
Tool **4** Child Rights and
Mining Toolkit

In-Migration

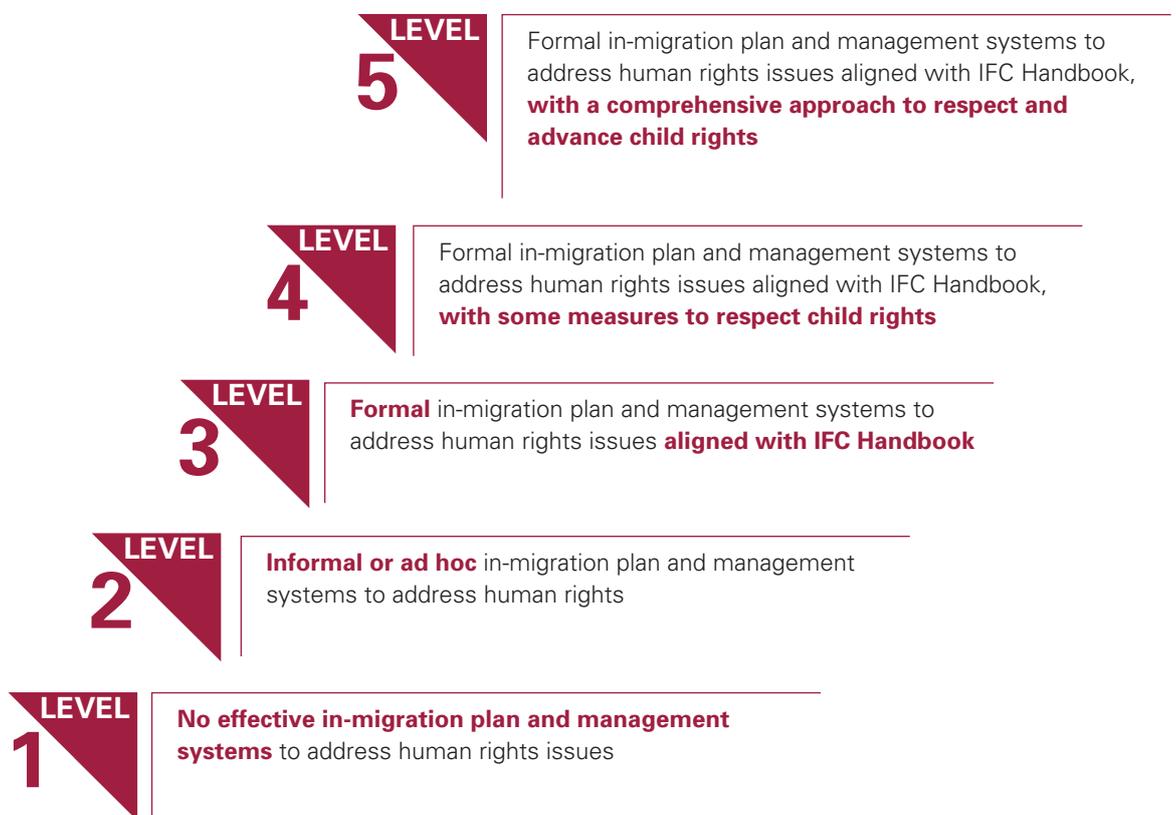
Children are the most vulnerable stakeholders regarding mining impacts, including the effects of project-related in-migration. As dependents of migrant mine workers, job seekers or families in migrant-receiving communities, they are vulnerable to disruptions in family livelihoods, and to changes in their society and environment caused by rapidly increasing or decreasing populations.



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Yet children are often overlooked in companies' management of in-migration, and standard planning frequently fails to account for the presence of and impacts on children. As a consequence, in-migration impact management and development investments do not address their needs and can lead to the neglect of children's fundamental right to safety, family, education and health.

Where does your company stand on respecting and advancing children's rights related to in-migration? The figure below presents a continuum from the lack of effective systems to the fullest measures of corporate responsibility and proactive leadership.



Tool 4 offers support for mining companies that seek to integrate children's rights in their in-migration planning and management. It assumes that extractive projects and operations are already implementing a responsible approach to in-migration in line with international standards and guidance, and is designed to complement IFC's *Projects and People: A handbook for addressing project-induced in-migration*. Companies that have not yet integrated such guidance into their systems should address this gap as a priority.

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4.1 Overview of the issues and related standards

An in-migration management plan is an approach for companies to assess, manage and mitigate impacts in a project area. A typical plan describes the project and its context, including the need and opportunities for stakeholder engagement; the progress or anticipation of in-migration; options for monitoring the migrant population and managing inflow to the project footprint; and mitigation interventions, including area capacity building and benefit creation to support the population.

The company's plan for in-migration management interventions can stand alone, or be integrated within other corporate plans for human resources, stakeholder engagement, resettlement action, environmental and social impacts, community development or security.

The IFC handbook provides an overall framework for assessment and management of project-induced migration. Tool 4 offers details on analysis and action to address the issues most pertinent to children, serving as a further step for mining companies that seek to protect and advance children's rights.

The benefits of mining operations for a local area include economic diversification, a boost to entrepreneurial activity, and increased attention and support from national and regional authorities, as well as enhanced education and training.

In developing countries, major mining projects are often associated with an inflow of people seeking opportunities to improve their livelihoods. In-migration is typically driven by economic factors, both 'push' and 'pull'. It may be motivated by expectations around the project itself, such as direct or indirect employment, or result from a general perception of economic opportunity in an area or region.

The movements of people in connection with mining projects affect both the migrant-sending and migrant-receiving areas, and particularly affect children when:

- They live in receiving areas, are returning with their families after previously living in the area, or are travelling with parents to a project area due to economic opportunities or to benefit from improved social services as a result of mining company investments in schools and hospitals.
- Their parents/extended family members are migrant mine workers or job seekers (skilled and unskilled) for direct or in-direct employment, or contractors and service providers.
- Their families are involved in artisanal and small-scale mining.
- They are left behind in a migrant-sending community while their parents or caregivers work at the mine or seek employment opportunities.
- Their families are internally displaced or refugees, affected by forced migration, for example, due to natural disaster or political conflict.

In-migration is not negative by definition, but its impacts can be damaging where migrants are not readily assimilated due to socio-economic status or cultural and ethnic differences, and when receiving areas do not have the capacity to accommodate high numbers of new inhabitants. This can disrupt community cohesion, place stress on service delivery and infrastructure, and lead to the risk of people living in unhealthy and insecure conditions. For a detailed list of in-migration's positive and negative impacts on children, see Annex B.

**Resources for
in-migration**

Projects and People: A handbook for addressing project-induced in-migration, IFC, available at <<http://documents.worldbank.org/curated/en/415141468176677099/Projects-and-people-a-handbook-for-addressing-project-induced-in-migration>>

**4.2 Data collection
for planning**

The first step for in-migration planning is to collect the data that will inform possible interventions, including collaboration with local stakeholders, government and local authorities on preventive and management measures. This stage focuses on understanding the nature and scale of expected in-migration and projecting the potential associated issues by developing a context baseline that can be used for further analysis of the mining project during development and operations.

In-migration 'hotspots' to consider include:

- Construction plans involving multiple base camps operated in sequence or in parallel.
- Existing/proposed project logistics centres to be used by the project.
- Existing/proposed access routes to be used by the project, including access routes to major regional centres, and from regional centres to the project area.
- Local towns and villages.
- Transportation infrastructure within the project area and surrounding communities.

Data collection in connection with the in-migration management plan can be linked to environmental and social impact assessments and resettlement planning. Table 8 offers solutions for reducing potential negative impacts of in-migration on children, which would be implemented according to the local context and associated risks.

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Table 8. Planning in-migration with a child rights perspective

Data collection	
<p>Risks: Not including a child right's lens while collecting data on in-migration can result in misperceiving the key community and household features of the area, and missing potential negative impacts on children. This can put the company at risk of facing increased frustrations within the community, and endanger its social licence to operate.</p>	
Questions	Strategies and action
<p><i>Does the company gather information on children in all data collection, apply child impact indicators, and disaggregate data by age and gender? (See Tool 1. Impact Assessment.)</i></p> <p><i>Do stakeholder consultations focus on children?</i></p> <p><i>Do data collection and related consultations</i></p>	<ul style="list-style-type: none"> • Ensure that data on children are included in all data collection. • Include a focus on children and young people in stakeholder consultations. Where appropriate, consult directly with children or their representatives (see Tool 2. Stakeholder Engagement). • Ensure that the different project phases are taken into consideration through a child rights perspective (resettlement and potential land speculation, development of camps, infrastructure, access roads).
<p><i>Are social services providers consulted when mapping child rights impacts and issues in the receiving community?</i></p>	<ul style="list-style-type: none"> • UNICEF research has found that companies most often rely on national or regional statistics, rather than consulting with local social services providers on child impacts.¹⁷ • However, it is important to consult in detail with government services such as clinics, schools and youth programmes to map existing impacts and social issues. This includes identifying service gaps and lack of capacity experienced by service providers that can impact on children's health and well-being.
<p><i>Is project and area situational analysis conducted for the various phases in order to estimate:</i></p> <ul style="list-style-type: none"> – In-migration projections, including typical population growth and population mobility; – Area resilience and capacity to absorb new populations, including the resources and capabilities of local authorities and social service providers; and – Skills required for direct and indirect labour, and potential demand for services and goods (see Table 9)? 	<ul style="list-style-type: none"> • Consult with communities that are likely to be sending migrants to estimate the percentage of children in the migrant population, or contact local government representatives in the migrant-sending area to find out whether data are available. • Consult with local authorities and social services to estimate the area's capacity to accommodate new populations and provide essential services. • Support the local governments by sharing data and information to ensure that all the impacts and risks are taken into consideration and addressed. • Support the local governments in conducting impact assessment and policy planning around these issues, and jointly agree on shared responsibilities for managing the flux and its impacts on children. • Ensure that population projections include figures for children and young people. • Map mining and other attraction points such as social infrastructure development and investments/development in other industries, e.g., agriculture or tourism. • Compare skills in the sending and receiving areas, as well as labour availability (see Table 9).
<p><i>Is information about the project and its impacts shared with local and national authorities in order to ensure agreement and get advice/inputs on data and planning?</i></p>	<ul style="list-style-type: none"> • Share project plans, timing and numbers for projected employment with local and national government.

Portions of this table are adapted from: International Finance Corporation, Projects and People: A handbook for addressing project-induced in-migration, IFC, Washington, D.C., September 2009, part 3.

¹⁷ Research undertaken by UNICEF in Mongolia between 21 March and 1 April 2016 with extractive companies, local authorities and service providers in migrant receiving communities has shown that most often companies do not consult with the service providers directly on child impacts and rather use national or regional statistics.

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Table 9. Sample elements for project and situation analysis as part of scoping

Project characteristics	
<i>Project footprint and phases</i>	<ul style="list-style-type: none"> – Land acquisition/use, resettlement and potential land speculation associated with project development – Project phases, including development of camps and infrastructure such as access roads – Plans for infrastructure and service development – including transportation, utilities, education, health – as part of project development – Increase in access and availability of resources to third parties such as agriculture, artisanal mining, timber or marine activity
<i>Forecast for labour needs throughout the project cycle, including closure</i>	<ul style="list-style-type: none"> – Direct and indirect labour requirements, during construction and operation phases, including duration of the project – Demand for goods and services during construction, operation and closure
<i>Community skills profiles to understand if local communities can fulfil projected labour needs</i>	<ul style="list-style-type: none"> – Skills required for work during construction and operation – Comparison to local skills levels and labour availability
Community and population analysis	
<i>Population growth projection for project area</i>	<ul style="list-style-type: none"> – Baseline population, including registered and un-registered individuals – with detailed information on children – Estimated population growth for the area, including registered and un-registered individuals – with detailed information on children – Profiles of expected migrants, including origin and livelihoods
<i>Population mobility, both local and labour-sending areas</i>	<ul style="list-style-type: none"> – National and regional working-age population – Levels of unemployment and underemployment – Per capita gross domestic product – Presence and number of internally displaced people – Proximity to conflict-affected areas – Occurrence of project-induced in-migration on similar projects
<i>Community capacities</i>	<ul style="list-style-type: none"> – Working-age population – Capacity of working-age population (education, skills, experience) – Adequacy of infrastructure, services and utilities – Availability of goods and services – Capacity of small and medium-sized enterprises
<i>Community resilience</i>	<ul style="list-style-type: none"> – Physical resources – Infrastructure, services, utilities – Economic and social factors – History of conflict – Skills differences – Health profile – Artisanal and small -scale mining

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4.3 Management

Managing in-migration will take account of 'controlled' and 'uncontrolled' arrivals of many types of people. Controlled inflow covers the employees that a project is bringing to an area to work on the mine, and the contractors and suppliers that have a direct business relationship with the company. Mine workers will typically stay in designated camps or local housing provided by the company.

Uncontrolled arrivals include mining job seekers and migrants looking for related economic opportunities or improved social services. Depending on the project footprint and infrastructure, the opening of new operations is likely to attract in-migration, leading to small-scale 'boom, bust' cycles of project development and closure.

In most countries, citizens have the right to move and resettle, and the company's options to minimize or avoid in-migration are very limited. Most management plans therefore focus on the impacts of in-migration in the project area and on promoting positive development in the community. However, companies can influence in-migration by:

- *Establishing and communicating clear hiring policies and employment models.* This can help manage in-migration, for example, by encouraging or discouraging workers and job seekers to bring their families. It is also important to clearly communicate expectations for job opportunities and the company's employment criteria. Operational models and project design, such as worker accommodation and roster design can be used to manage or divert movements of people.
- *Working with local authorities on registration of migrant job seekers.* Diligent capture and sharing of registration information will help companies and local authorities map the nature and scale of in-migration. The government registration processes and requirements will vary from country to country, so the company must make sure to understand these procedures and identify the responsible authorities.

Table 10 offers guidance on managing risks that mining companies may face due to population increases in the local area of operation.

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Table 10. Managing in-migration with a child rights perspective

Work with local authorities on registration of migrant job seekers	
<p>Risks: Not collaborating with the local authorities on registering migrant job seekers can result in misjudging the nature and the scale of in-migration, and the potential negative impacts it can have on children from the sending and receiving communities. As a result, children could be left even more vulnerable and the company could face the risk of increasing tensions with the local authorities and communities.</p>	
Questions	Strategies and action
<p><i>How can the company register migrants looking for employment?</i></p> <p><i>How does the company manage in-migration through a child rights lens?</i></p>	<ul style="list-style-type: none"> • Collaborate with local authorities on registering migrants seeking jobs at the mine. • Consider capacity and resources to manage registration, which is especially relevant in cases where the company requires local identification for job seekers to be eligible for recruitment. • Refer job seekers to the local authority for registration. • Include questions relating to children in the registration process and records, including: <ul style="list-style-type: none"> – The number of children per migrant, and whether or not they are travelling together. – Whether children are left behind and how they will be taken care of. – Whether children left behind will join later in the receiving community, and whether anyone will be available to care for them while migrants seek employment or take up employment once in the receiving community.
Project footprint and infrastructure	
<p>Risks: Lack of careful considerations for in-migration management through the project footprint and infrastructure could prevent the company from addressing significant inflows of people, which could impact children negatively. This could put the company at risk of facing discontent from local communities.</p>	
Questions	Strategies and action
<p><i>How can the company support the management of in-migration through project footprint and infrastructure?</i></p>	<ul style="list-style-type: none"> • Consider strategic location and development of access routes, transport infrastructure, initial project footprint (temporary or permanent logistical base), offices, etc.

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Table 10. Managing in-migration with a child rights perspective (continued)

Hiring policies	
<p>Risks: Lack of careful considerations for in-migration management through the project footprint and infrastructure could prevent the company from addressing significant inflows of people, which could impact children negatively. This could put the company at risk of facing discontent from local communities.</p>	
Questions	Strategies and action
<p><i>How can the company influence workers and job seekers in order to better manage in-migration, e.g., whether they should bring their families?</i></p>	<ul style="list-style-type: none"> • Design hiring policies to contribute to a child/family-friendly work environment (see Tool 8. Working Conditions). • Communicate the employment eligibility criteria, e.g., application options and requirements for local (registered) people, and share these criteria with local authorities. • Communicate explicit opportunities and limitations for migrant workers through the local company office and corporate communications, consultation and engagement with local authorities in labour-sending areas, and radio or newspaper advertisements. • Opportunities and limitations can include types of jobs, skills requirements, length of contracts, and the variability of labour demand during the mining project phases. UNICEF research, for example, found that due to skills requirements and lack of local skills, some companies are only able to offer entry-level jobs at the local level.¹⁸
Operational models	
<p>Risks: Not designing operational models that take children’s vulnerabilities and needs into consideration can result in increasing the potential negative impacts of in-migration on children. This can put the company at risk of facing tensions with both local authorities and communities.</p>	
Questions	Strategies and action
<p><i>What should the company bear in mind while designing operational models?</i></p>	<ul style="list-style-type: none"> • Design operational models, including the availability and quality of workers’ accommodations, towards child/family-friendly conditions (see Tool 8. Working Conditions). • Consider options for worker housing models, based on impact management, with an integrated community model when possible (see Box 7). • Design roster models to accommodate the family patterns of workers, e.g., remote/expatriate, local or migrant.

¹⁸ Research undertaken by UNICEF in Mongolia between 21 March and 1 April 2016 with extractive companies, local authorities and service providers in migrant receiving communities.

4.4 Mitigating impacts

Typical mitigation measures – compensation, benefits, workforce development, skills training, microfinance provisions and enterprise development – do not address children or the in-migration impacts on children. Companies should therefore consider options to link mitigation interventions, programmes, collaborations and investments with environmental and social management plans to address impacts on children. This includes the various systems for revenue distribution, social investment, community benefit and development, and local capacity building.

The mitigation of impacts and development of interventions should also incorporate comprehensive stakeholder engagement, with the inclusion of children or their representatives. Government representatives should also be involved at various stages, for instance in the monitoring of socio-economic trends regarding children and in addressing potential capacity issues for social services delivery. For more details see *Tool 2. Stakeholder Engagement* and *Tool 10. Social Investment*.

Table 11 outlines potential risks and suggests questions, strategies and action that companies can use to initiate this process.

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Table 11 Mitigating in-migration impacts

Capacity building for local authorities	
<p>Risks: Not engaging in capacity building with local government on issues around in-migration and their potential negative impacts on children can increase children’s vulnerabilities, and put the company at risk of facing discontent among community members and local authorities. This might damage the company’s reputation, as well as its intentions to respect and advance children’s rights.</p>	
Questions	Strategies and action
<p><i>How can the company engage in capacity building of the local governments in order to mitigate negative impacts of in-migration on children?</i></p>	<ul style="list-style-type: none"> • Raise awareness on the specific risks related to increased influx of people that children might face and on the extent to which it can entail broader risks and impacts for the communities. • Work with local authorities to develop the ability to prevent and address child impacts. • Support and coordinate with authorities, when appropriate depending on their mandate and resources, in order to anticipate, manage and mitigate the impacts of in-migration on children. • Address potential capacity needs for social service delivery, especially around health, education and child services.
Operational models	
<p>Risks: Not addressing child and youth development as well as social issues and safe social behaviours in contexts of in-migration can increase children’s vulnerabilities. This can put the company at risk of facing discontent from the local communities.</p>	
Questions	Strategies and action
<p><i>How can the company address child and youth development and tackle social issues and safe social behaviours?</i></p>	<ul style="list-style-type: none"> • Consider partnerships and programmes to address child and youth development, including family support. • Work with social service providers to raise awareness and education on social issues and safe social behaviours.

4.5 Monitoring

Because in-migration can be particularly harmful to children’s rights, companies should identify the key risks, manage in-migration adequately, and mitigate and monitor any negative impacts to ensure that children’s rights are respected and advanced during every phase of the project. Key actions include:

- Map existing reporting mechanisms.
- Introduce child impact indicators in project and issues monitoring (*see Tool 1. Impact Assessment*).
- Share the reporting framework with all stakeholders, and encourage all stakeholders to report against the same sets of indicators.
- Consider participatory monitoring, involving children and young people, or their representatives (*see Tool 2. Stakeholder Engagement*).

Monitoring of social issues and impact with regard to child impacts and in-migration – including positive results of the company’s child-focused interventions – should be integrated into other company mechanisms for project reporting, and in reporting by such stakeholders as local authorities and social service providers.

Applying a child rights perspective to monitoring the company’s operations can contribute to quantifying the actual impacts of in-migration, and thus enhance the company’s general monitoring of its operations. This will provide a more accurate evaluation of the project’s impacts and enable the company to more effectively adjust its decisions.