

Annex H
INFLUX MANAGEMENT STRATEGY

For The
KINGAMYAMBO MUSONOI TAILINGS PROJECT
KATANGA PROVINCE
DEMOCRATIC REPUBLIC OF CONGO

In partnership with:

SRK Consulting
Date: April 2008

Table of Contents

1. Background	3
2. International Standards	3
3. Types of Influx.....	4
4. Proposed Initiatives: Regional Influx	4
5. Proposed Initiatives: KMT – Focussed Influx	4

1. Background

A common impact of major mining and infrastructural projects in developing countries is the influx of opportunity seekers. The influx may be motivated by expectations around the project itself, or it might be the result of a more general perception of opportunity in a town or a region. Influx is not negative by definition, but its impacts can be damaging where the migrants are not readily assimilated, placing stress on services, disrupting existing communities, and in some cases living in unhealthy and crowded conditions.

The revival of mining in Kolwezi, Democratic Republic of Congo (DRC) is taking place against the background of a depressed local and regional economy and high unemployment. The Kingamyambo Musonoi Tailings Project (KMT) is one of several new mining ventures in Kolwezi, and is thus an element of the mining revival. It is inevitable that the possibility of jobs and other economic opportunities will stimulate in-migration, and there is already evidence that this is taking place. Kolwezi is a large town with a population around 250,000. In this context the influx of outsiders is likely to be absorbed more easily in existing accommodation than if it were a small village in a rural area with few skilled people available locally as a workforce.

This Influx Management Strategy (IMS) outlines KMT's contribution to the mitigation of negative impacts associated with uncontrolled influx. The strategy recognises that a single mining company in Kolwezi has limited influence to stem or manage the effects of influx, but it is believed that the measures proposed will make a contribution. If taken up by other mining companies in the town, the cumulative effects of influx management should be significant.

2. International Standards

The International Finance Corporation (IFC) has developed a series of Performance Standards (PS) to manage social and environmental risks and to enhance development opportunities associated with large internationally-funded projects. The PS have been taken up by many banks, under the banner of the Equator Principles (EP). The preparation of an influx management plan serves the objectives of the following PS:

- *PS 1: Social and Environmental Assessment and Management System:* Influx management contributes to the objective of minimising project or project-induced impacts on workers and affected communities.
- *PS 2: Labour and Working Conditions:* Influx management should address access to jobs and procurement, ensuring non-discrimination and equal access. It should also uphold company commitment to local recruitment.
- *PS4: Community Health, Safety and Security:* Influx management should contribute to the reduction of influx-related threats to community health and safety.
- *PS5: Land Acquisition and Involuntary Resettlement:* Using the tools of resettlement planning, influx management should address the risk of opportunistic land invasion and / or un-entitled access to compensation.

3. Types of Influx

The IMS makes a distinction between general regional influx (ie migration from areas outside of Kolwezi to the town) and influx focussed on KMT and the KMT concession. Differing measures are proposed for the two types of influx.

- *General Regional Migration to Kolwezi:* This form of influx will require a broad response by concerned parties in Kolwezi. KMT proposes cooperation with other mining companies and local government in this context.
- *KMT-Focussed Influx:* Management of this form of influx and its effects can be undertaken largely by KMT. A variety of measures is proposed, ranging from information dissemination to access control on the KMT concession.

4. Proposed Initiatives: Regional Influx

KMT will work with other mining companies in Kolwezi to:

- *Information dissemination:* Convey regular and accurate information about mining activities in Kolwezi, and especially about job and procurement availability and procedures. This information will be published in regional newspapers and other appropriate media.
- *Collective action:* Harmonise information gathering and approaches to regional movements of artisanal miners. Changes in the circumstances of artisanal miners elsewhere in the district could precipitate influx onto one or several of the concessions. KMT will work with other mines to anticipate and address such situations/

KMT will work with local government and other stakeholders to promote non-mining enterprise where possible. This will be done through social provisions in the Environmental and Social Management Plan (ESMP – Volume 3) and via the Community Development Plan (Annex D).

5. Proposed Initiatives: KMT – Focussed Influx

KMT will manage influx precipitated by expectations and opportunism related to its presence and operations in the following ways:

- *Management of expectations.* This will be done via regular briefings on labour, recruitment and procurement to the KMT Public Liaison Committee (PLC). PLC representatives will receive training in communication, and KMT newsletters will be disseminated through the PLC.
- *Recruitment and supply chain transparency.* Recruitment / procurement rules and opportunities will be transparent and accessible. Communication in this context will be the joint responsibility of the human resources manager and the community liaison officer. KMT is committed to the use of local labour wherever possible and will use labour brokers with offices in Kolwezi. These brokers will follow transparent rules and procedures, and will be the point of entry for employment by KMT. This will remove the incentive for people to gather ‘at the gate’ or to squat adjacent to the concession.
- *Concession influx management and security arrangements.* Concession access roads will have boom gates and access control, and major facilities have already been fenced. Households and individuals with legitimate business in the concession area will be allowed

access. All security arrangements will be in line with international best practice (see Annex A: Community Health and Safety and Annex C: Emergency Response and Security).

- *Resettlement and compensation management.* To date resettlement and compensation matters have been managed through a Land Acquisition and Compensation Plan (LACP), which has clear rules for entitlements and compensation. Physical resettlement and further compensation will be managed under a consolidated Resettlement Action Plan (RAP) which will set a capping date for compensation related to construction-related displacement impacts, and which will provide a tool to manage the opportunistic invasion of land (see Annex B: Framework Resettlement Action Plan).
- *Community management of influx and influx impacts.* The communities in the project-impacted area will be informed of the risks of opportunistic influx, and will be provided with tools to address problems if these arise. The tools will include: training in local census-taking and in community record keeping; information on entitlements and management measures under the LACP and RAP; information on KMTs concession access control and conditions of access and; information on the use of KMT's grievance management mechanism (see Volume 3: Environmental and Social Management Plan).