

**KWAME NKRUMAH UNIVERSITY OF SCIENCE AND
TECHNOLOGY, KUMASI, GHANA**

**The Challenges with Resettlement in Mining Communities: A Case Study of AngloGold
Ashanti Iduapriem Resettlement Projects**

By

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A Dissertation submitted to the Department of Construction Technology and Management,
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MASTER OF SCIENCE

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DECLARATION

I hereby declare that this submission is my own work towards the MSc. Project Management and that, to the best of my knowledge, it contains no material previously published by another person, nor material which has been accepted for the award of any other degree of the University, except where due acknowledgement has been made in the text.

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Date

DEDICATION

To my beloved husband- Mr. Jonathan Sakyi-Badu and my family for their immense contribution to my academic achievement, I dedicate this work to you.

ACKNOWLEDGEMENT

I express my profound gratitude to God Almighty for His Grace upon me and for seeing me through the Kwame Nkrumah University of Science and Technology.

To my supervisor, Dr. Emmanuel Adinyira, your guidance and supervision in this research has become a success, I remain grateful.

My profound gratitude is also extended to all respondents for taking time off their busy schedule to respond to the questionnaire.

My final appreciation goes to students and lecturers of the Department who in one way or another helped in fine-tuning the contents of this research.

ABSTRACT

The challenges of resettlement in mining communities in Ghana have been underexplored in recent scholarly works. Therefore the main aim of this research is to find out the challenges with resettlement in mining communities such as Iduapriem. This study ought to be conducted due to the limited attention given to the subject by Ghanaian scholars. The research objectives included finding out the resettlement challenges of inhabitants of Iduapriem; finding out the quality of resettlement plan and finding out the level of implementation of resettlement plan. The study sampled respondents (that is, both inhabitants of Iduapriem and staff of AngloGold Ashanti). One hundred (100) inhabitants and 20 staff were sampled using purposive and convenient sampling techniques to elicit information from respondents. Mainly closed ended questionnaire was used as the data instrument for the study. Analysis of data is conducted using descriptive statistics (mean, standard deviations). There was an estimated 97% response rate. Results of the study showed that there are various challenges that the inhabitants are grappling with. The study also concludes that the quality of resettlement plan was found to be good enough. The study further concludes that the resettlement plan can be implemented though not easy to implement.

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CHAPTER ONE

INTRODUCTION

1.0 Background of the study

According to literature resettlement is the transfer of people from their home to another state, town or city that has agreed to admit them and ultimately grant them permanent settlement. Agbényiga Barrie and Nawyn (2012) defined resettlement as population transfer or movement of a large group of people from one region to the other. In Ghana various communities such as indigenes of AGA (AngloGold Ashanti) Iduapriem resettled communities have been encouraged to resettle in order to reduce the impact that the mining activity of AngloGold Ashanti is having on the indigenes. This directive from the Environmental Protection Agency (EPA) of Ghana have received much disapproval from inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities. Currently reports from EPA (2014) indicate that more than half the population of the indigenes have not obeyed the directive and this remains a concern for stakeholders in the mining industry especially AngloGold Ashanti. Therefore the current study sought to investigate from the perspective of the stakeholders (AngloGold Ashanti) the challenges they face as far as their legal mining activity is concerned. The challenges in community resettlement will not be gathered from a singular perspective, it will also include the challenges that inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities face as far as the mining activities are carried out.

The wealth generated by the mining sector comes at a substantial developmental cost, along with environmental damages and economic exclusion of the marginalized (Paek, 2012). This has led to new ways of thinking in which mineral wealth can be converted into sustainable development benefits for local communities but this is not the case for Ghana. Understanding how regulations on resettlement induced by the extractive industries are interpreted and implemented by

multinational mining corporations is essential in understanding what is essential for elucidating effective balanced power dynamics and benefit sharing in mineral extraction.

According to Aryee (2001), the mining sector has been a significant contributor to Ghana's economic development. The reason for choosing AGA (AngloGold Ashanti) Iduapriem resettled communities is due to its long history of gold mining and the fact that it's one of the largest gold producing sites in Ghana. There has been an increase in foreign mining companies that have operated in Ghana. However along with an increase in their presence has been a rise in criticism of their operations. Critics have been skeptical on mining companies' treatment of the local communities and their impact on the environment. To respond to these criticisms, international aid agencies have planned for a range of initiatives to support host communities and to prove they are socially responsible. Aside these initiatives there are still challenges of resettlement which the current study seeks to explore from two perspectives.

1.1 Problem Statement

The extractive industries incur environmental, economic and social externalities in a community, including loss of biodiversity, loss of agriculture business potential, and displacement of indigenous communities. Also, the revenue acquired from the resource extraction is unjustly distributed, such that it is not recycled back to the majority. Mineral policies in place tend to favor the public sector, rather than civil society that take on the burden of the industry. The impact of mining activities in these civil societies largely destroys and negatively affect their livelihoods and environment. These negative impacts sometimes leads to agitations on the part of these civilians. The revenues gained from the minerals have been used for rent seeking and increased individual consumption rather than reinvestment in environmental protection. Furthermore, as the

livelihoods and survival of these communities are strongly tied to the land (McShane & Danielson, 2001; McMahon & Strongman, 1999; Govier, 1997), escalating development not only threatens the livelihoods of the people in resource frontiers, but also raises environmental and sustainability concerns. From the issues discussed so far it is clear that there is a huge problem regarding how mining affect individuals/indigenes within a mining community. Some of these problems earlier discussed include threat to livelihood of the people, environmental and sustainability issues. With this there is a debate on the extent of damages as well as challenges to resettlement of inhabitants who find themselves in mining sites. This current study provided results on the magnitude of challenges with respect to resettlement.

1.2 Aim of the study

The aim of the study is to investigate the challenges that mining organizations are confronted with in relation to resettlement.

Specific Objectives

1. To outline the resettlement challenges from the perspective of the inhabitants
2. To examine the quality of the resettlement plan
3. To examine the implementation of the resettlement plan

1.3 Research Questions

The following questions represent the research questions for the current study;

1. What are the resettlement challenges from the perspective of the inhabitants?
2. What are the qualities of the resettlement action plan?
3. How was the resettlement plan implemented?

1.4 Significance of the Study

The study is significant in various ways. One significance of the study is that it will provide information regarding the challenges of resettlement in AGA (AngloGold Ashanti) Iduapriem resettled communities. The study is significant within the framework of mining firms and the challenges they are likely to face in line with resettlement. The study will provide information regarding the solutions to these challenges. Another importance of the study is that it will help provide information on the current situations in AGA (AngloGold Ashanti) Iduapriem resettled communities. The study will guide policy makers in coming up with resilient policies that will solve or reduce resettlement challenges.

1.5 Organization of the study

This study was divided into five main chapters. Chapter one gave a general background information of the study, this section also deals with the problem of the research, the rationale behind the study and its importance. Chapter Two reviewed a number of literature produced on theoretical and empirical aspect of the topic under study. Chapter Three deliberated on the method used for the research and discusses the type of research, the mode of data collection and the problems the researcher is likely to encounter in the process of collecting the data for the study. Chapter four entailed the analysis of information gathered from a field survey while chapter five summarized, conclude and recommend based on the findings that was arrived at.

1.6 Methods and Tools

A quantitative methodology was adopted because it provides the research with enormous amount of information on each objective. This approach is also used because views are explained and described thoroughly. Research design of a cross-sectional survey was used in the study. The study was explanatory because it focused on exploring the challenges that AngloGold Ashanti faces in resettling indigenes of AGA (AngloGold Ashanti) Iduapriem resettled communities.

The study considered some inhabitants of AngloGold Ashanti AGA (AngloGold Ashanti) Iduapriem resettled communities, some members of Resettlement Negotiation Committee and Sustainability Department of AngloGold Ashanti AGA (AngloGold Ashanti) Iduapriem resettled communities Limited.

The sample size of the study included staff of AGA involved in resettlement projects and indigenes available at the time of data collection.

In the study, a non-probability sampling was considered. A non-probability simple random sampling technique was used because the study provided staff and indigenes unequal chances of being selected.

For the purpose of the study, data was gathered from primary sources. An interview guide was used to gather data.

Closed ended questionnaire was used to help in the instrumentation. Separate questionnaires were made for both staff and inhabitants.

The data was collected at AngloGold Ashanti and AGA (AngloGold Ashanti) Iduapriem resettled communities resettled communities through face-face method. The respondents were allowed

ample time to respond to the questions. Mainly descriptive analysis was performed on the data gathered from the respondents.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter provides information on the theoretical and empirical literature review. The theoretical literature spells out the key concept, models or theories that explains resettlement. The empirical literature involves related studies conducted by other scholars on challenges of resettlement in Africa and beyond.

2.1 Theoretical Literature

2.1.1 The choice theory

The choice theory explains how various individuals and states choose the kind of resettlement model that fits best in their economy. The choice theory explains the various resettlement alternatives that can be used to overcome challenges in the real estate or settlement space in a country. Many other frameworks and theories have been suggested to explain the choice theory and other social and economic theories. From the perspective of Crossman (2010) economics plays a vital role in helping inhabitants. In the theory of economics the issue of resource utilization, production and identification of needs is vital to the issue of resettlement planning. Resettlement planning is a new den for a gamut of economic activities that ought to be looked at carefully. Some scholars such as Crossman (2010) belief that people, institutions and governments are monetarily motivated and will take the necessary steps to destroy the environment if regulations are not set or enforced. The theory of choice in resettlement planning posits that governments and communities have the opportunity to reinforce strategies to guide many activities that dent the livelihood of people even though matters of economic enrichment and empowerment is vital. The economic

theories indicated that we as humans either choose between enriching ourselves at the detriment of the environment and enriching ourselves while making the environment safe for generations. The position on sustainable development was first borne out of the theory of choice (West & Tunner, 2007). A clear distinction must be made in the resettlement plan guiding communities, companies and individuals the way to go to improve livelihood and help develop the community. The choice theory posits further that governments can either enforce a well laid down plan that will protect the environment or remain unconcerned. This is a decision or a choice that can be made by people of a particular community. Scholars such as Stafford (2008) indicated that companies or governments should not have the liberty to either present the plan to the community or not. A resettlement plan is a matter of urgency and it is vital to include all manner of persons within the area affected. That way, problems such as land tenure issues can be automatically resolved. Some scholars clearly noted that social exchanges imply a relationship with others with trust and not necessarily a legal obligation. It is subtle and may not involve explicit bargaining (Stafford, 2008).

Meanwhile some scholars have indicated that the prospect theory is one that is largely synonymous to the behavioral decision-making theory because of its capacity and tendency to describe the the tenets of the utility theory that have existed for many years in the past (Kahneman & Tversky, 1979). In making choices in this circumstance individuals play a vital role. In making preferences or choices human relations tend to destroy the most cost effective choices that countries, people and institutions would have made. Every choice made is largely influenced or dependent on human relations or some sort. The prospect theory showed that with choices humans largely depend on their social relationships. These social relationships are good but are economically less prudent to the sustainability of specific goals and projects.

Behavioral decision-making could also be explained by the prospect theory, which is the most well-respected descriptive theory that describes choice and preference behavior that systematically violates the principles of expected utility theory (Kahneman & Tversky, 1979). In its most basic form, it describes decision making behavior whereby individuals outweigh outcomes that are certain relative to those that are probable and place a higher relative value on losses than they do on equivalent gains. What prospect theory implied is that we learn to depend more on the social relationship which helps us achieve a specific goal and in so doing we lose the control or power to influence the price we have to pay.

Further rational choice theorists suggest that the same basic principles can be used to comprehend human relationship where time, information, approval, and prestige are the resources being exchanged (Scott, 2000). This approach to theory is known as rational choice theory which was developed by Blau (1964), during the 1960s and 1970s as a formal model of rational choice. This theory was initiated by sociologist George C. Homans, who proposed the essential outline for exchange theory, which he derived from behavioral psychology (Scott, 2000). This theory proposed that the factors, which motivate individuals, are their personal wants and goals and that we as individuals are mostly driven by personal desires. This theory proposes that it is not always possible for individuals to attain all of various things that are wanted. Consequently, one must anticipate the outcome of the chosen alternatives and consider the most suitable choice. Eventually, rational individuals decide to choose the possible alternative most appropriate to their satisfaction (Coleman, 1973).

2.1.2 Environmental and social assessment

When dealing with issues of resettlement it is vital to point out the economic, social and psychological risk the individual goes through. According to many social scholars, a resettlement plan that does not address the issues of social and economic risks of the inhabitants is flawed and bound to fail. Hence before a resettlement plan is expected a proper and detailed assessment of issues around the community ought to be investigated and pointed out so that both parties are happy with the eventual plan.

Effective assessment is the key to effectively managing resettlement risks and underpins effective mitigation planning. Environmental and social impact assessments should be consistent with the following principles:

1. Assessments consider all project-related activities that may cause physical or economic displacement, including those already undertaken in support of an activity;
2. Assessments involve active measures (usually a field-based census) to identify all potentially affected people and the range and scale of displacement impacts affecting them;
3. Assessments identify sources of livelihood that may be disrupted for project-affected people;
4. Assessments identify displacement-related impacts on women and children and, as necessary, conduct gender analysis and address gender access and equity; and
5. Assessment processes include participation of those directly affected, through public consultation and disclosure of project plans, in order to take into account the views and concerns of stakeholders.
6. Projects implemented by financial institutions use their respective environmental and social assessment process, in conjunction with national requirements. The environmental and social assessment processes of other implementation partners may be used or adapted, once they have

been reviewed and determined by resettlement agencies to be broadly consistent in their objectives, principles, and scope with resettlement agency's relevant policies.

7. Displacement and resettlement of people should be seen as one element in a broader context of social risks and impacts normally covered in an environmental and social assessment process.

Additional social impacts that may be assessed also include:

- Broader economic and social impacts relating to the involuntary taking of land or restrictions on access to natural resources;

- threats to human security through the escalation of personal, communal or interstate conflict, crime or violence (including from human trafficking, sexual exploitation and risks to children);

- changes to the livelihoods of project-affected people caused by changes in the utility of their land and natural resources due to the project, including the impact on land values and food and water security;

- risk of land or natural resource related conflicts arising from the project;

- a. Risk of social and family fragmentation;

- b. Any prejudice or discrimination toward individuals or groups that restricts their access to development resources and project benefits, particularly in the case of disadvantaged or vulnerable groups;

- impacts on the health, safety and well-being of workers and project-affected communities; and direct and indirect risks to cultural heritage.

2.1.3 Resettlement planning

In areas where a feasibility study has been carried out and outcome showed issues of environmental degradation for economic gains, resettlement plans are required. One important aspect of resettlement planning is that there should be the probability of the process to mitigate displaced persons, deaths, livelihood and other environmental issues. These activities can affect lives of individuals drastically if the resettlement plan do not provide the need to resolve the plights. Effective resettlement planning can help resolve issues of displacement, deaths, ill-health and other issues that may affect the lives of the indigenes. The benefits of resettlement planning cannot be overemphasized as it provides a breeding ground for proper community development while exploring economic activities to its highest capacity. Broadly, resettlement planning in aid program activities will be consistent with the following key principles:

- a. Resettlement plans are based on robust, field-based social assessment, comprised of identification of affected people, including vulnerable people, and assessment of the scale and scope of potential impacts, including sources of vulnerability;
- b. Resettlement plans provide detailed information on displacement and resettlement issues and a plan for their management, including specifying the rights and entitlements of project-affected people and a timeline for implementation;
- c. As warranted, resettlement plans include measures to provide opportunities for displaced people to adapt to changed living circumstances;
- d. Resettlement plans establish feasible implementation arrangements, including any capacity-building measures necessary to address performance gaps, and a budget that clearly delineates financial responsibilities among donors and partner governments;

- e. Project-affected people are informed and consulted on matters pertaining to them during resettlement planning and the implementation of resettlement activities;
- f. resettlement plans provide for appropriate monitoring of the resettlement process, and the outcomes for affected people are evaluated to determine whether policy objectives have been achieved;
- g. Resettlement plans provide for accessible, culturally appropriate, and responsive measures by which affected people can pursue grievances against partner government implementing agencies or contractors;
- h. Resettlement plans establish that lands and other fixed assets taken or destroyed for project purposes are directly replaced, or compensation is paid to those affected at replacement cost prior to actual displacement. Where national law prohibits payment of compensation to affected people lacking legal title, alternative and equivalent means of resettlement assistance are provided;
- i. Resettlement plans establish the measures by which incomes will be improved or at least restored for those significantly affected by economic displacement;
- j. Resettlement plans provide for restoration or replacement of affected public and community infrastructure and services in areas of impact and areas for planned relocation; and
- k. As warranted, resettlement plans provide means of assistance to those most vulnerable to displacement-related hardship.

Resettlement agencies normally require that a resettlement plan be prepared in advance of implementation for every project causing physical or economic displacement, or both. The form,

scope and content of a resettlement plan may vary, commensurate with the scale and scope of displacement caused by the project.

Where the preparation of a full resettlement plan is not possible because project sites have not been determined or because the scale and scope of displacement cannot be fully identified prior to project approval, a resettlement framework, identifying likely resettlement measures and specifying organizational arrangements for their provision, should be prepared. A full resettlement plan will subsequently be prepared in accordance with the framework when all necessary information is available but before initiation of works causing displacement. The adoption of this approach will be reflected in the relevant project documents and agreements.

This policy mandates the disclosure by the partner government or private sector developer of assessments or plans developed to address displacement and resettlement in a manner and location accessible to potentially affected people.

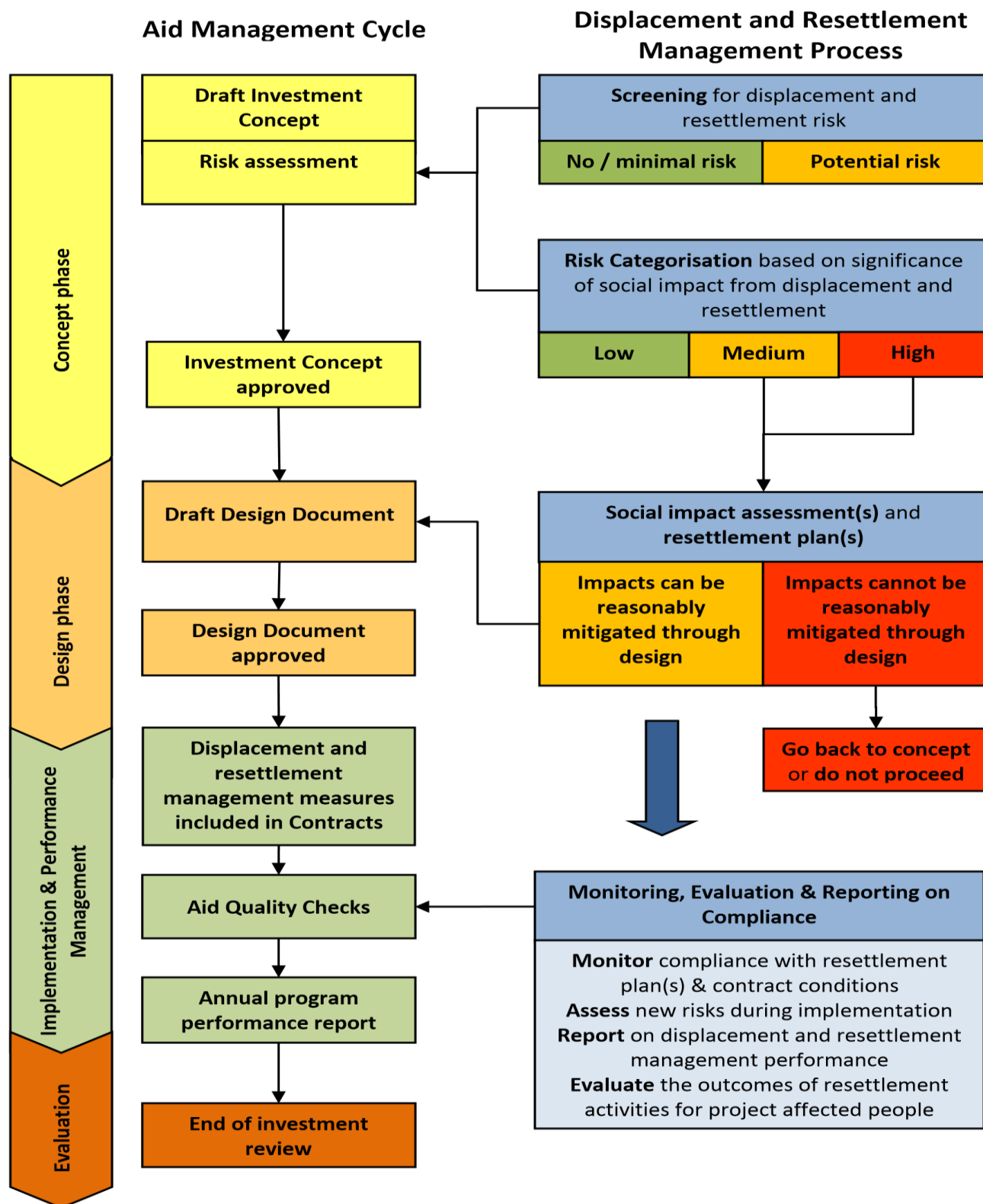


Figure 2.1: Resettlement planning Process; Source: Crossman (2010)

2.2 Empirical Literature

According to Evrard and Goudineau (2014) the study on planned resettlement brought a lot to light. Evrard and Goudineau (2014) investigated Planned Resettlement; Unexpected Migrations and Cultural Trauma in Laos. This study provides information on a country-wide survey about resettlement in Laos as indicated by UNESCO and project financed by UNDP. The study aimed at investigating resettlement issues based on the social shift, cultural and economic renaissance of the people. The study indicated that the planned resettlement of inhabitants was due to the ban on several activities including mining, slash and burn agriculture and the ban on settling on highlands. This has brought about a high level of rural migration in to various cities. The implication of this is that it distort the government policy on rural development and growth. Also the activities of authorized organizations can cause what is termed ‘resettlement-induced forms of mobility’. In conclusion, Laos offers an intriguing example of a dramatic and profound reorganization of space induced by a rural development policy. The major problem about resettlement is not about the movement it is about what the land is further used for after the inhabitants are gone and whether it can be reused years later. The issue of claiming the land is an issue that this paper questions regarding the issue of resettlement.

Some scholars have indicated that programs that are yet to be implemented in communities are not reviewed. Some scholars make the case that NGO activities are not reviewed and this destroys and further endangers any plans of engaging the inhabitants. Often some NGO explore resources such as (water, minerals and others) in highland villages.

Cohen (2000) investigated resettlement, Opium and labour dependence in a community of Northern Laos. Cohen (2000) indicated that there are several problems associated with the resettlement plan of the indigenes of Laos. The community is predominantly a mining based community with only 2% of the land meant for farming. The study gathered data from 62 indigenes from the mining community. Mainly interviews and questionnaires were used with the aim of finding out the challenges that confront the indigenes in the midst of the mining activities. The aim of the research was to also find out if indigenes were corroborated into the resettlement plan designed by the mining agency. After couple of months of data gathering, the data gathered showed that there are challenges faced by indigenes within the Laos community. Some of such challenges include high acidic level of farming soil, the indiscriminate extinction of some plant species among others. Respondents further indicated that they were not consulted in resettlement plans of the mining agency. Respondents however indicated that a petition had been sent to the government to put a hold on mining activities until the agency finds ways of including indigenes into the plan for deliberations. Further probing showed that there will be demonstrations by indigenes if their request is not heeded to.

Glasser (1998) investigated Resettlement and Social Characteristics of New Villages in mining communities. The study provided deeper background regarding the resettlement challenges that individuals of a mining community are engulfed with. The paper showed that the social fiber/system of the mining community has been destroyed as a result of the corrupt act of many social activists within the community. The paper showed that many chiefs and social leaders were being bribed to give sacred lands to mining firms. The paper however cautioned that an uprise of individuals is imminent since their livelihood is being affected. The water bodies and other environmental assets are degrading.

Andrew (2003) researched on Migrants and the State in the Highlands of Vietnam. The aim of the study was to investigate how migrants were coping within the mining community of Vietnam. According to the paper, quantitative research was used where a number of migrants were involved. The study sampled 321 respondents. Mainly the purposive and convenience sampling techniques were used for data gathering. The study analyzed the data gathered and found out that migrants are challenged with resettlement issues in the mining community. Some migrants indicated high levels of risks involved with resettlement plans. Migrants are however not worried about the state's inability to draft or include them in resettlement plans.

Paek (2012) investigated on The Rural Development Programme in mining communities in South Asia. The study sought to find out the displeasure by indigenes in the mining community. The study sought to find out the level of inclusion of indigenes into the rural development plan of the mining community and the measure of development since mining commenced. Data was gathered from 412 indigenes with a well-structured questionnaire. Only a few respondents went through an interview session with the research team. The study found out from the analysis that indigenes are not happy with the dividends they are entitled to from all mining activities in the community. Over 96% of respondents indicated that the resettlement plan does not include their interest. Respondents largely stated that they are not involved in any developmental plans of the community. The state of development since mining activities started was found to be very slow. Projects in the community which are funded by mining proceeds are less than 21%. Respondents therefore feel angered by many developments in the community.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter examined the research design, data collection, study population, sample size and sampling techniques, study instruments, and the analytical tools and techniques to be used in the study on the Resettlement challenges in mining Communities: AngloGold Ashanti, AGA (AngloGold Ashanti) Iduapriem resettled communities resettlement projects.

3.1 Research Design

The study was conducted using the quantitative approach to research. According to Burns and Grove (2005) quantitative research approach is a formal, objective, systematic process in which numerical data are used to obtain information about the world. Quantitative approach was used for the study so that opinions offered can be quantified so as to reduce researcher bias in the interpretation and analysis of results.

The study also adopted the cross-sectional research design. Malhorta, Hall and Shaw (2007) defined cross-sectional design as a type of research design involving the collection of information from a given sample of population elements only once". This design was adopted because data was gathered from the target respondents only once.

3.2 Target Population

The study considered staff (Project team) of AngloGold Ashanti and some indigenes of AGA (AngloGold Ashanti) Iduapriem resettled communities.

3.3 Sample size

According to McNeese-Smith (1999) sample size is “the number of observations used for calculating estimates of a given population”. The sample gathered for the study included all the project team present within the month of data collection (that is, 20) and 100 inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities. This sample size was realized based on previous literature where scholars who conducted similar studies used an average of 80 to 120 sample size.

3.4 Data Sources

The two sources of data- secondary and primary data was used in this study. Secondary data involve journals and articles obtained on similar literature. Reitz and Wing (2008) defines primary data as “observations that can be replicated by subsequent investigators such as element representation and taxonomic identification”. However the primary data was obtained using data instruments such as questionnaire.

3.5 Sampling Technique

The sampling techniques adopted for this research include both purposive and convenience sampling techniques. Purposive sampling was adopted based on the fact that the research is interested in obtaining information from specific individuals such as the staff of AngloGold Ashanti. However the convenience sampling was employed to help gather information from individuals who are willing and desire to offer the right amount of information for the course of the study. Therefore nobody was coerced or forced into supplying information for the study. Every detail given is out of the willingness of the target respondents.

3.6 Study Instruments

According to Pierce (2009, p. 67) “a research instrument is a survey, questionnaire, test, scale, rating or tool designed to measure the variable(s) characteristics or information of interest, often behavioral or psychological characteristics”. The study used questionnaire as the main research instrument to collect data. Burns, Gosh and Mukhopahyay (2009) describes questionnaire as a research instrument consisting of a series of questions and other prompts for the purpose of gathering information and opinions from respondents. Closed-ended questionnaires was used because data collection is fast, minimizes bias and the data to be collected will be easy to code. The questionnaire were of two different sets that is questionnaire for staff and questionnaire for inhabitants. The questionnaire for staff (resettlement project team) has 22 items divided in 3 sections while questionnaire for inhabitants entails 27 items with only two sub sections on personal details of respondents and resettlement challenges faced by inhabitants. Where respondents are unable to read and write, the researcher translates the items on the questionnaire for easy responses.

3.7 Data Analysis

The study adopted mainly descriptive statistics where computations on mean, standard deviations, frequency and percentages were conducted. Results of these analytical tools were either presented in charts or tables with the help of Microsoft Excel and IBM SPSS (version, 23). The analysis of the study is divided into sections. The first section deals with analysis regarding responses obtained from inhabitants of AGA Iduapriem resettled communities. The second section of the analysis deals with analysis on the responses obtained from the project team who are Staff of AngloGold Ashanti. The third section is however based on concrete discussions where analysis or results

obtained is linked to extant literature such as reports and articles used in the same area of research. The graphs or charts were mainly introduced to demonstrate and give a pictorial view of the nature of respondents in their bio data. Therefore for demographic information only charts generated from Microsoft Excel were used.

CHAPTER FOUR

RESULTS AND DISCUSSION

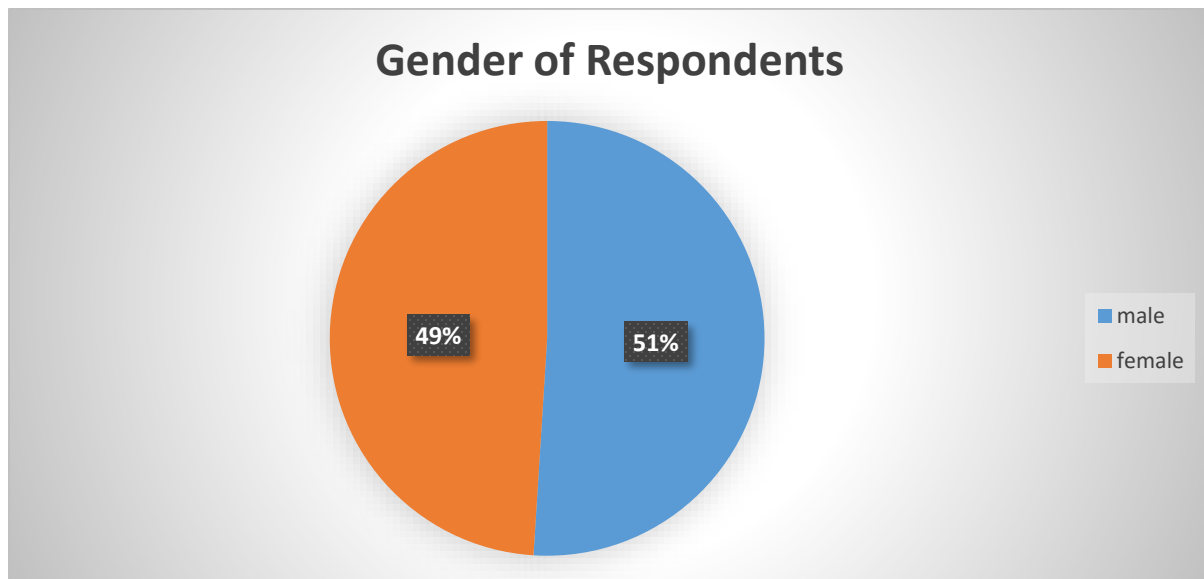
4.0 Introduction

This analysis is divided into analysis on inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities and analysis on staff of AngloGold Ashanti. This section provides analysis on the various objectives presented earlier in this study. The discussion of results is preceded by detailed analysis on the data instrument.

4.1 Analysis on Responses from Inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities

This analysis represents the demographic profile of the respondents. The respondents were both staff of AngloGold Ashanti and Inhabitants of Iduapriem resettled communities.

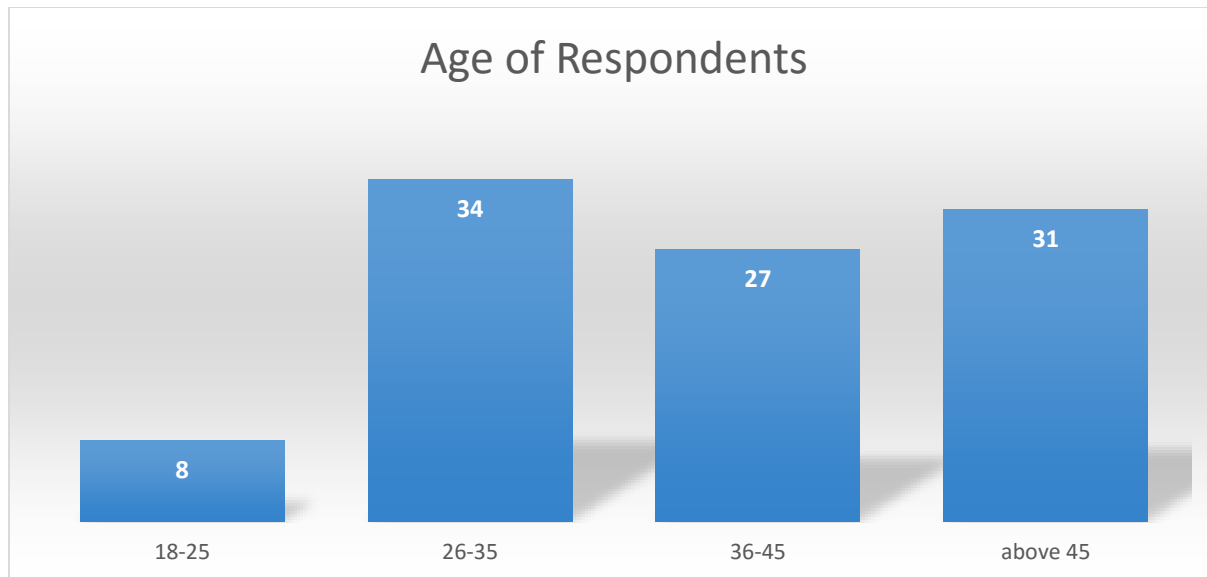
Figure 4.1 Gender of Respondents



Source: Field Survey, 2018

Figure 4.1 represents the gender of inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities. Out of 100 inhabitants sampled 49% are females while 51% are males. The results from the data set indicates that males are dominant during a resettlement exercise in AGA (AngloGold Ashanti) Iduapriem resettled communities.

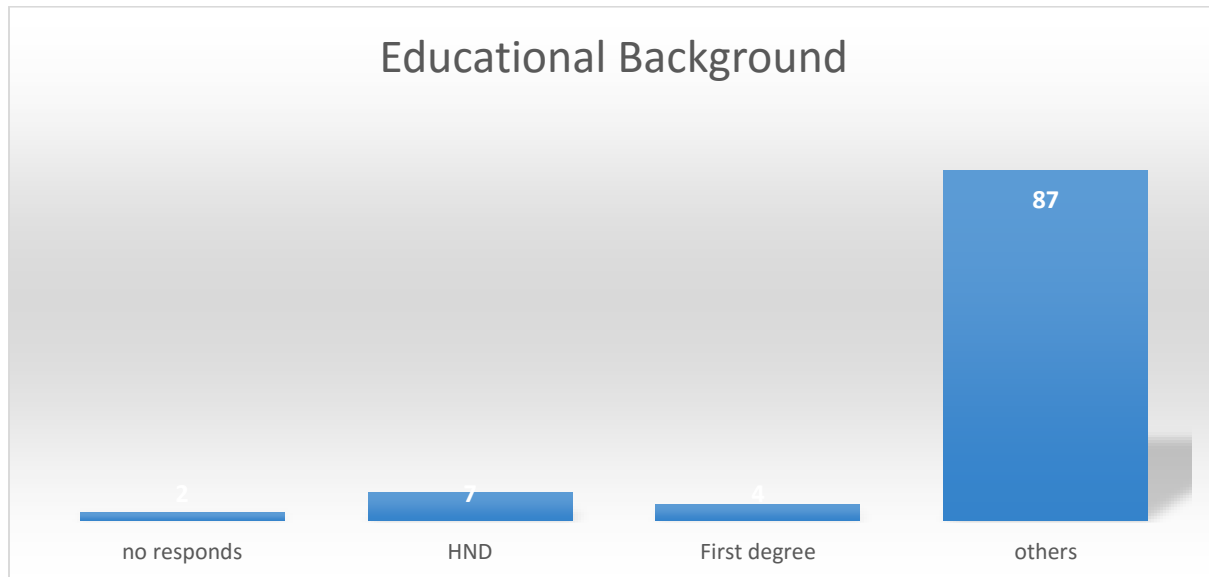
Figure 4.2 Age of Respondents



Source: Field Survey, 2018

Figure 4.2 presents information on the age category of respondents (inhabitants). Thirty-four inhabitants are between the age group of 26-35. This age category indicates that most respondents that chose to respond to the data instrument are between the ages of 26-35years. Meanwhile the age category that is least represented is 18-25years with only 8 respondents. Also respondents who are above 45years were well represented.

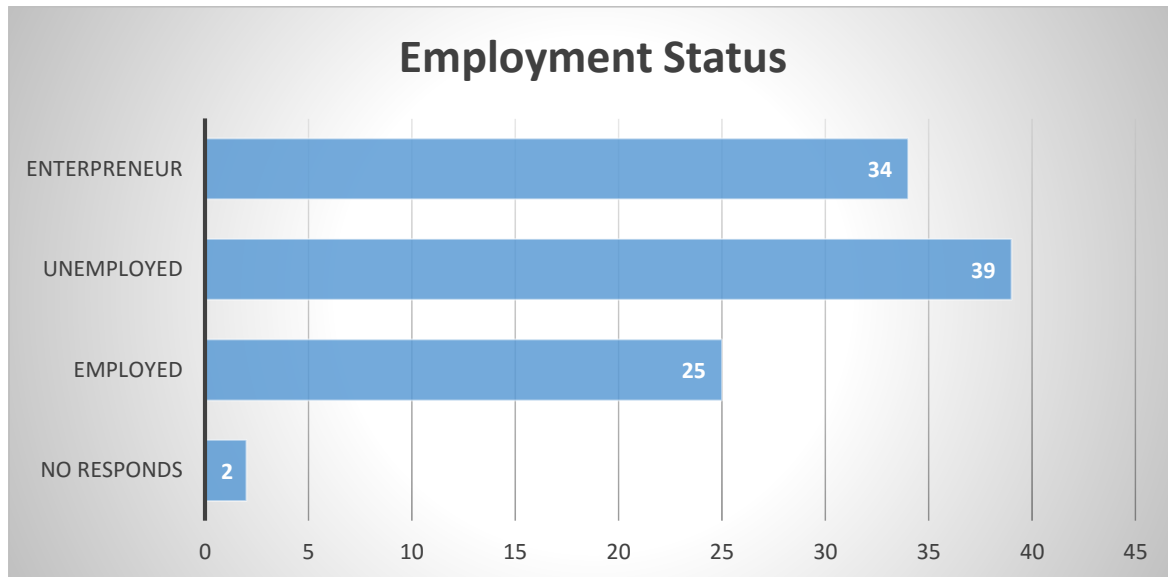
Figure 4.3 Educational Background



Source: Field Survey, 2018

Figure 4.3 presents information on the educational background of the inhabitants in AGA (AngloGold Ashanti) Iduapriem resettled communities. Eighty-seven (87) out of 100 respondents had other qualifications such as Junior High School Certification or less. This category of inhabitants formed the major group of respondents with little formal educational background. However only 4 out of 100 respondents attained a first degree with only 7 attaining HND.

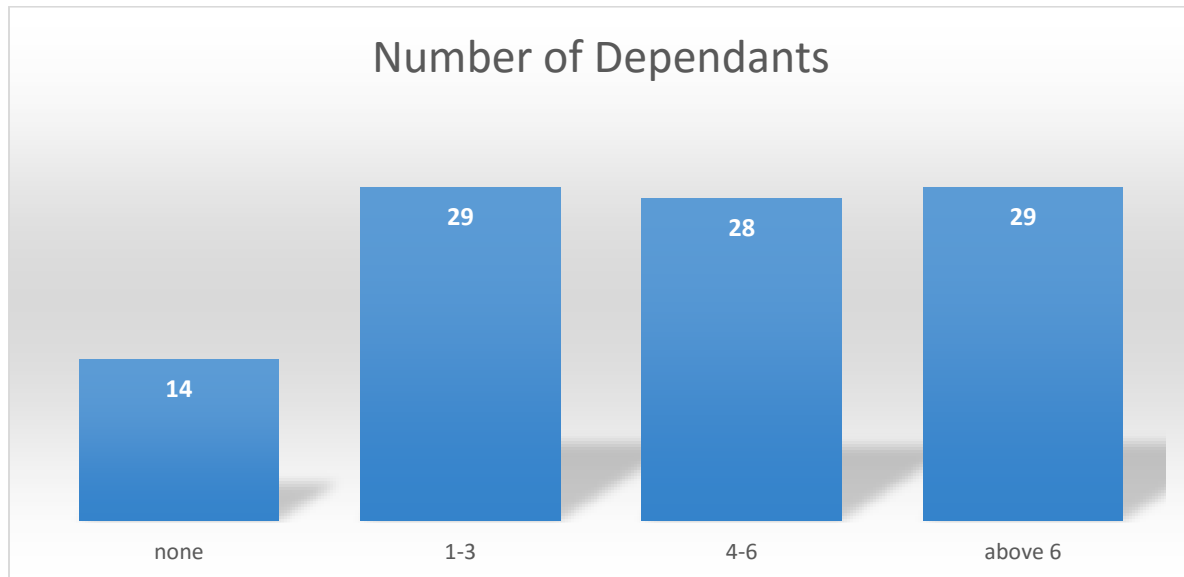
Figure 4.4 Employment Status



Source: Field Survey, 2018

Figure 4.4 indicates the employment status of respondents. Exactly 39 respondents are unemployed with 25 employed. However 34 respondents are entrepreneurs. It can be concluded that out of 100 respondents a higher number of them are unemployed.

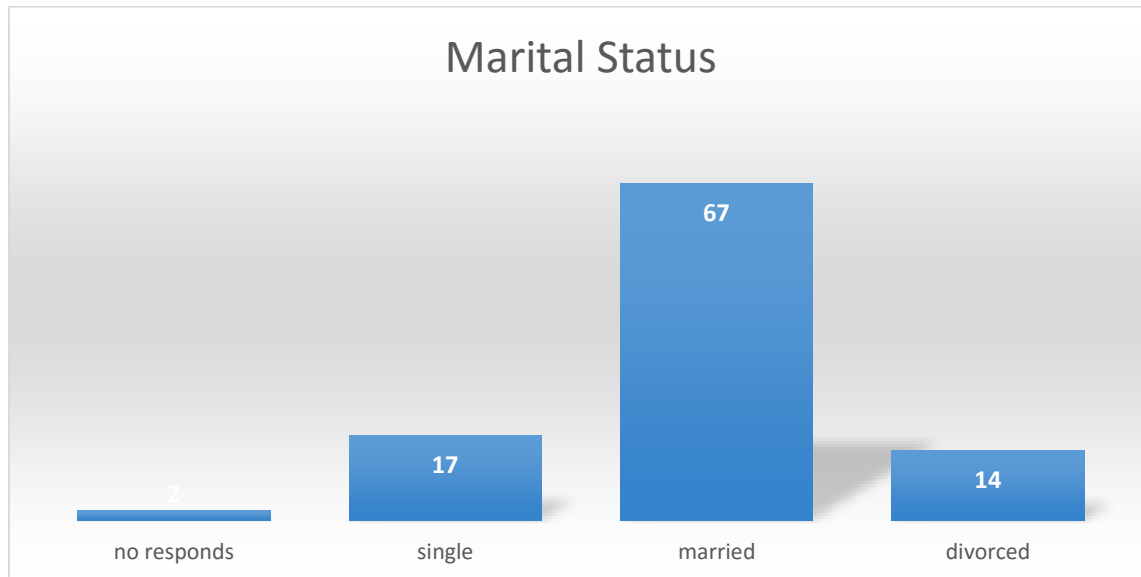
Figure 4.5 Number of Dependents



Source: Field Survey, 2018

Figure 4.5 indicates a number of dependents that each of the respondents have. Exactly 14 respondents indicated that they do not have any dependents. Twenty-nine (29) respondents respectively have 1-3 dependents to above 6 dependents.

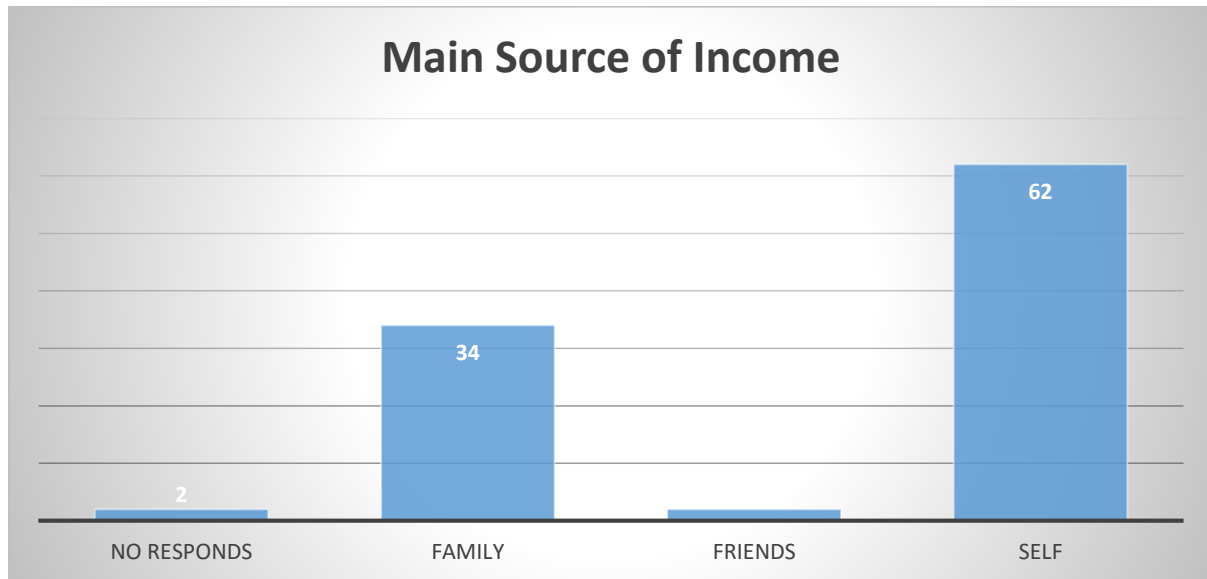
Figure 4.6 Marital Status



Source: Field Survey, 2018

Figure 4.6 presents information on the marital status of respondents. Exactly 17 respondents are singly while 67 respondents are married. Only 14 respondents were found to have divorced. Married individuals represents the highest respondents for this research.

Figure 4.7 Main Source of Income



Source: Field Survey, 2018

Figure 4.7 indicates information on the main source of income for respondents. Exactly 62 respondents indicated that their source of income come from themselves while 34 respondents indicated their source of income came from family members. Only two (2) respondents indicated that their source of income is from friends.

Table 4.1 Resettlement Challenges

Statement	N	Mean	Std. Deviation
Dates of evacuation are not served to inhabitants	100	2.22	1.160
There have been poor resettlement schedules for inhabitants	100	2.63	1.244
Land acquisition has become cumbersome in this area	100	1.95	1.274
The mining environment is still not good for inhabitants	100	3.21	1.157
There are reallocation plans provided by the company to help inhabitants	100	2.40	1.181
Compensation packages are not provided for inhabitants	100	1.82	.978
Enforcement of resettlement laws are not adhered to	100	2.99	1.096
Prior documents are not served to inhabitants who need help to resettle	100	2.99	1.243
Livelihoods of inhabitants are not restored after the resettlement	100	2.76	1.652
Resettlement are paid in cash without providing physical infrastructure	100	3.08	1.376
Inhabitants are forced out of their homes	100	3.32	1.286
Inhabitants or project affected persons are not involved at the planning stage	100	3.94	.789
There is no mechanism in place to communicate to stakeholders and project team	100	2.11	.852
Inhabitants don't form part of the resettlement negotiation committee	100	4.83	1.035
Do not Maintain cultural heritage and sacred sites	100	4.24	.965
Government involvement in executing the resettlement project	100	2.60	.765
Baseline survey/data collection & analysis	100	2.62	.663
Housing transfer and registration	100	2.71	.701
Conformance to IFC performance standard	100	2.64	.759
Ghana legal requirement	100	2.69	.800
Valid N (listwise)	100		

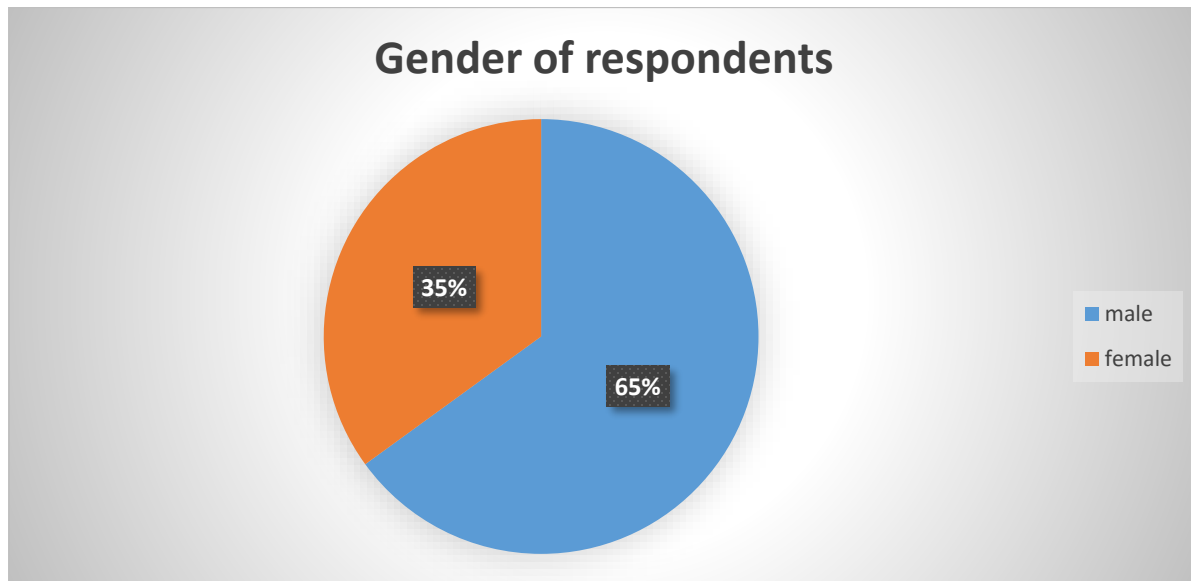
Source: Field Survey, 2018 Mean Scale: 1=Strongly disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly Agree SD scale: SD<0.5= Data is closely spread

Table 4.1 provides information on resettlement challenges faced by inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities. The mean score of 2.22 showed that respondents disagree dates of evacuation are not served to inhabitants. The mean score of 2.63 showed that respondents are neutral regarding the fact that there have been poor resettlement schedules for inhabitants. The mean of 1.95 showed that respondents disagree Land acquisition has become cumbersome in this area. The mean of 3.21, 3.08 and 3.32 showed that respondents

are neutral that the mining environment is still not good for inhabitants; Resettlement are paid in cash without providing physical infrastructure; Inhabitants are forced out of their homes. In addition the mean of 2.99 showed that respondents are equally neutral that Enforcement of resettlement laws are not adhered to and that Prior documents are not served to inhabitants who need help to resettle. All the above responses and mean scores do not show any challenges regarding resettlement for inhabitants. Meanwhile further probing showed that inhabitants are having challenges with the resettlement plan of AngloGold Ashanti. The mean score of 3.94, 4.83 and 4.24 showed that respondents agree that Inhabitants or project affected persons are not involved at the planning stage; Inhabitants don't form part of the resettlement negotiation committee; do not maintain cultural heritage and sacred sites. These responses indicated that there are challenges with resettlement plan for AGA (AngloGold Ashanti) Iduapriem resettled communities. The standard deviations showed that the data gathered is widely spread across the mean.

4.2 Analysis on Staff Responses

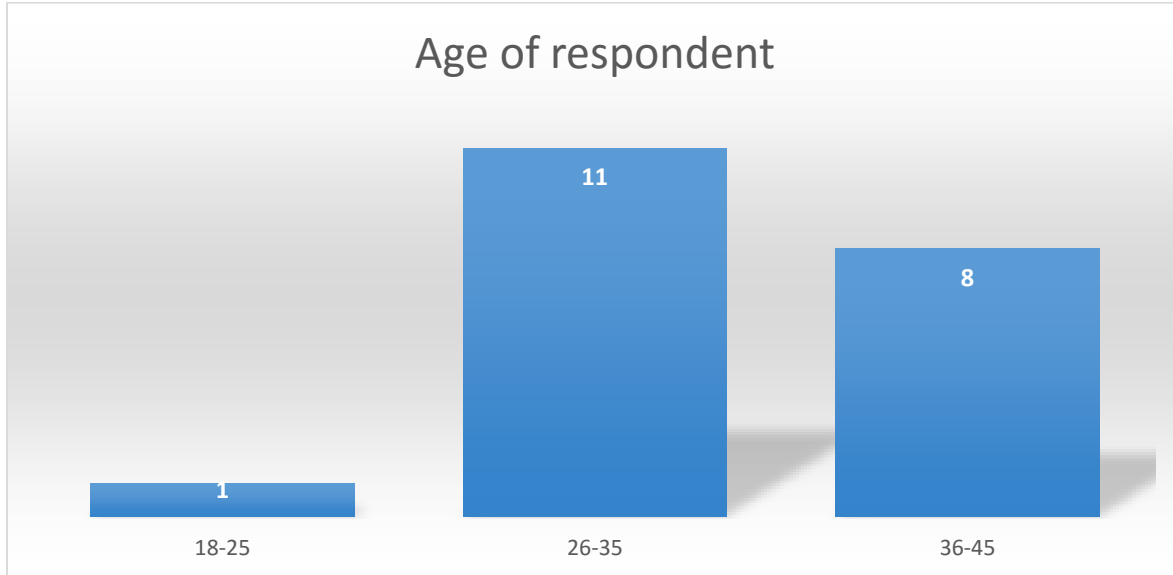
Figure 4.8 Gender of Respondents



Source: Field Survey, 2018

Figure 4.8 provides information on the gender of respondents (Staff). Out of 20 respondents 35% of staff were females while 65% were males. The data showed that staffs are male dominant.

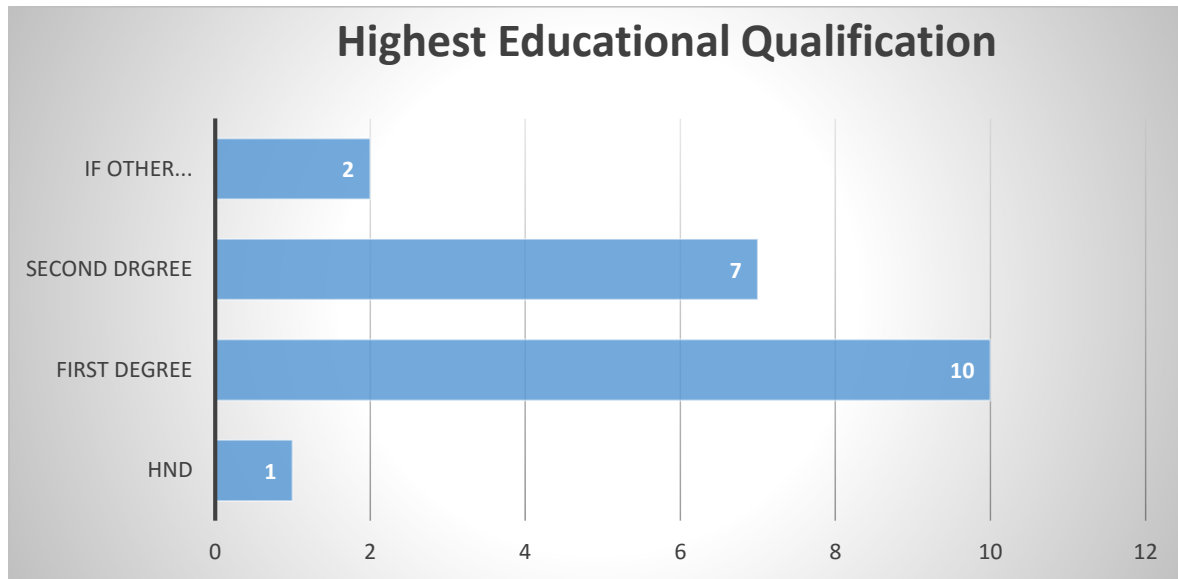
Figure 4.9 Age of Respondent



Source: Field Survey, 2018

Figure 4.9 represents the age category of respondents. The age group of 26-35 was most represented with eleven (11) respondents. The least represented age group is 18-25. The age group of 36-45 was represented by 8 respondents.

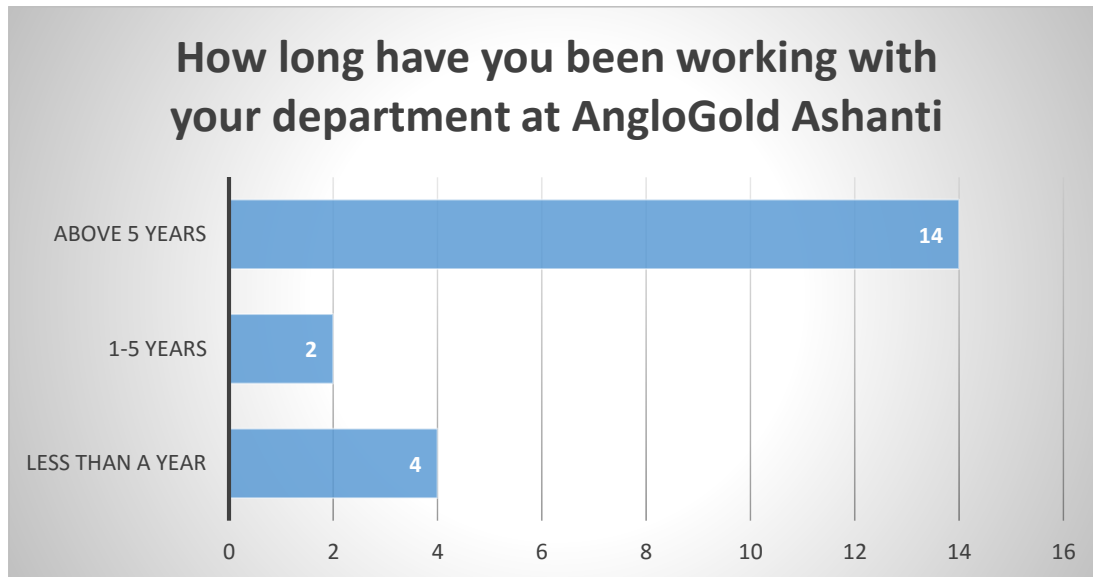
Figure 4.10 Highest Educational Qualification



Source: Field Survey, 2018

Figure 4.10 presents information on the highest educational qualification of staff in AngloGold Ashanti. Exactly 10 respondents obtained first degrees while 7 respondents obtained second degrees. Only 1 respondent obtained HND.

Figure 4.11 How long have you been working with your department at AngloGold Ashanti



Source: Field Survey, 2018

Figure 4.11 demonstrates how long staff of AngloGold Ashanti have been working with their respective department. Exactly 14 respondents have been working in their department about 5 years and above. Meanwhile only 4 respondents have been working less than a year.

Table 4.2 Quality of Resettlement Plan

Statement	N	Mean	Std. Deviation	Mean Rank
The settlement plan is time bound	20	4.05	.826	6 th
There is sufficient financial resources to carry out the project	20	4.35	.671	1 st
The resettlement plan has specific actions to carry out	20	4.25	.910	2 nd
All stakeholders are involved at the planning stage	20	4.25	.910	2 nd
There are mechanisms in place to resolve complaints and grievances	20	4.25	.967	2 nd
The plan takes into consideration all the legalities and regulations with resettlement	20	4.20	.894	5 th
Valid N (listwise)	20			

Source: Field Survey, 2018 Mean Scale: 1=strongly disagree 2= Disagree 3= Neutral 4= Agree 5= strongly Agree SD scale: SD<0.5= Data is closely spread

Table 4.2 presents information on quality of resettlement plan. The mean score of 4.05 showed that respondents agree the settlement plan is time bound. The mean of 4.35 showed that there is sufficient financial resources to carry out the project. Respondents also agree (mean=4.25, SD= 0.910) that resettlement plan has specific actions to carryout. From table 2 respondents agree to all other statements. Respondents agree that all stakeholders are involved at the planning stage. They also agree that there are mechanisms in place to resolve complaints and grievances and that the plan takes into consideration all the legalities and regulations with resettlement. The standard deviation showed that responses are widely spread across the mean.

Table 4.3 Quality Features of the Resettlement Plan

Statement	N	Mean	Std. Deviation	Mean Rank
Maintaining cultural heritage and sacred sites	20	2.90	.852	6 th
Government involvement in executing the resettlement project	20	3.05	.826	4 th
Baseline survey/data collection & analysis	20	3.15	.671	3 rd
Housing transfer and registration	20	2.95	.887	5 th
Conformance to IFC performance standards	20	3.25	.444	1 st
Conformance to Ghana legal requirement	20	3.25	.444	1 st
Valid N (listwise)	20			

Source: Field Survey, 2018 Mean Scale: 1=Poor 2= Average 3= Good 4= Very good SD scale: SD<0.5= Data is closely spread

Table 4.3 presents information on the quality features of the resettlement plan. Respondents indicated that in maintaining cultural heritage and sacred sites the resettlement plan is good (mean= 2.90). The mean score of 3.05 showed that Government involvement in executing the resettlement project is good. The mean score of 3.15 also showed that the Baseline survey/data collection & analysis is good. The mean scores of 2.95 showed that the Housing transfer and registration is good. The mean score of 3.25 respectively show that Conformance to IFC performance standards and Conformance to Ghana legal requirement is good. Meanwhile the standard deviation of 0.444 showed that responses are closely spread across the mean.

Table 4.4 Implementation of Resettlement Plan

Statement	N	Mean	Std. Deviation	Mean Rank
The resettlement action plan is not easy to implement	20	3.70	1.129	1 st
There is no stakeholder consultation before resettlement plan is implemented	20	2.10	1.447	5 th
Activities outside the resettlement action plan cannot be implemented without stakeholders consultation	20	3.55	1.504	2 nd
There is minimal level of monitoring by superiors	20	1.95	1.504	6 th
Information disclosure to appropriate persons in the environment is discouraged in the plan	20	2.80	1.361	4 th
Third party is not always required to monitor projects progress	20	3.15	1.182	3 rd
Valid N (listwise)	20			

Source: Field Survey, 2018 Mean Scale: 1=Strongly disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly Agree SD scale: SD<0.5= Data is closely spread

Table 4.4 indicates the implementation of resettlement plan. The mean score of 3.70 showed that respondents agree the resettlement action plan is not easy to implement. The mean of 2.10 indicated that respondents disagree there is no stakeholder consultation before resettlement plan is implemented. Respondents however agree (mean= 3.55) that Activities outside the resettlement action plan cannot be implemented without stakeholders consultation. The mean of 1.95 showed that respondents disagree there is minimal level of monitoring by superiors. Also the mean of 2.80 and 3.15 showed that respondents remained neutral that Information disclosure to appropriate persons in the environment is discouraged in the plan and that Third party is not always required to monitor projects progress. The corresponding standard deviations showed that the responses are widely spread across the mean.

4.3 Discussion of main findings

4.3.1 Resettlement challenges from the perspective of the inhabitants

From the responses gathered from Inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities it is shown from the analysis that there are various challenges that the inhabitants are grappling with. Respondents from AGA (AngloGold Ashanti) Iduapriem resettled communities indicated that Inhabitants or project affected persons are not involved at the planning stage. Also respondents indicated that Inhabitants don't form part of the resettlement negotiation committee. Another challenge is that resettlement plan do not maintain cultural heritage and sacred sites. These responses indicated that there are challenges with resettlement plan for AGA (AngloGold Ashanti) Iduapriem resettled communities. Some previous studies have cited that resettlement is accompanied with many challenges. According to Glasser (1998) for instance, many inhabitants are less likely to be involved in the resettlement plan. Often resettlement benefits the mining company more therefore various drastic steps are taken which inevitably affects the inhabitants in a number of ways. More recently Crossman (2010) indicated that there are several other challenges that mining sites, institutions and inhabitants face in line with resettlement issues. Crossman (2010) identified and confirmed that resettlement plan often do not maintain the cultural fortitude of the indigenes. These resettlement challenges identified by Crossman (2010) and Glasser (1998) are quite similar to the challenges that inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities face.

4.3.2 Quality of the resettlement plan

From the responses gathered the quality of resettlement plan was found to be good enough. The staff of AngloGold Ashanti agreed with all the qualities of the resettlement plan for AGA (AngloGold Ashanti) Iduapriem resettled communities inhabitants. The following was found as qualities of the resettlement plan;

The resettlement plan is time bound

There is sufficient financial resources to carry out the project

Resettlement plan has specific actions to carryout

All stakeholders are involved at the planning stage

There are mechanisms in place to resolve complaints and grievances

The plan takes into consideration all the legalities and regulations with resettlement

From many scholars and institutions across the globe who specialize in resettlement issues have identified the qualities above as an indicator of a good resettlement plan. From the perspective of Romagny and Daviau (2003) a good resettlement plan should be time bound and have specific action plans. Also West and Tunner (2007) indicated that a major quality of resettlement plan is the mechanism that it has to inherently deal with complaints and grievances from stakeholders.

4.3.3 Implementation of the resettlement plan

On the implementation of resettlement plan it is clear from the analysis that the resettlement plan can be implemented though not easy to implement. Respondents indicated that there is stakeholder consultation before resettlement plan is implemented. Respondents were also categorical that activities outside the resettlement action plan cannot be implemented without stakeholders' consultation. Respondents disagree there is minimal level of monitoring by superiors. This means

that there is a high level of monitoring by superiors. Similarly Evrard and Goudineau (2014) indicated that high levels of monitoring and evaluation are vital for any implementation policy. Therefore it is vital that the resettlement plan has a supervisory body that ensures a smooth implementation of the plan (Evrard & Goudineau, 2014). According to Stafford (2008) it is most vital for stakeholders to be included in the implementation policy of the resettlement plan. The stakeholders include the inhabitants who are often affected by the plan. A good implementation policy should be all inclusive.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATION

5.0 Introduction

This chapter entails the summary of findings, conclusion and recommendation. The summary provides a step by step process on how the study was conducted and brief statements of findings. The conclusion provides key findings while recommendations include suggested solutions to the key findings.

5.1 Summary

This particular study is aimed at investigating the challenges with resettlement in mining communities such as AGA (AngloGold Ashanti) Iduapriem resettled communities. This study ought to be conducted due to the limited attention given to the subject by Ghanaian scholars. Therefore, this study is conducted to fill the knowledge gap. Specific objectives were set in order to drive the research toward a refined destination. The research objectives included finding out the resettlement challenges of inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities; finding out the quality of resettlement plan and finding out the level of implementation of resettlement plan. The study advanced discussion by citing theoretical and empirical literature to support the research subject. The study sampled respondents (that is, both inhabitants of AGA (AngloGold Ashanti) Iduapriem resettled communities and staff of AngloGold Ashanti). One hundred (100) inhabitants and 20 staff were sampled using purposive and convenient sampling techniques to elicit information from respondents. Mainly closed ended questionnaire was used as the data instrument for the study. Data was collected within a two week period giving the respondents ample time and space to fill the questionnaire. Where respondents

have a challenge with the English language, direct translation is done to help respondents fill the questionnaire. Analysis of data is conducted using both descriptive and inferential statistics. These statistical tools are used based on the nature of the research objectives. The summary of findings include;

- The fact that there are various challenges that the inhabitants are grappling with.
- The study also summarizes that the quality of resettlement plan was found to be good enough.
- The study further summarized that the resettlement plan can be implemented though not easy to implement. Conclusions and recommendations were outlined from the analysis and discussions conducted.

5.2 Conclusion

The conclusion of the study is based on the major findings indicated in the study;

The study concludes that there are various challenges that the inhabitants are grappling with. Respondents from AGA (AngloGold Ashanti) Iduapriem resettled communities indicated that Inhabitants or project affected persons are not involved at the planning stage. Also respondents indicated that Inhabitants don't form part of the resettlement negotiation committee. Another challenge is that resettlement plan do not maintain cultural heritage and sacred sites. These responses indicated that there are challenges with resettlement plan for AGA (AngloGold Ashanti) Iduapriem resettled communities.

The study also concludes that the quality of resettlement plan was found to be good enough. The staff of AngloGold Ashanti affirmed all the qualities of the resettlement plan for AGA (AngloGold Ashanti) Iduapriem resettled communities inhabitants. Some of the qualities are; the resettlement plan is time bound, there is sufficient financial resources to carry out the project, resettlement plan

has specific actions to carryout, all stakeholders are involved at the planning stage, there are mechanisms in place to resolve complaints and grievances and lastly the plan takes into consideration all the legalities and regulations with resettlement.

The study further concludes that the resettlement plan can be implemented though not easy to implement. Respondents indicated that there is stakeholder consultation before resettlement plan is implemented. Respondents were also categorical that activities outside the resettlement action plan cannot be implemented without stakeholders' consultation. Respondents disagree there is minimal level of monitoring by superiors.

5.3 Recommendation

The recommendations of the study are based on the key findings obtained. Some suggested recommendations include;

The study recommends that inhabitants be included in the resettlement planning and implementation processes since most inhabitants are unhappy with their exclusion from the resettlement plan for AGA (AngloGold Ashanti) Iduapriem resettled communities.

The study recommends that the resettlement plan should have some sacred and cultural sites still preserved for the inhabitants. This recommendation is vital since it is part of the major challenges of a resettlement plan.

The resettlement plan should have a provision that makes it mandatory for policy makers to engage inhabitants in the negotiation committee. This will foster all-inclusiveness in the resettlement process.

5.4 Limitations

The study is limited in scope and study area. The study only considered AGA Iduapriem resettled community without considering other mining sites explored by AngloAshanti in Ghana. The study's recommendation may only be applicable to the company and or the geographical area for which the study was conducted. Therefore the recommendations and findings may not be applicable to other inhabitants or staff of other mining companies in Ghana.

5.5 Recommendations for Future studies

Future studies should include a vast population and consider several other areas where mining takes place in Ghana. Most especially studies should be conducted on how mining of minerals and or crude in water bodies affect the sanitation and development of inhabitants within the locality. Further study should also be conducted to find out the quantum of danger inhabitants find themselves in mining sites.

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APPENDIX A

TOPIC: THE CHALLENGES WITH RESETTLEMENT IN MINING COMMUNITIES: A CASE STUDY OF ANGLOGOLD ASHANTI IDUAPRIEM RESETTLEMENT PROJECTS

QUESTIONNAIRE FOR RESETTLEMENT PROJECT TEAM

PREAMBLE

The researcher of the above topic is a postgraduate student of Kwame Nkrumah University of Science and Technology. The aim of this research is to investigate challenges associated with development and implementation of resettlement plans for resettling inhabitants of Communities in Iduapriem mine catchment area which will lead to the award of Masters of Science, Project Management. Kindly spend some time to answer the following questions as accurately as possible. You are assured that any information provided would be used for academic purposes only and will be held strictly confidential.

Please, tick the correct answer where applicable.

A: PERSONAL DETAILS OF RESPONDENTS

1) Gender:

- a) Male ☐ b) Female ☐

2) Age:

- a) 18- 25 ☐ b) 26- 35 ☐ c) 36- 45 ☐ b) above 45 ☐

3.) Highest Educational Qualification:

- a) HND ☐ b) First Degree ☐ c) Second Degree ☐ d) If other (please specify).....

4) How long have you been working with your department at AngloGold Ashanti Iduapriem Limited

- a) Less than a year ☐ b) 1-5 years ☐ c) above 5 years ☐

B: QUALITY OF RESETTLEMENT PLAN

Answer by ticking in the empty boxes below using the scale 1= strongly disagree 2= disagree 3= Neutral 4= agree 5= strongly agree

	1	2	3	4	5
5) The resettlement plan is time bound					
6) There is sufficient financial resources to carry out the project					
7)The resettlement plan has specific actions to carry out					
8)All stakeholders are involved at the planning stage					
9)There are mechanisms in place to resolve complaints and grievances					
10) The plan takes into consideration all the legalities and regulations with resettlement					

Please indicate the level of quality of sections of the resettlement plan. Be informed that 1- poor 2- average 3-good 4- very good

	1	2	3	4
11) Maintaining cultural heritage and sacred sites				
12) Government involvement in executing the resettlement project				
13)Baseline survey/data collection & analysis				
14)Housing transfer and registration				
15) Conformance to IFC performance standards				
16) Conformance to Ghana legal requirement				

C: IMPLEMENTATION OF RESETTLEMENT PLAN

Answer by ticking in the empty boxes below using the scale 1= strongly disagree 2= disagree 3= Neutral 4= agree 5= strongly agree

	1	2	3	4	5
17) The resettlement action plan is not easy to implement					
18)There is no stakeholder consultation before resettlement plan is implemented					
19) Activities outside the resettlement action plan cannot be implemented without stakeholder consultation					
20) There is minimal level of monitoring by superiors					
21) Information disclosure to appropriate persons in the environment is discouraged in the plan.					
22) Third party is not always required to monitor project progress					

APPENDIX B

TOPIC: THE CHALLENGES WITH RESETTLEMENT IN MINING COMMUNITIES: A CASE STUDY OF ANGLOGOLD ASHANTI IDUAPRIEM RESETTLEMENT PROJECTS

QUESTIONNAIRE FOR INHABITANTS

PREAMBLE

The researcher of the above topic is a post graduate student of Kwame Nkrumah University of Science and Technology. The aim of this research is to investigate resettlement challenges for inhabitants of resettled Communities in Iduapriem. Kindly spend some time to answer the following questions as accurately as possible. You are assured that any information provided would be used for academic purposes only and will be held strictly confidential.

Please, tick the correct answer where applicable.

A: PERSONAL DETAILS OF RESPONDENTS

1. Gender:

a) Male ☐

b) Female ☐

2. Age:

a) 18- 25 ☐

b) 26- 35 ☐

c) 36- 45 ☐

d) above 45 ☐

3. Educational Background:

a) HND ☐

b) First Degree ☐

c) Second Degree ☐

d) If other

(please specify).....

4. Employment Status?

a) Employed ☐

b) Unemployed ☐

c) Entrepreneur ☐

5. Number of Dependents?

a) None ☐

b) 1-3 ☐

c) 4-6 ☐

d) Above 6 ☐

6. Marital status: a) Single ☐

b) Married ☐

c) Divorced ☐

7. Indicate your main source of income?

a) Family [] b) Friends [] c) Self [] d) Other (please specify).....

B: RESETTLEMENT CHALLENGES

Answer by ticking in the empty boxes below where applicable 1=strongly disagree 2= disagree 3= Neutral 4= agree 5= strongly agree in the empty boxes below

	1	2	3	4	5
8) Dates of evacuation are not served to inhabitants					
9) There have been poor resettlement schedules for inhabitants					
10) Land acquisition has become cumbersome in this area					
11) The mining environment is still not good for inhabitants					
12) There are no reallocation plans provided by the company to help inhabitants					
13) Compensation packages are not provided for inhabitants					
14) Enforcement of resettlement laws are not adhered to					
15) Prior documents are not served to inhabitants who need help to resettle					
16) Livelihoods of inhabitants are not restored after the resettlement					
17) Resettlement are paid in cash without providing physical infrastructure					
18) Inhabitants are forced out of their homes					
19) Inhabitants or Project affected persons are not involved at the planning stage					
20) There is no mechanism in place to communicate to stakeholders and project team					
21) Inhabitants don't form part of the resettlement negotiation Committee					

C: Please indicate the level of quality of sections of the resettlement plan. Be informed that 1- poor 2- average 3-good 4- very good

	1	2	3	4
11) Maintaining cultural heritage and sacred sites				
12) Government involvement in executing the resettlement project				
13) Baseline survey/data collection & analysis				
14) Housing transfer and registration				
15) Conformance to IFC performance standards				
16) Conformance to Ghana legal requirement				