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DEALING WITH THE LIVELIHOODS CHALLENGES;
NEWMONT'S EXPERIENCE

- ❑ **Introduction**

- ❑ **The Concept of Involuntary Resettlement and Livelihoods**

- ❑ **Conceptual framework in dealing with livelihoods challenges in the Newmont context**

- ❑ **Challenges in dealing with livelihoods impacts**

- ❑ **Dealing with the Challenges; the Newmont experience**

- ❑ **Newmont's livelihoods programs in brief**

Who We Are

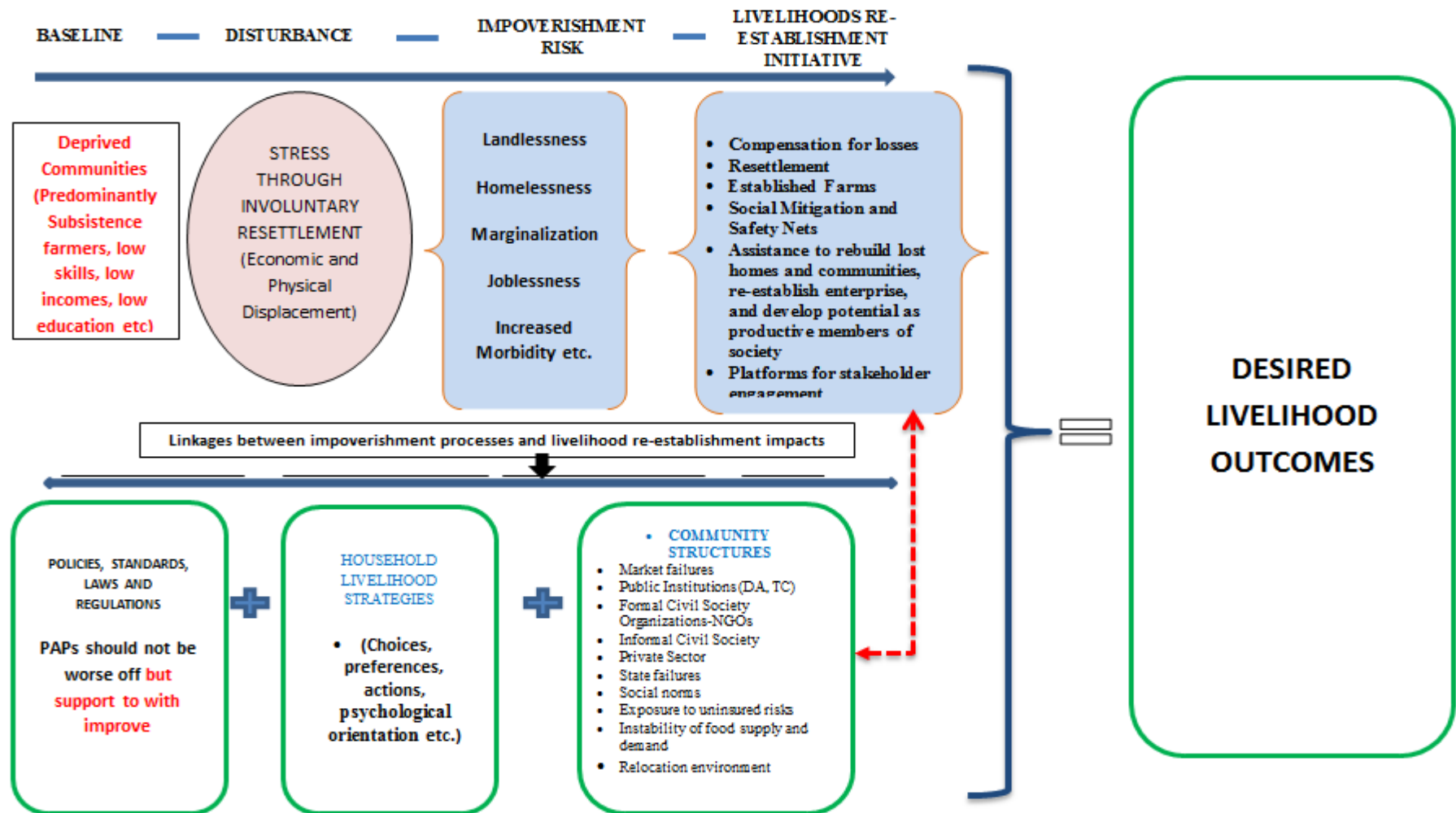
- Established in *1921* by Col. Boyce Thompson
- Global Headquarters in Denver, Colorado USA
- Operations in 5 continents
- Employs approximately 34,000 people globally, more than 4000 in Ghana.
- African Regional HQ in Accra, Ghana, with two operational sites: Ahafo and Akyem

Definition of Concepts

1. Involuntary Resettlement - refers to a process by which development projects/activities cause people to lose land or other assets, or access to resources resulting into physical dislocation, loss of income, or other adverse impacts.

2. Livelihoods- refers to the full range of means that individuals, families, and communities utilize to make a living, such as wage-based income, agriculture, fishing, foraging, other natural resource-based livelihoods, petty trade, and bartering (source, IFC)

Dealing with Livelihoods Challenges - Conceptual Framework



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CHALLENGES IN DEALING WITH LIVELIHOODS IMPACTS

Challenges in dealing with livelihoods impacts



A. Country laws and Regulations together with industry standards and best practices

- Most of these laws/regulations are discretionary or guidelines not prescriptive. Sometime left to the directives of regulators.

Challenges in dealing with livelihoods impacts

B. The households/PAPs resource endowment and livelihoods strategy in terms of their behavior, preferences, choice and actions

- Propensity of developing a 'client' mentality by thinking that their well-being depends upon their connection to an external agency and the solutions they bring.
- eagerness to move into service sector to undertake non-farm commercial activities instead of their primary occupation
- Propensity to demand more at each stage of the project

Challenges in dealing with livelihoods impacts

C. Community-based institutions like Traditional Authorities, Local Government Institutions, Non-governmental Organizations, and Community Based Organizations

- Willingness to participate in decision making, implementation and monitoring without demanding rewards is a major challenge
- Propensity to demand more at each stage of the project

Challenges in dealing with livelihoods impacts

Company's commitment to support re-establishment of livelihoods in the mist of business demands

- Willingness to put in the required resources). Competing interest between the company and the PAPs
- Propensity to spend most of the budgeted resource on consultancy/contract
- determination of "What is enough" by all stakeholders
- Having the right data for Completion Audit (in the case of IFC projects).The need for a strong M & E system throughout the process.

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NEWMONT'S EXECUTION STRATEGY FOR
LIVELIHOODS RE-ESTABLISHMENT

Dealing with the challenges; Newmont's experience



1. Conducting baseline studies to understand the socio-economic dynamic of the host or impacted households and communities
2. Undertake stakeholder engagement to discuss laws and available policies, agreeing on the compliance level with all stakeholders and putting the understanding in the local context
3. Use feedback and socio-economic information to develop the project and share Success criteria and indicators with key stakeholders

Dealing with the challenges; Newmont's experience

4. Set up Multi-stakeholder implementation team- (Livelihoods committee made up of PAPs, District Assembly, Local and international NGOs and NGGL) to review strategy including eligibility, packages and feedback

5. Defining the roles and responsibilities of all players (community-based institutions, PAPs and Company, partners)

6. undertake comprehensive Stakeholder engagements – using local players to sensitize PAPs on the project objectives, deliverables and implementation partners

Dealing with the challenges; Newmont's experience

7. Undertake Perception Surveys to feed into project reviews (Quarterly and annually)
8. Re-defining implementation strategies to deal with PAPs attitudes, actions (selling of inputs, updates before subsequent payments), and other stakeholders commitments
9. Adequate/comprehensive mechanism for Complaint and Grievance management to deal with stakeholders' challenges
10. Implementing a strong M & E system
11. Develop and implement an exit strategy

Partnering for execution

Newmont partners the following to plan, execute and evaluate its programs.

1. Local Government institution in the catchment area
2. Ministry of Agriculture- Agency responsible for Agricultural development
3. Ministry of Health – Agency Responsible for Health issues
4. Opportunity Industrialization Center International (NGO) - Experts in Livelihoods
5. Guide of the Earth and Vulnerables- Local NGO
6. Department of Social Welfare- Responsible for social protection and welfare
7. Traditional Authorities and PAPs in the impacted area
8. Other Consultants playing advisory roles

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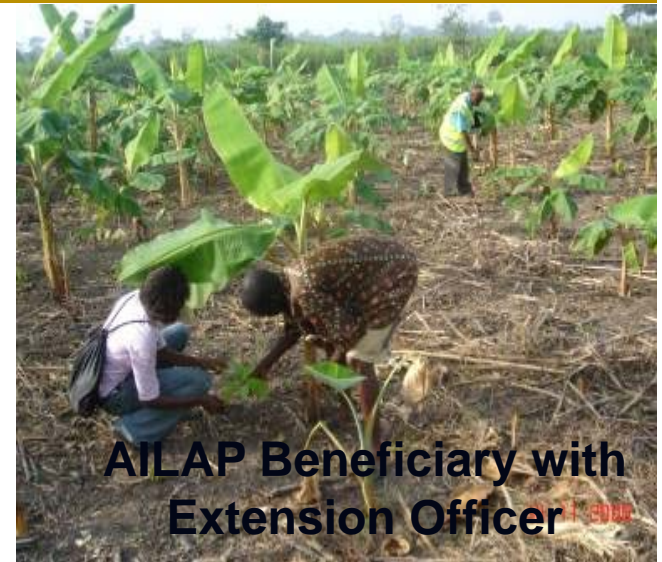
**DEALING WITH THE CHALLENGES;
Newmont Programs**

Agriculture Improvement and Land Access Program (AILAP)

- To facilitate access to agricultural land for impacted farmers, increase levels of production and market access, as well as developing crop diversity

COMPONENTS

- AILAP facilitated for land access to all PAPs interested in going back to farming
- AILAP's policy of procuring inputs locally from local procurement
- Partnership with Ministry of Agriculture and OICI to improve agriculture extension services delivery



Skills Development for Income Improvement Program (SDIIP)

- To improve the livelihoods of project-affected households with special focus on non-farming income generation activities.

COMPONENTS

1. Animal Husbandry Support
2. Business development skills (soap, bakery, mushroom etc.)
3. Technical and vocational skills
4. Partnership with Ministry of Agriculture and OICI



Vulnerable Peoples Program (VPP)

- The objective is to identify, assess, support, remediate, and monitor project-affected households experiencing severe hardship.

COMPONENTS

- › Transitional Food Supplement
- › National health insurance support
- › Educational support to households
- › Counseling
- › Partnership with Department of Social Welfare



Q&A

