

**CENTRE FOR SOCIAL POLICY STUDIES  
UNIVERSITY OF GHANA, LEGON**

**DETERMINANTS OF EMPLOYMENT EXPECTATIONS OF  
THE YOUTH IN THE EMERGING OIL AND GAS INDUSTRY  
IN THE WESTERN REGION OF GHANA**

**BY:  
ROWENA ATTA-KESSON  
(10129783)**



**THIS DISSERTATION IS SUBMITTED TO THE UNIVERSITY  
OF GHANA, LEGON, IN PARTIAL FULFILLMENT OF THE  
REQUIREMENTS FOR THE AWARD OF MA SOCIAL POLICY  
STUDIES DEGREE**

**JULY, 2013**

## DECLARATION

I, Rowena Atta-Kesson, the author of this dissertation, do hereby declare that except for references to other people's work which have been duly acknowledged, this dissertation is the result of my own work, carried out at the Centre for Social Policy Studies, University of Ghana, Legon, under the supervision of Dr. Stephen Afranie and that it has not been presented either in part or in whole for another degree elsewhere.

.....

Date:.....

ROWENA ATTA-KESSON (Student)

.....

Date:.....

DR. STEPHEN AFRANIE (Supervisor)



## **DEDICATION**

This research work is dedicated to the Almighty God for making the impossible possible. Also to my wonderful husband who has acted as the driving force in this work.



## ACKNOWLEDGEMENT

I wish to express my sincerest gratitude to a number of individuals who were instrumental in the development of my graduate career and ultimately, this thesis. First of all, I would like to express my sincerest thanks to my supervisor, Dr. Stephen Afranie, who through his diligence, this work was enriched.

My appreciation also goes to all those who aided in the collection of data, especially Mr. Akwesi Owusu. The immense support of my course mates and friends, Doreen Anyamesem and Freedom Ezu is duly acknowledged. Finally, I wish to thank my family and my friends for their emotional support throughout the pursuit of this programme.



## TABLE OF CONTENTS

Contents	Pages
DECLARATION .....	I-II
DEDICATION .....	III
ACKNOWLEDGEMENTS .....	IV
TABLE OF CONTENTS .....	V
LIST OF TABLES .....	VIII
LIST OF FIGURES .....	VIII
LIST OF ACRONYMS .....	IX
ABSTRACT .....	XI

### CHAPTER ONE: INTRODUCTION

1.1 Background to the study .....	1
1.2 Problem Statement .....	3
1.3 Objectives of the study .....	5
1.3.1 General Objective .....	5
1.3.2 Specific Objectives .....	5
1.4 Research Questions .....	5
1.5 Significance of The Study .....	6
1.6 Conceptual Framework .....	6
1.7 Definition of concepts .....	9
1.8 Layout of Chapters .....	10

### CHAPTER TWO: LITERATURE REVIEW

2.0 Introduction .....	12
------------------------	----

2.1.1. Overview of the Global and Local Oil Industry.....	12
2.2 Policies and Plans by the State and Oil Companies .....	12
2.2.1 Job Opportunities in the Oil Industry in Ghana .....	15
2.3 Local Content and Local Participation in Petroleum Activities–Policy framework.....	19
2.4 Youth’s notion of entitlement to employment in the oil industry .....	21

### **CHAPTER THREE: METHODOLOGY**

3.1 Introduction .....	26
3.2 Research Design .....	26
3.2 Study Area .....	27
3.4 Study Population .....	28
3.5 Sampling Arrangement/ Sample size .....	29
3.6 Data Collection .....	30
3.7 Data management and quality assurance .....	31
3.8 Ethical Considerations .....	32
3.9 Data analysis .....	32

### **CHAPTER FOUR: DATA PRESENTATION AND ANALYSIS**

4.1 Introduction .....	35
4.2 Socio-Demographic Details of Respondents .....	35
4.2.1 <i>Sex and Age Distribution</i> .....	35
4.2.2 <i>Respondents’ Educational Background</i> .....	37
4.2.3 <i>Number of years respondents have being lived in their community</i> .....	38
4.2.4 <i>Perceptions on how being a resident of an oil and gas community</i> .....	40
4.2.5 <i>The marital statuses of respondents</i> .....	41

4.3 Socio-cultural, political and economic factors driving employment expectations .....	42
4.3.1 Expectation of employment of the youth .....	43
4.3.2 Awareness of other job opportunities .....	44
4.4 Policies and plans by the state and oil companies to address expectations .....	45
4.5 Local content policy .....	48
4.5.1 Knowledge of local content policy .....	49
4.5.2 Valuing the potency of the local content policy on the oil discovery in Ghana .....	52
4.6 Implementation of local content policy .....	53
4.6.1 Respondents' views on whether there is a department or an institution responsible for implementing the local content policy on the oil discovery in Ghana .....	53
 <b>CHAPTER FIVE: SUMMARY, CONCLUSIONS AND RECOMMENDATIONS</b>	
5.1 Introduction .....	55
5.2 Summary of key findings .....	55
5.3 Conclusion .....	58
5.3 Recommendation .....	58
REFERENCES .....	63
APPENDICES .....	70

## LIST OF TABLES

Table 1: Framework for Data Analysis .....	34
Table 2: Age- Distribution of Respondents .....	36
Table 3: Educational statuses of respondents .....	37
Table 4: How being a resident of an oil and gas community has added value to the lives of respondents .....	40
Table 5: Respondents' Marital Statuses .....	41
Table 6: Respondents' Perceptions on the assertion that the Youth from the Western Region be given Priority in Employment in the Oil Industry .....	43
Table 7: Respondents' awareness of other jobs opportunities in other areas than the Oil.....	44
Table 8: Respondents' Perceptions bordering on whether they have ever heard of the Local...	49
Table 9: Medium through which the respondents heard about the Local Content Policy (LCP) on Oil and Gas Exploration in Ghana .....	50



## LIST OF FIGURES

Figure 1: Conceptual framework .....	8
Figure 2: The number of years respondents have being living continuously in their respective community/locality .....	39

**LIST OF ACRONYMS**

CANARI	Caribbean Natural Resources Institute
CSO	civil society organisation
CRC	child rights convention
CSR	corporate social responsibility
DFID	British Department for International Development
GNPC	Ghana national Petroleum Corporation
GREL	genetically recombined experimental legionaries
FGD	focus group discussion
FDI	foreign direct investments
IFMDP	Integrated Forest Management and Development Programme
ISODEC	integrated Social development Centre
JHS	junior high school
LCLPPAPF Framework	Local Content and Local Participation in Petroleum Activities – Policy
LCP	local content policy
MDGs	Millennium Development Goals
MEND	Movement for the Emancipation of the Niger Delta Region
NGO	non-governmental organisation
NORPALM	Norpalm Ghana Limited
OECD	Organisation for Economic co-operation & Development
PNDC	people's national democratic congress
PHC	Population and Housing Census
SHS	senior high school
SPSS	statistical package for the social sciences

UK	United Kingdom
UN	United Nations
UNDP	United Nations Development Programme
VOSAD	Victims of Oil Spillage and Associated Disasters

## ABSTRACT

Arguably, oil defines the social, economic and political dynamics of countries endowed with it. Against this background, the study sought to examine the factors driving the job expectations of the youth in the Western Region in the emerging oil industry. The study combined both qualitative and quantitative approaches using questionnaire survey, key informant interviews and focus group discussion tools to understand the determinants and/or factors of employment expectations of the youth in the emerging oil industry in Ghana. The study was conducted in the Ahanta West District (namely Princess Town; Discove; Animakrom; Amanful; Cape Three Points) in the Western Region and included a total of 127 respondents. The study sought to provide answers to four (4) research questions and upon the analysis it was determined that socio-cultural, political and economic factors tend to influence the expectations of the youth. Next, the youth's knowledge regarding the Local Content Policy on the oil discovery was found to be appreciable. The respondents also did indicate that the local content policy was for the most part being implemented. However, the study established that the policies and plans that ought to be in place from the part of the state and oil companies to address the expectations of the youth in the Western Region were disappointing. This study recommends among other things an extensive education of the people on what pertains in the oil and gas industry in order to diffuse the tensions emanating from the employment expectations of the youth. The roles of non-governmental organisations, civil society organisations, government, the district assembly and traditional authority are key in this regard.

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background to the study**

Globally, mineral extraction has played a key role in driving the economic development of many countries in the world. Oil has been a key factor in the positive economic growth Africa has experienced, with key oil producers showing impressive growth. Growth rates in Central Africa and Northern Africa are directly linked to oil (United Nations, 2007). Resource control and allied issues like policies on revenue allocation, environmental protection and employment are pragmatic measures that ensure meaningful material and industrial progress in any nation.

Hitherto, Ghana was called “Gold Coast” for its prolific gold deposits. Now, just like many countries before it, Ghana’s discovery of a major offshore oil field. This has created a mixture of exuberance and anxiety. It is expected that billions of dollars will flow into the government treasury, a fact that generates expectations of all sorts. Africa’s development depends in large part on its ability to use its natural resources for sustainable and inclusive development. In principle, the fact that Africa is well endowed with rich natural resources seems like a positive thing since it should provide the opportunity for countries within the region to meet their considerable development needs. However, in practice, the literature is full of examples of misfortunes with countries rich in such resources performing poorly on the economic, social and political dimensions of development (Hinojosa et al., 2010).

Ghanaians expectations are currently informing their actions and reactions towards the impending wealth generating potentials of the oil and gas industry. Keeping events that have

unfolded in some of Ghana's closest neighbors in mind, the youth in the Western Region where the oil exploration is taking place have declared their expectations, including employment expectations of the oil industry.

People's expectations exist in two forms - the positive and the negative. In the case of oil and gas discovery, the positive expectations are really hopes that the precious resource and the associated windfall revenues will deliver substantial social, economic and infrastructural development. However, negative expectations exist. While oil discovery, for example, presents considerable opportunities for low income countries to deepen domestic revenues and grow, resource abundance carries an important risk - the so-called natural resource curse (Bategeka, Kiiza & Ssewanyana, 2009). These expectations are legitimate considering the fact that oil and gas revenue create powerful economic incentives for economic growth, social advancement and poverty reduction as seen in countries like Norway, Brazil and others as a result of proper management of the oil and gas revenue.

Countries like Nigeria and Chad have suffered high oil crisis as a result of failure to manage the huge expectations of oil and gas industry (Bategeka, Kiiza, & Ssewanyana, 2009; Gary, 2010). The discovery of oil in the deep waters of Ghana's Territorial Waters West of Cape Three Point has been seen as good news to Ghana in her effort to improve on her economic development (Addei, Addei & Broni-Bediako, 2010). A lot of views have been expressed on how best the oil discovery can ensure net benefit to communities along the coast in particular and Ghana as a whole in terms of job creation and opportunities (Torgoh, 2010). This paper first and foremost tries to find out what the employment expectations of the youth in the Western Region of Ghana

are and what drives these employment expectations. Secondly, a look is taken at the policies and plans in place to address the employment expectations of the youth in the Western Region.

## **1.2 Problem Statement**

It is not out of place to say that ever since Ghana's discovery of oil in commercial quantities, Ghana has rapidly emerged as an oil industry hotspot. While there has been some oil exploration over the past century, with a trickle of oil produced in the Saltpond field, it has only been in the past decade that serious efforts have been made. For Ghana, one of the most peaceful and relatively prosperous countries in West Africa, the start of oil production in late 2010 came as good news. To this end, Ghana hopes that its oil revenues will help accelerate the country's effort to meet the UN Millennium Development Goals (MDGs) by 2015.

But, as so many other countries have shown, it is a difficult and tortuous journey to move from the generation of oil wealth to its proper investment. In too many other countries, oil booms have bred corruption, underdevelopment, social conflict, and environmental damage. Therefore, the onset of oil production presents Ghana with one of its greatest tests. Ghana has an enviable record of good governance and stability. While welcoming the recent oil discoveries in Ghana, several observers have sounded caution about the fact that oil and gas production in several African countries have brought curses rather than blessings. In the light of this, the Government of Ghana in conjunction with the GNPC and other stakeholder institutions are putting in place regulatory mechanisms and measures to forestall the oil and gas discovery from becoming a bane (Kirkeleit et al., 2006; Prasad, 2006; Kathman & Shannon, 2011; Ojimba, 2011; Oshwofasa, Anuta, & Aiyedogbon, 2012).

The youth in the Western Region, most of them unemployed believe they have a right to be considered for employment by the oil companies, over and above the other nine regions in the country. They justify this demand with the fact that the negative effects of oil extraction like oil spillage, environmental pollution and loss of livelihood they will face, must be compensated by offers of employment by the oil companies. There have been reports by the media that the youth in the Ahanta West District have formed have formed a militia group to protect their interest. The oil wars and destabilization acts recorded in some nations act as fuel for the Western Regional youth in their bid to gain from the oil extraction (Africa Post, 2009).

In a petition to government through parliament, the chiefs in the Western Region have also called for 10% of the oil revenue to be invested in infrastructure development and capacity building in the region. This goes to buttress the point that there are major expectations from the people in the region. The current demands and expectations by the youth and chiefs in the Western Regions calls for a critical look at their perceived entitlements to the oil find and laws, policies, plans and strategies being put together by the state and oil industry to ensure that peace in the region is maintained. Failure to do so may result in devastating consequences like other nations namely Nigeria, Uganda, etc have experienced (Kathman & Shannon, 2011; Ojimba, 2011). The pertinent question in this context is whether in the Ghanaian context, the employment expectations of the youth especially in the region have been factored into the equation of oil and gas finds and related issues.

This study seeks to find out what the youth's expectations are in terms of employment opportunities in the oil industry. It is hoped that the expectations of the youth, the employment



requirements by the oil companies and strategies to merge the two in an amicable way will be found, leading to peace and progress in the Western Region and the nation as a whole.

### **1.3 Objectives of the study**

#### ***1.3.1 General Objective***

The general objective of the study is to identify and examine factors driving the job expectations of the Western Regional Youth in the Oil Industry.

#### ***1.3.2 Specific Objectives***

- i. To ascertain how socio-cultural, political and economic factors (ethnicity, residence, NGO activities and traditional authority, etc) influence the expectations of the youth.
- ii. To determine the policies and plans in place and/or underway by the state and the oil companies to address the expectations of the youth in the Western Region.
- iii. To find out the youth's knowledge regarding the Local Content Policy on the oil discovery.
- iv. To bring to the fore how the Local Content Policy is being implemented.

### **1.4 Research Questions**

Within the framework of the study, several issues are grounded in the theoretical and practical analyses. For this reason, specific research questions stand out and are as follows;

- i. Are the expectations of the youth influenced by socio-cultural, political and economic factors (ethnicity, residence, NGO activities and traditional authority, etc)?

- ii. What policies and plans are in place and/or underway by the state and the oil companies to address the expectations of the youth in the Western Region?
- iii. What is the youth's knowledge of the Local Content Policy?
- iv. How is the Local Content Policy on oil and gas being implemented?

### **1.5 Significance of the Study**

This study comes with a lot of significance and some are captured by the following paragraphs:

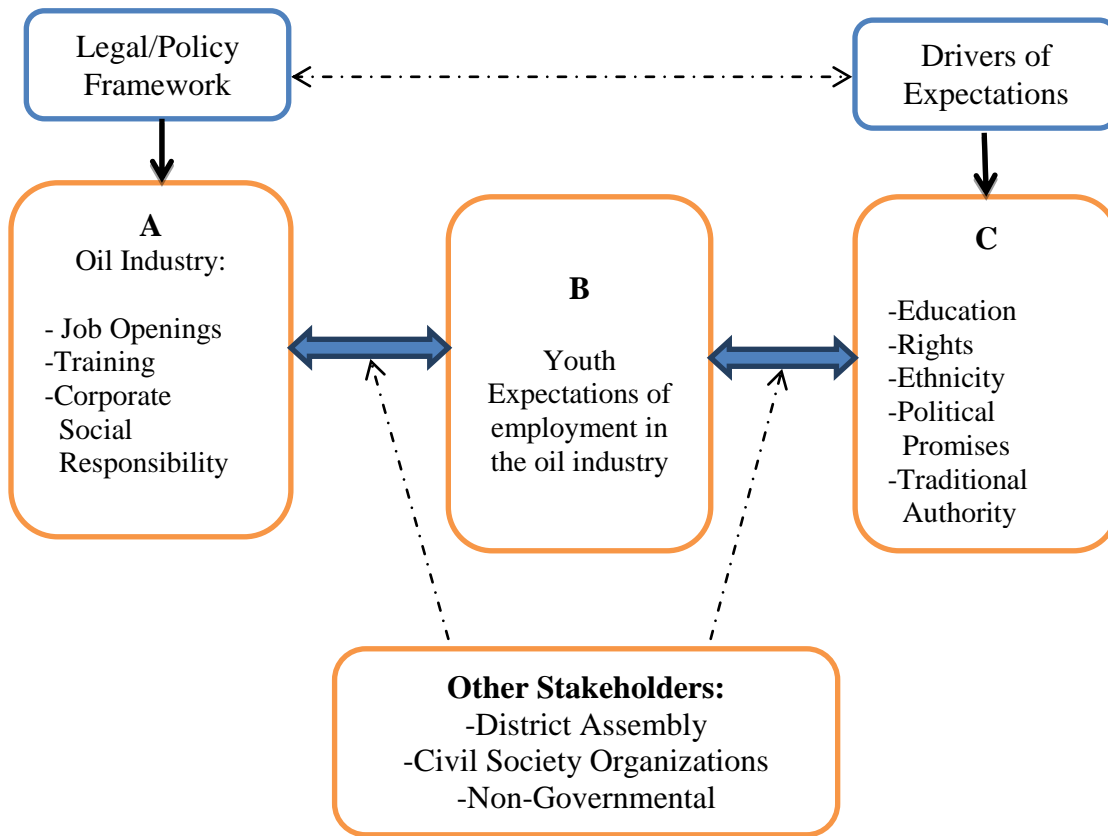
Learning from the experience of other oil producing states such as Nigeria and Uganda, it is important to find out what the expectations of the youth are as a first step towards ensuring peace in Ghana. The youth contribute the true wealth and future of a country. Addressing their hopes and aspirations must be an integral part of socio-economic development efforts in the nation (National Youth Policy, 2000). This study will also explore the profile and criteria for employment being offered by the oil industry; plans and actions of the state on employment of the youth in the oil industry and strategies to mitigate and bridge gaps that will be identified.

The Ghana oil industry is very young and so this study will contribute to knowledge on the sector. That is, the findings of the study will add to knowledge and literature on oil and gas industry and exploration, and educators and students will benefit from it. Thus, it will provide basis for classroom discussions and serve as practical reference in academia. It is also hoped that outcomes and recommendations from the study will also contribute to policy directions in Ghana. It is also hoped that this study will spur further research.

## 1.6 Conceptual Framework

This study adopts a conceptual framework that attempts to explain the relationship between the budding oil industry in the Western Region of Ghana and the expectation of the youth in the region for employment in the oil industry. These expectations are perceived to be driven by factors that are largely external to the individual, but have the potential to influence the youth in a particular direction (expectations of being employed in the oil industry). In this framework, in this framework, the budding oil industry is depicted by Box A, where opportunities for job openings, training and Corporate Social Responsibilities (CSR) exist to the benefit of the youth. The oil industry however does not operate in a vacuum, it is guided by legal/policy frameworks that emanate from the government and the respective ministries, departments and agencies that are responsible for the oil industry. Within the legal/policy frameworks is the opportunity for training of local people to prepare them for employment in the industry, even if it is in the long term. This training opportunity invariably reinforces the expectations of the youth for employment in the industry.

The expectation of the youth for employment in the oil industry is also depicted in the framework by Box B. Box B is positioned in the centre of the framework because the expectation of the youth for employment in the oil industry is a key variable and constitutes the core of this study. However, these expectations are influenced by drivers like education, human rights, ethnicity, political promises and traditional authority, as shown in Box C in the framework. Figure 1 is an illustration of the conceptual framework.

**Figure 1: Conceptual Framework**

Source: Author's own construction

The conceptual framework is deemed appropriate because this study focuses on the determinants of employment expectations among the youth of the Western Region in the emerging oil industry. In this context, three key nodes are identifiable, namely the emerging oil industry (node A), the employment expectations of the youth (node B), and the determinants of these expectations (node C). The identified determinants constitute the independent variable in this study and these include education, ethnicity, political promises, etc. The expectation of the youth therefore constitutes a single dependent variable and the relationship between the dependent and independent variables are also linked to the oil industry that also creates opportunities for employment, training and CSR.

In view of the fact that the oil industry operates in an area that has its own local governance system and civil society operatives, these groups tend to indirectly influence the expectations of the youth through their activities as well as play intermediary role between the oil industry and the youth in the area. The civil society organizations (CSOs), Non-Governmental Organizations (NGOs) and the District Assemblies for example organize short term training programmes for the youth, with the aim of equipping them for employment in the emerging industry in the area. Whether the employment expectations of the youth is met or not is dependent on the capacity of the oil industry to create the opportunities, as well as the ability of the youth to position themselves in terms of knowledge and skills to enable them gain employment in the oil industry.

### **1.7 Definition of concepts**

#### **Determinants:**

‘Determinants’ is defined as the factors or elements that limit or define a decision or a condition. Determination in this context refer to the outside factors or elements as the effect of traditional leaders, ethnicity, the work of Non-Governmental Organizations, level of education, government and the oil industry have on the youth with regard to their employment expectations in the oil industry. The Business dictionary (2012) defines determinants as the factors or elements that limit or define a decision or a condition.

#### **Employment expectation:**

Employment expectation is defined as the expected priority the youth in the WESTERN Region believe they are entitled to in the oil industry.

### **Socio-cultural, economic and political factors**

Socio-cultural factors are values and beliefs of the people in the Western Region that affect their thoughts, feelings and behavior. Economic factors are the perceived or actual factors anticipated to bring monetary boost in the area, enhance the livelihoods of the people and reduce poverty, political factors are activities by politicians and/or the state, related to laws, policies, administrative practices and promises that feed into or influence the youth's expectations.

### **1.8 Layout of Chapters**

The study has been organized into 5 distinct chapters. The first chapter is introductory in nature and gives the background of the study, statement of the problem, research questions, the objectives, significance of the study, and involves the conceptual framework for the study organization of the study, definition of concepts. The second chapter deals with the literature review literature related to determinants of employment expectations of the youth in the oil industry.

Chapter three highlights the methods used in collecting data and the analysis of the data. It covers subtopics such as research design, population, sampling size and sampling procedures used, data collection, sampling techniques, data analysis and research constraints. Chapter four is a presentation of data and analysis, which provides an overview of the variables that were studied. The final chapter, chapter five gives a summary of findings, conclusions and recommendations. This part of the project provides information on the outcome of the study (research findings), the conclusive statements that were made on the bases of the findings

obtained. Recommendations regarding future researches in the same or similar area have also been captured.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

This chapter focuses on various views and perspectives on youth and oil companies, especially what drives the demands of the youth in oil producing communities. This chapter is relevant because it brings to the fore the conditions that bring about youth agitation and demands for resources in their communities. The chapter traces some history of other oil producing countries. The main aim of the chapter is to look at how other oil producing nations have or have not handled the interests of local people and the resultant effect on the nation. It gives an insight into the problem of fashioning out an appropriate and inclusive policy document that will address the specific needs of the youth in oil producing communities in Ghana.

#### **2.2 Overview of the Global and Local Oil Industry**

Oil exploration the world over; affect the lives of people and the destiny of nations. Most industrialized countries' revenues are from oil wealth which is used to fuel their economic development plans. Indeed, progress would be retarded and life would be unbearable if oil did not exist and this is why governments have become very concerned about oil (Pyagbara, 2007).

In Ghana, commercial quantities of oil were discovered in 2007 in the Western Region of Ghana, specifically in the Ahanta West District of the region. The exploration of Ghana's hydrocarbon deposits has been part of every government's policy since independence. It has however been observed that between 1898 to the late 1990s an estimated hundred exploration wells had been drilled in Ghana with no significant discoveries except for the Saltpond oil find in 1970. Thus,



the recent oil discovery in Ghana is a blessing that should serve as a catalyst to drive investment to the country (African Post, 2009).

It has been noted in literature (Gary, 2010) that oil exploration in a nation can have both positive and negative effects on the oil exploration communities and the nation as a whole. The hope of better lives for the people, including infrastructural development and economic development is the positive side of the expectations of people. However, there is also perceived or real injustice in revenue allocation deprivation and marginalization of oil communities. Obvious instances of environmental pollution have bred youth agitation and militarism in some oil producing countries.

Klare (2000) observes in his book, 'Revenue war: The new landscape of global conflict' that conflict over valuable resources has and will continue to pose a serious threat to peace and stability in many parts of the world. He takes a leap into the future to predict that future wars would be fought based on resources. Events in different parts of the world confirm Klare's view. It has been argued that the underlying cause of the first gulf war was the huge resources in the borders of Kuwait and Iraq. The war in Sierra Leone was a war over diamonds. The incessant conflicts in the Niger delta region of Nigeria between the militant youth of the region and the Nigerian military has been over the control of the oil wells in the region. The militant youth in the region under the aegis of the Movement for the Emancipation of the Niger Delta Region (MEND) and other splinter militant groups and factions have gained global notoriety by disrupting exploration of oil in the Niger delta region (Jike, 2010). Research for example Oshwofasa, Anuta, & Aiyedogbon, (2012) shows that conflict in most oil producing countries is

as a result of environmental degradation on the part of the oil companies and the demand of the locals for more fiscal control or compensation in order to mitigate the negative effects of oil exploration on their land.

Several scholars have highlighted the continuing conflict between oil companies and host communities in Nigeria's Niger Delta (VOSAD, 1999; Akoroda, 2000; Jike, 2001, 2002a, 2002b; 2004) which is one of Ghana's closest neighbors. Of this conflict has been painstakingly traced to the vast environmental degradation and consequent social disequilibrium that have trumped up several paradoxes including large- scale unemployment in the midst of vast resources. Jike (2006) examined some of these paradoxes and unequivocally stated that "the anxiety and expectations surrounding the discovery of oil has waned because the general livelihood of the people has not positively affected by the discovery of oil" (Jike, 2004: 688). More important and relevant to this article is the spate of activism, which is a reaction to steady environmental degradation of the Niger-Delta as a result of oil prospecting activities. Part of this activism has metamorphosed into a resilient subculture of youth violence and rebelliousness, which are themselves clear signals of social disequilibrium that is inimical to the development process (Jike, 2010).

In Ghana, the oil find which was originally hailed by all, has developed some dimensions which can pose a threat to the peace and stability of the oil drilling communities and the nations as a whole if steps are not taken to address the issues comprehensively and inclusively (Kathman & Shannon, 2011). The youth in the oil communities have called for a quota of jobs to be reserved for them by virtue of the fact that oil is being drilled on their soil.

### **2.3 Policies and Plans by the State and Oil Companies**

Ghana has promulgated several policies and laws that govern the oil industry. With regard to natural resources, Chapter 21 of the 1992 Constitution of the Republic of Ghana mandates that every mineral in its natural state in, under or upon any land in Ghana, rivers, streams, water courses throughout Ghana, the exclusive economic zone and any area covered by the territorial sea or continental shelf is the property of the Republic of Ghana and shall be vested in the President on behalf of, and in trust for the people of Ghana (Republic of Ghana, 1992). Similarly, the Petroleum Exploration and Production Act, 2010 stipulates that petroleum existing in its natural state within the jurisdiction of the Republic of Ghana is the property of the Republic of Ghana and is vested in the President on behalf of and in trust for the people of Ghana subject to any right granted, conferred, acquired, recognised or saved under this Act (Republic of Ghana, 2010).

The above may imply that government is committed to the exploitation of the country's oil and gas endowment sustainably; managing oil and gas revenue judiciously for the overall benefit and welfare of all Ghanaians with the inclusion of future generations; attracting increased local value-added investments in the oil and gas sector; creating job opportunities in the oil and gas and related industries; and indigenizing knowledge, expertise and technology in the oil and gas and related industries. The singular purpose of these is the creation of a self-sustaining and buoyant economy. In this context, Ghana's government's vision lies in the commitment to the deployment of an effective local content and local participation policy as the platform for achieving the goals for the oil and gas sector with full local participation in all aspects of the industry of at least 90% by 2020. The enabling environment and opportunities for Ghanaians to

benefit from the economic wealth associated with what emanates from the activities in the industry through participation of Ghanaians in the ownership, operations, control and management will be the provisioning priority of the government (Ministry of Energy, 2010).

Part III of the Petroleum (Exploration and Production) Law, 1984, PNDC Law 84, sub-titled Rights and Obligations of Contractors and Subcontractors. States that a contractor or subcontractor shall, in accordance with the regulations and with the terms of a petroleum agreement of petroleum sub-contract, as the case may be, ensure that opportunities are given as far as is possible for the employment of Ghanaians having the requisite expertise or qualifications in their various levels of the operations.

The Ghana National Petroleum Corporation (GNPC) Act (PNDC Law 64) was instituted and made responsible for the management of petroleum resources of Ghana. It is to undertake the exploration, development and disposal of petroleum. The GNPC manages the participatory share of the government in the project. Under the law, the GNPC does not only regulate the sector but also participates in the commercial aspects of the industry (GNPC, 2010; Kuenyehia & Kusi, 2011: 67).

The discovery of oil is usually celebrated as a one-way ticket to wealth and economic growth. But recent history shows that poorly managed oil resources in a developing country can make life worse, not better, for most of its population. Oil can ruin local environments and create inequalities of income that destroy the fabric of a society and can become a curse rather than a blessing. In pursuit of the objective of maintaining social and economic stability and long-term

economic growth, government has set up a task force to prepare a master plan for the emerging oil industry. In 2008 the task force examined the social and economic implications of Ghana becoming an oil-producing country and presented proposals that will, among others, ensure that oil revenues are used for economic diversification for the benefit of all Ghanaians, and to minimize the potential social and economic dislocations associated with oil wealth. The task force has been tasked with identifying the requisite legal and regulatory framework as well as the infrastructural and human resource needs of the new sector (Ministry of Finance and Economic Planning, 2008). With international donor financing (the World Bank, Britain's Department for International Development, GTZ, the US Agency for International Development, and others) and encouragement to open up the policy discussion, the government has also held a National Forum on Oil and Gas Development with the optimistic slogan, "Oil—a Blessing: Not a Curse. ...".

However, with fears that Ghana will follow other countries by keeping a tight grip on oil sector information and placing decision-making power in the presidency and the state oil company, this approach left many civil society activists— and some donors—with a bad taste in their mouths. A civil society communiqué stated that "we are deeply disappointed at the amount of space ceded to organized citizens groups in this initial consultation. ... The forum should have been opened to the general public" (Civil society communiqué, 2008). In the end, only three Ghanaian civil society representatives (from the Integrated Social Development Centre [ISODEC], Third World Network-Africa, and the Ghana Trades Union Congress) were able to attend while others were barred from entry.

## **2.4 Job Opportunities in the Oil Industry in Ghana**

Under the local content policy, the annual recruitment and training programme shall ensure that the stipulated targets are met namely (a) management staff, at least 50% of the management staff are Ghanaians from the start of petroleum activities of the licensee and the percentage shall increase to at least 80% within five years after the start of the petroleum activities; (b) core technical staff, at least 30% of the technical staff are Ghanaians from the start of petroleum activities of the licensee and the percentage shall increase to at least 80% within five (5) years after the start of petroleum activities and 90% within ten (10) years; and (c) other staff, 100% are Ghanaians. Such programme shall provide for the training of Ghanaians in all aspects and phases of petroleum activities and as many staff categories, including management, as is possible and shall be reassessed and revised on an annual basis (the “Annual Recruitment and Training Programme) and may include scholarships, industrial training for students and other financial support for education (Ministry of Energy, 2010).

Drilling crew positions include clear or painters, lease hand/roustabout, floor hand or roughneck, motor hand, floor hand, driller, assistant driller, derrick hand, rig manager (Oilfield Workers Registry, 2011). The other job avenues or positions in the oil and gas industry’s upstream and downstream sectors include project engineer, quality control officer, document controller, senior drilling engineer, financial analyst, refrigeration mechanic, instrument technician, instrumentation and control supervisor, fabrication or pipe fitter, general manager (operations); reservoir engineer, millswright, petroleum inspector, service engineer, electro mechanical engineer, senior completion engineer, business development manager, methods engineer, field

shop supervisor, finance accountant, welder (Oilcareers, 2012; Beaufort Offshore Projects UK, 2012).

The types of courses that may offer training for some of these positions include basic offshore skills short courses, evening classes, distance education, undergraduate or vocational training; postgraduate conference and project management programmes (Oilcareer, 2012). There are job opportunities equally for women and men in the oil and gas industry worldwide and particularly in Ghana. Some of them are purely office-based while others entail frequent travels, some are back room support roles, tough and demanding, some are frontline jobs. There are several entry requirements to positions/jobs in the oil industry. These include health requirement, namely good health and physical conditions; age requirement, that is a worker being at least 18 years and at most 27 years especially for offshore staff; experience requirement which considers experience as an asset and the more of it the better. In terms of education requirement most entry level jobs like dishwashers, cleaners, roustabouts, etc do not require formal educational qualification but rather the ability to do the job well and learn quickly. Some jobs such as ballast control man/mud engineer etc require at least secondary level school/education qualification. As the positions get more complex, they require higher levels of education depending on the part of the worker as well as ambition are key (Beaufort Offshore UK Project, 2012).

## **2.5 Local Content and Local Participation in Petroleum Activities – Policy framework**

The active involvement and participation of locals in the oil and gas industry has become a major policy issue in Ghana, ever since the discovery of major oil reserves at the Jubilee Oil Fields in 2007 (Ministry of Energy, 2010). The local content, a term referring to the percentage of locally

produced materials, personnel, financing, goods and services rendered to the oil industry (Kobbie, 2011; Global Edge Consulting, 2012), has been constrained by capacity limitations in several areas, including financing, human resources and technology (Ministry of Energy, 2010). The policy seeks to holistically empower Ghanaians through their progressive involvement in the oil and gas sector. It therefore identifies stakeholders and their roles, the urgent need for capacity building and training, technology transfer and its indigenization; infrastructural development; creation of a conducive and thriving environment for optimum local participation; and integration of oil and gas sector into long term national development plan.

Section 5.1 of the policy document, sub-titled Mandatory Local Content in oil and gas development, requires that “all contractors, sub-contractors and any other entities involved in any project, operations, activity or transaction in Ghana’s oil and gas industry shall incorporate local content as an important element in their project development and management philosophy for project execution. Every project, operation or activity or transaction must have or form part of a local content plan. Such a plan shall include all aspects of the local content framework discussed in this document and shall be assessed and revised at regular intervals, as appropriate” (Ministry of Energy, 2010). Under the policy, oil companies are required to achieve at least 90% local employment and develop local capability in all aspects of the oil and gas value chain through education, skills and expertise development, transfer of technology and know-how and an active research and development portfolio.

It is obvious from the discussion above that employment opportunities are available with the oil find in Ghana and various measures have been put in place by the state to ensure Ghanaians have



their fair share of employment in the industry. It is also clearly stated that such opportunities are for Ghanaians with the requisite expertise or qualification. In terms of capacity building, prospective employees must have acquired some basic to advanced level of education to accord them the opportunity of further training proposed in the Local Content Policy (Ministry of Energy, 2010). The youth in the Western Region's employment expectations of the oil industry are therefore in line with the policy on oil and gas. The study among others, explored the readiness of the youth in terms of capacity, to take up jobs that are available in the oil industry.

The local participation policy purports to local capability development. In order to ensure competitiveness of Ghanaians in the provision of a range of services in the oil and gas industry with the purpose that government and the petroleum operators, the local training and technical institutions as a way of developing the requisite capacity to international standards to support Ghanaians' training to comparable high levels as required by the industry in drilling and support services, marine, catering and housekeeping, supplies and other support services. The focus is on all aspects of training, including the following: (i) Lower skill artisanal training such as welding, catering services; (ii) Middle-level skill training of technicians to provide maintenance services, offshore and on shore drilling etc.; (iii) High level skill training including general management, engineering design, procurement and business strategy development (Ministry of Energy, 2010).

## **2.6 Youth's notion of entitlement to employment in the oil industry**

Development imbues a community or a nation state with a sense of sustainable worth, providing the collective citizenry with the infrastructural wherewithal to reach its potential by way of

satisfying primary and secondary human needs. Since the discovery of petroleum oil by Shell in Oloibiri in 1958 and the subsequent flurry of prospecting activities by other multinational companies much damage has been done to both the natural and the built environment in Nigeria (Nigerian National Petroleum Corporation, 2010; Oshowofase, Anuta & Aiyedogbon, 2012). The natural environment has been severally breached by the deleterious consequences of oil exploration. Flora and fauna have been adversely affected; cash and subsistent crops have had more than a fair share of defoliation as a result of incessant oil spillage and the attendant toxicity of the soil (Prasad, 2006).

As a consequence of the foregoing, the food chain has been partially truncated by hybrid crops that are a caricature of their former selves. Thus, yam tubers have become unusually small and even sweet varieties of yam have become everything but sweet. Aquatic life has not fared much better. Some species of fish have migrated and others have become virtually extinct as a result of oil spillage and industrial effluent that are wantonly disposed in mangrove swamps and fresh waters across the Niger-Delta (Jike, 2010).

Part of the problems of the impact of oil and gas on the natural environment is also transposed to the built environment in several forms. For example, it has been empirically established that corrugated iron sheets age much faster and depreciate more rapidly in the Niger-Delta region than in other parts of Nigeria as a result of gas flaring (Oshowofase, Anuta & Aiyedogbon, 2012). Apart from the sad fact that oil exploration and the accruing revenue has not stimulated substantial economic growth and improved the standard of living of the people, it may be pertinent to highlight, how oil exploration and production have adversely affected every facet of

life of the people of the Niger Delta. Petroleum exploration or production has severe impact both on the natural as well as the built environment. In the natural environment there is overwhelming damage to both flora and fauna. There is a pervasive defoliation of leaves and plants and agricultural plants tend to become stunted. This of course has grave cost implications for the food that is available in the market. This is also true of aquatic life which becomes endangered as a result of incessant spillages which pollute fresh water, swamps and the water table in the Niger Delta Region. The entire ecology and actually become truncated as wild life and rare species of birds are forced to migrate to relatively cleaner environments.

The Warri Women Protestors in 2001 who besieged the headquarters of Shell Petroleum Development Company and Chevron clearly highlighted the deleterious impact of oil exploration on public health. The public health implication of oil spillage, especially gas flaring, on the inhabitants of the Niger Delta Region, has not been empirically systematized. However, the preliminary survey by Akoroda (2000) indicated that an emergent trend of carcinogenic diseases in the Niger Delta Region is traceable to the exposure of these people to the radioactive elements of gas flaring. These people suffer respiratory diseases, which are a consequence of long exposure to gas flaring (Jike, 2004). There is an apparent upsurge of carcinogenic diseases e.g. skin/lung cancer in the Niger Delta Region. Skin rashes are also very widespread in the area. The leaders of the Warri Women Protestors in 2001 quite rightly traced the prevalence of bronchial diseases and eye abnormalities to unrestrained gas flaring by oil companies in the Niger Delta Region. The pressure on public health by gas flaring creates avoidable distortions on the healthcare delivery system, shifting sorely needed resources from areas of maximum need to areas of minimum need (Oshwofasa, Anuta, & Aiyedogbon, 2012).

Perhaps, it is the greatest paradox of all times that the Niger Delta Region which produces the wealth of the nation also has more than 50 percent of its population living below the poverty line. This says a lot about the employment situation as well as the prospects for economic empowerment or collective enablement in the region. It is not reassuring to note that corporate organizations have formulated contingency plans to extend the precept of social responsibility to host communities by way of training programmes and other schemes to empower and enhance the prospects of youth in the host communities to participate in the mainstream of the economy.

As it stands, the advent of oil production in the Niger Delta Region is a straightforward zero sum game, where the gain of oil companies and the Federal Government by way of equity, is the loss of indigenous peoples in the host communities by way of loss of farmsteads. Loss of farmsteads to oil exploration or spillage, the displacement of peasant farmers as a result of oil exploration or spillage and the displacement of fishermen as a result of the toxicity of the effluents on aquatic life altogether provoked general unemployment in the rural peasant economy and the incipient informal economy in several metropolitan centers in the Niger Delta Region (VOSAD, 1999).

Widespread unemployment has implications for the security of life and general security in the Niger Delta Region. The traditional peasant holdings and ancillary jobs provoked a chain of psychological trauma for several individuals who are no longer able to meet traditional obligations. These perceptions of deprivations tend to coalesce into a general level of class or status consciousness which crystallize around an ethnic pivot in the form of ethnic militia to forcefully press for a change (Oshwofasa, Anuta & Aiyedogbon, 2012).

The perception of injustice and inequity is rife among minority ethnic groups who have formed several militia groups to resist the plunderous drive of the federal government and its multinational allies. In this regard, mention must be made of the Niger Delta Region which has become the hotbed of youth activism and rebelliousness (Oshwofasa, Anuta & Aiyedogbon, 2012).

With an economic base that is largely uprooted by the operational activities of oil companies (Obi, 2002), the youth of Niger Delta Regional youth has very little option than to be assertive about their deprived conditions. The once timid indigenous village youth or community elder has become utterly assertive and active in community affairs. The youth, especially have made extra effort to ensure the compliance of multinational oil companies with standardized operational practice in both the up and down stream facets of the oil industry (Oshwofasa, Anuta & Aiyedogbon, 2012). The youth in several host communities have begun earnestly to enforce compliance with the social responsibility avowals of oil companies.

No doubt, youths in the Niger Delta Region have often gone without notice in their anxiety to get even with oil companies who violate standard environmental practices. For example, there have been gory tales of abductions of expatriate personnel, vandalizing of oil pipelines or even murder of oil workers by irate youth groups. Conversely, there have also been massive oil spillages and corollary environmental degradation that have permanently truncated and compromised the sanctity and fertility of local farmsteads (Ojimbe, 2011; Oshwofasa, Anuta & Aiyedogbon, 2012). The Niger Delta We has once witnessed the virtual dissemination of aquatic life as a result of the forced migration of fish responding to the toxicity of effluents from the drilling

chemicals of oil companies that are continually dumped in fresh water swamps in the Niger Delta Region (VOSAD, 1999). The most desirable point of convergence and synergy is perhaps, to activate the cord of social responsibility in multinational companies in order to meet inhabitants of the host communities at their points of needs (Oshwofasa, Anuta & Aiyedogbon, 2012). Especially, to enable the youth in the area and other active members of the host community, acquire competencies and skills to play a useful role and make productive contributions to the mainstream of the nation's development. This, perhaps, is the point of departure and the central upon which there calls for reciprocal empowerment of companies and host communities.

The youth in the Western Region of Ghana mention the above negative impacts on Nigeria's Niger Delta Region (VOSAD, 1999; Oshwofasa, Anuta & Aiyedogbon, 2012) and have also projected that with time, their communities will be going through such hazardous environmental effects. Their notion of entitlement is therefore based on the fact that they are the ones who will be directly affected by the oil and therefore they must be the group that enjoys more of the benefits of the oil industry including employment.

## **CHAPTER THREE**

### **METHODOLOGY**

#### **3.1 Introduction**

In this section of the study, the researcher combined both quantitative and qualitative approaches using questionnaire survey, key informant interview and focus group discussion tools to understand the determinants and/or factors of employment expectations of the youth in the emerging oil industry in Ghana. So therefore here the research design is described as well as the following among others; population, sample size and sampling procedures, sources of data, measures, data collection and the data analysis techniques (SPSS).

#### **3.2 Research Design**

According to Aaker, Kumar and Day (2004:73) research design is “the detailed blue print used to guide the implementation of a research study towards the realization of its objectives”. Cant, Gerber-Nel, Nel and Kotze (2003:3) state that “research should be conducted in a systematic and objective manner to ensure that the information obtained is unbiased”. The purpose of the study was to assess the determinants of employment expectations of the youth in the emerging oil industry in the Western Region. The study adopted a mixed method approach that sought to synergize in the context of quantitative and qualitative data collection in the study communities. The benefits herein lies with the fact that each of these quantitative and qualitative methods have strengths which when combined offset the weakness of the different methods and/or approaches. This approach provided a comprehensive set of answers to each research question. This is particularly helpful for purposes of triangulation in the process of data collection and analysis, leading to the achievement of a rich data set. The quantitative approach was used to collect hard

data in the form of numbers, while the qualitative approach was used to collect soft data in the form of impressions, words, sentences, etc (Neuman, 2003).

### **3.3 Study Area**

The Ahanta West District is located at the southernmost part of Ghana and the whole of West African Sub-Region, the capital of which is Agona Nkwanta. It has a total land area of 591 square kilometers. According to the 2000 Population and Housing Census (PHC) report, it has a total population of 95, 140 people, constituting of 46, 024 males and 49, 116 females (King, 2010). The district's current population growth rate is 3.2%, which is the same as the regional population growth rate, but higher than the national growth rate of 2.7% (PHC), 2000). Hence, the 2006 population was estimated at 115, 276 and the projected population at the end of 2009 was 126, 890. There is however internal migration going on in the district (King, 2010).

The District is bounded on the East by the Sekondi Takoradi Metropolitan Area, on the West by the Nzema East Municipal and North by Mporhor Wassa East and Wassa Amenfi West Districts and the Gulf of Guinea to the South. It is 25 kilometres from the central business district of Takoradi. The district therefore depends on the regional capital for most of its economic and commercial activities (King, 2010). The people of New Amanful migrated originally from Gomoa Brofoyedur in the Central Region of Ghana and settled at areas around present time Takoradi Harbour. Due to the construction of the Takoradi Harbour, which commenced in 1926, they were resettled at Amanful East in Takoradi town and at their present location in the Ahanta West District. New Amanful is a fishing community. It shares boundaries with Adakope in the east and Funko in the west. The district has a flat landscape with a few isolated hills at Butre and



Banso with heights ranging between 20 to 40 meters above sea level between Cape Three Points and Princess Akatekyi (King 2010).

The district is 7km inland and en route between Takoradi and Tarkwa with a branch road off to Dixcove (and Achowa, Akwidaa) and Busua. The language spoken is Ahanta with many non-Ahanta speakers speaking Fante or a mixture of the two, known locally as Fant-Ahanta (Wikipedia, 2009). The main economic activity in the district are farming and fishing. Other economic activities common in the district are petty trading, agro-based industries, hairdressing, and dressmaking, furniture manufacturing, block-making and auto-mechanic. There is a great tourism potential in the district because of its background of early contact with Europeans who have left behind historical forts and castles. There are also good beaches in the district. For instance some of the finest beaches are located in communities such as Amanful, Busua, Princess Town and Cape Three Points have some of the finest beaches like Monica Beach, Victoria Beach, Busua Beach, among others, in the country (King, 2010). There are two major agro-based factories, namely NORPALM and GREL with large hectares of oil palm and rubber plantations and they employ a number of the youth in the district. GREL alone employs about 2,500 people whereas NORPALM employs 1,500 (King, 2010).

### **3.4 Study Population**

The population for this study was people who work, who anticipate to work in the oil and gas industry either situated in the main job or ancillary job context as well as those who have had and/or are having educational or training in short course capacities with respect to the youth including opinion leaders; chiefs; abusupayin (family head); an assembly man; and other

individuals in the community who had the ability to express their views and perceptions in relation to the topical area and objectives of the study. The Environmental Conservation Foundation, an NGO etc. (GNPC) and Energy Commission officials were also made use of in the study.

### **3.5 Sampling Arrangement/ Sample size**

The study employed purposive sampling technique where the communities selected for the study were solely those that are located in oil fields of Ghana including key institutions such as the GNPC and Energy Commission, who are oil and gas, and energy policy makers as well as oil companies. The respondents were selected on the basis that they have some knowledge about the oil and gas industry including those who hold strong expectations of being employed in the industry. Secondly, the study made use of the convenient sampling technique; this is a type of non-probability sampling technique. This technique created a platform where every respondent was recruited on the basis of convenience and availability.

The researcher selected one hundred and twenty-seven (127) respondents, consisting of both the youth who numbered one hundred and twenty (120) as well as adults, to complement the data that were collected from the youth. This sample has been selected because it contributed to the volume and quality of data collected. Specifically, the study included the youth; chiefs; family heads or abusupayin; officials from the GNPC and Energy Commission, an NGO and the Environmental Conservation Foundation.

### **3.6 Data Collection**

The data used in the study were obtained from both primary and secondary sources. The secondary sources included books, journal articles and other publications from libraries and internet sources. The primary data was obtained from a questionnaire survey, key informant interviews and a focused group discussion from a well-structured questionnaire for the youth; semi-structured key informant interview guide as well as a guide for the focused group discussion administered to collect data related to the topic that met the objectives of the study. Prior to the field work, these instruments were pre-tested to assess the relevance, validity and the understanding of respondents as well as the general availability of the various categories of information needed.

The outcome of this pre-test enabled a proper review of the questionnaire, interview guide and focus group discussion guide to ensure the suitability of the questions to the research population as well as ensure that it captured all the relevant questions needed for answering the set research questions. The questionnaire, interview guide and focus group discussion guide consisted of both open and closed-ended questions. This enabled respondents to express their knowledge, opinions and made lots of suggestions on the subject matter of the study. Tape recorders and field notes were used to record the key informant interviews and focus group discussion.

Further, the researcher pre-informed the opinion leaders of the five communities included in the study about the intention to conduct this study. An introductory letter was thus obtained from the Centre for Social Policy Studies of the University of Ghana that introduced the researcher and the study to the respondents and the authorities in the community. In view of the objectives of

this research, it became necessary for a reconnaissance visit to be conducted which took the form of familiarization with the five study communities and the district during this process. During this visit, the objectives of the study were discussed with the community leaders and their permission, indulgence and assistance were duly sought for purposes of the study. Informal interviews were conducted and discussions held with the District Chief Executive and other staff of the Ahanta West District Assembly, opinion leaders in the communities and community members. This exercise preceded the main data collection.

### **3.7 Data management and quality assurance**

The primary data obtained for this study were all collected by the researcher, who administered the questionnaire, interview guide and focus group guide herself. Consequently, the quality of the data was assured. The completed questionnaires were edited by rectifying the obvious mistakes that occurred in the field. Subsequently, the questions were coded and all the questionnaires were properly serialized for easy identification. A template was developed with the use of the Statistical Package for Social Science (SPSS) software and pre-tested by entering a few of the completed questionnaires and analyzed before embarking on the actual data entry. This procedure was aimed at ensuring that the template was appropriate and comprehensive enough to capture all the information obtained from the field for purposes of data analysis. Similarly, the qualitative data were transcribed and coded before it was analyzed using thematic content analysis.

### **3.8 Ethical Considerations**

The study respected and ensured the privacy, anonymity and confidentiality rules in Social Science research adhered to for protection purposes by strictly complying with the conventional ethical standards. Further, participation in the study was entirely voluntary and all the participants were informed about the purpose and nature of the study both verbally and in written form. The participants' identities were kept private, thus codes and pseudonyms were used instead of their actual names. The information obtained has been securely locked away so as not to have it linked to others who do not have privy to it.

### **3.9 Data analysis**

The data obtained were analyzed with the use of SPSS software. Descriptive statistical tables were generated including cross tabulations of the various study variables. The researcher analytically interpreted the tables and cross tabulations, giving meanings to them. The analysis was done at 3 levels namely, descriptive, univariate and bivariate levels of analysis.

The qualitative data generated from the key informant interview and focus group discussion were transcribed and analyzed based on the emerging themes from the data. This was done through carefully reading the texts while coding for themes. Below is the table containing the framework for data analysis (Table 1).

**Table 1: Framework for Data Analysis**

<b>Specific Objectives</b>	<b>Data Required</b>	<b>Type of Analysis</b>
Socio-cultural, political and economic factors (ethnicity, residence, NGO activities and traditional authority, etc) influence the expectations of the youth	Prime data from field work (FGD; interview with stakeholders; questionnaire). Sections B & D of questionnaire. These include: Socio-cultural, political and economic factors Work experiences and type of work General socio-economic and expectations discussions (FGD)	Ascertain the kind of factors that influence expectations in oil producing areas
The determination of the policies and plans in place and/or underway by the state and the oil companies to address the expectations of the youth in the Western Region	Prime data from field work (FGD; interview with stakeholders; survey and life histories). Sections C of questionnaire. These include: Availability of policies and plans towards using them to address youth expectations School experiences	Investigate strategies employed in ensuring that youth expectations pertaining to the oil industry are met
Implementation of the Local Content Policy	Prime data from field work (interview with stakeholders (NGO, Oil companies; questionnaire). Sections E of questionnaire. These include: Enforcement & implementation of policies towards expectation & mitigation of challenges	Identify means through which the local content policy is being implemented to ensure the achievement of its goals and/or purpose. Basic frequencies and cross-tabulations from quantitative data sets, and thematic analysis of qualitative data as well as field observations.

Table 1 outlines the objectives of the study, the data required in addressing each of the objectives, as well as the type of data analysis carried out respectively. For instance, Table 1 intimates that prime data from field work (FGD; interview with stakeholders; questionnaire).

were used in addressing the objective on socio-cultural, political and economic factors influencing the expectations of the youth.

## CHAPTER FOUR

### DATA PRESENTATION AND ANALYSIS

#### 4.1 Introduction

Oil wealth should enrich Ghana as a country, but it is the view of many, particularly the youth of oil drilling communities, that the emergence of oil has not necessarily alleviated the poverty and unemployment of the youth. Against this background part of the research provides a summary of the thematic areas that the researcher sought to investigate. Here, analyses and interpretation of the responses that the respondents provided were conducted. The study thus focused on four research questions, which have been analyzed using primary data and statistical tools such as frequency and percentage tables, histograms, bar charts, scatter plots and pie charts.

#### 4.2 Socio-Demographic Details of Respondents

This section of the chapter discusses the socio-demographic particulars of the respondents that were engaged in the study. This has been done with the view of highlighting the link between socio-demographic variables and employment expectations of the youth, which is the phenomenon under investigation. With this end in view, the researcher brings to the fore the gender distribution, age distribution, educational background, marital statuses among others of the respondents.

##### 4.2.1 *Sex and Age Distribution*

The survey conducted revealed that males were seventy-four (74) in number and the females numbered forty-six (46). Percentage-wise, males formed 61.7 percent and the females formed



38.3 percent of the total number of youth respondents that partook in the study. Table 2 presents the age groupings of the respondents.

**Table 2: Age- Distribution of Respondents**

<b>Age –range</b>	<b>Frequency</b>	<b>Percentage</b>
15-19	15	12.5
20-24	89	74.2
25-29	6	5
30-34	10	8.3
<b>Total</b>	<b>120</b>	<b>100</b>

**Source: Survey Data, 2012**

Age range 20 to 24 was the age range that recorded the highest frequency. The frequency of respondents who fell within that age range was eighty-nine (89) and they formed 74.2 percent of the total respondents. Age range 15-19 recorded the second highest percentage of 12.5 percent followed by age group 30-34 that represented 8.3 percent. Age group 25-29 constituted the least with 5.0 percent. These statistics depict that most of the respondents though youthful were in their early twenties and so are capable of engaging in any viable economic activity. Hence, they are part of the active labour force. More so, the Under the Labour Decree 1967 (NLCD 157), until the apparent age of 15 years when basic education is deemed to have ended, a child may only be employed within his own family, in light work strictly of an agricultural or domestic nature. Working for pay is permitted, within limits, for persons between 15 and 18 years, otherwise described as "young persons" (CRC, 1995, 2005). This implies that the respondents in the study can engage in economic activities, although most of them are in their early twenties.

### 4.2.2 Respondents' Educational Background

Table 4 and Figure 3 above both demonstrate the educational statuses of the respondents. Junior high school certificate holders formed the most of the respondents and they formed a percentage of 55.8; senior high school certificate holders recorded the second highest percentage of 15 percent, followed by primary school leavers who represented 14.2 percent. The respondents who indicated that they had no formal educational statuses or had acquired other certificate other than the options given by the researcher represented the least among the respondents (0.8 percent respectively).

**Table 3: Educational statuses of respondents**

<b>Educational status</b>	<b>Frequency</b>	<b>Percentage</b>
None	1	0.8
Primary	17	14.2
Junior high	67	55.8
Senior high	18	15
University	7	5.8
Other tertiary	9	7.5
Other	1	0.8

**Source: Survey Data, 2012**

From these analyses, it is observed that most of the respondents were drop-outs and these drop-out cases occurred at the primary, JHS/Middle level and the SHS level. With a fairly large proportion of respondents having little or no formal education, their chances of getting employed in a formal sector such as the oil industry is limited.

It is significant to note that the educational system in Ghana requires that a child begins basic school at the age of six and complete at age 15 (six years of primary school and three years of Junior High School (JHS). Students then proceed to Senior High School (SHS) (that is those who

actually go to school). Students then proceed to various tertiary institutions to study various courses, spanning two to seven years, depending on the course of study. Thus, by age 25, individuals would have completed tertiary level education and then be absorbed into the job market. Ironically, this is not the case for most young people, who do not get through the educational system as a laid out but drop out along the line due to inadequate support or failure. Consequently, a good number of young people do not have knowledge and skill required to be employed in formal work organization. The generally low educational background of the youth, as depicted in Table 3 therefore constitute a major barrier to their being employed in the emerging oil industry in the study area.

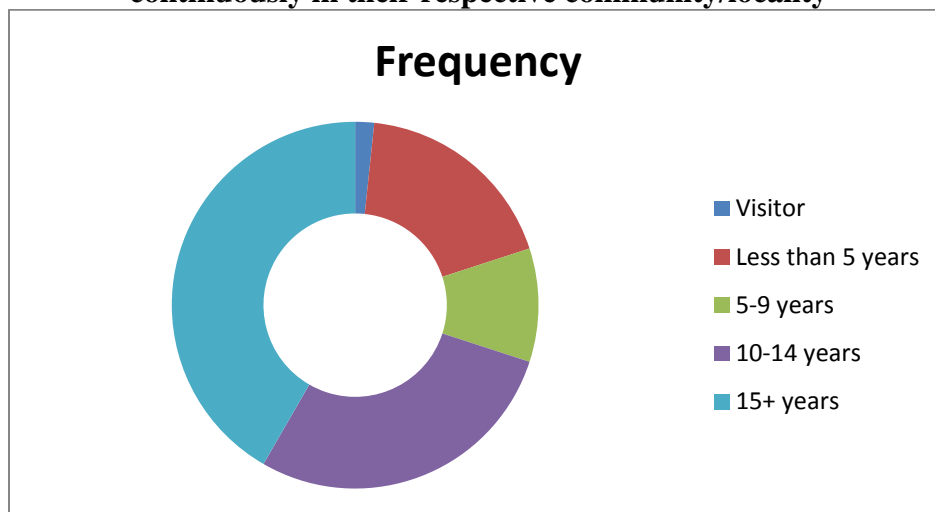
The weak educational background in the area does not make it easy for the youth to change their livelihood easily though. This anticipated change could bring an untold hardship on these youth and their families.

#### ***4.2.3 Number of years respondents have being lived in their community***

Pertaining to the number of years respondents have being living continuously in their respective communities/localities, a vast majority of the respondents claimed that they have been with their respective communities/localities for virtually more than fifteen (15) years; this accounted for about 42 percent whereas 28 percent of the respondents mentioned that they have being living continuously in their respective communities/localities for the period 10-14 years. Allied to the analyses in Figure 1 is the observation that 18.3 percent and 10 percent of the respondents reported that they had lived in their communities/localities for less than 5 years and between 5 and 9 years respectively. The least of this analysis is 2 percent which comprised of those who

reported that their intention was not stay in the respective study areas for up to a month and so were considered visitors.

**Figure 2: The number of years respondents have being living continuously in their respective community/locality**



**Source: Survey Data, 2012**

It is worth mentioning that though most of the respondents tend to reside in their locality for most of their lives, not all of them are hail from their respective localities. This may be due to inter-ethnic marriages and economic activities which cause people to move out of their original communities of birth. This implies that the youth who participated in the study were not all indigenes from the study communities. Rather they are people who are part of the study communities by virtue of blood, marriage or adoption as intimated by (Nukunya, 1992). In which case, being an indigene of the communities studied pertains to a large extent to blood connotations.

#### ***4.2.4 Perceptions on how being a resident of an oil and gas community***

In order to fully appreciate the determinants of employment expectations among the youth of the study area, the study sought to find out from them whether being residents in the area actually adds any value to their lives. In other words, they do perceive any benefit being a resident in an oil and gas producing community? From Table 4, it is revealed that those who mentioned that they had gained nothing from the emergence of the oil industry were eighty-two (82) in number and formed a percentage of 68.3 percent. Conversely, twelve (12) of the respondents (10) were of the opinion that they have been trained so they could take up employment in the oil industry. Interestingly, those who were of the view that they have been employed into the oil and gas industry numbered six (6), constituting 5 percent of the respondents.

**Table 4: How being a resident of an oil and gas community has added value to the lives of the respondents**

<b>Value added</b>	<b>Frequency</b>	<b>Percentage</b>
I have been employed	6	5
My relatives have been employed	8	6.7
I have been trained	12	10
I have access to facilities provided by oil industry	10	8.3
I have obtained nothing	82	68.3
Other	2	2
<b>Total</b>	<b>120</b>	<b>100</b>

**Source: Survey Data, 2012**

A focus group discussion further revealed a general opinion that the emergence of the oil industry in the region has brought about any change in the lives of the people whatsoever. Relating this to the educational background of the respondents, it is clear that majority of the youth have not attained the requisite training and skills required to be employed in the oil industry. Hence the need for a long-term plan to train the youth.

#### 4.2.5 The marital statuses of respondents

The majority (66.7%) of the youth interviewed were single. There was, however, not a sizeable proportion (18.3%) of the youth that were married. Next, 11.7 percent and 3.3 percent of the respondents were separated, divorced and widowed respectively (Table 5). In-depth interviews with the chiefs stressed the fact that one of the consequences of the oil extraction would be a higher rate of marital separation since the loss of livelihood of the youth will result in migration to other parts of the country.

**Table 5: Respondents' Marital Statuses**

<b>Marital status</b>	<b>Frequency</b>	<b>Percentage</b>
Single	80	66.7
Married	22	18.3
Separated	14	11.7
Divorced	4	3.3
Widowed	0	0
<b>Total</b>	<b>120</b>	<b>100</b>

**Source: Survey Data, 2012**

From Table 6 and Figure 5, it is revealed that those who mentioned that there is an added value to their lives for being residents at an oil and gas community were one hundred (100) in number and formed a percentage of eighty-three (83.3%). Conversely, twelve (12) of the respondents (10%) were of the opinion that being residents at an oil and gas community has added no value to their respective lives. However those who were unresponsive (indifferent) numbered eight (8), constituting 6.7 percent of the respondents. It is therefore revealed in these descriptive statistics that majority of the respondents were of the view that being residents at an oil and gas community has indeed added value to their individual lives.

### **4.3 Socio-cultural, political and economic factors driving employment expectations**

Hopes of high unemployment rates being reduced among the youth in the Western Region seem to be dashed. Interviews with the youth revealed that they had high hopes of gaining employment in the industry. However, with education and skills required for employment, majority of the youth have ruled themselves out of the oil job market. A survey carried out by an NGO in the region to find out the role of the youth think they can play in the oil industry produced interesting results. They acknowledged that they did not have the requisite skills with which to work in the oil industry so they were looking for menial jobs (*interview with NGO, Ahanta West District*).

The youth are enraged by their belief that their livelihood is being taken away from them with no hope of alternatives being made available. One of the youth interviewed said that:

We hardly get any fish when we go fishing because the lights from the rig have attracted all the fish to the rig. Meanwhile, we are prohibited from fishing within a certain radius close to the rig. In frustration, some have defied the rules and ventured close to the rig and have their boats and nets seized by the naval patrol teams (*interview with a youth, Cape Three Point*).

#### **4.3.1 Expectation of employment of the youth**

Given the fact that the oil industry is based in the Western Region, the study sought to find out from the respondents what their expectations were as far as employment in the oil industry was concerned. Their responses to the question posed to them are presented in Table 6.

**Table 6: Respondents' Perceptions on the assertion that the Youth from the Western Region be given Priority in Employment in the Oil Industry**

Options	Weight/score (x)	Frequency (f)	Percentage of frequency (%)	fx	Average score
Very large extent	5	78	65	390	528/120  <b>=4.44</b>
Large extent	4	22	18.3	88	
Neutral	3	12	10	36	
Disagree	2	6	5	12	
Strongly disagree	1	2	1.67	2	
<b>Total</b>		<b>120</b>	<b>100</b>	<b>528</b>	

**Source: Survey Data, 2012**

Based on the results obtained in Table 8 above it is evidenced that seventy-eight (65%) of the respondents are in strong agreement with the view that the youth from the Western Region be given priority in employment in the oil industry. Approximately, 18.3 percent of the respondents did agree to an extent with the statement that the youth from the Western Region be given priority in employment in the oil industry. However 2 (1.67%) respondents strongly disagreed with this view. When probed further as to the major reasons underlying such a position, it is quite interesting to note that 70 percent of the respondents mentioned that they deserved the first right of refusal when it comes to working in the oil industry since they are indigenes of oil drilling communities. Here, one lady from Animakrom did mention that:

Though the discovery of the oil comes as a national cake, it will be proper for government to seek the wellbeing of the youth in the exploration area before youth from other regions are considered (*interview with female respondent, Animakrom*).

Such a stance was supported by another person from Princess Town who said:

I am an indigene of this community and I deserve to gain employment in the oil industry irrespective of policies by government that borders on accessibility to employment opportunities (*interview with male respondent, Animakrom*).



It is evident that there is a strong ethnic influence on the employment expectations of the youth in the Western Region.

#### 4.3.2 Awareness of other job opportunities

Even though most people have the expectation of securing employment in the oil industry, it is also a fact that not all the youth can be employed. On the basis of this, the study sought to examine respondents' awareness of other job opportunities in the area. This was deemed necessary because of the understanding that the availability of other job opportunities can possibly diffuse tensions that may arise from not securing jobs in the oil industry. Table 7 presents respondents' views on whether they are aware of other jobs they could acquire in the area.

**Table 7: Respondents' awareness of other jobs opportunities in other areas than the Oil Industry in the Western Region**

<b>Response</b>	<b>Frequency</b>	<b>Percentage</b>
Yes	13	10.8
No	107	89.2
Total	120	100.0

*Source: Survey Data, 2012*

Table 7 does indicate clearly that 89.2 percent of the respondents (the youth) claimed that they are aware of other jobs they could acquire in other localities other than the oil industry in the Western Region whereas the remaining 10.8 percent did say that they were aware of other jobs. This therefore supports the view that ethnicity fuels the high employment expectations among the youth in the emerging oil industry. For instance, from the Niger Delta Region, Obi (2001) observed that how local groups connect to, and network with global groups/organizations to 'transnationalize' their resistance to the alienating and exploitative aspects of globalized oil

production. The basic assumption underlying this is that oil extraction has been synonymous with dispossession. A view that has been expressed in the activities of the Movement for the Survival of Ogoni People's (MOSOP) Ogoni Bill of Rights and the Ijaw Youth Congress' (IYC) Kaiama Declaration both charters of demands by the Ogoni and Ijaw ethnic groups of the Niger Delta which sought to reclaim control and ownership of the resources produced from their land and waters for their own development including employment opportunities for the youth.

Further, the alternative community livelihoods programme component served as a poverty reduction component through which the Integrated Forest Management and Development Programme (IFMDP) worked with Forest User Groups to identify and develop viable economic alternatives (Caribbean Natural Resources Institute (CANARI) 2008).

#### **4.4 Policies and plans by the state and oil companies to address expectations**

It is expected that with the emergence of such an all-embracing natural resource as oil, steps will be taken by the appropriate authorities to address all expectations such a discovery are accompanied with including the expectations of the youth in the Western Region. From the interview conducted, quite interesting revelations were given by the respondents.

An official from the Energy Commission proposed that the existing legal framework and policies underway are enough to address the employment expectations of all Ghanaians, including the youth of the Western Region. The local content and local participation policy for example, gives opportunity for capacity building for those who have the requisite educational background. Given the educational status of the respondents in this study, as depicted in Table 3, it is clear

that majority of the youth in the Ahanta West District may not be able to meet the entry requirement for further studies in the oil industry. A key informant stated that:

Some ladies were sent abroad to be trained in the hospitality industry and the requirement was fluency in English. This requirement automatically meant all female youth in the district who could not speak English fluently were disqualified (Interview with official of the Ahanta West District Assembly).

Ahanta West District Assembly however, identified that they did not have the needed resources to build the capacity of the youth to the levels where they could be employed by the oil industry. This was confirmed in other interviews with the chiefs and abusupanyin (family heads) who corroborated the district's stance that they were not aware of any processes available for the development of the youth's capacity in the district.

The general feeling was that of neglect by the district and government. They however added that so far they know of some people that have gone through some sort of training to enable them gain employment in the oil industry. In fact they saw the oil companies as being so remote and that what would be the point to try and prepare one's self for a job when everything concerning the oil rig is done from outside. They thus captured the following words "*They fly everything in*".

The chief executive officer of Tullow Oil intimated that the company and other partners have donated geo-science textbooks to the KNUST College of Engineering to aid in graduate training in petrochemical and allied engineering. This is because the teaching and learning of geology and geo-physics are fundamental disciplines in crude oil exploration. In consequence, the gap identified between the opinions of the oil companies and the respondents is that oil companies

are seeking high caliber workforce. Their investment in local manpower development seems to be at the tertiary level. It cannot be said that these oil companies are not meeting the requirements of the local content policy. But what becomes of the local youth who cannot even express themselves fluently in English, let alone consider further studies at the tertiary level? The evidence above necessitates the need for the implementation of a national strategy that will be integrative and responsive in nature to deal with both community concerns that have arisen due to the discovery of oil and gas in commercial quantities.

Nananom (the chiefs) thought that through their Corporate Social Responsibility to the Western Region, the Oil Companies would provide a vocational training institute to train electricians, welders, caterers etc. but that was not done. Nananom therefore called for a 10% of the oil revenue to be invested in infrastructural development and capacity building, aimed at the youth. Unfortunately, this request was not granted. They said:

We want to point out that the 10% being agitated by us is not meant for payment of royalties but for community development (Interview with the Chiefs).

It was also made known that the District Assembly does not have the money, resources, personnel, etc. to give any meaningful training to the youth in preparation for work in the oil industry. All decisions made about the oil were therefore taken from Accra, leaving the local people out and rendering them powerless.

The evidences above necessitate the need for the implementation of a national strategy that will be integrated and responsive in nature to deal with both community concerns that may arise due to discovery of oil and gas in commercial quantities. It is explicit that government should

efficiently engage the youth and people in the Western Region to address their concerns. It can be stressed that the chiefs, Abusuapanyin, Nananom, Assembly members and other opinion leaders could serve as conduit through which the loyalty of the State must be built for addressing the concerns of the youth that predominantly border on employment in the oil sector. Government, civil societies and communities should also become partners in ensuring both environmental safety human capacity building.

This stance falls in line with the assertion of Mr. Ken Ofori Atta, Executive Chairman and Co-founder of Databank, who called for the establishment of a Ghana Opportunity Development Fund to support and build the capacity of over 90 per cent of Ghanaians as local content for the oil and gas industry. He said there was the need for policy makers and implementers to tackle other sectors of the economy like employment for development, adding that Ghana needed to learn from best examples of oil countries in the world.

#### **4.5 Local content policy**

Arguably, issues bordering on local content policy are increasingly gaining prominence and drawing wild attention. The idea to drive the participation of Ghanaians in the nascent oil and gas sector remains very crucial if Ghana is to elude the nagging challenges of the resource curse. As such the Local Content Policy initiatives being spearheaded by the government have been deemed thoughtful by local entrepreneurs, international donor agencies and even international oil companies. Therefore it is anticipated that the development of the oil and gas industry will be a source of accelerated growth, poverty reduction and general prosperity to the people of Ghana. The active involvement of Ghanaians especially the youth in the oil and gas development,

through local content and participation, has become a major policy issue (Ministry of Energy, 2010).

The vision of the policy is a commitment to deploy an effective policy as a form of achieving the goal of having full local participation in all aspects of oil and gas value chain of at least 90 percent by 2020. This vision is in line with the employment expectations of the youth in the Western Region. It shows that indeed, plans and designs are underway to ensuring that all Ghanaians benefit from the oil production in the country.

#### 4.5.1 Knowledge of local content policy

Policy formulation is an inclusive process and all stakeholders, especially those who will be directly affected by the implementation of the policy must be consulted during its formulation. The policy provides for extensive recruitment and training of Ghanaians in order to achieve the goals of eth policy. The youth in the Western region were therefore asked if they heard anything about or were aware of the existence of the local content policy.

**Table 8: Respondents' Perceptions bordering on whether they have ever heard of the Local Content Policy (LCP) on Oil and Gas Exploration in Ghana**

<b>Responses</b>	<b>Frequency</b>	<b>Percentage</b>
Frequency	70	58
Percentage	50	42
<b>Total</b>	120	100

*Source: Survey Data, 2012*

Table 8 above does indicate clearly that 58 percent of the respondents (the youth of the western region) claimed that they had heard of the Local Content Policy (LCP) on Oil and Gas exploration in Ghana whereas the remaining 42 percent were inconsistent with this claim. A

further probe as to exactly what the 58 percent of respondents knew about LCP revealed that they were aware of the training opportunities being offered by the policy but were also quick to add that they hardly had the requisite qualification to take advantage of the training. A respondent said:

*I have given up of ever being employed by the oil industry. Even those with education cannot get jobs with the industry so how can I even dream of being employed in the industry (Class 6 school dropout, Princess Town).*

Similarly responses showed that the existence of the LCP did not give any hope to the youth at all. They were however of the view that there was the need to have a policy to address the specific needs of the youth in the region. The medium through which the respondents gained knowledge about the LCP, Table 9 represents the views respondents.

**Table 9: Medium through which the respondents heard about the Local Content Policy (LCP) on Oil and Gas Exploration in Ghana**

<b>Responses</b>	<b>Frequency</b>	<b>Percentage</b>
Government Officials	0	0
Newspapers	1	1.43
Traditional Authorities	2	2.86
District Assembly	3	4.29
Television	5	7.14
Civil Society Organizations	5	7.14
Hearsay	6	8.57
Radio	48	68.57
Other	0	0
<b>Total</b>	<b>70</b>	<b>100</b>

**Source: Survey Data, 2012**

From the survey results shown in Table 9, 68.6 percent of the youth that conceded that they had heard about the Local Content Policy (LCP) on Oil and Gas Exploration in Ghana, claimed that they became knowledgeable of the Local Content Policy on the oil discovery in Ghana via the radio. That is, the respondents' widespread knowledge on the Local Content Policy was

attributed largely to the huge access to radio set. This brings to the fore the fact that radio set is one of the media in the last decade or so that has been an effective means of information dissemination in the country. It was also noted that knowledge about the LCP on the oil discovery came from hearsay (8.57%). Some respondents reported that civil society organizations (7.14%) and district assembly members (4.29%) visited them and briefed them on the Local Content Policy on the oil discovery and the potential benefits to their communities.

Further, most of the respondents (78%) were of the opinion that the drafting of Local Content Policy on the oil discovery means that their community will experience development. Another 85 percent were of the opinion that Local Content Policy on the oil discovery acts as a precursor for employment opportunities generation.

There were some of the respondents (25%) whose knowledge about the LCP on the oil discovery bordered on negative impressions; they stated that the LCP on the oil discovery may not necessarily tackle the issues of environmental pollution (5.3% of them stated so), relocation of community (3.2%) and restriction on fishing activities (16.5%). These were respondents who were sensitized largely by NGOs concerning the environmental impact of the oil discovery. Thus the level of knowledge about the LCP on the oil discovery also depends on who does the awareness creation in the communities. The 16.5 percent of the respondents who mentioned restrictions imposed on the activities of fishermen in the sea said they were aware that fishermen have been told to stay away from the oil rig but did not know the reason behind this decision.



#### **4.5.2 Valuing the potency of the local content policy on the oil discovery in Ghana**

Out of the respondents who reported that they had knowledge of the Local Content Policy on the oil discovery, 53 of them (75.7%) indicated that the introduction of the Local Content Policy on the oil discovery in Ghana by appropriate authorities has lived its effectiveness. So therefore the respondents appreciated or valued the potency of the Local Content Policy on the oil discovery in Ghana. Seventeen (17) respondents, constituting 24.3 percent, were however of the opinion that integrating the LCP on the oil discovery in Ghana is not an appreciable venture by all standards.

#### **4.6 Implementation of local content policy**

The oil and gas industry, with its key driving forces being technology, property development, healthy competition and the industry's desire to efficiently allocate finite resources to both clients and the communities within which they operate while simultaneously maximizing return on investment generally depicted that the LCP on the oil discovery is an embryonic policy initiative that is gradually receiving considerable audience from many players within the oil and gas industry and all other stakeholders, of which the youth of the Western region are no exception.

##### **4.6.1 Respondents' views on whether there is a department or an institution responsible for implementing the local content policy on the oil discovery in Ghana**

In response to the question of “Do you think there is a department or an institution responsible for executing the implementation of the LCP on the oil discovery in Ghana?”, 59 (84.28%) of the respondents indicated that a department has been designated to cater for the implementation

of the LCP on the oil discovery in Ghana and so were quick to add that some people they believed have been appointed to solely look at the integration of such policy into the day-to-day operations of the oil and gas industry. The oversight responsibility over the management and implementation of the LCP on the oil discovery in Ghana thus rests with such department. The remaining number of respondents which in this case was 11, formed 15.7 percent; they conversely indicated that there is no department/institution or manager responsible for implementing the the Local Content Policy on the oil discovery in Ghana.

## CHAPTER FIVE

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 5.1 Introduction

This part of the project provides information on the outcome of the study (research findings); it also makes conclusive statements on the bases of the findings obtained. What is more, recommendations regarding the way forward area are put forth. It is significant to note that the study set out to examine four main issues, namely; ascertain how socio-cultural, political and economic factors influence the employment expectations of the youth, examine the policies and plans by the state and the oil companies to address the expectations of the youth in the Western Region, find out the youth's knowledge regarding the local content policy on the oil discovery, and to ascertain what drives the employment expectations of the youth. These specific objectives therefore constitute the outline of the presentation in this chapter with the aim of ensuring consistence and coherence.

#### 5.2 Summary of key findings

##### *On socio-demographic background of respondents*

The analysis of data showed that the majority of the respondents were males (approximately 62%). Significantly, the study did not set out to deliberately select more males than females, but it turned out that the youth in the area who are expecting jobs in the oil industry are mostly males. This clearly reflects the notion that more males tend to be employed in formal work environments than females, who are mostly employed in the informal sector (Blau, Ferber and Winker, 1998).

The age distribution of the respondents also showed that most of them are in the age brackets 20-24 (approximately 74 percent). Against the background that majority of them (approximately 86%) have not been educated beyond Senior High School level, it is obvious that this age bracket will be anxious to be employed and hence their employment expectations in the emerging oil industry in the Western region.

In terms of the number of years lived in the area, the study found that a significant 70% of the youth have lived continuously in the area for over ten years. Thus, they have lived the greater part of their lives in the area, especially their adolescent years leading to adulthood. It is against this background that they seem to be laying claim for employment in the oil industry. This situation however, provides a platform for policy interventions that will adequately prepare them for the claim.

### ***On drivers of employment expectations***

On the socio-cultural, political and economic factors that drive the employment expectations of the youth, the study found that even though the youth recognize that they do have the requisite skills and knowledge to be employed in the oil industry, they still held the view that because the oil industry is in their region, they should be given priority when it comes to employment. This is against the background that their main source of livelihood, which is fishing has been threatened by the emergence of the oil industry.

The study also noted that alternative job opportunities are limited in the area because approximately 90 percent of the youth are not aware of other job opportunities besides the oil

industry. This reflects the fact that fishing is the main occupation of the people and when this is threatened by the emergence of the oil industry, they have very limited options for employment. What may be required in this situation is a programme for alternative sources of livelihood for the youth, especially in the short term where their chances of securing jobs in the oil industry are limited due to the lack of skills and training.

### ***On plans to address employment expectations***

The study further noted that the state has a number of policies and plans aimed at addressing the employment expectations of the youth in the Western Region. First, it is the local content and local participation policy that offers opportunity to the people in the area to be employed in the oil industry and its allied services like the hospitality industry, transport industry, entertainment industry, etc. Second, it is the contribution of the oil companies in the industry in supporting the education of the youth through donation of educational materials for the training of engineers at various levels. The study however noted the District Assembly is handicapped in the area of supporting the training of the youth for employment in the oil industry because they lack funds to do so.

### ***On knowledge of local content policy***

While the policy on local content exists, the study found that even though majority of the respondents knew about the policy (58%), a significant 42% did not know anything about the policy. Thus, what drives their expectations for employment in the oil industry is outside the policy. This brings the idea that ethnicity plays a role in driving the employment expectations of the youth. For those who knew about the policy, they go to know mainly through radio,

television, civil society organizations and sometimes hearsay. Significantly the District Assembly and traditional authority are not the main sources of knowledge about the local content policy.

### ***On stakeholders' influence on employment expectation***

The study found out that the key stakeholders that have influenced the employment expectations of the youth are NGOs operating in the area, traditional authority and political authority. Political authority however appeared to be the key influence because often promise people jobs and yet fail to deliver on their promise.

## **5.3 Conclusion**

Controlling and managing growing expectations is one all-important but neglected factor that contributes significantly to the curious phenomenon, “the resource curse”. For now, this should be the ringing agenda for both the government and oil companies. This established that socio-cultural, political and economic factors (ethnicity, residence, NGO activities and traditional authority, etc) tend to influence the expectations of the youth. Also, the youth’s knowledge regarding the Local Content Policy on the oil discovery was found to be appreciable. The respondents also did indicated that the expectations they form about the emerging oil industry are as a result of the feeling that they are entitled to be employed by the oil industry. “I hail from here so I have to be employed in the oil industry”, added a respondent from Amanfrom.

#### **5.4 Recommendation**

It would simply be uncharacteristic of a country that touts itself as the black star of Africa to face similar fates as Angola and even Nigeria in terms of its management of expectations that greet the discovery of oil in commercial quantities. It is an awful experience that ought to be nipped in the bud. There is therefore the need for Ghana to intensify her efforts to contain these but legitimate expectations from the youth oil drilling communities.

It rests on the government, non-governmental organizations and civil society groups to educate all or the majority of the people on what pertains in the oil and gas industry. The education would serve to open the eyes of the people on what really exist in the sector so as not to act on the dictates of ignorance. It should be made clear to the people what opportunities exist in the upstream, downstream and various ancillary services. That is why it is important not to neglect local content of the sector. It is creditable and a bright step that the government has proposed to establish the Oil and Gas Business Development and Local Content Fund to cater for the welfare of Ghanaians in the oil sector. This would address the concerns and grievances of the people to curtail any inimical development. The path of local content would best be safeguarded when the people have the adequate knowledge of what to do with available opportunities.

What is more, the government, civil society organizations and non-governmental organizations should respond by directing the skills of the youth to meet the opportunities that would be created. By virtue of the fact that oil developments require technical expertise, the local people should be trained in those aspects in order to meet the demands of transnational oil and gas companies. This will serve to match the growing expectations, thereby providing appropriate

solutions. The uneducated or untrained cannot be made to operate installations and machines or benefit from ancillary services.

It is a known fact that neglect of increasing expectations of the people in the oil sector has been very disastrous especially when they are not met adequately. It is best to contain Ghana's oil expectations by playing down those expectations. This does not mean to neglect welfare of the people but investing in infrastructure and industrial development to create more jobs for the discontented youth. Grievances are best addressed when distribution of oil wealth bridges the wide gap between the poor and rich on one hand and underdeveloped and developed regions on the other hand.

The researcher would also urge the government and multinational oil companies to set aside a 'special fund' that would purposely be used in educating the youth of the Western Region on developments of the oil and gas sector. They should also be urged not to put all their eggs in basket.

Certainly, local companies are celebrating and awaiting the implementation of the LCP. But Ghana should not forget that qualifications and technological aptitude are major tenets of local content strategies. As much as the country tries to ensure full local participation, we should not disregard the indispensable role of foreign direct investments (FDIs) (Organisation for Economic co-operation & Development (OECD), 2002). The economy still needs investors.



The country must rid itself of centeredness, partisan politics that may eat into the awards of contracts in oil blocks and in supply services chain. The country must try to move the co-operation and commitment of international oil companies operating in the Jubilee field along with the vision ahead. It is also an undeniable fact that institutional structures and mechanisms must be used to drive the actualization of the local content programme in a fair and sustainable manner for all stakeholders of the oil and gas sector.

In the long term, effective policies to reduce the total level of employment in the country as a whole need to be encouraged and this should lead to :

- An improvement in the employability of the labour supply so that the unemployed would have the right skills to take up the available job opportunities. Policies should focus on improving the right occupational mobility of labour.
- An improvement in the incentives for people to search and accept paid work. This may require some reforms of the tax and benefits system.
- A sustained period of economic growth so new jobs can be created. This requires that aggregate demand is sufficiently high for businesses to be looking to expand their workforces.
- Improving skills and reducing occupational immobility. Here policies should provide the unemployed with skills they need to re-employment and improve the incentives to find work. Structural unemployment is the result of workers being occupationally immobile. Improvements in education and training would thus increase the human capital of these workers and therefore give them a better chance of taking the new jobs that become available in the economy.

The government can also use macro-economic policies to increase the level of aggregate demand. These policies might involve lower interest rates or lower taxes. It might also encourage foreign investment into the economy from foreign multinational companies. Because of the increase in demand for output, the demand for labour at each wage rate would grow – leading to an increase in total employment.

There are several limitations evidenced in this study. These limitations should be considered for future research and improvement. Firstly, the empirical evidence of this study is collected within the Ghanaian setting and the results may not be generalizable and so therefore inapplicable to other settings.

Next, although the researcher included several dimensions in addressing the teething issue of youth expectation in an emerging oil industry, a limitation could be placed on this as the factors affecting decisions that border on human beings' expectations and behaviours are often more context-specific and thus in future, studies should take an even more holistic view and include more constructs.

## REFERENCES

- Aaker, D.A., Kumar, V. and Day, G.S. (2004), *Marketing Research* (8<sup>th</sup> edition), John Wiley and Son Inc, New York.
- Addei, I., Addei, C. & Broni-Bediako, E. (2010). *The Oil and Gas Find at Cape Three Points- Expectations of the People in Neighboring Communities*. First Biennial UMaT International Conference on Mining & Mineral Processing: Expanding the Frontiers of Mining Technology. Tarkwa, Ghana, pp. 1-12.
- African Post (2009). History of oil discovery in Ghana – The EO group’s role. Available from: <Http://www.ghanaweb.com/GhanaHomePage/NewsArchive/artikel.php?ID=172153>. Accessed on July 4, 2012.
- Answers Corporation (2012). What are economics and economic factors? Available from: [http://wiki.answers.com/Q/What\\_is\\_economics\\_and\\_economics\\_factors#ixzz20OnEv33z](http://wiki.answers.com/Q/What_is_economics_and_economics_factors#ixzz20OnEv33z). Accessed on July 12, 2012.
- Bategeka, L., Kiiza, J. & Ssewanyana, S. (2009). *Oil Discovery in Uganda: Managing Expectation*. Economic Policy Research Center, Makerere University, pp. 1-27.
- Beaufort Offshore UK Project (2012). The merchant navy employment and careers handbook. Available from: <http://merchantnavynews.com/mnorder.htm>. accessed on July 12, 2012.
- Blau, F.D., Ferber, M.A., & Winker, A.E. (1998). *The economics women, men and work*. Pearson: Prentice Hall.
- Brainy Quotes (2012). Definition of employment. Available from: <http://www.brainyquote.com/words/em/employment159575.html>. Accessed on March 20 2012.

Business dictionary.com (2012). The Business dictionary. Available from:

<http://www.businessdictionary.com/definition/determinant.html>. Accessed on March 20 2012.

Business Dictionary.com (2012) Political factor. Available from:

<http://www.businessdictionary.com/definition/political-factor.html#ixzz20Okci5xk>.

Cant, M., Gerber-Nel, C., Nel, D. & Kotze, T. 2003. Marketing Research, New Africa Books (Pty) Ltd: Claremont. Accessed on July 12, 2012.

CANARI, (2008) Partners of the Environment: Developing alternative livelihoods for the tChateaubelair community. Available from:

<http://www.canari.org/documents/StVincentFandLMinicasestudyfinal.pdf>. Accessed on December 8, 2013.

Civil society communiqué, “*Ghana’s 2008 oil for development forum*,” Mankessim, Feb. 22–23.

CRC (2005). National law and policies on minimum ages – Ghana. Second period report.

----- (1995). National law and policies on minimum ages – Ghana. Initial report.

Gary, I. (2010). *Oil and Gas Revenues, Funds and State Budgets: Minimizing Leakages and maximizing Transparency and Accountability in the Hydrocarbon Value Chain*. UNDP Discussion Paper No. 6, pp. 161.

Ghana Business News (2011). Ghana Parliament studying Local Content Policy on oil & gas sector. Available from: <http://www.ghanabusinessnews.com/2011/12/14/ghana-parliament-studying-local-content-policy-on-oil-gas-sector/>. Accessed on April 27, 2012.

Ghana News Agency, “*Norway to sensitize Ghana in management of petroleum revenue*,” July 17, 2008.

Global Edge Consulting (2012). Ghana's local content policy: An overview. Available from:

<http://www.global-edgeconsulting.com/ghanas-local-content-policy/>. Accessed on May 5, 2012.

GNPC (2008). The upstream petroleum industry in Ghana: Oil and gas exploration, development and production. Available from:

<http://www.gnpcghana.com/aboutus/newsdetails.asp?arcnwsID=15>. Accessed on July 5, 2012

GNPC (2010). About GNPC. Available from: <http://www.gnpcghana.com/aboutus/>. July, 8, 2012.

Hinojosa, L., Bebbington, A., Barrientos, A., & Addison, T. (2010) Social Policy and State Revenues in Mineral-Rich Contexts. Social Policy and Development Programme Paper Number 44. September 2010. Accessed from:

[http://www.unrisd.org/80256B3C005BCCF9/\(httpAuxPages\)/D66D0265B0AE2C55C12577BD0050710F/\\$file/Hinojosa.pdf](http://www.unrisd.org/80256B3C005BCCF9/(httpAuxPages)/D66D0265B0AE2C55C12577BD0050710F/$file/Hinojosa.pdf). 16 November 2013.

International, I. (2010). Retrieved from Geert Hofstede™ Cultural Dimensions:

<http://www.geert-hofstede.com/>.

Jike, V.T. (2010a). Environmental degradation and the resurgence of non-violent protest by women in the Warri Metropolis of Southern Nigeria.

..... (2010b). Oil companies and host communities: A probable scenario for reciprocal empowerment.

..... (2004). Environmental degradation, social disequilibrium and the dilemma of sustainable development in the Niger Delta of Nigeria. *Journal of Black Studies*, 34: 686-701.

- Kathman, J & Shannon, M. (2011). Oil Extraction and the Potential for Domestic Instability in Uganda, *African Studies Quarterly*, 12 (3): 23-25.
- King, R. (2010). Baseline study of oil and gas Communities in Ghana. Available from: [http://www.g-rap.org/docs/oil\\_and\\_gas/netright-rudith\\_king-2010.pdf](http://www.g-rap.org/docs/oil_and_gas/netright-rudith_king-2010.pdf). Accessed on July 3, 2012.
- Kirkeleit, J., Riise, T; Bratveit M. & B. E. Moen, B.E. (2006). Benzene Exposure on a Crude Oil Production Vessel, *The Annals of Occupational Hygiene*, 50 (2): 123-129.
- Nigerian National Petroleum Corporation (2010). History of Nigerian Petroleum industry. Access from: <http://www.nnpcgroup.com/NNPCBusiness/BusinessInformation/OilGasinNigeria/IndustryHistory.aspx>.
- Kobbie, A. (2011). Towards greater local content: Energy Minister summons Oil coys. Available from: <http://www.modernghana.com/news/357928/1/towards-greater-local-content-energy-minister-summ.html>. Accessed on April 27, 2012.
- Lindstadt, R. & J. Staton (2007). *Managing Expectations: When Is It Profitable to Underreport Competence?* Dept of Political Science: Stony Brook University, NY, Internet Version, accessed 3 June 2008.
- MBendi (2012). Oil and gas in Ghana – Overview. Available from: <http://www.mbendi.com/indy/oilg/af/gh/p0005.htm>. Accessed on July 4, 2012,
- Ministry of Energy (2010). Local content and local participation in petroleum activities – policy framework. Available from: [http://ghanaoilwatch.org/images/laws/local\\_content\\_policy.pdf](http://ghanaoilwatch.org/images/laws/local_content_policy.pdf). Accessed on April 27, 2012.

Ministry of Energy (2010). National energy policy. Available from:

[http://ghanaoilwatch.org/images/laws/national\\_energy\\_policy.pdf](http://ghanaoilwatch.org/images/laws/national_energy_policy.pdf). Accessed on May 5, 2012.

Ministry of Finance and Economic Planning (2008). 2008 Budget Statement, “Managing future oil revenues,” 420–421, [www.mofep.gov.gh/ documents/SECTION%20EIGHT.pdf](http://www.mofep.gov.gh/documents/SECTION%20EIGHT.pdf).

Neuman, W. L. (2003). *Social research methods: Quantitative approaches*. London: Allyn and Bacon.

Obi, C. (2002), “Oil and Minority Question”. In: Momoh, A and Adejumobi, S. (eds). *The National Questions in Nigeria: Comparative Perspectives* Aldersot – England, Hampshire and Burlington: Ashgate Publishing Company.

Obi, C. (2001). *The Changing Forms of Identity Politics in Nigeria under Economic Adjustment: The Case of the Oil Minorities Movement of the Niger Delta*, *Research Report* no. 119, Uppsala: Nordiska Afrikainstitutet.

OECD (2002). *Foreign direct investments: maximizing benefits and minimizing costs*. France: OECD Publications Service.

OilCareers (2012). A quick and easy way to the world’s oil and gas jobs. Available from: <http://www.oilcareers.com/onstream/>. Accessed on March 20, 2012.

Oilfield Workers Registry (2011). *Careers in the oil and gas industry*. Available from: <http://www.oilfieldworkers.com/oilrigjobs.php>. Accessed on March 20, 2012.

Ojasalo, J. (1999). *Quality Dynamics in Professional Services*. Swedish School of Economics and Business Administration, Doctoral Dissertation, No. 76, Helsinki.

Ojimba, T. P. (2011). “Socio-Economic Variables Associated with Poverty in Crude Oil Polluted Crop Farms in Rivers State, Nigeria”. *Journal of Applied Sciences*, 11(3): 462 – 72.

- Oshwofasa, B. O., Anuta, D.E., & Aiyedogbon, J.O. (2012). Environmental Degradation and Oil Industry Activities in the Niger-Delta Region, *African Journal of Scientific Research*, 9(1): 443:460.
- Oteng-Adjei, J. (2010). *Managing Energy, Oil and Gas Development for Growth*. Africa Investment Forum, Accra International Conference, Ghana, pp. 4-6.
- Prasad, M.S. (2006). Toxicity of Crude Oil to the Survival of the Fresh Water Fish *Puntius sophore* (HAM.). *Acta hydrochimica et hydrobiologica* - Wiley InterScience. Accessed from: [www.interscience.wiley.com](http://www.interscience.wiley.com).
- Republic of Ghana (2010). Petroleum (Exploration and Production) Act 2010. Available from: [http://www.ghanaoilandgasonline.com/files/Petroleum%20\(Exploration%20and%20Production\)%20Bill%202010.pdf](http://www.ghanaoilandgasonline.com/files/Petroleum%20(Exploration%20and%20Production)%20Bill%202010.pdf). Accessed on May 3, 2012.
- Republic of Ghana (1992). The 1992 Constitution. Available from: [http://www.mongabay.com/history/ghana/ghana-The\\_1992\\_constitution\\_the\\_fourth\\_republic.html](http://www.mongabay.com/history/ghana/ghana-The_1992_constitution_the_fourth_republic.html). Accessed on May 3, 2012.
- Salkind, N.J. (2000). *Statistics for people who think they hate statistics*. London: Sage Publications, Inc.
- Torgoh, T. N. I. (2010). *Let's Manage Expectations of Oil and Gas Find*. Daily Graphic, pp.10.
- Whittal, J. (2010). Industry and good governance. Available from: [http://www.google.com/search?sourceid=navclient&ie=UTF-8&rlz=1T4ACGW\\_en\\_\\_\\_GH410&q=Joe+Whittal%27s+opinion+on+the+oil+and+gas+industry+and+good+governance](http://www.google.com/search?sourceid=navclient&ie=UTF-8&rlz=1T4ACGW_en___GH410&q=Joe+Whittal%27s+opinion+on+the+oil+and+gas+industry+and+good+governance). Accessed on May 5, 2012.
- Wikipedia (2009). Ahanta language. Available from: [http://en.wikipedia.org/wiki/Ahanta\\_language](http://en.wikipedia.org/wiki/Ahanta_language). Accessed on May 5, 2012.



## **APPENDIX I**

### **DETERMINANTS OF EMPLOYMENT EXPECTATIONS AMONG THE YOUTH IN THE EMERGING OIL INDUSTRY IN THE WESTERN REGION**

#### **INDEPTH INTERVIEW GUIDE FOR CHIEFS**

**1.0. Introduction: (Introduction of interviewer; explanation of the study and its purpose and the qualitative component explanation for the use of tape recorder).**

#### **2.0. GENERAL DISCUSSION**

- Assessment of socio-economic conditions of people in the community (probe for occupations for people including the youth)
- Assessment of factors driving the job expectations of the Western Regional youth in the oil industry
- Assessment of the oil situation in the Ahanta area
- Philosophy of life (Probe for meaning and expectation of mankind in oil producing area).

#### **3.0.SOCIO-CULTURAL, POLITICAL AND ECONOMIC FACTORS**

- Influence of ethnicity on the expectation of the youth
- Influence of residence on the expectation of the youth
- NGO activities' influence on the expectation of the youth (Probe for both positive and negative influences – advocacy and civil rights, roles played, etc)
- Influence of traditional authority on the expectation of the youth.

#### **4.0.PROCESSES AND STRUCTURES IN PLACE IN THE WESTERN REGION**

- Kind of opportunities available in oil industry
- Available processes to tap into available opportunities (Probe for youth employment in oil industry, selection criteria, etc)
- Structures for tapping into available opportunities (Probe for training programmes, etc)
- Challenges to accessing processes and structures
- Capacity development (Probe for skills and expertise development, transfer of technology, etc).

**THANK YOU!!!**

## **APPENDIX II**

### **DETERMINANTS OF EMPLOYMENT EXPECTATIONS AMONG THE YOUTH IN THE EMERGING OIL INDUSTRY IN THE WESTERN REGION**

#### **INDEPTH INTERVIEW GUIDE FOR DISTRICT ASSEMBLY**

**1.0. Introduction: (Introduction of interviewer; explanation of the study and its purpose and the qualitative component explanation for the use of tape recorder).**

#### **2.0. GENERAL DISCUSSION**

- Assessment of socio-economic conditions of people in the community (probe for occupations for people including the youth)
- Assessment of factors driving the job expectations of the Western Regional youth in the oil industry
- Assessment of the oil situation in the Ahanta area
- Philosophy of life (Probe for meaning and expectation of mankind in oil producing area).

#### **3.0. SOCIO-CULTURAL, POLITICAL AND ECONOMIC FACTORS**

- Influence of ethnicity on the expectation of the youth
- Influence of residence on the expectation of the youth
- NGO activities' influence on the expectation of the youth (Probe for both positive and negative influences – advocacy and civil rights, roles played, etc)
- Influence of traditional authority on the expectation of the youth.

#### **4.0. IMPLEMENTATION OF LOCAL CONTENT POLICY**

- Efforts being made by the state to ensure the policies are implemented and enforced (Probe for implementation in the Western E=region, for adequacy, etc)
- Measures to satisfy the expectations so as to mitigate future problems
- Role of government to facilitate youth employment
- Relevance of local content policy for better conditions and employment opportunities for the youth.

#### **5.0. PROCESSES AND STRUCTURES IN PLACE IN THE WESTERN REGION**

- Kind of opportunities available in oil industry
- Available processes to tap into available opportunities (Probe for youth employment in oil industry, selection criteria, etc)
- Structures for tapping into available opportunities (Probe for training programmes, etc)
- Challenges to accessing processes and structures
- Capacity development (Probe for skills and expertise development, transfer of technology, etc)

## **APPENDIX III**

### **DETERMINANTS OF EMPLOYMENT EXPECTATIONS AMONG THE YOUTH IN THE EMERGING OIL INDUSTRY IN THE WESTERN REGION**

#### **IN-DEPTH INTERVIEW GUIDE FOR NGOS**

**1.0. Introduction: (Introduction of interviewer; explanation of the study and its purpose and the qualitative component explanation for the use of tape recorder).**

#### **2.0. GENERAL DISCUSSION**

- Assessment of socio-economic conditions of people in the community (probe for occupations for people including the youth)
- Assessment of factors driving the job expectations of the Western Regional youth in the oil industry
- Assessment of the oil situation in the Ahanta area
- Philosophy of life (Probe for meaning and expectation of mankind in oil producing area).

#### **3.0. SOCIO-CULTURAL, POLITICAL AND ECONOMIC FACTORS**

- Influence of ethnicity on the expectation of the youth
- Influence of residence on the expectation of the youth
- NGO activities' influence on the expectation of the youth (Probe for both positive and negative influences – advocacy and civil rights, roles played, etc)
- Influence of traditional authority on the expectation of the youth.

#### **4.0. POLICIES AND PLANS IN THE OIL INDUSTRY**

- Common knowledge about policies and plans for oil industry
- Awareness about policies and plans and implementation and outcomes
- Ascertain if policies and plans address youth expectations in the Western Region of Ghana
- Qualification of entry level employees for upstream, mid and downstream operations (Probe for gender diversity).

#### **5.0. IMPLEMENTATION OF LOCAL CONTENT POLICY**

- Efforts being made by the state to ensure the policies are implemented and enforced (Probe for implementation in the Western Region, for adequacy, etc)
- Measures to satisfy the expectations so as to mitigate future problems
- Role of government to facilitate youth employment
- Relevance of local content policy for better conditions and employment opportunities for the youth.

## **6.0.PROCESSES AND STRUCTURES IN PLACE IN THE WESTERN REGION**

- Kind of opportunities available in oil industry
- Available processes to tap into available opportunities (Probe for youth employment in oil industry, selection criteria, etc)
- Structures for tapping into available opportunities (Probe for training programmes, etc)
- Challenges to accessing processes and structures
- Capacity development (Probe for skills and expertise development, transfer of technology, etc).

THANK YOU!!!

## **APPENDIX IV**

### **DETERMINANTS OF EMPLOYMENT EXPECTATIONS AMONG THE YOUTH IN THE EMERGING OIL INDUSTRY IN THE WESTERN REGION**

#### **IN-DEPTH INTERVIEW GUIDE FOR STATE INSTITUTIONS**

**1.0. Introduction: (Introduction of interviewer; explanation of the study and its purpose and the qualitative component explanation for the use of tape recorder).**

#### **2.0. GENERAL DISCUSSION**

- Assessment of socio-economic conditions of people in the community (probe for occupations for people including the youth)
- Assessment of factors driving the job expectations of the Western Regional youth in the oil industry
- Assessment of the oil situation in the Ahanta area
- Philosophy of life (Probe for meaning and expectation of mankind in oil producing area).

#### **3.0. SOCIO-CULTURAL, POLITICAL AND ECONOMIC FACTORS**

- Influence of ethnicity on the expectation of the youth
- Influence of residence on the expectation of the youth
- NGO activities' influence on the expectation of the youth (Probe for both positive and negative influences – advocacy and civil rights, roles played, etc)
- Influence of traditional authority on the expectation of the youth.

#### **4.0. POLICIES AND PLANS IN THE OIL INDUSTRY**

- Common knowledge about policies and plans for oil industry
- Awareness about policies and plans and implementation and outcomes
- Ascertain if policies and plans address youth expectations in the Western Region of Ghana
- Qualification of entry level employees for upstream, mid and downstream operations (Probe for gender diversity).

#### **5.0. IMPLEMENTATION OF LOCAL CONTENT POLICY**

- Efforts being made by the state to ensure the policies are implemented and enforced (Probe for implementation in the Western E=region, for adequacy, etc)
- Implementation plans (Probe for long, mid and short term plans/components)
- Determine the policies and plans in place to address the expectations of the youth
- Measures to satisfy the expectations so as to mitigate future problems
- Role of government to facilitate youth employment
- Strengths in implementation of local content policy

- Outcomes of implementation of the policy
- Weaknesses/challenges in implementing the local content policy
- Relevance of local content policy for better conditions and employment opportunities for the youth.

#### **6.0.PROCESSES AND STRUCTURES IN PLACE IN THE WESTERN REGION**

- Kind of opportunities available in oil industry
- Available processes to tap into available opportunities (Probe for youth employment in oil industry, selection criteria, etc)
- Structures for tapping into available opportunities (Probe for training programmes, etc)
- Challenges to accessing processes and structures
- Capacity development (Probe for skills and expertise development, transfer of technology, etc).

THANK YOU!!!

## APPENDIX V

### QUESTIONNAIRE FOR THE YOUTH

#### RESEARCH TOPIC: DETERMINANTS OF EMPLOYMENT EXPECTATIONS AMONG THE YOUTH IN THE EMERGING OIL INDUSTRY IN THE WESTERN REGION

#### INFORMED CONSENT

Hello. My name is ..... and I am part of a research team from the University of Ghana. We are conducting a research on employment expectations of the youth in the oil industry in some sampled communities in the Ahanta West District of Ghana. Your community and you in particular have happened to be part of the study sample and I would appreciate your participation in this study. The interviews would last between 10 and 20 minutes. The questions basically concern what the expectations are with regard to the employment of the youth in the oil and gas industry and the drivers of the expectations. As an academic research, the information is mainly to help have a better understanding and appreciation of the youth's employment expectations and consequently inform pragmatic policies on meeting these expectations. Any information you would provide would be kept strictly confidential and would not be shown to other persons.

Participation in this study is voluntary and you can choose not to answer any individual question or all of the questions. However, I hope that you would participate in the study since your views are very important.

At this point, you can ask me anything you want to know about the study.

May I begin the interview now?

Signature of interviewer .....

Date .....

RESPONDENT AGREES TO BE INTERVIEWED .....1

RESPONDENT DOES NOT WANT TO BE INTERVIEWED .....2 (END)

#### Questionnaire Identification

1. District .....
2. Community/Locality Name .....
3. How long have you been living continuously in this community/locality?
  - 1=Visitor [ ]
  - 2=Less than 5 years [ ]
  - 3=5-9 years [ ]

- 4=10-14 years [ ]  
 5=15+ years [ ]

#### Section A: Socio-demographic data

4. Age: 1=15-19 [ ]  
           2=20-24 [ ]  
           3=25-29 [ ]  
           4=30-34 [ ]
5. Sex: 1=Male [ ]  
           2=Female [ ]
6. Educational attainment:  
       1=None [ ]  
       2=Primary [ ]  
       3=JHS [ ]  
       4=SHS [ ]  
       5=University [ ]  
       6=Other tertiary [ ] (specify) .....  
       7=Other [ ] (specify) .....
7. Employment status:  
       1=Employed [ ]  
       2=Unemployed [ ]  
       3=Apprentice [ ]  
       4=Schooling [ ]
8. No. of children:  
       1=0 [ ]  
       2=1 [ ]  
       3=less than 4 [ ]  
       4=4 and above [ ]
9. Marital status:  
       1=Single [ ]  
       2=Married [ ]  
       3=Separated [ ]  
       4=Divorced [ ]  
       5=Widowed [ ]
10. Profession/Occupation:  
       1=Farmer [ ]  
       2=Fisherman [ ]  
       3=Public servant [ ]  
       4=Artisan [ ]  
       5=Transportation [ ]  
       6=Other [ ] (specify) .....



11. Which ethnic group do you belong to? .....

**Section B: Oil and gas exploration and employment expectations of the youth**

12. To what extent do you agree to the assertion that the youth from the Western Region be given priority in employment in the oil industry?

1=Very large extent [ ]

2=Large extent [ ]

3=Average [ ]

4= Disagree [ ]

5=Strongly disagree [ ]

13. Give two (2) major reasons for your answer

.....  
 .....

14. Mention any two (2) major conditions under which you think priority could be given to non-Western Region citizens in employment into the industry.

1=None [ ]

2=Education [ ]

3=Profession [ ]

15. In what specific ways have each of the following influenced your understanding of claim of title to employment in the oil industry?

1=NGO: .....

2=Traditional authority: .....

3=Politicians: .....

16. Are you interested in working in the oil industry in the Western Region?

0= Yes [ ] 1=No [ ]

17. Do you think you are entitled to be employed by the oil industry?

0= Yes [ ] 1=No [ ]

18. If yes, what are your reasons?

1=I have the skills required [ ]

2=I hail from the WR [ ]

3=I live in the WR [ ]

4=I have been told I am entitled to employment by Human Rights NGOs, traditional healers [ ]

5=Other [ ]

19. Has anyone or group of persons talked to you about gaining employment in the oil industry?

0= Yes [ ] 1=No [ ]

20. If yes, who?

1=Human rights NGOs [ ]

2=Traditional healers [ ]

3=Government [ ]

4=Assemblyman/woman [ ]

5=Officials from oil company [ ]

- 6=Friends [ ]  
 7=Other [ ] (specify) .....

21. What were you told?

- 1=Getting employed by oil industry is your right [ ]  
 2=You need requisite skills to gain employment [ ]  
 3=You can be employed even without training [ ]  
 4=Other [ ] (specify) .....

22. What kinds of jobs are available for you in the oil industry?

- 1=Technical [ ]  
 2=Administrative [ ]  
 3=Junior ranked jobs [ ]  
 4=Artisanal jobs [ ]  
 5=Other [ ] (specify) .....

23. Do you know the employment requirements of the oil industry?

- 0= Yes [ ] 1=No [ ]

24. What type of job are you seeking in the oil industry?

- 1=Technical [ ]  
 2=Administrative [ ]  
 3=Junior ranked jobs [ ]  
 4=Artisanal jobs [ ]  
 5=Any job [ ]  
 6=Other [ ] (specify) .....

25. Do you have the requisite skills to work in the oil industry?

- 0= Yes [ ] 1=No [ ]

26. Are you aware of other jobs you could acquire in your locality because of the presence of the oil industry in the Western Region?

- 0= Yes [ ] 1=No [ ]

27. Mention some of them:

- 1=Hotel jobs [ ]  
 2=Catering [ ]  
 3=Artisanal [ ]  
 4=Tourism [ ]  
 5=Transportation [ ]  
 6=Other [ ] (specify) .....

### Section C: the local content policy

28. Have you ever heard of the local content policy on oil and gas exploration in Ghana?

- 0= Yes [ ] 1=No [ ]

29. If yes, how did you hear about it?

- 1=Newspapers [ ]  
 2=Radio [ ]  
 3=Television [ ]  
 4=Hear say [ ]

- 5=District Assembly [ ]  
 6=Traditional authority [ ]  
 7=Civil society organizations [ ]  
 8=Government officials [ ]  
 9=Other [ ] (specify) .....

30. What have you heard about it?  
 .....  
 .....

31. Do you think that the local content policy is being implemented by the state?

0= Yes [ ] 1=No [ ]

#### **Section D: Personal and community effort at employment**

32. Have you personally acquired any skills to enable you to secure employment in the oil industry? 0= Yes [ ] 1=No [ ]

33. If yes, what skills have you acquired?

- 1=Technical [ ]  
 2=Artisanal [ ]  
 3=Clerical [ ]  
 4=Managerial [ ]  
 5=Other [ ] (specify) .....

34. Has your district put together activities to build the capacity of the youth for employment in the oil industry? 0= Yes [ ] 1=No [ ]

35. How have you personally gained from the emergence of the oil industry in your locality?

- 1=I have been employed [ ]  
 2=My relatives have been employed [ ]  
 3=I have been trained [ ]  
 4=I have access to facilities provided by the oil industry [ ]  
 5=I have gained nothing [ ]  
 6=Other [ ] (specify) .....

36. Are you aware of other ancillary jobs associated with the presence of the industry in your region? 0= Yes [ ] 1=No [ ]

37. If yes, mention some of those ancillary jobs.

- 1=Hotel jobs [ ]  
 2=Catering jobs [ ]  
 3=Tourism [ ]  
 4=Transport business [ ]  
 5=Other [ ] (specify) .....

38. Are you interested in such ancillary jobs? 0= Yes [ ] 1=No [ ]

39. If yes, give reasons.  
 .....  
 .....

#### **Section E: Expectations:**

40. Do you expect to be employed in the oil industry?

0= Yes [ ] 1=No [ ]

41. Who do you expect to meet your employment expectations?

1=Government [ ]

2=Oil industry [ ]

3=District assembly [ ]

4=Other [ ] (specify) .....

42. Should your expectation not be met, what will you do?

.....

.....

.....

THANK YOU!!!