

Principles on Sustainable Alternative Livelihood Programmes (SALP)

Preamble

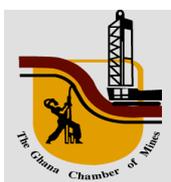
The Ghana Chamber of Mines' membership consists of mining companies in production, exploration companies, suppliers of goods and services to the mining industry as well as organizations associated with the mining industry. The Chamber recognizes that whilst its member companies are major employers and significant economic contributors in Ghana; the industry's capacity to employ larger numbers of people, particularly from within the host communities, is limited.

The Chamber shares in the vision of the country to reduce poverty and enhance economic growth through the creation of wealth as outlined in the country's blueprint for development, Ghana's Growth and Poverty Reduction Strategy II.

The Chamber has therefore developed a Sustainable Alternative Livelihood Policy focused on creating long-term employment opportunities, primarily in the mining districts, beyond direct employment provided by the Chamber members.

The Chamber's Policy on Sustainable Alternative Livelihood Programmes is consistent with the provisions of **Section 10 of its Code of Conduct** which states that:

- Members shall consult their host communities on their aspirations, and values regarding development and operation of mineral projects, recognizing that there are links between environmental, economic, social and cultural issues.
- Members shall in addition voluntarily contribute to the socio-economic development of their host communities in so far as their resources will allow.



Policy

The Chamber's Represented members shall:

1. Governance

- i. Promote transparency and active participation of local communities and stakeholders in all aspects of the Sustainable Alternative Livelihood Programmes (SALP), including planning, implementation and monitoring.
- ii. Promote accountability through formal meetings (i.e., Annual General Meetings -AGMs) and public documents to review strategies and progress in achieving the defined outcomes.
- iii. Establish an SALP Coordinating Committee in the communities where they work with representation from the communities, chiefs, opinion leaders and local political authorities.

2. Funding

Establish sustainable and adequate funding for SALP that ensures that cyclical global metal prices do not adversely affect member companies' ability to fund projects during downturns. In this light, member companies shall set up funding mechanisms with a clearly defined source and mode including effective and efficient fund management committees.

3. Business Philosophy

- i. Promote the underlying philosophy of CoM's SALP towards sustainability and poverty alleviation. To ensure the sustainability of the programme, projects will be carefully selected to ensure that they are demand-driven; profit oriented and have a clear alignment towards poverty alleviation as well as enhancement of the well-being of the people within the community.
- ii. Promote projects that achieve long-term sustainability and community acceptance and ownership.



4. Collaboration

In selecting projects, the Coordinating Committee shall consider indigenous technologies developed by the country's research and allied institutions such as CSIR and CBUD.

5. Ownership of projects

Communities participating in the program will be required to contribute either financial or in-kind to achieve the sustainable outcome.

6. Capacity Building

Collaborate with institutions and agencies to provide skills, entrepreneurship and business skills development and training to assist them to be employable. Skills will be geared primarily towards employment opportunities in developing areas of the economy that are accessible to recently trained individuals. It is accepted that most of the training will be aimed at people with lower levels of education and therefore must manage expectations as well as providing marketable skill.

7. Co-operatives

Where possible, develop cooperatives based on existing governance structures (e.g. Farmers' Association) and facilitate the registration of beneficiaries as co-operatives through registration at the Registrar Generals Department. This enhances the ability of the beneficiaries to meet orders of their clients.

8. Value Chain Opportunities

Encourage entrepreneurs in the communities and the country as a whole to participate in identified opportunities within the value chain of the mining company's operation.

