



Informalization processes in large-scale mining

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Trends in labour markets (Sassen, 1997; Mezzadri, 2010; Meagher et al, 2016)

1. Outsourcing of tasks along the supply chain
2. Weakening role of the firm in structuring employment relations, growing role of employment agencies as intermediaries
3. Shift of labour market functions & labour control to the household, community or small production units



Casual & precarious work
Informalization

Outsourcing in large-scale gold mining

1. Traditionally: specialized functions (construction, shaft sinking,...)
2. Since 1980s: non-core functions (cleaning, catering, security,...)
3. Since 1990s: core functions (drilling, blasting, underground construction, managing mine waste,...)



Why?

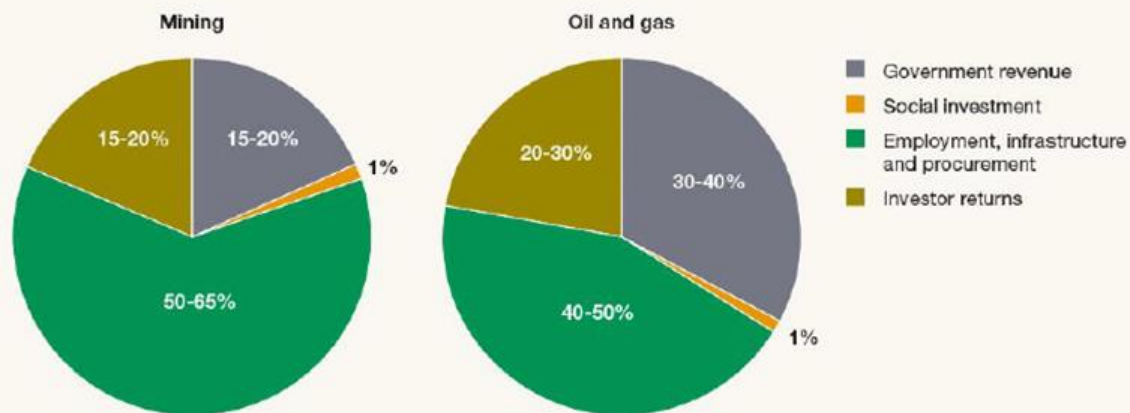
- Reduces fixed costs
- Allows for flexibility
- Access to specialized competencies



Employment & procurement



Figure 1: Average distribution of spending in extractive projects



Deloitte, 2018. Tracking the trends in mining. p.17:
“In the not too distant future, mining organizations will be able to post available work shifts online and enable employees to use a mobile application to choose the shifts they prefer to work. In this way, mining companies could attract a more diverse workforce, while giving frontline workers greater freedom to manage their careers”.



DRC

Banro Corporation

Twangiza & Namoya

24 subcontractors

about 1400 workers

223 workers surveyed

25 managers surveyed

28 interviews

22 focus groups

Ghana

Goldfields & Golden Star

Tarkwa, Bogoso/Prestea

44 subcontractors

226 workers surveyed

35 managers surveyed

21 interviews

20 focus groups



Informalization in large-scale gold mining

1. Precarity
2. Inequality
3. Quality of work
4. Access

Precarity

Variables	DRC			Ghana		
	Domestic entr	Foreign entr	Sig.	Domestic entr	Foreign entr	Sig.
Contract: indefinite duration (%)	3.2	30.3	***	64.7	81.0	**
Satisfied with contract (%)	22.8	28.8	No	66.5	63.2	No
Average monthly wage	205.9 \$	228.1 \$	*	811.7 GHS	1076.1 GHS	*
Not paid for overtime (%)	48.4	66.7	*	43.0	39.7	No

Instead of them telling you that after the contract is over you will be laid off, they will rather tell you that after that contract has been terminated, you will be taken to a different place.

After working so hard, they deny you the benefits of a laid off worker.

Meanwhile the place they are taking you to it is not possible for anyone to like to work there. In that case you will be compelled to quit, so that you do not get any benefits (AD38).



Inequality



When you have two children in the house and one is your biological child and the other is adopted, definitely there will be a difference. I haven't said anything ooo (2017-10-10_A).



Lorsqu'il faut aller à Bukavu [au bord du bus], il existe une catégorie des personnes appelée 'sans papiers'. Ce sont les gens des sous-traitances. Ces sans papiers doivent d'abord attendre jusqu'à ce que les contractés entrent. Si le véhicule est plein, les sans-papiers restent à Ciramo sans aucune pitié (EK14).



Quality of work

Variables	DRC			Ghana		
	Domestic entr	Foreign entr	Sig.	Domestic entr	Foreign entr	Sig.
Unpleasant working conditions (>0%)	79.1	80.3	No	85.1	84.8	No
Unpleasant working conditions (share of hours at work in %)	56.5	50.3	No	43.1	40.0	No
Risks (>0%)	77.3	77.6	No	77.8	75	No
Risks (share of hours at work in %)	62.1	64.0	No	48.1	42.8	*
No access to drinking water (%)	26.8	18.2	*	9.5	4.4	*
No access to food (%)	25.5	21.2	No	8.9	4.4	*
No access to equipment (%)	13.1	18.2	No	10.8	0.0	***
Worried about health (%)	33.3	21.6	*	33.8	27.2	No
Worried about security (%)	48.4	30.3	*	33.8	27.2	No



AD: Can you also explain what you meant by the unpleasant working conditions?

K: They can ask you to guard refuse dump which can affect our health. There is another place called CIL where if they post you there, you work all the 12 hours without rest. We are about 14 guards who guide the CIL. We are not supposed to sleep but we should rest. There are mosquitoes at all the dam sites. All these place are filled with stench and mosquitoes. Most especially HME back gate smells very bad such that if you don't get some chewing gum there you cant survive the stench (AD23).



Kruger Brent, they feed them in black polythene bags. They feed them like dogs. If you do on your shirts it will be deducted from your salary. If you don't polish your shoe it will be deducted from your salary. If your head is bushy, it will be deducted from your salary (2017-10-13_B).



**ALWAYS USE THE
RIGHT TOOLS
FOR THE
RIGHT JOB**



OCUPATIONAL HEALTH AND SAFETY POLICY

ENVIRONMENTAL POLICY

SMOKING POLICY

- Setting measurable targets and continuously review and improve performance

DEBIO & ALCONOX POLYSTY

INJURY REHABILITATION POLICY

COMPENSATION ACTION POLICY

QUALITY OBJECT

- Setting measurable targets and continuously review and improve our goals and commitment.

SAFETY MESSAGE: Please read the manual before using this product.

All are encouraged to attend.

Access



Those are the HR department also supposed to be blamed. They know that jobs like offsidiers, spotters and the rest don't need any special skills so when the opportunity comes they will take their own people and fix them and leave those of us in the community (catchment area). We are being affected by the blasting, the dust and rest. We are the ones who are not been able to get employed. That at times make us feel like demonstrating against them that challenges affecting us we are not being employed (2017-09-24_A).





On a amené quelqu'un en provenance de l'Ouganda pour couper la pelouse. Pensez-vous que je suis incapable de couper la pelouse ? Il n'est pas spécialiste plus que nous en coupant la pelouse alors qu'il gagne beaucoup d'argent et il est plus protégé plus que nous. Il a des unités gratuites, il a de la nourriture, son salaire est toujours là, il a ses jours de repos et il a son contrat (DM23).

Gold mining constellations





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