



Islamic Republic of Afghanistan Ministry of Mines

Social Policy Guidelines for Mining Sector in Afghanistan

Background

Historically, mining activities have led to varying levels of adverse social and environmental impacts including large scale displacement of populations. Therefore, mining has suffered from negative campaigns from the media and civil society for benefiting the rich while exploiting the poor. In developing countries, where the gap between the haves and have-nots is huge, the negative impacts of mining projects are more pronounced and may seem to outweigh the potential positive contribution it can make. Therefore, the major challenge for mining industry lies in effectively mitigating various negative social impacts and maximizing positive social impacts.

Further, it has been widely experienced that where social impacts have been carefully managed and mitigated, mining can play a major role in the social development of the area. In Afghanistan, where mining sector will play a flagship role in the growth and development of the economy, the importance of using mining as a catalyst for social development cannot be over emphasized. Mining can contribute to social development through community development, creation of social infrastructure, social protection, health and safety of the mine workers, job creation, skill training and income generation.

Further, for ensuring sustainable social development, there is need to view this issue in a wider context of long term development needs and opportunities of the community. The short term approach for mitigating the negative and maximizing the positive impacts which generally tends to focus on a limited number of issues such as education, water and sanitation may not result in desirable results. Therefore, much more can be achieved through an integrated approach wherein social development in the mining area is addressed as part of overall management plan of the mine. This management plan would boost local economy by providing direct employment opportunities to local people and alternate sources of livelihood and income generation.

Existing Scenario:

Afghanistan is known to have substantial mineral and hydrocarbon resources. There are abundant deposits of copper, iron ore, decorative and precious stones as well as coal, gold, and other minerals. Afghanistan's proven gas reserves amount at 82.5 billion cubic meters of gas and over 70 million barrels of oil; these figures however are old and considered conservative. All these mineral resources have however largely remained untapped due to long drawn strife and instability in the country.

The medium and long term economic development potential of the mineral and hydrocarbon sectors is greater than any other sector in Afghanistan's economy. Therefore, a well-managed development of its vast natural resources is an important opportunity for the country to achieve sustainable economic growth, reduce poverty and improve the quality of life for its people. The Ministry of Mines is determined to develop these mineral resources in a way that it results in substantial financial capital which could be used to advance sustainable and equitable economic and social development in the nation. This will also promote prosperity and peace within the country.

Legal and Policy Framework

In Afghanistan, the existing legal and policy framework supporting social and economic development of the communities in the projects areas provides a strong basis for a more comprehensive and focused social policy framework for mining sector in the country.

Afghanistan National Development Strategy (ANDS) mentions the potential of the mining industry to generate employment and accelerate development in rural areas. To develop the huge mineral potential, Government of Afghanistan has adopted a new policy direction, transferring the task of exploitation of the country's natural resources from the state to the private sector. The Hydrocarbons Law (2009) and revised Minerals Law and Mining Regulations (2009) are important steps towards providing a strong legislative framework to encourage private sector investment in the extractive industry in Afghanistan. Social development and environmental safeguards have been included in the legal and policy frameworks to encourage development to proceed in a sustainable and equitable manner.

Further the Law on Managing Land Affairs (2008) is aimed at creating a unified, reliable land management system to resolve the problems and issues caused by the different land management and title systems which were followed during different regimes. This Law also aims to provide a standard system for land titling, land segregation and registration, prevent illegal land acquisition

and distribution, access of land to people; and create conditions for appropriation of lands. The Land Expropriation Law as amended in 2005 has important provisions related to acquisition of land for public interest and compensation at fair value based on the current market rates. It also provides for factors like value of land, value of houses, buildings and the land, values of trees, orchards and other assets on land to be considered for compensation in case of land acquisition.

Afghan Land Policy, a comprehensive policy was approved by cabinet in 2007. However, it is yet to be operationalized. This policy envisions the maximization of social and economic benefits to the Afghan society based upon the orderly and sustainable use of its most important natural resource-land. The underlying principle of the land policy is to ensure a flexible, equitable and transparent policy that serves the diverse interests of the Afghan society.

Afghan Labor Law (2007) includes provisions which need to be adhered to by the companies for the fulfillment of rights of mine workers and the social protection of their families. Some of these provisions relate to fixing maximum hours of work, vocational training and skill development of employees, proper health and occupational safety conditions, provisions for not recruiting women and youth in underground mines and social protection provisions and an important provision of participation of the employees in production and development, social services, cultural and livelihood discussions in the companies and to give their suggestions for improvement.

Need for Social Policy Guidelines

The social policy framework in the mining sector in Afghanistan will be guided by the lessons learnt from the Aynak Copper mine project, other major projects in the infrastructure and other sectors involving host of social issues like land acquisition, resettlement of affected communities, income restoration, employment generation etc. It will also take into account the international best practices and lessons learnt in community development and poverty reduction programs linked to mineral extraction and will identify how these lessons can be adapted to the Afghan situation to provide a tool to the government and to private mining companies to increase benefits from mining for local population.

The social policy will be designed to both maximize the opportunities presented by development in mining sector in the country and mitigate and avoid adverse impacts in areas such as, social infrastructure, employment, housing, community services, amenity, quality of life, health and education. The policy will also respond to the cumulative and regional impacts that may be experienced by project affected communities as a result of the mining and national regional resource corridor projects for infrastructure development.

The policy will strengthen the Afghan Government's role to ensure community development in the project areas through a social impact assessment (SIA) function, conducting social impact plans (SIPs) to outline the forecast changes to communities, the decide on the strategies for mitigation, avoidance and enhancement of impacts, and the responsibility of various parties in relation to management. Finally the policy will seek to implement best international practices in social development in the project affected both for the betterment of the living conditions of the communities and for providing proper wages and other facilities to workers, including vocational training and employment generation as a result of these projects.

The social policy guidelines are intended as a basis for the formulation of a unified policy and framework for social development to enable long term sustainable community development for present and future mining projects of the country. These guidelines will provide mining companies with a readily available tool to implement community development activities, even before a policy is formally adopted by the government. The guidelines will provide a basis for the design of an improved community development framework for the mining sector.

Social Policy Guidelines have been prepared for mining companies, NGOs, investors, insurers, and technical experts working in the minerals sector to create a basis for developing socially responsible mining and provide recommendations for the mining companies to source or invest responsibly, as well as government to regulate and encourage responsible mining practices.

Objectives of Social Policy:

Over the next few decades the mining industry in Afghanistan is set to grow, reinforcing its position as the primary source of revenue for the national government and the most prominent private sector industry. Consistent with existing national legislation, the objective of the social policy will be to ensure that activities under the different projects will:

- Enhance social and economic development by seeking opportunities to address poverty.
- Contribute to community development through close collaboration with local communities
- Community consultation and involvement in the process of development
- Contribute to mitigate negative social impacts of the project especially on the project affected communities
- Prevent or compensate any loss of assets and livelihood;
- Enhance positive environmental and social outcomes;
- Protect human health;

- Protect rights of mine workers
- Provide social protection to workers and their families
- Support gender equality principles and
- Ensure compliance with World Bank safeguard policies

International Social Standards for Mining

Since 1990's, several internationally recognized Standards have emerged which seek to help organizations to understand the social and environmental impacts with a view to mitigating the negative and optimizing on the positive, such as Equator Principles (EPs), World Bank's environmental and social operational policies, Extractive Industries Transparency Initiatives (EITI) Principles, International Council on Mining and Metals (ICMM) Sustainable Development Framework, the ILO Tripartite Declaration, International Finance Corporation (IFC) Performance Standards, the UN Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights.

Government of Afghanistan will very soon have its legal and policy framework for social safeguards in the mining sector. However, till that time, it would expect the mining companies to follow international standards such as World Bank's social safeguards relating to social assessments, labor conditions, health and safety, displacement and involuntary resettlement.

Addressing Social Risks

Civil society groups, mining companies, trade unions and governments have identified a wide range of potential social risks faced by indigenous peoples and local communities and have developed norms and criteria for socially responsible mining. Potential negative social impacts from mining include the following:

- Increased poverty among local community through a degraded environment or loss of agricultural land on which, in many cases, community subsistence depends;
- Displacement, forcible eviction, or forced relocation leading to impoverishment and loss of cultural and social cohesion and means of livelihood.
- Greater in community economic inequality between those with jobs at the mine and those without, men and women, between those who receive other benefits and resource rents and those who do not;
- Internal conflict, disruption of traditional social structures, and increased gender inequality as a result of unequal access to jobs in the mine by men
- Militarization because of the need to protect the mine's assets from local opposition, from scavenging by poor communities, or from existing local conflicts may lead to

presence of security forces in the area leading to increased stress and non fulfillment of basic human rights among communities living there.

- In migration of labor to work in the mine area can create problems related to conflicts due to different socio-cultural values between newcomers and native residents, overuse of local resources, and spread of diseases; and other socially unacceptable practices.
- Loss of land, loss of sustainable livelihoods, and loss of livelihood as a result of displacement of communities by mining;
- Loss of cultural cohesion and loss of sacred places e.g., as a result of displacement and the destruction of sacred sites;
- Breaches of core labor standards through the use of forced labor, child labor, denying workers the right to unionize and to collective bargaining, and breaches in health and safety standards, and so on.

Based on the discussion above, the important social issues to be considered could be largely grouped in two categories, community related and labor related.



Community Related Issues



Labor Related Issues

Land Acquisition and Resettlement

One of the most significant social impacts of mining arises from land acquisition which results in displacement of mostly weaker sections of the society. Displacement of populations leads to further impoverishment as consequences of resettlement commonly include loss of homes, landlessness, food insecurity, loss of employment, marginalization, loss of access to common resources and public services, lack of cultural identity etc. In most cases of resettlement, focus is primarily on land acquisition and physical relocation rather than income restoration of the affected families and community development. There are no mechanisms to enforce implementation of the resettlement action plan and, hence, no opportunities for communities to seek redressal. Further, women, children, and the elderly are most vulnerable to resettlement.

Government of Afghanistan is developing an elaborate policy and legal framework for land acquisition. However, till then the mining companies are advised to follow best international practices in land acquisition and community development including World Bank Operational Policy OP 4.12 on Involuntary Resettlement. The overall objectives of this policy are involuntary resettlement should be avoided if feasible, or minimized, exploring all viable alternative project

designs: resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits and displaced persons should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs: displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.

The companies must therefore fulfill following best international best practices in land acquisition and resettlement:

- Resettlement should be avoided if possible, or minimized and other viable alternatives should be explored. Resettlement should be resorted to only if there are no other options available for mine development..
- The companies must carry out a detailed social impact assessment (SIA) that assesses prior living conditions of the project affected persons, their income levels and likely impacts of the project on the communities and the mitigation needs. SIA should also gather information on the use and ownership of land and resources by the affected communities. The assessment should also take into account the impact of displacement on more vulnerable sections like women, old persons and children.
- Companies should fully engage with the communities and allow enough opportunity for consultation and to participate fully in decision making regarding the resettlement process, including the offered choices and alternatives.
- In developing countries such as Afghanistan there are frequent instances of communities living in particular areas for long periods of time but they do not possess legal titles to land. Though they may have customary or traditional ownership of land or they may have been cultivating public lands for many decades. Land laws in Afghanistan do recognize customary and traditional rights to land and also that if a family has been cultivating a piece of land for more than 34 years can claim ownership and compensation for that land. Their absence of legal title should not constitute a barrier to compensation through the resettlement process.
- The local communities should not be displaced unless all likely impacts have been assessed for the communities and the agreed amount of compensation has been paid, alternate land has been allocated, people have had a chance to start rebuilding in the new

location and public facilities at the resettlement have been provided so that the resettled people have the same or better standard of living.

- Resettlement Action Plans (RAP) should be developed in consultation with the communities and they should include community development programs. RAP should also provide adequate financing to cover all costs of resettlement, and compensation for resettled individuals. It should also provide information on capacity-building and job training programs for project affected persons.
- All individuals within a community need to be resettled as closely as possible to each other. If the project affected persons are relocated to established settlements, the company should ensure their social and economic integration within the established community where they have moved in.
- The communities should also be given the opportunity to take assistance of a local NGO to guide them on issues of relocation, compensation and resettlement.
- For those who are dependent on agriculture for their livelihoods, need to be compensated adequately for the loss of land which should be equal to replacement cost of land or better value.
- Consultation with the communities should be maintained after resettlement, and there should be regular monitoring of livelihood restoration. In addition, resettled individuals should have an easy access to an independent complaint and dispute resolution mechanism and complaints should be addressed expeditiously.
- To ensure accountability and transparency in the process of resettlement, all payments made, including compensation amounts should be publicly disclosed by the companies.
- Last but not the least, for tribal communities and weaker sections, it is important to recognize resettlement and rehabilitation issues as intrinsic to the development process of the affected zone. Therefore, all decisions regarding their rehabilitation should be taken with the active participation of the affected persons, rather than being externally imposed.

Important Social Policy Guidelines:

1) Community Engagement and Benefit Sharing

As social risks associated with mining are ultimately borne by the local communities and by workers, implementation of mining plan must occur with the full participation of the local communities and workers. Mining companies must proactively engage with local communities in a consultative, participatory, culturally appropriate, and mutually acceptable manner including redressal of grievances of the communities throughout the life cycle of the project. In order for this dialogue to be meaningful, companies should disclose all information relating to likely impacts of the project to the affected persons in a manner they can understand properly. Mining companies should carry out social impact assessments including impacts on gender; provide baseline studies; and ensure meaningful community participation in carrying out SIA, baseline studies, independent audits and verification of compliance. The engagement with the communities can be done through variety of processes like informal discussions, formal and structured engagement programs, public displays, public meetings, visitor centers, newsletters, websites, workshop, focus groups etc. Broad guidelines based on international best practices on effective community engagement are discussed as follows:

- Companies should start the process of consultation with affected communities before they start the exploration work. Such negotiations could continue throughout the life of the mine and communities should be invited to participate fully in decision making in the mine activities to get their consent for the unavoidable social risks.
- As early as possible, the company should prepare a profile of the local area, the existing socio-economic conditions of the communities at the time of the start of the project and identify key stakeholders. The company should also draw up a consultation plan with the communities which would complement the government led public consultation process.
- Companies should hold consultations with the community in the native language and in a manner that is culturally appropriate, using mechanisms and institutions which are recognized by the affected communities to ensure the participation of marginalized groups within communities, such as women; the elderly; ethnic, religious, class, or caste groups and the illiterate.
- Inclusiveness should be the guiding principle for negotiations, with a view toward including marginalized groups within communities, as well those risk-bearing groups living downstream and adjacent to the mine sites.
- The companies should share relevant information with the communities about potential social risks, risk mitigation strategies, the social and cultural benefits and CSR activities

planned by the company. They should explain the Mining Plan, Environmental Social Impact Assessment (ESIA), Social Management Plan (SMP), the Resettlement Action Plan (RAP) and the socio economic development plan for the area to the communities.

- Companies should allow sufficient time for the communities to seek clarifications to help them participate in the decision-making processes. Consultations should be open and transparent to all members of the community.
- The mining companies should possess the expertise in conducting community consultations that respect local consultative practices, traditions, and should follow logical timeframes. The companies should necessarily establish mechanisms for grievance redressal at the project level which seeks to address grievances of the community in a time bound manner and to the satisfaction of the aggrieved project affected persons.
- The companies should make all efforts to ensure participation of women and other vulnerable groups in the consultation process through targeted engagement and mobilization.
- The companies may also provide the communities with independent technical and legal advice if required to assist them in their meaningful participation in public consultation.
- The companies should also establish community consultative mechanisms through local and sub national governance bodies like Community Development Councils (CDCs), Shuras and Provincial Councils to amicably settle issues of conflicts within the communities.
- The companies may also plan to build capacities of these local institutions to better understand legal framework guiding mining activities and safeguard the interests of the communities and workers and participate in the consultation process in an informed manner.

Benefit Sharing

Globally there is an increasing recognition that mining should provide direct benefits to locally affected communities and benefits to communities should outweigh the costs in terms of social impacts. Local communities, women, and traditionally marginalized groups should share directly in the wealth that is generated in ways that are sustainable and agreed upon by the affected

communities. Benefit sharing is not binding in Afghanistan but government is working towards a future policy in this area and that mining companies are expected to explore innovative ways of sharing benefits with the community.

The mining companies should follow key elements of benefit sharing as stated below:

- Most benefit sharing arrangements in mining are CSR activities of the companies directed towards community development rather than actual sharing of the benefits. Since social and economic benefits are not an automatic consequence of mining, the sustainable and long-term benefits to the local communities must be deliberately considered and pursued by mining companies in consultation with members of local communities.
- Wherever possible companies should make provisions to share benefits with the affected community and land losers through broad based agreements covering aspects like employment generation, vocational training, economic development, business opportunities, social cultural and community support, environmental and health protection etc.
- Explore new and innovative options for social welfare in the mine area including means of alternate livelihoods, education of the children, health care facilities etc. In case of agreements with the communities, these should be monitored, internally as well as third party and reports presented on the performance on CSR activities.

Engagement with Women and Marginalized Sections within the Communities

Women get disproportionately more affected by the negative socio-economic impacts of mining. This is so because large number of women in most developing countries, including Afghanistan are engaged in agriculture and whenever communities are displaced, women are forced out of their land based work and pushed into menial and marginalised forms of labour. In traditional livelihood systems, they play an important role in agriculture, management of livestock and related activities. However, mining erodes this role from them and makes them entirely economically dependent on the male members.

Further because women are frequently not considered a distinct group of stakeholders, the mining companies do not engage in much consultation with them and it is mainly men who benefit from compensation for displacement or employment. Women are forced to depend solely

on the wages of the male members as mining by nature of its activity does not permit women to participate. The living conditions of women displaced by mining gets adversely affected by loss of income, lack of infrastructure facilities, lack of medical facilities and schooling etc. Therefore the mining companies must ensure that development plans for mine affected communities have a specific gender component and ensure that enough benefits of the mine operations must flow to women living in the area.

Similarly, the poor and marginalised sections within the communities living in mining areas are at a major risk of not benefitting from the economic opportunities of mining while bearing most of the negative socio economic impacts of mining in the area. A mine may use their land and water which was a source of livelihood and may even result in displacement and homelessness. Their ability to get productive employment in mine is also severely limited by their education and work skills. The poorer sections may get further affected by influx of labor coming from outside which may not only cause social conflict but also put pressure on existing social infrastructure like schools, hospitals, drinking water etc.

Therefore, based on international best practices, the mining companies in Afghanistan must fulfill following obligations relating to effective engagement of women and marginalized sections:

- Companies should conduct Gender Impact Assessments (GIAs) along with Environmental and Social Impact Assessments. The GIA will identify specific impacts on local women a result of mining in the area. It will also give details of the consultation held with women, their participation in decision making and how impacts and risks specific to women can be avoided, or mitigated. They should also ensure that the voice of marginalised and poorer people within the communities is properly heard and their suggestions on mitigation measures are well recorded.
- Mining companies should ensure that any of their mine development plans do not adversely affect local women and marginalised sections. A company must implement a code of conduct covering range of issues including health and safety, social protection etc, which would help to mitigate negative impacts of mining on them.
- Companies should comply with international labor standards involving equal pay for equal work to women and other marginalised people; safe and healthy working environments; and freedom from discrimination, violence, and sexual harassment.

- Women and marginalised sections working in mine and related activities should have access to all rights as provided for under labor law like leave, skill training, social protection etc. Women should not be made to work in jobs of hazardous nature including underground mines. In this regard, Government of Afghanistan has ratified Underground Work (Women) ILO Convention no. 135 and it is binding on the companies to ensure fulfillment of the obligations under this convention.

Finally, the mining companies must therefore ensure that mining activities are not aggravating social inequalities and discrimination but they should use mine as a bridge to reduce the gaps and benefit the weakest in the mine area.

Community Development

Community development is all encompassing and includes economic, social and cultural development for improving standards of living and well being of the communities. The mining companies through community development increase the strength and effectiveness of the local communities, to enable them to participate meaningfully in decision-making process and achieve greater long-term benefits. It will be binding on the mining companies to contribute to the social, economic and institutional development of the communities in which they operate by acting as a catalyst for economic and social development opportunities through following means:

- The companies should develop a robust assessment of the community needs, capacities and skills and understand their vision for sustainable future. Then they should develop social investment programs that address these needs.
- Focus on capacity building and skill development of the youth to help them get gainful employment in the mining sector in the area and elsewhere.
- The companies should also strive to foster dynamic linkages between communities and external support agencies, such as non-government organizations, training organizations and employment agencies.
- The companies may also create opportunities for diversifying the local and regional economy by supporting local enterprise and businesses and opening avenues of employment.
- They should focus on partnering with other organizations and government agencies in the local area development programs, dovetailing their activities with established community planning processes and augmenting successful existing programs and initiatives.

- The mining companies may work with government, other institutions and agencies to contribute to:
 - ✓ the improvement of public health and other services
 - ✓ enhancing the local environment, building community pride
 - ✓ strengthening local institutions
 - ✓ Working with marginalised groups to help them participate more fully in the development of their community.
- Many mining companies also contribute in community development by providing direct employment, creating business opportunities, paying taxes and royalties and providing community donations and sponsorships.
- Engage with community in decisions about mine closure and post closure land use.
- Explore mechanisms of social audits of the CSR and other development programs undertaken with the participation of the communities.

Labor Welfare

Implementation of internationally recognized core labor standards, protecting labor rights and programs for welfare of the workers are important social obligations of the mining companies. Mining operations are quite hazardous in nature. ILO estimates that mining accounts for about 5 percent of worker deaths per year in an industry that employs less than 1 percent of workers globally. Mining also poses a significant occupational health threats to its workers, such as respiratory diseases and diseases related to metal contamination etc. Shift work, living in isolated locations, and lack of family support all contribute to mental health stress for mine workers.

Since 1919, the International Labour Organization (ILO) has maintained and developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. These are ILO's legal instruments setting out basic principles and rights at work. They are implemented through conventions, which are legally binding for the countries ratifying them. Afghanistan has ratified 5 out of 8 core labor conventions. These five conventions relate to abolition of forced labor (C105), elimination of child labor (C 138 & C182), equal remuneration (C100) and no discrimination in employment and occupation (C 111). Therefore it will be binding for the actors in Afghanistan mining sector to fulfill above labor standards relating to child labor, forced labor, equal remuneration for work of similar nature and no discrimination in employment.

Like many other developing countries in the region, child labor is prevalent in different sectors in Afghanistan particularly in the unorganized sector. Government of Afghanistan has ratified the two ILO core conventions on child labor (C 138 and C 182) indicating government's commitment to eliminate child labor from the country. The mining companies therefore should ensure that they do not employ child labor in mining even those involving small scale mining operations.

In addition, mining companies are encouraged to follow guidelines in ILO Convention on Safety and Health in Mines (ILO 176), which stipulates that the companies should provide for:

- ✓ Adequate training, retraining and instructions;
- ✓ Supervision and control on each shift;
- ✓ Investigation of all accidents, with remedial action taken and a report made; and
- ✓ Regular health surveillance of workers;

In addition certain other ILO Conventions have been identified as critically important for mine workers. This includes Convention 81 regarding labor inspection; Convention 148 regarding the working environment and Convention 155 & 161 regarding occupational health and safety;

Further, it will also be binding on the companies to fulfill all obligations as laid down under the Afghan Labor Law relating to non-discrimination in employment, working hours, leave overtime, vocational training and skills development of employees, medical examination of employees, social security like food allowance, transportation, health services, financial aid at retirement etc.

Afghan labor law also lays down many provisions for health and safety conditions for workers which will be binding on the companies to fulfill. These include application of safety techniques to prevent work and production related accidents, and to provide healthy conditions in order to prevent occupational diseases of employees. The law also provides that the employer will be obliged to give continuous training to employees about safety, environmental health, fire-fighting, medical first-aid services and other rules of protection. Further the law provides that in those types of work which are carried out under conditions harmful to health, where there is a special low or high temperature, or where there is the risk of contamination of employees, special clothes and footwear, masks, eye glasses, gloves and other protective devices as well as preventive and curative food materials shall be put at the disposal of Employees, free of charge, in accordance with the established standards and rules. The law also does not permit employment of women and youths in types of work that are physically arduous, or harmful to health or carried out in underground sites.

Further, for protecting the rights of the mine workers, the principles of International Council of Mining and Metals (ICMM) for sustainable development as given below must also be followed:

- Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by mining activities.
 - ✓ Ensure fair remuneration and work conditions for all employees and do not use forced, compulsory or child labor.
 - ✓ Provide for the constructive engagement of employees on matters of mutual concern.
 - ✓ Implement policies and practices designed to eliminate harassment and unfair discrimination in all aspects of mining activities.
 - ✓ Ensure that all relevant staff, including security personnel are provided with appropriate cultural and human rights training and guidance.
- Seek continual improvement of workers' health and safety.
 - ✓ Implement a management system focused on continual improvement of all aspects of operations that could have a significant impact on the health and safety of workers, and the communities.
 - ✓ Take all practical and reasonable measures to eliminate workplace fatalities, injuries and diseases among workers.
 - ✓ Provide all workers with health and safety training. .
 - ✓ Rehabilitate and reintegrate workers into operations following illness or injury, where feasible.

Broad guidelines for the mining companies to ensure welfare of mine workers are as follows:

- Efforts must be directed towards the development and adoption of mining methods which would enhance the safety of workers and reduce work related accidents. Steps should also be taken to minimize adverse impact of mining on the health of workers and the surrounding population.
- Companies should conduct training sessions to educate workers on their basic labor rights and establish independent verification and monitoring procedures to ensure that basic labor rights are protected.

- Companies should also set up a complaint mechanism for workers with their representatives as members of these bodies.
- Mining companies should provide job training to local community members so that they can employ maximum number of labor which is locally available.
- Where communities seek jobs as a benefit of mine development, companies should ensure that community members are given ample opportunity to get this benefit through instituting job training programs to help them develop the necessary skills to work in the mine.
- Mining companies should maximize training and employment opportunities for women and take active measures to counter discrimination against hiring of women, harassment of women in the workplace, and unsafe working conditions for women.
- The companies should ensure equal pay for equal work, as well as equal employment opportunities and protections for workers of any race, ethnicity, or caste.
- Mining companies should provide HIV/AIDS awareness training for all staff and their families and develop policies to protect, support, and provide for staff and their families living with HIV/AIDS. Mining companies should prioritize workplace health and safety and adopt a broad view of health.
- Companies should not resort to unfair labor practices like low wages, employment of forced labor and use of child labor in mines.
- The company should provide accurate information to communities regarding employment opportunities for local people at the mine project, especially for women, indigenous peoples, and marginal groups in the community.

Conclusion:

These social policy guidelines indicate strong intent of the Government of Afghanistan towards social development in the mining sector. These will guide the process of socio economic development in the mining areas to enable long term sustainable community development for present and future mining projects of the country. These guidelines will help different government departments, mining companies, NGOs etc to direct their policies and programs for social development in the mining areas in a more focused and targeted manner.