Context 1
1.1 Introduction 1
1.2 Scope and Purpose of the Paper 2
1.3 East Africa Context of the Extractives Industry 2
1.3.1 Kenya 2
1.3.2 Uganda 4
1.3.3 Tanzania 6
2 Opportunities and Challenges for Youth Participation in the Extractives Industry 8
2.1 Challenges 8
2.2 Opportunities 9
3 Impacts of COVID-19 Pandemic on the Extractives Industry 11
3.1 Global and Regional Impacts 11
3.2 Impact of COVID-19 on Youth 12
3.2.1 Access to Education 12
3.2.2 Employment 13
4 Catalysing Youth Participation in the Sector Beyond Covid-19 14
4.1 Training 14
4.2 Enterprise Development 14
4.3 Enabling Policy Framework 15
5 Conclusion and Way Forward 15
Bibliography 16

Acknowledgement

This paper is a product of the Extractives Baraza (EB) through funding from the Open Society Initiative for Eastern Africa (OSIEA) under the grant towards implementation of the Youth in Extractives Africa (YIEA) Project. EB would like to recognize Geoffrey Kerecha as the lead researcher of this work. Special acknowledgements to James Kirwa for his invaluable contributions including editing and typesetting of the paper. Further appreciation to Strathmore Extractives Industry Centre (SEIC) and Extractives Baraza (EB) team's invaluable contribution in the development of this paper, specifically Laura Muniafu, Jovia Nampewo and Ruth Nzembi.

Acronyms

EB	Extractives Baraza
EOPs	Early Oil Pilot Scheme
EPC	Engineering, procurement and construction
FFD	Full Field Development FFD
FID	Final Investment Decision
GDP	Gross Domestic Product
IADC	International Association of Drilling Contractors
IIA	Invest in Africa
KEPSA	Kenya Private Sector Alliance
KYEOP	Kenya Youth Employment and Opportunities Project
KYEP	Kenya Youth Empowerment Project
LNG	Liquefied Natural Gas
NOGP	National Oil and Gas Policy
NOGTR	National Oil and Gas Talent Register
NSD	National Suppliers Database
OSIEA	Open Society Initiative for Eastern Africa
SEIC	Strathmore Extractives Industry Centre
SMED	SME Division
SMMRP	Sustainable Management of Minerals Resources Project (SMMRP)
SOGA	Skills for Oil and Gas
YAP	Youth Apprenticeship Program
YEI	Youth Entrepreneurship and Innovation
YIEA	Youth in Extractives Africa

Executive Summary

The extractives industry in East Africa (Kenya, Uganda and Tanzania) has drawn much interest locally and internationally presenting opportunities for investment and job creation among international players and citizens respectively. To actualize these prospects, governments have made efforts to put in place the requisite legal, policy and regulatory frameworks to govern the operations of the industry. Local content in Kenya has largely been anchored in the Petroleum Act, 2019 and the Mining Act, 2016. These codes require operators to prioritize local goods and services so long as they meet the set standards as well as employment opportunities. Uganda has equally put in place the National Content Regulations, 2016, which require oil companies including their subcontractors, to give preference to Ugandan citizens and entities in the provision of goods and services. Tanzania on the other hand has enacted the Mining (Local Content) Regulations 2019 which gives preference to Tanzanian citizens, service providers and suppliers.

In spite of these legal requirements, youth participation in the extractives industry remains a challenge. Majority of the youth lack the requisite capacity and skills to capture the available business and job opportunities. This problem is compounded by the existing skills and those being churned out not matching the industry requirements and standards. Some of these skills require global certification standards like International Association of Drilling Contractors (IADC) and British Standards, which are currently not offered by local universities, technical and vocational education and training institutions. There are however efforts to address these gaps through programmes aimed at strengthening the capacity and skills of youth. For instance, Kenya and Uganda have youth targeted programmes like the Kenya Youth Employment and Opportunities Project (KYEOP) and the Uganda Youth Apprenticeship programme. Similar initiatives have targeted SMEs through training and lending programmes like the Youth Enterprise Development Fund in Kenya. These programmes should however develop skills and capacity that meets the industry standards and can be transferrable to other sectors.

These efforts have, however, been impacted differently through the COVID-19 pandemic, which has plagued the global economy including the extractives industry. Containment measures that have been imposed have resulted in, among others, downsizing of business operations, employee layoffs, and total closure of businesses. As a result, majority of youth have lost jobs, training opportunities and programmes as well as education at different levels. While there have been efforts for online and distance learning for the different levels of learners, not all the youth have had the privilege to access these learning opportunities. This has been attributed to challenges with accessibility to the necessary facilities and gadgets like computers, smart phones and internet.

To achieve increased youth participation in the extractives industry, the Governments of Kenya, Uganda and Tanzania need to build a robust and collaborative approach. This approach should consider a robust training and enterprise development mechanism as well as enabling legal and policy framework, among others. Considering there are ongoing efforts in these areas, governments need to align the new and existing programmes with the local content policies in each country. Notably, there is need for private sector participation and input into the government interventions to strengthen and achieve the desired participation.

1 Context

1.1 Introduction

Youth participation in the East African extractives industry (oil, gas and mining) is premised on the potential of the industry to create both direct and indirect job and business opportunities. The industry has drawn much interest due to the discovery of oil in Kenya and Uganda as well as significant reserves of natural gas in Tanzania. This is complemented by the exploitation of diverse mineral resources in the region. These discoveries have offered strong prospects for economic transformation, job creation and poverty reduction in the host countries.[1] To realize the potential of the industry, there have been efforts towards enacting local content frameworks aimed at increasing local participation. Youth participation in the industry is therefore important in realizing sustainable development in the region.

The population size of the youth globally is estimated to reach 1.3 billion by 2030. In sub-Saharan Africa, youth make up 20 percent of the total population, a situation that is expected to remain the same for the next 20 years. This youthful population presents a number of challenges including among others access to education, employment and business opportunities. In spite of these challenges, youth can be a catalyst for social and economic development if healthy, skilled and gainfully employed.[2] The extractives industry therefore presents diverse opportunities for the youth in the region.

There have been efforts by different development partners in partnership with government and private sector players towards building skills for the extractives industry especially the oil and gas sector. A good example is the Skills for Oil and Gas (SOGA) whose goal is to create employment and raise income in local communities in Kenya, Mozambique, Tanzania and Uganda.[3] Other initiatives have included the Youth in Extractives Programme by the Extractives Baraza that seeks to promote capacity of youth in Africa through training, interactive conversations and a platform for supporting youth innovations.[4]

These efforts have been significantly impacted by the COVID-19 pandemic, which has severely affected the global economy. The pandemic has equally impacted the extractives industry through restriction of movement, public gatherings and learning measures imposed by governments, among other things. These measures have negatively impacted many businesses resulting in either downsizing, expenditure cuts, project suspensions and total closure. In Kenya, for instance, Tullow Oil and its partners implemented *force majeure* as a response measure to COVID-19.[5] This action affected many businesses including women and youth led enterprises as the project was shut for several months. It is good to note that the extractives industry had created

1 Strathmore Extractives Industry Centre (SEIC), 'Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya', *East Africa SME Capacity Building Conference* (Extractives Baraza 2019).

2 United Nations, *The World Youth report: Youth and the 2030 Agenda for Sustainable Development* (Department of Economic and Social Affairs, 2018).

3 E4D/SOGA, 'Employment and Skills for Eastern Africa: Tracking Interventions, Progress and Impact' (GIZ 2019) <https://www.giz.de/en/downloads/PR%20report%20E4D-SOGA_%202019.pdf> accessed 12 November 2020.

4 The Extractives Baraza is a multi-sector advocacy-neutral public platform, hosted at the Strathmore Extractives Industry Centre. https://www.extractives-baraza.com/youth-in-extractives-programmes/.

5 Africa Oil Corp, 'Africa Oil Kenya Update' (2020) <https://www.africaoilcorp.com/news/africa-oil-kenya-update-122785/> accessed 12 November 2020.

a number of opportunities for the youth and therefore the downsizing of operations by companies due to COVID-19 has adversely affected those benefiting from scholarships; direct or indirect employment as well as those engaged in businesses in the extractives industry in the region.

1.2 Scope and Purpose of the Paper

This paper analyses the extractives industry in East Africa (Kenya, Uganda and Tanzania) and youth participation. It examines not only, the state of the extractives industry during the COVID-19 pandemic, but also youth participation in the extractives industry and its associated challenges as well as the opportunities and measures that can be taken to strengthen youth participation in the industry. The paper constitutes of four sections. The first section provides a general background and context of the extractives industry in Kenya, Uganda and Tanzania, the state of youth participation in the industry and why this matters and opportunities for youth participation in the industry in East Africa. The second section analyses the COVID-19 pandemic and its impacts on the extractives industry both from a global and regional perspective as well as the overall impact it has had on the youth in the sector. The third section discusses opportunities and measures to strengthen youth participation in the industry beyond COVID-19. Specifically, this section looks at opportunities for public private partnerships for youth support, key policy considerations central to supporting continuous youth participation in the industry as well as industry led initiatives in form of financial and technical support. The last section provides the conclusion and way forward.

1.3 East Africa Context of the Extractives Industry

East Africa's extractives resources potential has not been fully realized even with the recent discoveries of commercially viable minerals, oil and gas deposits in Kenya, Uganda and Tanzania. Historically, there has been much focus on small scale exploration and exploitation of mineral deposits characterized by local businesses and a few international companies. Importantly, just as in the larger Africa, East Africa is well endowed with a variety of natural resources including gold, bauxite cobalt, iron ore just to name a few, as well as oil and gas deposits in commercially viable quantities. The East Africa countries of Kenya, Uganda and Tanzania have commonalities in their dependence on the natural resources sector as the backbone of their economies with significant reliance on both the agricultural sector and the exploitation of mineral and hydrocarbon resources. In spite of this, the exploitation of natural resources within each country and the contribution to the gross domestic product (GDP) varies across the three economies.

1.3.1 Kenya

Kenya's mining and oil sectors have been in operation since the 1930s and 1950s respectively. The country is endowed with a wide range of minerals, both metallic and industrial, namely gold, titanium, copper, iron ore, soda ash, fluorspar and limestone, among others. Most of the mining operations have largely been small scale until the discovery of titanium deposits in the coastal region and exploration activities for gold in the western part of Kenya. Kenya's GDP expanded by 5.4 percent in 2019 compared to a growth rate of 6.8 percent in 2018. This growth was spread across all sectors including extractives where mining contributed 0.7% to the GDP in

2019.[6] Considering the potential of the mining sector to transform the economy and contribute to poverty reduction through jobs and business opportunities, Kenya aims to increase the sectors' contribution to GDP to 10% by 2030 through value addition.[7] The mining sector remains an important source of employment for Kenyans. It has been estimated that large scale mining operations in Kenya employ around 9,000 workers and about 146,000 people are engaged in the ASM sector. To realize the potential of the mining sector in Kenya, the government enacted the Mining Act, 2016.[8] The Act and the Mining (Use of Local Goods and Services) Regulations, 2017, Mining (Employment and Training) Regulations, 2017 and Mining (Community Development Agreement) Regulations, 2017, promote job creation through the use of local expertise, goods and services, businesses and financing in the mining industry value chain and their retention in the country.[9]

Kenya is also endowed with commercial oil deposits. The discovery of oil and gas deposits in Turkana County (northern part of Kenya) in 2012 raised public expectations. Until this discovery, Kenya focused more on the midstream and downstream activities, which have created vast job and business opportunities. The British Firm, Tullow Kenya B.V and its joint venture partners have been conducting exploration activities in northern Kenya with an estimated 560 million barrels of commercial oil confirmed.[10] Since the discoveries, Tullow and its partners have continued with exploration activities resulting in the proposal to develop Amosing, Ngamia and Twiga fields as the Foundation Stage for the South Lokichar development. This includes installation of the requisite infrastructure to support the operation. Through this phased approach, an early final investment decision (FID) is expected to be achieved at the end of 2021. Other developments have included the successful completion of the Early Oil Pilot Scheme (EOPs) on 2nd June 2020. The EOPs commenced on 3 June 2018 and sought to provide critical technical data, logistical and operational experience and training key in achieving Full Field Development (FFD). Importantly, the Government of Kenya has enacted the Petroleum Act 2019, which requires international oil companies to give priority to Kenyan citizens and entities in the provision of goods and services. The development of the Petroleum (Local Content) Regulations under the new law is underway.

Both the mining and petroleum sectors in Kenya have created a number of job and business opportunities for the youth. The efforts by government to put in place local content policies and provisions in law have been complemented by other existing and ongoing youth targeted programmes. In 2010, Kenya launched the Kenya Youth Empowerment Project (KYEP) that aimed at improving youth employability and integration into the work environment through training and internships. The project has been implemented through public private partnership involving the government and the Kenya Private Sector Alliance (KEPSA).[11] Other programs include the Youth Enterprise Development Fund established in 2006 which aims to promote youth entrepreneurship and employment. The Fund lends youth led enterprises in the country. The government has also put in place the Access to Government Procurement Opportunities (AGPO)

---

6 Kenya National Bureau of Statistics, *Economic Survey* (Nairobi, 2020).

7 Maria Barreto and others, 'Economic Contributions of Artisanal and Small-Scale Mining in Kenya: Gold and Gemstone' (Pact Global UK and ARM 2018).

8 Ibid.

9 Mining (Use of Local Goods and Services) Regulations 2017, r 3(1) & 5.

10 https://www.tullowoil.com/our-operations/africa/kenya/ accessed 15 October 2020.

11 'The Kenya Youth Empowerment Project (KYEP) – Kenya Youth Policy Toolbox' (*Yptoolbox.unescapsdd.org*, 2017) accessed 12 November 2020.

programme to support youth access to government procurement opportunities. The programme is founded on Article 227 of the Constitution of Kenya 2010, which provides for fair, equitable, transparent and cost-effective public procurement of goods and services. Through this programme, the government has a 30 percent procurement allocation scheme for youth, women and persons with disability.[12] These efforts have been central in supporting the empowerment of youth in Kenya and key in helping youth have skills to plug into the petroleum and mining sectors in the country.

1.3.2 Uganda

Uganda started oil exploration in the 1920's in the Albertine region which is currently the principle prospective area for petroleum. Intensive exploration picked in the early 2,000s with commercial discoveries in 2006. Currently, the discovered oil reserves are approximately 6.5 billion barrels[13] with close to 1.4 billion barrels estimated to be economically recoverable.[14] It has been anticipated that oil production in Uganda will generate significant revenues for the country which have the potential to transform the economy and create job and business opportunities for the citizens. In light of this and the desire to maximize the potential of the oil sector, the government of Uganda and Tanzania on 13 September 2020 signed an agreement allowing for the construction of a 1,445 km (898 miles) crude oil pipeline. Total and Chinese National Offshore Oil Company (CNOOC) are the leading partners in this venture.[15] There are also plans to develop a 60,000bopd refinery, which includes a 205km long pipeline from Hoima to Kampala.[16]

To regulate and guide the oil and gas activities, Uganda has in place the National Oil and Gas Policy (NOGP) of 2008 whose goal is to ensure that oil and gas development in Uganda will contribute to early achievement of poverty eradication and create lasting value to the society.[17] Uganda also has the Oil and Gas Revenue Management Policy of 2012 which outlines how revenues from oil and gas should be managed. Other instruments include National Communication Strategy for the Oil and Gas Sector in Uganda 2008, the Petroleum (Exploration, Development and Production) Act, 2013 and Regulations drafted thereunder. Others are on Environment, Wildlife, Water, Income Tax, and Land whilst the sector is regulated by the Uganda National Oil Company.[18]

Uganda has put in place local content requirements in its legal and regulatory framework governing the oil and gas sector. The Petroleum (Exploration, Development & Production) Act 2013, and the Petroleum (Refining, Conversion, Transmission and Midstream Storage) (National Content) Regulations, 2016, require oil companies including their subcontractors, to give preference to Ugandan citizens and entities in the provision of goods and services. Presently, there

---

12 National Youth Empowerment Strategy, 2015.

13 'Status of Exploration and Appraisal in the Albertine Graben of Uganda' (*Directorate of Petroleum - Uganda*, 2020) <https://petroleum.go.ug/index.php/departments/upstream/exploration> accessed 7 November 2020.

14 'Petroleum in Uganda' (*US Embassy in Uganda*, 2020) <https://ug.usembassy.gov/business/getting-started-uganda/petroleum-in-uganda/> accessed 7 November 2020.

15 BBC News, 'Uganda and Tanzania Sign $3.5Bn Oil Pipeline Deal' (2020) <https://www.bbc.com/news/world-africa-54137090> accessed 8 November 2020.

16 Strathmore Extractives Industry Centre and Extractives Baraza, *Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya,* (Nairobi,2018).

17 International Alert, *Oil and Gas Laws in Uganda: A Legislators' Guide* (2013).

18 Strathmore Extractives Industry Centre (SEIC), 'Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya', *East Africa SME Capacity Building Conference* (Extractives Baraza 2019).

are efforts towards the enactment of the National Local Content Act. The Act was passed by parliament on 20 May 2020 and is currently awaiting the presidential assent. The Act seeks to bridge the gap in the existing legal and regulatory frameworks that make provision for local content. Importantly, the Act seeks to impose local content obligations on all persons using public resources or carrying an activity under a license in Uganda. Further, it makes provision for preference to goods manufactured and services produced in Uganda as well as employ Ugandans except for situations where such goods, services and persons are not available locally.[19] Importantly, the efforts by the government to develop the sector and put in place the requisite infrastructure is seen as a precursor to creating more job and business opportunities for the masses especially the youth.

In addition, Uganda has in place a National Oil and Gas Talent Register (NOGTR) and a National Suppliers Database (NSD) which is under the Petroleum Authority of Uganda. The Database provides a list of persons involved in petroleum activities in Uganda and prohibits any entity from providing goods, works or services for oil and gas activities unless they are registered on the Database.

Uganda also has a promising mining sector although it has been overshadowed by the oil and gas sector largely because of its perceived potential to transform the country's economy. The country is endowed with diverse minerals namely copper, gold, iron ore, lead, lithium, Niobium, titanium, silver, and zinc among others. In spite of this endowment, the sector is underperforming compared to its potential in the 1950's and 1960's when it contributed up to 30% of Uganda's export earnings.[20] This has been attributed to the political and economic instability that the country experienced in the 1970s as well as global economic slowdown.[21] The sector is heavily artisanal and small-scale which account for 90 per cent of national production and employ almost 200,000 Ugandans.[22] In addition, the mining sector as whole is able to create more employment opportunities for Ugandans since it employs about 26.5% of Uganda's population directly or indirectly.[23] There are however, efforts towards incentivizing large-scale mining in the country.

The government through the Sustainable Management of Minerals Resources Project (SMMRP) conducted an extensive high-resolution airborne survey of Uganda's mineral resources resulting in production of maps of mineral endowment for 80% of the country.[24] In 2015, the mining and quarrying sector accounted for 0.7% of Uganda's GDP[25] and 0.5 % in 2010. The sector is governed by the Mining Act, 2003. Part XII of the Act provides for preference to Ugandan products and employment of Ugandan citizens to the maximum extent possible. This provision also gives specific preference for employment of women in any groundwork in any mine or in any

---

19 Mercy Odu, 'Salient Points from the Ugandan National Local Content Act' <https://www.bowmanslaw.com/insights/> accessed 12 November 2020.

20 Uganda Investment Authority, *Uganda mining sector profile,* Undated.

21 Ibid.

22 'Developing Uganda's Mining Sector' (2013) <https://www.worldbank.org/en/results/2013/03/19/developing-uganda-s-mining-sector> accessed 9 November 2020.

23 Ministry of Finance (Uganda), *Uganda's Mineral and Mining Sub-Sector: What can be done to harness its full potential?* BMAU Briefing Paper (12/19), May 2019.

24 Crawford and others, *Supporting Implementation of the Mining Policy Framework in Member States of the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development Uganda: Assessment of Implementation Readiness* (International Institute for sustainable development 2015).

25 Yager T R, *2015 Minerals Year Book: Uganda (Advance Release)*, (USGS,2019).

operation or activity relating to or associated with mining.[26] Other legal and regulatory frameworks governing the mining sector in Uganda include the Constitution of Uganda which provides for sustainable development and protection of natural resources including mining. There are also efforts to put in place a new minerals and mining policy to replace the Mining Policy, 2001. This has resulted in the development of the Mining and Minerals policy, 2018 which seeks to increase the development of Uganda's Minerals and Mining Sub-Sector in a cost effective and efficient manner, through increased investment, value addition, national participation and revenue generation to contribute significantly to eradication of poverty and promote socio-economic transformation in line with Vision 2040.[27]

Efforts, both through the petroleum and mining legal, regulatory and policy framework, towards increasing local participation have been boosted by government efforts targeting youth. Uganda has various youth programs including Skilling Uganda and the Youth Venture Capital Fund, which intervene in the skills gaps and access to investment funds, respectively, in a bid to reduce unemployment and enhance innovation among the youth.[28]

The Uganda Investment Authority has initiated the Youth Apprenticeship Program (YAP) that prepares young educated youth for the option of self-employment by equipping them to become service providers. The programme targets university graduates who are given an opportunity to work with the micro and small businesses to build their skills and employability capacity. The programme partners with academic institutions and SMEs for training and apprenticeship. For instance, in 2015, eighty-seven (87) apprentices were trained at Makerere University and allocated to 106 businesses to start their apprenticeship. The Uganda Investment Authority has also put in place the SME Division (SMED) which seeks to develop sustainable domestic investments and SME's. SMED supports and facilitates the development of MSMEs who are majorly domestic entrepreneurs. The division offers several services namely entrepreneurship training, business linkages and mentorship programmes, among others.[29]

1.3.3 Tanzania

Tanzania's mining sector dates back to the 1890s when gold discoveries were made in the Lake Victoria region. The first mining operation opened in 1909 with substantial gold production by 1930. Since then Tanzania has established itself as one of the leading mining destinations in East Africa attracting big multinationals among others AngloGold Ashanti and Barrick Gold. The country has diverse minerals including gold, iron ore, nickel, copper, cobalt, silver, diamond, tanzanite etc.[30] The sector remains a significant contributor of revenue to the Tanzanian government through the payment of mineral royalties, employee income taxes and corporate taxes.[31] Importantly, the mining sector contributes approximately 3.0% to annual GDP with

[26] Part XII of the Mining Act, 2003.
[27] Minerals and Mining Policy, 2018.
[28] 'Youth Apprentices Linked to 106 MSMEs' (*Ugandainvest*, 2016) <https://www.ugandainvest.go.ug/newsletter/issue2/Youth%20Apprentices.html> accessed 9 November 2020.
[29] Ibid.
[30] 'Tanzania - Commercial Guide: Mining' (2020) <https://www.trade.gov/knowledge-product/tanzania-mining> accessed 9 November 2020.
[31] Muhanga Mikidadi, *An Examination of Some Key Issues on Legal and Policy Environment in the Mining Sector After the Economic Reforms in Tanzania,* August 2019.

ambitions to make the industry account for 10% or more of GDP by 2025.[32] Minerals make up over 52% of the country's exports, of which, a large part results from gold.[33]

Tanzania's mineral reforms date back to 1997 which resulted in the positive development of the sector. For instance, there was an increase in mineral export by 52% as well as creation of considerable job opportunities both directly and indirectly. In 2013, the sector had direct employment of 15,000.[34] In 2016/2017 the Tanzania National Bureau of Statistics estimated that the mining and quarrying sector employed about 35,900 people (regular and casual). Importantly, the mining sector grew by 8.5% in 2017 compared to 2016 when the sector grew by 3.09%.[35]

To maximize the potential of its mining sector, Tanzania passed a number of changes to its legal and regulatory framework governing mining operations. The changes sought to give Parliament power to renegotiate previous agreements with investors. These changes led to the enactment of the Natural Wealth and Resources (Permanent Sovereignty) Act, 2017; the Natural Wealth and Resources (Review and Renegotiation of Unconscionable Terms) Act, 2017; and the Written Laws (Miscellaneous Amendments) Act, 2017. These changes also give the government of Tanzania state participation rights with a free carried-interest of 16% which can be increased up to 50%. Royalties on specific minerals for instance diamonds have been increased from 5% to 6%. Further regulatory changes were made in 2018 with amendments in 2019 for the Mining (Local Content) Regulations.[36] The amendments give preference to Tanzanian citizens, service providers and suppliers. Indigenous Tanzanian companies are also given less stringent requirements compared to non-indigenous company.[37]

Tanzania is also endowed with huge deposits of natural gas found at Songo Songo in Lindi region, Mnazi bay in Mtwara Region and Mkuranga in the Coast Region.[38] In the recent past, there have been increased exploration activities for oil and gas both onshore and offshore largely due to discovery of commercial quantities of gas in the deep water offshore in 2010.[39] The country has proven natural gas reserves of 57 trillion cubic feet ("tcf"), most of which (49.5 tcf is in the deep offshore).[40] Tanzania enacted the Petroleum Act, 2015 which governs its oil and gas operations. Other legal and regulatory frameworks include the Oil and Gas Revenues Management Act, 2015; and the Tanzania Extractive Industries (Transparency and Accountability) Act, 2015. With the huge discoveries, the sector has good prospects to increase the country's wealth thereby creating more employment and business opportunities. Currently, the gas is being used for power generation to serve the local market. For instance, in 2016, Tanzania produced 870 mcm (30.7

32 <https://opentoexport.com/article/mining-sector-in-tanzania-1/> accessed 12 November 2020.
33 <https://opentoexport.com/article/mining-sector-in-tanzania-1/> accessed 12 November 2020.
34 Ministry of Energy and Minerals, *Tanzania Mining Industry Investor's Guide* (June 2015).
35 Tanzania Extractive Industries Transparency Initiative, *the 9th TEITI Report for the period July 1 2016 to June 30 2017*, December 2019
36 Chantelle Kotze, 'Mining in Tanzania: The Good, the Bad and the Ugly' (2020) <https://www.miningreview.com/gold/mining-sector-reform-in-tanzania-the-good-the-bad-and-the-ugly/> accessed 12 November 2020.
37 Chris Green, 'Amendments to Tanzania's Mining (Local Content) Regulations' <https://www.bowmanslaw.com/insights/mining/amendments-to-tanzanias-mining-local-content-regulations/> accessed 12 November 2020.
38 <https://energypedia.info/wiki/Tanzania_Energy_Situation> accessed 12 November 2020.
39 PWC, 'Energy, Utilities and Mining' <https://www.pwc.co.tz/industries/energy-utilities-mining.html> accessed 12 November 2020.
40 <https://www.pwc.co.tz/press-room/oil-and-gas-disruption-triggers.html> accessed 12 November 2020.

bcf) of natural gas, all of which was consumed domestically.[41] Tanzania has made efforts to put in place the requisite infrastructure including four operational gas-processing facilities, and a 548-km pipeline carrying gas from two offshore spots to Dar es Salaam's industrial zones and power plants.[42]

To ensure the citizens benefit from the oil and gas sector, Tanzania enacted the Local Content Policy of Tanzania for Oil and Gas Industry, 2014 and the Petroleum (Local Content) Regulations, 2017. The policy establishes guidance for realizing participation and transformation of Tanzanians. The regulations on the other hand govern local content matters related to petroleum upstream, midstream and downstream activities in Tanzanian Mainland. Importantly, one of the key focus areas is on capacity building and technology transfer which is key in ensuring that Tanzanians have the required capacity to plug into the sector.[43] Other efforts have been through training programs in collaboration with IOCs and local TVETs to equip locals with diverse skills critical for the sector.

2 Opportunities and Challenges for Youth Participation in the Extractives Industry

There has been unrelenting push for increased participation of citizens from East Africa in the extractives industry. This has mostly been due to the hyped huge discoveries and promises for better jobs and business opportunities, thereby increasing the expectations of the citizens. The reality however is different as the sector can only afford to directly employ a small proportion of the citizens for the long-term. However, most of the work is seasonal depending on the stage at which a project is at, e.g. at exploration sizeable employment, which peaks at engineering, procurement and construction (EPC) and slowly tapers off at operation and the remainder of the life of the project. Other contributing factors are lack of and/or low capacity and skills by the local citizens to take up the technical jobs as well as services. However, most opportunities are in the indirect jobs and businesses that the industry provides.

2.1 Challenges

Youth participation remains critical in the industry in East Africa. This is mostly due to the huge unemployment rates among the youth who form the bulk of the population. Unemployment rates differ among the three countries. For instance, youth unemployment rate in Uganda is around 21% among women and 11% among men while Tanzania has roughly 14% of those aged 15-24 unemployed.[44] In Kenya, the most recent data by the Kenya National Bureau of Statistics (KNBS) indicates that the age group 20-24 has unemployment rate of 32.7 % with the highest rate of long-term unemployment at 7.9%.[45]

41 <https://theenergyyear.com/market/tanzania/> accessed 12 November 2020.

42 <https://oxfordbusinessgroup.com/overview/gearing-country-developing-its-natural-gas-potential-and-investing-boosting-generation-capacity> accessed 12 November 2020.

43 Tanzania Extractive Industries Transparency Initiative, *The 9th TEITI Report for the Period July 1 2016 to June 30 2017*, December 2019.

44 The African Institute for Development Policy, *East African Regional Analysis of Youth Demographics* (2018).

45 Kenya National Bureau of Statistics, *Quarterly Labour Force Report* (April-June 2020).

The extractives industry has diverse opportunities for both skilled and semi-skilled workers through direct and indirect opportunities. Most youth in East Africa however have low technical skills key to securing direct job opportunities in the industry. This is made complex by the existing skills not matching the extractives industry needs and standards. This has been attributed to low quality and/or lack of training for the needed skills by the existing vocational and educational training colleges. It is also important to note that the skills needed by the industry including metal work (e.g. welding), building works, civil engineering and infrastructure, electrical work and mechanical work etc., are transferable to other sectors.[46]

To meet this demand, there has been a surge in the number of those seeking to acquire these skills including others like law, information technology and accounting. While some of these skills are mostly geared towards direct industry jobs, governments have put in place efforts to equip youth with skills through vocational training. This has seen governments and private sector player's work together to support the setup and strengthening of already existing vocational training colleges. The goal is to support the vocational training colleges to offer training on courses aligned with the industry and match global standards.[47] This situation has hampered absorption of those trained on different skills including welding, plumbing, electrical engineering etc. into the industry.[48] For instance, in many of Kenya's colleges and universities, while offering courses like geology, mechanical, chemical process, civil and industrial engineering, there seems to be no tailored curriculum or coursework to meet the industry needs. This situation is further complicated with certification requirements e.g. International Association of Drilling Contractors (IADC); British Standards etc., which are currently not offered by local universities, technical and vocational education and training institutions.[49]

2.2 Opportunities

The extractives value chain provides a number of opportunities for the youth. Importantly, these opportunities are available in the entire value chain if youth are well prepared through training to have the desired skills and standards. Most jobs are expected during the development phase of oil, gas and mining projects which would require both semi-skilled and skilled workers. For instance, it has been projected that the construction works of the LNG project in Tanzania would create between 4000-5000 jobs for construction workers, bricklayers, metal workers, carpenters, plumbers, and electricians to set up the LNG facilities.[50] This is central in strengthening youth participation in the industry by helping them build these transferable skills in areas that have been mostly undervalued. A sector like oil and gas requires many workers to set up the necessary infrastructure but very few to operate the plants. These skills can therefore be employed in other sectors like manufacturing, real estate, road constructions etc.

Other opportunities are in the supply of goods and services through established local businesses (especially small and medium enterprises) that create many employment

---

46 Henstridge M, *WIDER Working Paper 2018/177 Understanding the boom Country study—Tanzania,* December 2018.

47 Melba K Wasunna and James O Kirwa, 'Kenya Has a Massive Skills Gap: How It Can Fix the Problem' *The Conversation* (12 February 2018) <https://theconversation.com/kenya-has-a-massive-skills-gap-how-it-can-fix-the-problem-91170> accessed 12 November 2020.

48 Ibid.

49 United Nations Economic Commission for Africa, *Africa's Youth and Prospects for Inclusive Development: Regional Situation Analysis Report* (February 2017).

50 Henstridge M, *WIDER Working Paper 2018/177 Understanding the Boom Country Study—Tanzania,* December 2018.

opportunities for the youth. These businesses include youth led enterprises which can provide indirect services like transportation; consumables like water, food and stationeries; security services; vehicle fleet management and personnel management among others. These services are readily available locally but need to be supported to develop capabilities to meet industry standards in terms of innovation, timeliness, quality and productivity.[51] There have been efforts to support local enterprises through initiatives like Invest in Africa (IIA), which works with SMEs by improving their access to skills, markets, and finance; transforming their competitiveness; creating opportunities and jobs.[52] Other efforts have been both private and government led. For instance, in Kenya, the Ministry of Industry, Trade and Cooperatives set up the E-trade portal to help ease access to local and international opportunities by Kenyan enterprises. Within the private sector, Tullow Oil Kenya B.V has put in place initiatives to support local enterprises through supplier development programs and contracts awareness sessions.[53]

Youth participation in the industry, while largely through business and job opportunities, can also be achieved through innovations aimed at solving specific problems. Several platforms targeting youth through technical and financial support to develop innovations that can be taken up by the extractives and energy industry exist. For instance, the Africa Development Bank setup the Youth Entrepreneurship and Innovation Multi-Donor Trust Fund (YEI Trust Fund). The fund offers young people financial support through partners. Grants are provided to specialized bodies with proven expertise in supporting and financing young entrepreneurs in Africa.[54] Similar platforms including the Kenya Climate Innovation Centre (KCIC) and the Youth in Extractives Programme by the Extractives Baraza offering support to innovations around climate, energy, oil and mining sectors.

A prevailing challenge however is developing industry tailored innovations which can be easily absorbed by the extractives industry. This requires a close collaboration between these platforms and the industry to identify problem areas or areas that can be enhanced through innovation. The COVID-19 pandemic has resulted in innovations that can be absorbed by the extractives industry. Some of the innovations are applicable to health and safety standards in mines and oil operations e.g. temperature and mask detection. The innovation helps in enforcing accessibility controls by restricting accessibility to those who have temperatures within the recommended range and properly worn masks.

51 Strathmore Extractives Industry Centre (SEIC), 'Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya', *East Africa SME Capacity Building Conference* (Extractives Baraza 2019).

52 <https://investinafrica.com/> accessed 12 November 2020.

53 Strathmore Extractives Industry Centre (SEIC), 'Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya', *East Africa SME Capacity Building Conference* (Extractives Baraza 2019).

54 'The Youth Entrepreneurship and Innovation Multi-Donor Trust Fund' (*African Development Bank Group*, 2020) <https://www.afdb.org/en/topics-and-sectors/initiatives-partnerships/jobs-for-youth-in-africa/the-youth-entrepreneurship-and-innovation-multi-donor-trust-fund> accessed 11 November 2020.

3 Impacts of COVID-19 Pandemic on the Extractives Industry

3.1 Global and Regional Impacts

COVID-19 has impacted lives and every sector of the global economy. The virus has resulted in many infections and deaths as well as negatively impacted the global economy in unprecedented ways. Most businesses and industries have been destroyed thereby affecting millions of livelihoods. The most evident impact has been downsizing, budget cuts and total closure of businesses and industries. The Extractives Industry has not escaped the impact of the pandemic either. To halt the spread of the virus, governments have imposed containment measures in form of lockdowns and restricting movement of persons except for essential commodities and services. What constitutes essential services has however varied from jurisdiction to jurisdiction. For instance, while some jurisdictions ordered extractives operations to shut down, others categorized mines and other extractive industries as 'essential services', allowing them to continue operations.[55]

The containment measures imposed by governments have impacted the global mobility and transportation of commodities resulting in low demand for oil and mineral resources. Furthermore, commodity prices have been volatile thereby affecting these economies' capacity to meet their revenue projections and domestic expenditure. [56] For instance, US oil prices hit an all-time low in April with a barrel being sold for $30. The situation saw OPEC+ Group agree to stabilize the market by cutting output by initial 9.7 mb/d, effective 1 May 2020.[57]

At the onset and peak of the pandemic, the extractives companies were forced to downsize or even shut down their operations to protect their employees from contracting and spreading the virus. For instance, companies imposed physical distancing protocols in their operations. These protocols have caused significant disruption to the operation of mines, affecting productivity and profitability.[58]

The pandemic has also affected the financial base of most mining, oil and gas companies due to the low demand for the commodities and the decline of their share price. This might, to some extent, force companies to backtrack on their commitments to community projects and other social investments so as to focus on recovery efforts including lost time. Equally, companies have resorted to declaring force majeure on their operations. For instance, Tullow Oil Kenya B.V on May 15 2020 submitted notices of force majeure to the Kenyan Ministry of Petroleum and Mining. This was as a result of the impact of the COVID-19 pandemic on their operations, including Kenyan government's restrictions on domestic and international travel, and recent tax changes that had potential adverse impacts on the project economics.[59]

---

55 Bernauer W and Slowey G, COVID-19, *Extractive Industries, and Indigenous Communities in Canada: Notes Towards a Political Economy Research Agenda* (Elsevier Ltd 2020).

56 Tröster B and Küblböck K, *Unprecedented but not Unpredictable: Effects of the COVID-19 Crisis on Commodity-Dependent Countries* (The European Journal of Development Research).

57 Deloitte, *Economic Impact of the COVID-19 Pandemic on East African Economies: Summary of Government Intervention Measures and Deloitte Insights*, May 2020.

58 Bernauer W and Slowey G, COVID-19, *Extractive Industries, and Indigenous Communities in Canada: Notes Towards a Political Economy Research Agenda* (Elsevier Ltd 2020).

59 Africa Oil Corp, *News Release,* May 15, 2020.

The extractives sector in sub-Saharan Africa is bound to be adversely impacted through reduced foreign direct investment compared to manufacturing activity.[60] This situation has been worsened by the impact of the pandemic on China which is a leading destination for commodities from the sector as well as financial flows. For instance, many countries in Africa e.g. Zambia and South Sudan, which are heavily dependent on commodity exports to China, were hit early by the crisis.[61] The ban on travels both at the international, regional and local level has equally affected the transportation of expatriates and other critical workforce to extractives operation sites resulting in lost time in delivery of projects. In essence the entire extractives global value chain has suffered immensely due to the pandemic and response measures imposed by governments globally. Governments have however started lifting some of the containment measures allowing for public gatherings while observing social distancing and wearing of masks as well as travel restrictions. These measures have been informed by a drop in infection rates and development of the requisite safety protocols. The easing of containment measures has also been a response to the push to open up the economy to save businesses and jobs.

Governments have also put in place intervention measures aimed at cushioning citizens and private sector players. This has largely been through tax-based measures that have seen reduction of different taxes. In Kenya for instance, the government reduced among others, corporate tax from 30% to 25%, turnover tax from 3% to 1%, VAT from 16% to 14% and highest PAYE band from 30% to 25%.

3.2 Impact of COVID-19 on Youth

Since a larger portion of the population of East Africa is made up of youth, the pandemic and its attendant containment measures have severely impacted the youth. Those from developing countries, young women and younger youth have been the most affected.[62] Youth have been mostly affected at two levels: access to education and employment.

3.2.1 Access to Education

COVID-19 has left majority of the youth without access to education due to containment measures imposed by governments. In Kenya, the first case of COVID-19 was reported on 13th March 2020. Three days after, the government closed all schools and learning institutions. Containment measures like this one by Kenya and other governments globally have resulted in an estimated 13% of the global youth population, especially, those from lower-income countries without access to courses, teaching or training.[63] This situation has worsened the existing education crisis globally especially among middle and low income countries.[64] In spite of efforts to establish continuity in learning through online platforms, nearly half of the youth population have not been able to access this platform due to lack of internet connectivity, poor access to

---

60 World Bank, *Assessing the Economic Impact of Covid-19 and Policy Responses in Sub-Saharan Africa,* April 2020 <https://olc.worldbank.org/content/africas-pulse-assessing-economic-impact-covid-19-and-policy-responses-sub-saharan-africa> accessed 12 November 2020.

61 Tröster B and Küblböck K, *Unprecedented But Not Unpredictable: Effects of the COVID-19 Crisis on Commodity-Dependent Countries* (The European Journal of Development Research).

62 International Labour Organization (ILO), *Youth and COVID-19 Impacts on Jobs, Education, Rights and Mental-Well Being* (2020).

63 Ibid.

64 Groupe Urgence, *Covid-19: Youth and Education: Impacts and Options,* August 2020

electricity or solar power and inability to purchase computers and smartphones. There is a huge disparity among youth from high income, middle and low income countries. 65% of youth from high income countries have access to online and distance learning compared to 18% of those in lower-income countries.[65] Most youth (18-29) have experienced diminished learning outcomes due to disruption of learning.[66] Other impacts may include increased school dropout associated with diminished resources at the household level as well as lengthy periods out of school. This has been complicated by the uncertainty on how soon schools can resume normal learning at full capacity. Most countries have however considered a phased resumption to education for specific grades.

Training has equally been hampered by the pandemic. Those requiring industrial training (e.g. internships) have been mostly affected. Majority have had either their secured placements cancelled or applications rejected due to business closure or downsizing. While this is the case, others have taken this opportunity to learn new skills including foreign languages, communication skills, digital skills etc. to advance job specific and or technical skills.[67] The current education situation therefore calls for governments to put in place collaborative measures to ensure continuity of learning for the youth.

3.2.2 Employment

Youth participation in the global labour force is continually decreasing. Currently, the global youth unemployment rate stands at 13.6%[68] which varies from region to region with the highest proportion being in Africa. The COVID-19 pandemic has worsened this situation as a result of containment measures by governments which have forced businesses to reduce staff, close down and impose budget cuts. This has resulted in loss of livelihoods as many youths have been rendered jobless and their businesses (including start-ups) have collapsed. The extractives sector which creates both direct and indirect employment opportunities has largely downsized its operations, a situation that has affected most youth in the East African region. Measures for instance by oil explorers like Tullow Oil Kenya B.V and its Joint Venture partners, to impose force majeure impacted a majority of youth who depended on support sectors like transport, accommodation, food services and other businesses.

The loss of Jobs and businesses has resulted in reduced incomes and productivity of the youth. This situation is made worse by the foreseeable lack of job vacancies as well as diminished business opportunities as countries and corporates will be going through recoveries. However, those in the informal sector may have only experienced temporal job losses during the lockdown period and are able to bounce back as economies re-open. Those in the public sector have largely been cushioned as governments have not considered layoffs. This may be due to government categorizing all its services as essential. In spite of this, governments e.g. Kenya, have halted new recruitments due to reallocation of funds towards the fight against COVID-19.

65 ILO (n 62) 23.
66 Ibid.
67 Ibid.
68 International Labour Organisation (ILO), *Global Employment Trends for Youth 2020: Technology and the Future of Jobs* (International Labour Office – Geneva: ILO, 2020).

4 Catalysing Youth Participation in the Sector Beyond Covid-19

To address the challenges facing the youth especially participation and absorption into the extractives industry, a blended approach is needed. This approach should include among others:

4.1 Training

There is need to equip youth with transferable skills that match the needs and standards for the extractives industry in Kenya, Tanzania and Uganda. The existing government, private learning and training institutions e.g. VTCs, middle level colleges and universities should develop an elaborate curriculum that is industry tailored. Courses offered should be accompanied with internationally recognized certification to enable the youth access better opportunities in the industry. Further to this, the skills developed should be those that can be used in other sectors like manufacturing, infrastructure and real estate among others. To attain the desired level of training and relevance to the industry, the learning institutions should embrace a collaborative approach involving consultation with the extractives industry to meet industry needs.

Other efforts should be through existing or proposed skills development initiatives, such as the Kenya Youth Employment and Opportunities Project (KYEOP), which is a transformational project that aims to empower and uplift the wellbeing of the youth in Kenya by equipping them with essential training, internship and business grant opportunities. This can be achieved through the Petroleum Training Fund which seeks to train Kenyan nationals in petroleum operations. The fund needs to be broadened to incorporate youth and focus on equipping youth with transferable skills. A similar model (public-private partnership) such as that applied under the KYEP initiative should be supported through the fund.

Uganda on the other hand has an opportunity to strengthen its efforts in building skills for Ugandans through the Skilling Uganda initiative. There is need to strengthen this initiative through a robust skills development fund as proposed in the Business, Technical and Vocational Education and Training (BTVET) Strategic Plan 2011 – 2020. The fund should therefore allow for private sector contribution to the fund through levies for operations in oil, gas and mining. These efforts should also be aligned with the Uganda National Local Content Policy.

4.2 Enterprise Development

SMEs in East Africa make a huge contribution to the economy and employment of youth. In Kenya and Uganda for instance, SMEs contribute about 33.8% employment close to 14.9 million and 2.5 million people respectively.[69] Majority of these SMEs operate in the service industry and their participation in the extractives industry is key to realizing local content goals and sustainable development thereby increasing economic opportunities for and participation by youth in the extractives industry. To realize this potential, government needs to set up robust and dynamic financing and technical support mechanisms for existing enterprises and start-ups by youth. This mechanism should respond to the different types of youth enterprises with the potential to formalize their businesses. Importantly, the technical support should aim at building

[69] Strathmore Extractives Industry Centre (SEIC), 'Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya', *East Africa SME Capacity Building Conference* (Extractives Baraza 2019).

capabilities and competitiveness of youth enterprises to take up opportunities in the extractives industry.

A strong and enterprise friendly financing model should be developed. This can be through strengthening existing models by addressing existing weaknesses. Some of the existing initiatives like the Youth Enterprise Development Fund, Youth Apprenticeship Program (YAP) and Youth Development Fund in Kenya, Uganda and Tanzania respectively, need to be strengthened through a collaborative institutional mechanism. This should include merging the different funds or programs to build a strong one stop kitty in each country that can effectively and efficiently address youth enterprise development.

4.3 Enabling Policy Framework

The East Africa Community (EAC) recognizes that the youth are the greatest asset for the present and future. Importantly the EAC policy on youth posits that governments need to prepare youth not only as leaders but entrepreneurs because of their vital contribution to socio-economic development in the region.[70] To realize this, East African governments should put in place an enabling policy framework in their own institutions. A number of policy frameworks that provide for affirmative action, integration of youth into the national agenda and realization of country visions as well as sustainable development goals already exist. In Kenya for instance, the government enacted the Kenya Youth Development Policy 2019. The policy recognizes that the youth are an essential component of the nation's development including realization of the Big Four Agenda, Vision 2030 and the Sustainable Development Goals (SDGs).[71] This policy seeks to adhere to the African Youth Charter that requires state parties to develop a comprehensive and coherent youth development policy. Putting in place such enabling policy environment and operationalization mechanisms is central to helping youth build their capabilities and access opportunities for development.

5 Conclusion and Way Forward

The role of youth in the realization of sustainable development cannot be underestimated. Youth remain the foundation upon which the future of the East African economies can be transformed if well supported and given fair access to available opportunities. The extractives industry is one such industry that holds diverse opportunities to realize the transformative effect envisioned in the development blueprints of the three East African countries. While COVID-19 has worsened the situation for the youth in the region in terms of education, training, employment and businesses, the pandemic also creates an opportunity for governments to reflect on how robust their policies and youth interventions are to respond to such unprecedented scenarios in the future. A collaborative approach to post-COVID recovery for youth is key to building capacity and capabilities for the youth to take up opportunities in the sector while at the same time applying these skills in other sectors of the economy. Lastly, continuity of the extractives and government initiatives targeting youth will be critical during and after COVID-19.

---

70 East Africa Community, *EAC Youth Policy* (EAC Secretariat August 2013).
71 Ministry of ICT, Innovation and Youth Affairs State Department for Youth Affairs, *Kenya Youth Development Policy: Empowered Youth for Sustainable Development* (Nairobi 2019).

Bibliography

Africa Oil Corp, 'Africa Oil Kenya Update' (2020) <https://www.africaoilcorp.com/news/africa-oil-kenya-update-122785/> accessed 12 November 2020.

Barreto M and others, 'Economic Contributions of Artisanal and Small-Scale Mining in Kenya: Gold and Gemstone' (Pact Global UK and ARM 2018) <https://assets.publishing.service.gov.uk/media/5a392bb8e5274a79051c9d7c/Kenya_case_study.pdf> accessed 12 November 2020.

BBC News, 'Uganda and Tanzania Sign $3.5Bn Oil Pipeline Deal' (2020) <https://www.bbc.com/news/world-africa-54137090> accessed 8 November 2020.

Bernauer W and Slowey G, COVID-19, *Extractive Industries, and Indigenous Communities in Canada: Notes Towards a Political Economy Research Agenda* (Elsevier Ltd 2020).

Crawford and others, *Supporting Implementation of the Mining Policy Framework in Member States of the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development Uganda: Assessment of implementation readiness* (International Institute for sustainable development 2015).

Deloitte, *Economic impact of the COVID-19 pandemic on East African Economies summary of Government Intervention Measures and Deloitte Insights*, May 2020 <https://www2.deloitte.com/content/dam/Deloitte/tz/Documents/finance/Economic_Impact_Covid-19_Pandemic_on_EastAfrican_Economies.pdf> accessed 12 November 2020.

'Developing Uganda's Mining Sector' (*World Bank*, 2013) <https://www.worldbank.org/en/results/2013/03/19/developing-uganda-s-mining-sector> accessed 9 November 2020.

E4D/SOGA, 'Employment and Skills for Eastern Africa: Tracking Interventions, Progress and Impact' (GIZ 2019) <https://www.giz.de/en/downloads/PR%20report%20E4D-SOGA_%202019.pdf> accessed 12 November 2020.

East Africa Community, *EAC Youth Policy* (EAC Secretariat August 2013).

Green C, 'Amendments to Tanzania's Mining (Local Content) Regulations' <https://www.bowmanslaw.com/insights/mining/amendments-to-tanzanias-mining-local-content-regulations/> accessed 12 November 2020.

Henstridge M, *WIDER Working Paper 2018/177 Understanding the boom Country study—Tanzania,* December 2018.

International Labour Organisation (ILO), *Global Employment Trends for Youth 2020: Technology and the Future of Jobs* (International Labour Office – Geneva: ILO, 2020).

International Labour Organization (ILO), *Youth and COVID-19 Impacts on Jobs, Education, Rights and Mental-Well Being*, 2020 <https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_753026.pdf> accessed 12 November 2020.

Kenya National Bureau of Statistics, *Economic Survey* (Nairobi, 2020).

Kotze C, 'Mining in Tanzania: The Good, the Bad and the Ugly' (2020) <https://www.miningreview.com/gold/mining-sector-reform-in-tanzania-the-good-the-bad-and-the-ugly/> accessed 12 November 2020.

Mikidadi M, *An Examination of Some Key Issues on Legal and Policy Environment in the Mining Sector After the Economic Reforms in Tanzania,* August 2019.

Ministry of Energy and Minerals, *Tanzania Mining Industry Investor's Guide*, June 2015.

Ministry of Finance (Uganda), *Uganda's Mineral and Mining Sub-Sector: What Can be Done to harness its full potential?* BMAU Briefing Paper (12/19), May 2019.

Ministry of ICT, Innovation and Youth Affairs State Department for Youth Affairs, *Kenya Youth Development Policy: Empowered Youth for Sustainable Development* (Nairobi 2019).

'Petroleum in Uganda' (*US Embassy in Uganda*, 2020) <https://ug.usembassy.gov/business/getting-started-uganda/petroleum-in-uganda/> accessed 7 November 2020.

'Status of Exploration and Appraisal in the Albertine Graben of Uganda' (*Directorate of Petroleum - Uganda*, 2020) <https://petroleum.go.ug/index.php/departments/upstream/exploration> accessed 7 November 2020.

Strathmore Extractives Industry Centre (SEIC), 'Strengthening Private Sector Engagement in the Oil and Gas Value Chain in Uganda and Kenya', *East Africa SME Capacity Building Conference* (Extractives Baraza 2019).

'Tanzania - Commercial Guide: Mining' (*International Trade Administration*, 2020) <https://www.trade.gov/knowledge-product/tanzania-mining> accessed 9 November 2020.

'The Kenya Youth Empowerment Project (KYEP) – Kenya – Youth Policy Toolbox' (*Yptoolbox.unescapsdd.org*, 2017) accessed 12 November 2020

'The Youth Entrepreneurship and Innovation Multi-Donor Trust Fund' (*African Development Bank Group*, 2020) <https://www.afdb.org/en/topics-and-sectors/initiatives-partnerships/jobs-for-youth-in-africa/the-youth-entrepreneurship-and-innovation-multi-donor-trust-fund> accessed 11 November 2020.

Tröster B and Küblböck K, *Unprecedented but not Unpredictable: Effects of the COVID-19 Crisis on Commodity-Dependent Countries* (The European Journal of Development Research).

United Nations, *The World Youth report: Youth and the 2030 Agenda for Sustainable Development* (Department of Economic and Social Affairs, 2018).

Wasunna M K and Kirwa, J O, 'Kenya Has a Massive Skills Gap: How It Can Fix the Problem' *The Conversation* (12 February 2018) <https://theconversation.com/kenya-has-a-massive-skills-gap-how-it-can-fix-the-problem-91170> accessed 12 November 2020.

World Bank, *Assessing the Economic Impact of Covid-19 and Policy Responses in Sub-Saharan Africa,* April 2020 <https://olc.worldbank.org/content/africas-pulse-assessing-economic-impact-covid-19-and-policy-responses-sub-saharan-africa> accessed 12 November 2020.

Yager T R, *2015 Minerals Year Book: Uganda (Advance Release)* (USGS,2019).

'Youth Apprentices Linked to 106 MSMEs' (*Ugandainvest*, 2016) <https://www.ugandainvest.go.ug/newsletter/issue2/Youth%20Apprentices.html> accessed 9 November 2020.

EXTRACTIVES
BARAZA
INFORM • CONNECT • TRANSFORM

Strathmore University
Extractives Industry Centre