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On December 13-14, 2022, the MinErAL network and the Quebec Mining Association held a workshop on the implementation of Impact and Benefit Agreements (IBAs). This summary highlights the issues discussed at the workshop.

Jobs and training

- Indigenous employment and training targets established under IBAs are difficult to meet for mining companies and can be a source of conflict between the different parties.
- Culturally safe workplaces must be established by companies to enable greater inclusion of indigenous employees.
- Many barriers to recruiting and retaining the indigenous workforce were raised, such as discrimination and racism experienced by indigenous employees, addiction issues, the impacts of fly-in fly-out, and partnerships of convenience.
- It is important to create training programs that respects the demands expressed by the communities, while anticipating the lifecycle of the mine and considering the political, social and economic priorities of indigenous nations.

Monitoring committees

- Environmental monitoring committees and IBA implementation monitoring committees are essential spaces for sharing information whose primary purpose is to maintain mutual trust between the signatory parties.
- The organization of specific workshops with national groups (e.g. women, elders..) in environmental monitoring committees would promote knowledge transfer and allow for better collaboration.
- It is important to establish direct access between the members of the monitoring committee, the mining company's decision-makers and the Indigenous nation.

Impacts of mining and IBAs

- The potential impacts of mining activities on the environment, biodiversity and traditional indigenous activities are diverse. The company must take a holistic approach to the environment.
- It is necessary to anticipate the potential impacts of each stage of mine's lifecycle and not just the operating period. The involvement of Indigenous communities in the development of mine closure plans and remediation plans would allow companies to better consider their needs.

Other considerations on the implementation of IBAs

- Communication is crucial between communities and mining companies. There is a need to build relationships, based on respect and trust, that go beyond federal and provincial regulatory considerations.
 - Steps must be taken to prioritize the relationship between the mining company and the band council or indigenous government. Regular meetings could be set up and as well as the establishment of a direct access between indigenous leaders and corporate management.
 - Community members need to be more involved. To help improve communication, community meetings could be held to ensure greater transparency and social accessibility of the project.
 - Mining companies must consider the lack of human resources of indigenous nations in their interactions. The same applies for junior mining companies that struggle to meet the demands of indigenous nations.
- The collective agreements of some unions can be a source of conflict and fuel a sense of exclusion for indigenous employees. All parties should meet to find appropriate solutions.
- The role of governments in the implementation of IBAs is crucial.
 - Issues surrounding income tax can be a barrier to the recruitment of indigenous employees.
 - Mineral title management systems reportedly have a negative impact on communities by failing to respect indigenous rights and undermining community confidence in the mining sector.



Thoughts on the future of IBAs

- It would be wise to go beyond the regulations and obligations imposed by on the industry in order to address the needs and expectations of indigenous nations.
- It may be difficult to propose directions for improvement given the rigid framework of IBAs.
- It would be appropriate to include Indigenous nation members on the Board of Directors and senior management of the mining company.

Introduction

On December 13 and 14, 2022 the Knowledge Network Mining Encounters and Indigenous Sustainable Livelihoods (MinErAL Network) and the Quebec Mining Association (QMA) held a workshop on the implementation of Impact and Benefit Agreements (IBAs) that brought together representatives of indigenous nations and mining companies. The event was held in Montreal, an unceded Indigenous territory historically recognized as a gathering place for many Indigenous peoples, including the Kanien'kehá:ka Nation. During the discussions, participants shared their experiences, questions, and reflections on the implementation of several aspects of the agreements. Participants also discussed whether the negative impacts of a mine are sufficiently offset by the positive benefits of IBAs. During the discussions, participants also shared stories about the influence of colonization policies (e.g., the residential school system and systemic racism) and mining legacies (e.g., the lack of mining reclamation and other environmental and social impacts) on present-day relationships between the mining industry and Indigenous people. All participants shared the perception that IBAs are not contracts, but living documents that shape the relationships between the signatories.

Participants agreed to discuss under the Chatham House Rule. This summary, therefore, summarizes the main points discussed without attributing them to the individuals who expressed them



Jobs and training

While Impact Benefit Agreements (IBAs) often include targets for hiring indigenous employees, training indigenous employees, indigenous business development program, and/or set-aside targets for indigenous businesses, participants reported that the implementation of these provisions can be challenging and a source of conflict between the signatories.

We have grouped the main elements of the discussion that dealt with the theme of jobs and training into 3 main sub-themes: cultural safety, recruitment and retention of the indigenous workforce, and training.

Cultural securitization

First, participants reported that the working experience of indigenous employees may differ from that of their non-indigenous colleagues. For example, indigenous employees may experience culture shock and feelings of exclusion. In order to build trust, companies have an important role to play in the cultural integration of their Indigenous employees, which includes cultural safety.

Secondly, good practices by mining companies were reported such as the organization of socialization events and cultural activities where employees can invite family members to share stories with colleagues, elders and eat indigenous food. The promotion of indigenous languages in the workplace would also be valuable- particularly those spoken by neighbouring communities. In the same vein, some participants suggested that indigenous employees should be compensated for cultural breaks (e.g. hunting activities, community events, Truth and Reconciliation Day, etc.). This cultural awareness should be extended to all employees of the mining company.

Finally, participants have reported good outcomes when employee orientation activities included a presentation on indigenous nations. Team meetings in French and English would also facilitate the inclusion of indigenous employees whose second language is English.

Recruitment and retainment of indigenous workforce

First, discrimination and racism were identified as barriers to employment. When jobs are being advertised, indigenous people would be reluctant to apply for them out of fear of having a negative experience. At the same time, indigenous people would be more interested in working for indigenous subcontractors than for the mining company in order to avoid paying taxes- even though benefits have been identified (e.g., the pension plan and health care that mining companies can provide). At the same time, mining companies face recurring issues when hiring, including the low level of formal education in indigenous nations. This can make it difficult to find someone who meets all the requirements (e.g., being multilingual, having the necessary licenses and experience for the job). In order to address these issues, it was noted that many mining companies offer additional training to applicants who do not have a high school diploma in order not to penalize them.

Secondly, participants also identified addiction issues as a barrier to retention of indigenous workers. The zero-tolerance policy at many companies' mining sites means that if an employee shows up to work under the influence of drugs or alcohol, they are sent home and lose their job. This can prevent them from applying for a job again, even several years after the event. However, addictions are a significant social problem in many indigenous nations and, although IBAs do not usually address this issue, participants raised the positive role that mining companies could play in helping these people. For example, instead of firing them, mining companies could support them financially to get help- even if these employees are employed by subcontractors and not directly by the company. Many nations also have projects for therapy or detoxification centers that companies could help to support. The importance of healing these people was underlined, one cannot work if one is not in good health.

In addition, participants reported that commuting (or «fly-in fly-out») would be increasingly popular despite the fact that it would not be suitable for young families. It was also reported that when indigenous people want to commute, it can create conflicts with some unions whose collective agreement would give exclusivity to unionized staff. Also In addition, with commuting, many people relocate and there is an exodus of the most educated members of the nation to urban centers.

In considering these elements, it was reported that indigenous employee targets contained in the IBA can be a disappointment both for the mining company that hopes to hire community members to fill its available jobs and for the indigenous nation that wishes to retain its workforce to continue to provide services and promote the local economy. It was recommended to consider the demographics of indigenous nations and to avoid strictly accounting follow-ups on this issue (e.g. fixed numerical targets). Some IBAs propose solutions such as replacing employment targets with a point system that considers the capacity of the indigenous nation from a broader perspective. For example, the score would increase when the employee has access to opportunities for promotion within the company- a practice that values indigenous workforce. In addition, job postings need to be tailored to Nation calendars and member profiles. The hiring process must be transparent and the company should consider the interest of community members in the jobs at the mine. A better awareness of these jobs, upstream of the hiring process, would constitute a good practice.

Finally, it was noted that there are a large number of indigenous businesses in the mining sector. Where the IBA contains targets for contracts with indigenous businesses, a definition of what constitutes an indigenous business must first be agreed upon in order to avoid partnerships of convenience. Contracts must also consider the long-term prospects of indigenous business. In this sense, it was pointed out that it would be important to not only create jobs for the mining company, but also to create businesses that will continue to provide services after the eventual closure of the mine (e.g. construction, etc.).

Training

Participants discussed three types of training: mining job training, environmental monitoring training and cultural safety training. Participants emphasized the importance of creating mining job training based on community demands, anticipating the next lifecycle of the mine, and considering the governance concerns of indigenous nations.

First, it was pointed out that such training can be an interesting business opportunity for the indigenous nations. Nations can also benefit from financial support from certain ministries to set up training projects. However, one participant testified that his company's IBA with an indigenous nation included funds dedicated to building a training center in a specific indigenous community. After the training center was built, it remained vacant in favour of a regional training center that better met the needs of the indigenous nation. Coordination between the Nation and the company is therefore paramount when implementing the provisions of the IBAs. In addition, mining companies can work with their partners to provide training that is not related to the mine, but to the needs of the indigenous nation (e.g. human resources). Prospects for partnerships, including between different mining companies, would support these efforts.

Next, recurring problems were identified. It often happens that there is a lack of applicants for training. Also, even when companies offer training to indigenous employees in order to find jobs, it is often difficult to achieve indigenous employment goals. When this happens, the company finds itself at an impasse in meeting the targets set out in the IBA and may feel powerless. Similarly, training that takes place in urban centers creates specific challenges for the company. For example, trainees may leave the training because of culture shock. It may happen that applicants, after the training, decide not to work for the company in order to stay in the city or/and are recruited by another company.

Finally, several good practices have been identified concerning training. The first is to create or maintain good coordination between the mining company and the Indigenous Nation to consider the lifecycle of the mine and the future needs of the parties. Other practices include hiring applicants upon successful completion of training, offering internships for youth in local schools to familiarize them with mining jobs, and offering on-site training to facilitate the inclusion and retention of indigenous employees (e.g., apprenticeship programs, where applicants are paid).

In conclusion, some programs and training were mentioned during the discussions. These include the *Mining Essentials Program* (offered in partnership with the Mining Industry Human Resources Council and the Assembly of First Nations), the *BEAHR Program* (offered by ECO Canada), the *Water First Internship Program* (offered by Water First Education & Training Inc.), the *Indigenous Custodian Program* (offered by Parks Canada), *the Seasons of the People Training* (offered in partnership between the Mining Industry Labour Sectoral Committee and the University of Quebec in Abitibi-Témiscamingue).

Monitoring committees

The provisions of Impact Benefit Agreements (IBAs) usually allow for the creation of committees in which representatives of the mining company and the Indigenous Nation can regularly discuss specific issues. Participants discussed two types of committees: environmental committees and IBA implementation monitoring committees.

Both types of committees were described as a forum for exchange and information sharing that has the potential to support mutual trust between the signatory parties. It was emphasized that the mining company and the Indigenous Nation need to agree from the beginning on their expectations, as well as the roles and expertise of the members who will sit on these committees- particularly since the capacity of Nations may be limited due to the lack of human resources and the large number of committees. In addition, Indigenous participants said that companies need to make more efforts to disseminate and synthesize the information shared.

First of all, the participants stated that environmental committees are now inevitable in Canada. They should not be confused with citizen environmental monitoring committees that may exist among the non-native population. All IBAs create committees that address environmental issues. Sometimes these committees also address health and safety issues. Participants raised the recurring challenge of linking Indigenous traditional knowledge with Western scientific knowledge. As a result, the perspectives and expectations of the committee's functions may differ (for example, when mining companies rely more on environmental regulations). At the same time, several groups within the Indigenous Nation may have different perspectives/needs on environmental issues (e.g. hunters, some families whose lands are close to the roads or the site, etc.). Organizing specific workshops with each group was identified as a good practice to encourage better knowledge transfer. It was also suggested that Indigenous nations, with financial support from the company and/or government grant programs, should do the environmental monitoring themselves. This would be particularly useful in contexts where the relationship between the mining company and the Indigenous Nation needs to be rebuilt. These could be interesting opportunities for collaboration and learning for the mining company and Indigenous Nations. It was stressed that these committees should also consider the social and cultural impacts of mining activities.

Secondly, the IBA Implementation Monitoring Committees have an important role in monitoring the agreement and the relationship between the signatories. One mistake Indigenous Nations have made is to only appoint people from the business sector to these committees. Other groups within the community and women are generally under-represented. At the same time, the issues dealt with are often highly political, and the members who sit on these committees generally do not have the authority to make decisions. Direct access between committee members and those with decision-making authority in the mining company and the Indigenous Nation would be a good practice. In addition, one participant noted that an annual meeting between the chair of the mining company and the Chief of the Indigenous Nation would help the committee to run smoothly. Designating an Indigenous person to be responsible for the implementation of the agreement would also promote the enforcement of the provisions.

Impacts of mining and IBAs

Participants identified several impacts of mining activity. Discussions focused on the positive and negative impacts on the environment, biodiversity and traditional activities, as well as the broader society, and economy. The issues associated with mine reclamation were also discussed.

Cumulative impacts on the environment, biodiversity, and traditional activities

Mining activities often bring concerns about the environment, biodiversity and traditional Indigenous activities such as hunting, fishing, trapping and gathering in Indigenous communities. With this in mind, the participants put forward a holistic perspective of the environment so that it is considered in its entirety. Environmental monitoring should not be considered as an accounting exercise. For example, if there are 300 salmon left in a river, but the taste of the salmon has changed, the Indigenous Nation members will not fish them. The inclusion of traditional knowledge and land use by community members is essential to understanding and measuring these impacts.

Second, the benefits of predicting the potential impacts of each mine lifecycle were also raised. In particular, some provisions of IBAs may address mine closure. A good practice would be to include families in the creation of the mine closure plan and reclamation plans to address their needs (e.g., the choice of plants and trees that will be introduced into the environment). Phased environmental rehabilitation, in collaboration with the community, can increase biodiversity to the benefit of Indigenous Nation members who practice traditional activities on the land.

Finally, mining companies may have operations on former mine sites and therefore inherit their legacy. Indigenous nations were not commonly consulted in the past and many mining sites have been closed in recent decades without any mining reclamation. Many Indigenous people have also experienced racism and discrimination in their workplace and in mining towns. This can create special issues in the relationship between the mining company and the Indigenous Nation, particularly since the companies cannot address the environmental liabilities of the former mines. Communities need to be well informed about the limits and scope of the mining company's actions as this can negatively influence the relationship between the company and the Indigenous Nation.

Economic impacts

Participants extensively discussed the royalties that are included in all IBAs. These are paid by the mining company to the Band Council or indigenous government on a quarterly basis based on production profits. These royalties can have both positive and negative impacts.

First, IBAs are intended to encourage the local economy in many ways (e.g., by creating partnerships and/or dedicated funds, by favouring contracts with local mining companies, etc.). One participant pointed out that when you combine the economic benefits of contracts with employability, it means a lot of local jobs and pride for the indigenous nation. Royalty sharing within the community was also discussed positively. Typically, IBAs identify the families and/or communities that receive the most negative impacts from mining activity. They receive more royalties in compensation. It is therefore important that wealth sharing be organized according to the impacts of the mining activity, but also according to the demographics of the signatory communities.

Secondly, not all participants agreed that signing an agreement and getting paid helps the indigenous nation. Several negative economic impacts were identified, among them that IBAs do not sufficiently encourage the local economy outside of the mining sector. Some indigenous nations face recurring delays in royalty payments. It is also difficult to create new indigenous businesses when the members of the nation do not have the necessary skills. At the same time, there are sometimes hundreds of mineral claims in the vicinity of indigenous nations since it is a recurring practice for speculators to purchase mineral claims around advanced projects. If all of the

anticipated projects go ahead, the indigenous nations may not be able to benefit from this financially as they will not have the human resources to do so. If this happens, the Nation may be faced with negative environmental and social impacts, with no positive economic trade-off to mitigate the impacts. At the same time, this practice restrains the growth of mining companies, which often have to buy more mining titles than necessary to protect themselves from financial speculation.

Social impacts

Participants identified several social impacts that can occur in indigenous nations during and after a company's mining activities. First, many Nations are affected by the impact of commuting and the exodus of their members to urban centers. At the same time, even when people remain in their communities, their occupation of the territory decreases. For example, if a territory is not used for 20-25 years because of mining activity, there is a loss of knowledge transfer that must be recognized and mitigated. The importance of respecting elders, including when talking about the social acceptability of projects, was also put forward on these issues.

Secondly, the high wages in the mining sector can exacerbate existing social problems such as substance use and addiction. Drug use is, in fact, a real issue for indigenous nations. The presence of mining activities often brings more drugs into the surrounding communities as not all regional airports have the tools to detect and stop the transport of drugs to the communities. Some participants testified that members of indigenous nations may have problems with drug use because, for example, they work long shifts and/or lose their identity due to culture shock at work. However, mining companies can provide social services at the mining site to help people with addiction problems.

Some companies may pay for therapy, but this is usually limited to employees who work directly for the mining company - which excludes employees of indigenous companies who work on site. Similarly, mining companies can also contribute financially to community projects in many ways. For example, they can support the construction of houses and/or residences for students, as well as a local therapy or detoxification center. Through community donations, they can also help maintain traditional activities. Community agents, who act as a link between the mining company and the indigenous nation, can facilitate such projects. These companies can fill a gap when they fund projects that the government does not normally fund or does not fully fund.

Finally, the social closure of the mine usually needs to be better planned in a collaborative manner between the indigenous nation and the company. For example, other local socio-economic sectors should not lose too many human resources during the lifecycle phases of the mine so that they can be functional after closure. Care must also be taken to ensure that young people who would like to work in the mining sector and who are attracted by the high wages do not drop out.



Other considerations for the implementation of IBAs

Participants raised a number of new and innovative considerations for the implementation of IBAs, in addition to the usual issues of jobs, monitoring committees and impacts. These included communication, the capacity of signatory parties, the role of governments, and the role of unions.

Communication and trust

First of all, all participants emphasized the importance of maintaining good communication and creating a relationship of trust between the mining company and the indigenous nation. In this sense, the IBAs were described as a living document and not a contract. They represent the beginning of the relationship between the parties. In order to create a relationship of trust, it would be necessary to go beyond the federal and provincial regulatory requirements. It is important to avoid the creation of an administrative relationship.

Secondly, the participants put forward that the relationship to be prioritized is the one between the mining company and the Band Council or indigenous government. For example, it is not the role of the mining company to interfere in the relationship between the families and the council, even if certain families are named in the agreement. Participants also noted that communication between the mining company and the indigenous nation can break down over time. The lack of understanding and different expectations between the parties regarding the implementation of the IBA provisions can create tensions. It was noted that some indigenous people may feel that the mining company is more focused on production than on the agreement, for example. At the same time, it is often the case that the schedules and/or priorities of the indigenous nation and the mining company differ.

In addition, several other facilitating elements were raised, such as indigenous leaders and senior management of the mining company having direct communication access. One individual gave the example that the President of his company and the Chief of the indigenous nation call each other at least once a year. Regular meetings between the people who act as the link between the parties are also desirable in order to exchange information and find solutions without having to go through the political process. However, it can be difficult to organize these meetings when indigenous nations are over-consulted.

Finally, the mining company and the Band Council or indigenous government must have good communication with the members of the Nation. For example, this can be done through the organization of community meetings. Different community members will look at the IBA differently because of their land use and/or employment. A transparent process for negotiating and then implementing the IBA should support the creation of a trusting relationship between the signatory parties and the indigenous nation members. It is important to understand what the objectives of the IBA are. When it comes to creating social acceptability around the project, it is essential to communicate well, to respect traditional knowledge and to adapt to the ways of each Nation.

The capacity of Indigenous Nations and mining businesses

The capacities and incapacities of both the mining company and the indigenous nation were discussed. It was first put forward that indigenous nations often have fewer human resources than some mining companies. For example, it often happens that a limited number of people can have mandates. This is why it was pointed out that it is preferable to focus on one common project at a time. At the same time, junior mining companies usually have fewer funds and human resources. They may have to deal with demands from indigenous nations that are unrealistic due to their lack of capacity.

Finally, an indigenous nation that has signed several IBAs with several mining companies may have difficulty fulfilling its commitments. For example, it may be difficult to identify indigenous companies that may have contracts or potential employees. As noted earlier, in this situation, the indigenous nation will not be able to fully benefit from the positive impacts of the mining activity. At the same time, it may create disappointment for the mining company when it fails to implement certain provisions of the IBA. For this reason, an accounting logic is not desirable.

The role of unions

First, participants pointed out that indigenous peoples are recognized as a vulnerable group, for example by the Initiative for Responsible Mining Assurance (IRMA) standards of good practice in responsible mining. The collective agreements of some unions have been identified as an obstacle to the international commitments of mining companies to them. They can create conflicts between the mining company and the indigenous nation when it is not possible to implement certain provisions of the IBAs.

Several examples of conflicts between collective agreements and IBAs were identified by participants. Unions may have reserved positions (e.g., commuting) and may prioritize their members over indigenous people. On the other hand, some union members feel that indigenous people will steal their jobs. Indigenous employees may experience racism and discrimination when these prejudices are propagated on a mine site.

Finally, participants felt that some unions may have an outdated view of local economic development. They may tend to exclude indigenous nations. Given the recurrence of tensions on this issue, all participants suggested that the different parties should get together to identify possible solutions.

The role of governments

Participants also discussed the role of governments in mining development in general, and in the implementation of IBAs more specifically. This allowed them to raise several issues where federal and/or provincial/territorial government involvement is crucial in finding a solution.

First, issues related to taxes were raised. First Nations people do not pay taxes when they live in an indigenous community and work for indigenous businesses. This can be a barrier to recruitment for mining companies, despite the fact that employees have access to the programs, insurance, and pensions that mining companies offer their employees.

Secondly, some participants stated that «click and claim» mineral title management systems do not respect indigenous rights. They would also negatively affect trust between the mining sector and indigenous people. Participants recommended that exploration permits should not be issued without prior consultation with indigenous nations. When mining exploration companies have negative impacts on indigenous territories, indigenous nations may indeed feel betrayed if they have not been informed. This would not respect the right to self-determination of indigenous peoples. It is in this context that several indigenous nations have, for example, asked the Quebec government to stop new mining projects on their territories. There is a lack of trust, as they may feel obliged to participate in consultations, even if they are opposed to the project because of its anticipated impacts.

In addition, some participants noted that it should not be up to mining companies to determine which indigenous nations are likely to have the strongest land claims in the absence of a treaty. It was raised that the federal government may have a broader perspective on indigenous rights than the provincial/territorial government. Expanding consultations to more indigenous groups may create conflict among indigenous nations as they may feel that certain groups should not be involved. It is not up to the mining company to determine who their stakeholders should be and, in this sense, there would be little support for land claims by the companies.

Thus, one potential issue that has been identified is that when a company has multiple IBAs for a project, it may diminish the potential benefits to the parties. At the same time, indigenous people feel that it should be up to them to define what their territories are. Indigenous territories are traditionally fluid, and the imposition of treaty or provincial/territorial boundaries can create tensions. For example, if the mine site is in one province, but indigenous communities near the site are located in another province, the first province will benefit from royalties. The indigenous nations that may be most impacted by the mining project might be invisible.

Finally, it was also pointed out that mining project approval and monitoring mechanisms do not usually work and that new avenues need to be found. In order to build trust and fulfill international commitments towards indigenous peoples, mining companies must go beyond federal and/or provincial/territorial regulations. Solutions have been proposed, such as the implementation of environmental assessment and monitoring processes by indigenous people that would be paid for by the mining companies. Collaboration between the parties on impact studies is also an example of good practice. Grant programs can also support these initiatives, but for this to happen the government must stop underfunding the programs. At the same time, it must recognize these initiatives and integrate and/or overlay them with its environmental and/or mining regulations.

Thoughts on the future of IBAs

Participants shared thoughts on the future of Impact Benefit Agreements (IBAs) and how they might better meet the needs of signatory parties in the future. In particular, it was suggested that there is a need to go beyond regulations, and corporate obligations, to meet the needs/expectations of indigenous nations.

First, it was mentioned that all IBAs are similar and that it can be difficult to propose innovations because of their rigidity. For example, the issue of overlapping indigenous territories means that mining companies sometimes sign IBAs with several indigenous nations. This would be unviable for both industry and indigenous nations who would have difficulty fully implementing the provisions of IBAs in order to expect to receive economic benefits. The parties need to be more creative, for example, by including multiple indigenous businesses and/or nations in each IBA.

Secondly, many participants stressed the need to go beyond employability and contracts with indigenous companies to include members of the indigenous nation on the board of directors and senior management of the mining company. The indigenous nation could also develop capital investment funds, with the support of governments and/or the mining sector, to control the projects by becoming a majority shareholder or solidifying their partnership with the companies by becoming a minority shareholder. This would transform the relationship between all parties.



Partners

Québec Mining Association

The Québec Mining Association (QMA) was founded in 1936 and speaks for all mining companies producing metals and minerals and their constituent mines, metallurgy companies, mining contractors and junior mining companies established in Québec. Members of the QMA are a majority of companies producing metals and industrial minerals in Québec. Other members include suppliers, organizations, institutions and partners, who can participate in the Association's activities and take advantage of its credibility and notoriety.

The QMA assures a strong voice in the media and all levels of government, elected officials and other stakeholders in order to defend its members' interests. It also works to bring together all the players in the mining industry, through regular events as well as networking activities.





The Knowledge Network Mining Encounters and Indigenous Sustainable Livelihoods: Cross-Perspectives from the Circumpolar North and Melanesia/Australia (the MinErAL network) brings together partners and researchers from the Canadian North, Fennoscandia, Australia, and New Caledonia. Its main focus is on indigenous peoples and mining encounters. It provides opportunities to indigenous organizations, regional and local governments and researchers to exchange and generate knowledge that will provide material for evidence-based decision-making.

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