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Building a Resilient Mining Workforce in Africa Through Indigenous Workforce Integration To Enhance Inclusivity

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This paper aims to show how involvement of systematically excluded groups can contribute to an enduring mining workforce. The study focuses on Africa and shows how, despite having the youngest population worldwide, majority of youth do not have access to information relating to the mining sector, even though they could participate as skilled labor, and as legislators and regulators. It also shows how women are considered beneficiaries instead of agents for change through involvement in decision-making.

The study will include a narrative analysis of the importance of Local Content Framework enhancement by increasing the ability of these underrepresented groups to articulate and achieve a set of goals through appropriate interventions in knowledge and skills. It will also include a statistical comparison between African countries with systems that are near to achieving Local Content development and those that are still struggling.

It will follow a study on how minoritized groups can benefit from formal education in mining and eased entry into related programs, as well as from the formation of National Mining Companies. It will also include an interpretation of results from the statistical comparison, with a focus on how struggling nations can learn from the successful ones.

The results will address to different stakeholders whether the capacity of the current institutions, both government and private, is adequately equipped to build a sustainable mining sector. The methods will show that Africa's poor mining workforce is driven less by resource limitations and more by institutional capacity gaps. They will also show that countries with stronger local content systems, targeted education pathways, and functional national mining companies achieve better capacity development outcomes. Ultimately, the findings will also be of benefit to the society's committees dedicated to enhancing the inclusion of women and youth.