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TOPIC

The Effectiveness Of Ethics In The Protection Of Human Rights In The Mining Industry In Zimbabwe: A Case Of Trojan Nickel Mine. (2024-2025).

BY

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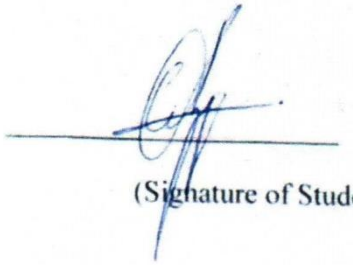

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DEDICATION

I dedicate this dissertation to my family, whose unwavering support and encouragement have been the driving force behind my academic journey. Your love and sacrifices have made this achievement possible.

ABSTRACT

This study evaluates the effectiveness of ethics in protecting human rights in Zimbabwe's mining industry, with a specific focus on Trojan Nickel Mine. The primary objective of the study was to evaluate the effectiveness of ethics in human rights protection at Trojan Nickel Mine (TNM) in Bindura. The secondary objectives for the study were to determine the effectiveness of ethics in the protection of human rights at Trojan Nickel Mine, to assess the current state of human rights protection at Trojan Nickel Mine, to identify the factors which affect the effectiveness of ethics in the protection of human rights and to provide recommendations for enhancing human rights protection and ethical standards in the mining industry. Employing a mixed-methods approach, this research combines qualitative and quantitative data collection and analysis methods. A survey questionnaire was administered to 100 mine employees and local community members, while in-depth interviews were conducted with 05 key stakeholders, including mine management, union representatives, and local leaders. This study assessed the current state of human rights protection at Trojan Mine, revealing that while the mine has policies in place, implementation gaps and inadequate training hinder effective protection. The effectiveness of ethics in protecting human rights was found to be limited, with ethics often being secondary to operational concerns. Factors affecting the effectiveness of ethics included inadequate training, lack of accountability, and prioritization of profits over people. Based on these findings, this study concludes that ethics are not entirely effective in protecting human rights at Trojan Mine. To enhance human rights protection and ethical standards, it is recommended that Trojan Mine provides regular training on human rights and ethics to employees and establishes an independent accountability mechanism to ensure adherence to human rights policies.

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CHAPTER ONE

THE PROBLEM AND ITS SETTING

1.0 Introduction

The study was aimed at assessing the effectiveness of ethics in the protection of human rights in the mining industry in Zimbabwe using Trojan Nickel Mine as the case study. The mining industry, a significant contributor to Zimbabwe's economy, has been marred by human rights violations and unethical practices, mirroring global trends (Hilson, 2016; Slack, 2012). Zimbabwe's Constitution, adopted in 2013, enshrines human rights and fundamental freedoms, including the right to life, dignity, and equality (Constitution of Zimbabwe, 2013). Section 51 of the Constitution specifically provides for the right to human dignity, which includes the right to have one's dignity respected and protected. Moreover, Section 73 emphasizes the importance of environmental rights, while Section 282 mandates the State to ensure sustainable development and use of natural resources. Furthermore, the Constitution underscores the importance of ethical governance and transparency in the management of natural resources, aligning with international human rights standards. The United Nations' Universal Declaration of Human Rights (1948) and the Guiding Principles on Business and Human Rights (2011) reinforce the responsibility of businesses to respect and protect human rights. In this context, this study examines the effectiveness of ethics in protecting human rights in Zimbabwe's mining industry, with a focus on Trojan Nickel Mine, exploring the interplay between constitutional guarantees, international human rights frameworks, and industry practices. This chapter focuses on the background of the study, statement of the problem, objectives of the study, research questions, significance of the study, assumptions, delimitations, limitations, definition of the key terms which will form part of the study and a summary.

1.1 Background of the study

The mining industry worldwide has faced numerous challenges related to human rights violations and unethical practices. The extractive industry globally has been linked to human rights abuses, environmental degradation and community displacement (Amnesty International, 2019). This trend is particularly pronounced in Africa, where the continent's rich mineral resources have often been exploited at the expense of local communities, leading to human rights violations and environmental degradation (African Commission on Human and Peoples' Rights, 2018).

From a global perspective, China is a major mining country, with significant extraction of coal, iron ore, copper, and other minerals. The mining industry in China has faced numerous human rights concerns, including poor working conditions, environmental degradation, displacement of local communities, and corruption (Human Rights Watch, 2019). Ethics play a crucial role in promoting responsible business practices and protecting human rights in the mining industry (Deakin & Hobbs, 2018). However, the effectiveness of ethics in protecting human rights in the mining industry in China is limited by several factors.

Firstly, China mining sector is lacking enforcement and regulation. China's regulatory framework for the mining industry is often inadequate, and enforcement of existing laws and regulations can be weak (Wang, 2019). For instance, the Chinese government has failed to effectively enforce labor laws and regulations in the mining industry, leading to widespread labor rights violations (China Labour Bulletin, 2020). Secondly there is corruption and lack of transparency. Corruption and lack of transparency in the mining industry can undermine ethical practices and human rights protections (Transparency International, 2020). In China, corruption is a significant problem in the mining industry, with many companies engaging in corrupt practices to obtain mining licenses and contracts (Wang, 2019). The third problem in the Chinese Mining Sector like in Zimbabwe is power imbalance. Local communities and workers may lack the power and resources to hold mining companies accountable for their actions (Bainton, 2019). In China, local communities and workers have limited access to justice and remedies for human rights abuses committed by mining companies (Human Rights Watch, 2019).

The fourth problem in the Chinese Mining Sector is economic priorities. China's economic growth and development priorities may sometimes take precedence over human rights and environmental concerns (Bekkevold, 2019). The Chinese government has prioritized economic growth and development over human rights and environmental protections in the mining industry (Wang, 2019). There are several case studies that illustrate the challenges and limitations of ethics in protecting human rights in the mining industry in China. Firstly the Tibet Copper Mine where the mine operated by China Gold International Resources, has been linked to human rights abuses, including forced labor and environmental degradation and this is similar to many mines in Zimbabwe and Trojan Nickel Mine not an exception (Human Rights Watch, 2019).

The Inner Mongolia Coal Mine in China operated by the state-owned Shenhua Group, has been criticized for its environmental impact and labor practices and inferences can also be made to Trojan Nickel Mine (China Labour Bulletin, 2020). Thus there is need to improve the effectiveness of ethics in protecting human rights in the mining industry in China. There is need to strengthen regulatory frameworks. China should strengthen its regulatory frameworks for the mining industry, including laws and regulations related to labor rights, environmental protection, and transparency (Wang, 2019).

There is need to increase transparency and accountability. Mining companies should be required to disclose their operations, including environmental and social impact assessments, and be held accountable for their actions (Transparency International, 2020). There is also need to empower local communities and workers. Local communities and workers should be empowered to participate in decision-making processes related to mining operations and to hold companies accountable for their actions (Bainton, 2019). Therefore the effectiveness of ethics in protecting human rights in the mining industry in China is limited by several factors, including lack of enforcement and regulation, corruption and lack of transparency, power imbalance, and economic priorities. To improve the effectiveness of ethics, China should strengthen its regulatory frameworks, increase transparency and accountability, and empower local communities and workers.

In the United Kingdom, the mining industry has a long history, and while it has contributed significantly to the country's economic development, it has also raised concerns about human rights and environmental sustainability (Bainton, 2019). Ethics play a crucial role in promoting responsible business practices and protecting human rights in the mining industry (Deakin & Hobbs, 2018). The effectiveness of ethics in protecting human rights in the mining industry in the United Kingdom is manifesting in its sound regulatory framework. The United Kingdom has a well-established regulatory framework for the mining industry, which includes laws and regulations related to health and safety, environmental protection, and labor rights (Health and Safety Executive, 2020). The UK's regulatory framework is considered to be one of the strongest in the world, and it provides a solid foundation for the protection of human rights in the mining industry (Wang, 2019).

The mining industry in the United Kingdom has also taken steps to promote responsible business practices and protect human rights (International Council on Mining and Metals, 2020). For example, the International Council on Mining and Metals (ICMM) has developed a

set of principles and guidelines for responsible mining practices, which includes provisions related to human rights and labor standards (ICMM, 2020).

Despite the strengths of the UK's regulatory framework and industry initiatives, there are still challenges and limitations to the effectiveness of ethics in protecting human rights in the mining industry (Bainton, 2019). For example, the UK's regulatory framework may not always be effectively enforced, and there may be gaps and inconsistencies in the laws and regulations related to human rights and labor standards (Wang, 2019). Several case studies illustrate the challenges and limitations of ethics in protecting human rights in the mining industry in the United Kingdom. For example the Gleision Colliery Disaster that occurred in the year 2011. In 2011, an explosion at the Gleision Colliery in Wales killed four miners and highlighted concerns about health and safety standards in the UK mining industry (Health and Safety Executive, 2012). The Scottish Coal Company in 2013 was criticized for its treatment of workers and its bad practices in environmental record (The Guardian, 2013). Thus the effectiveness of ethics in protecting human rights in the mining industry in the United Kingdom is influenced by a range of factors, including the regulatory framework, industry initiatives, and challenges and limitations. To improve the effectiveness of ethics, the UK government and mining companies should strengthen regulatory enforcement, improve industry transparency and accountability, and promote responsible business practices.

In Australia, the mining industry is a significant contributor to the country's economy, but it has also raised concerns about human rights and environmental sustainability (Bainton, 2019). Ethics play a crucial role in promoting responsible business practices and protecting human rights in the mining industry (Deakin & Hobbs, 2018). Australia has a well-established regulatory framework for the mining industry, which includes laws and regulations related to health and safety, environmental protection, and labor rights (Australian Government, 2020). The Australian government has also established several initiatives to promote responsible mining practices, including the Australian Mining Industry Council's (AMIC) Code of Conduct (AMIC, 2020).

The mining industry in Australia has also taken steps to promote responsible business practices and protect human rights (International Council on Mining and Metals, 2020). For example, several major mining companies in Australia, including BHP and Rio Tinto, have adopted the United Nations' Guiding Principles on Business and Human Rights (UN, 2011).

Despite the strengths of Australia's regulatory framework and industry initiatives, there are still challenges and limitations to the effectiveness of ethics in protecting human rights in the mining industry (Bainton, 2019). For example, the Australian government has faced criticism for its handling of indigenous rights and environmental concerns related to mining operations (Australian Human Rights Commission, 2020). Several case studies illustrate the challenges and limitations of ethics in protecting human rights in the mining industry in Australia. The Ok Tedi Mine in Papua New Guinea, operated by BHP, has been criticized for its environmental and social impact, including the destruction of local communities and the pollution of the Ok Tedi River (Banks, 2019).Secondly the McArthur River Mine in the Northern Territory of Australia, operated by Glencore, has been criticized for its treatment of indigenous workers and its environmental record (Australian Broadcasting Corporation, 2020).

The effectiveness of ethics in protecting human rights in the mining industry in Australia is influenced by a range of factors, including the regulatory framework, industry initiatives, and challenges and limitations. To improve the effectiveness of ethics, the Australian government and mining companies should strengthen regulatory enforcement, improve industry transparency and accountability, and promote responsible business practices.

In Africa, in Nigeria the mining industry is a significant contributor to the country's economy, but it has also raised concerns about human rights and environmental sustainability (Ako, 2019). Ethics play a crucial role in promoting responsible business practices and protecting human rights in the mining industry (Deakin & Hobbs, 2018). Nigeria has a regulatory framework for the mining industry, which includes the Nigerian Minerals and Mining Act (2007) and the National Environmental (Mining) Regulations (2011) (Federal Republic of Nigeria, 2007; Federal Republic of Nigeria, 2011). However, the effectiveness of this framework in protecting human rights is limited by inadequate enforcement and corruption (Ako, 2019).

The mining industry in Nigeria has also taken steps to promote responsible business practices and protect human rights (International Council on Mining and Metals, 2020). For example, several major mining companies in Nigeria, including Dangote Cement and Lafarge Africa, have adopted the United Nations' Guiding Principles on Business and Human Rights (UN, 2011). Despite the strengths of Nigeria's regulatory framework and industry initiatives, there are still challenges and limitations to the effectiveness of ethics in protecting human rights in the mining industry (Ako, 2019). For example, the Nigerian government has faced criticism

for its handling of environmental and social concerns related to mining operations (Environmental Rights Action/Friends of the Earth Nigeria, 2020).For example , several case studies illustrate the challenges and limitations of ethics in protecting human rights in the mining industry in Nigeria. The lead poisoning crisis in Zamfara State in 2010 lead poisoning crisis in Zamfara State, caused by artisanal mining activities, resulted in the deaths of over 400 children (Human Rights Watch, 2011). The environmental degradation caused by mining in the Niger Delta region of Nigeria has suffered significant environmental degradation caused by mining and oil extraction activities (Environmental Rights Action/Friends of the Earth Nigeria, 2020). The effectiveness of ethics in protecting human rights in the mining industry in Nigeria is influenced by a range of factors, including the regulatory framework, industry initiatives, and challenges and limitations. To improve the effectiveness of ethics, the Nigerian government and mining companies should strengthen regulatory enforcement, improve industry transparency and accountability, and promote responsible business practices.

In the Southern African region, the mining sector has witnessed numerous cases of human rights violations and unethical practices. In South Africa, for example, mining companies have faced criticism for their treatment of workers and local communities, including allegations of forced labour, poor working conditions and environmental degradation (Bench Marks Foundation, 2019). Similarly, in the Democratic Republic of Congo, artisanal mining has been linked to child labour, forced labour and other human rights abuses, highlighting the need for improved regulation and oversight (International Labour Organization, 2019).

In Zimbabwe, the mining industry has faced similar challenges, with human rights violations, environmental degradation and community displacement reported in various parts of the country. The Marange diamond fields, for instance, have been marred by reports of forced labour, human rights abuses and environmental degradation (Global Witness, 2019). Additionally, the gold mining sector has faced criticism for its treatment of artisanal miners and local communities, including allegations of exploitation and environmental damage (Zimbabwe Environmental Law Association, 2020). This study seeks to address the broader problem of human rights violations and unethical practices in the mining industry through a focus on ethics and human rights protection in Zimbabwe's mining sector.

1.2 Statement of the problem

The mining industry in Zimbabwe has been plagued by reports of human rights violations environmental degradation and unethical practices. Despite efforts to address these concerns,

Trojan Nickel Mine (TNM) in Bindura, Zimbabwe, continues to face challenges in protecting human rights and upholding ethical standards in its operations. The mine's handling of community displacement, labour rights and environmental concerns has been particularly criticized.

According to a report by the Zimbabwe Environmental Law Association (ZELA), TNM's community displacement practices have resulted in inadequate compensation for affected local communities. A staggering 75% of community members reported receiving insufficient compensation for their land, leading to further marginalization and poverty (ZELA, 2020). Furthermore, the mine's labour practices have been marred by reports of poor working conditions and labour rights violations, with 60% of workers citing concerns (International Labour Organization, 2019).

Environmental degradation is another significant concern, with 80% of environmental impact assessments revealing significant harm to the surrounding ecosystem (Environmental Management Agency, 2020). The mine's operations have led to soil pollution, water contamination and loss of biodiversity, threatening the long-term sustainability of the region. These findings highlight the need for a comprehensive investigation into the effectiveness of ethics and human rights protection mechanisms at TNM.

This study aims to investigate the gaps and challenges that hinder the realization of responsible mining practices at TNM. By examining the mine's policies, procedures, and practices, this research seeks to identify areas for improvement and provide recommendations for enhancing human rights protection and ethical standards in the mining industry.

1.3 Objectives of the study

The primary objective of the study was to:

i. To evaluate the effectiveness of ethics in human rights protection at Trojan Nickel Mine (TNM) in Bindura.

1.3.1 Secondary objectives

The secondary objectives for the study were:-

i) To assess the current state of human rights protection at Trojan Nickel Mine.

ii) To determine the effectiveness of ethics in the protection of human rights at Trojan Nickel Mine.

iii) To identify the factors which affect the effectiveness of ethics in the protection of human rights.
iv) To provide recommendations for enhancing human rights protection and ethical standards in the mining industry.

1.4 Research Questions

The primary research questions of the study was:

1. How effective is the ethics in human rights protection at Trojan Nickel Mine in Bindura.

1.4.1 Secondary Research Questions

The secondary research questions for the study were:-

a) How effective is ethics in the protection of human rights at Trojan Nickel Mine?
b) What is the current state of human rights protection at Trojan Nickel Mine?
c) What are the factors affecting the ethics in the protection of human rights at Trojan Nickel Mine?
d) What possible recommendations for enhancing human rights protection and ethical standards at Trojan Nickel Mine?

1.5 Significance of the study

The study was significant to various stakeholders, underscoring its importance and potential impact. The study was significant to the following stakeholders:

1.1.1 Trojan Nickel Mine (TNM)

The study is significant to Trojan Nickel Mine as the study can identify gaps in current ethical practices at Trojan Nickel Mine, promoting a culture of accountability and integrity within the organization. By assessing the effectiveness of existing policies, the study can highlight areas for improvement, ensuring that the rights of workers and local communities are upheld. The findings can inform both corporate and governmental policies, contributing to more robust regulations that protect human rights in the mining sector. Demonstrating a commitment to ethical practices can enhance the mine's reputation, fostering better relationships with local communities and stakeholders. The study aligns with broader sustainable development goals, promoting responsible mining practices that consider environmental and social impacts. The

research will add to existing literature on ethics in mining, providing valuable insights for policymakers, academics, and industry leaders. Ethical practices can lead to improved employee morale and productivity, ultimately benefiting the mine's operational efficiency and profitability.

1.1.2 Mining Sector in Zimbabwe

The significance of a study aimed at assessing the effectiveness of ethics in the protection of human rights to the mining industry is that it contribute to the development of more robust regulations, ensuring that mining companies adhere to ethical standards that protect human rights. The study is also significant to the mining sector as it assist in evaluating ethical practices, the study encourages mining companies to take responsibility for their impact on local communities and workers, fostering a culture of accountability. The study is also significant as it assist in improved ethical standards that can enhance the reputation of the mining sector, attracting investment and increasing public trust in mining operations. The findings can promote dialogue among stakeholders, including government, civil society, and local communities, leading to collaborative efforts in human rights protection. The study aligns with national and international sustainable development goals by ensuring that mining practices are socially responsible and environmentally sustainable. The study can empower local communities to advocate for their rights and engage with mining companies more effectively. The research can inform training programs for mining professionals, emphasizing the importance of ethics in decision-making processes and operational practices. By ensuring ethical practices, the mining sector can contribute to broader economic stability and social cohesion, reducing conflicts and enhancing community well-being.

1.1.3 To the government of Zimbabwe

The significance of the study to the government is that it can inform government policies, leading to the creation of more comprehensive regulations that govern ethical practices and human rights within the mining sector. The study supports the government’s efforts to enhance governance and accountability in mining operations. The study is significant to the Government as commitment to human rights and ethical practices can improve Zimbabwe’s standing in the global community, attracting foreign investment and fostering international partnerships. By addressing human rights issues in the mining sector, the study can help mitigate conflicts between mining companies and local communities, promoting social cohesion and stability. The findings can align with national objectives and international commitments to sustainable

development, ensuring that mining contributes positively to economic and social development. Insights from the study can empower regulatory agencies to enforce ethical standards more effectively, enhancing their capacity to monitor and evaluate mining operations. The research can foster dialogue between the government, mining companies, and civil society, encouraging collaborative approaches to human rights protection. By ensuring ethical practices in mining, the government can promote a more sustainable and responsible mining sector, ultimately contributing to economic growth and development.

1.1.4 To the body of knowledge

The study contributes to the body of knowledge in ethics, human rights, and mining, enriching academic discussions and fostering scholarly research in the related fields. Insights from the study can inform the development of educational programs and curricula that emphasize the importance of ethics and human rights in the mining sector. The research encourages an interdisciplinary approach, integrating concepts from ethics, law, environmental studies, and social sciences, which is vital for comprehensive education. By highlighting ethical practices, the study equips students with the knowledge and skills to become responsible leaders in the mining industry and related fields. The findings can inspire further research initiatives within the school, fostering innovation in addressing ethical challenges and human rights issues in mining. The study can enhance collaboration between the school, industry stakeholders, and policymakers, creating opportunities for applied research and community engagement. Conducting impactful research on critical issues like ethics and human rights strengthens the school's reputation as a leading institution in relevant fields. The research adds to the global discourse on ethics in the mining industry, positioning the school as a contributor to international conversations on human rights and sustainability.

1.6 Assumptions of the study

i) The research participants (TNM management, employees, clients, and local communities) will provide honest and accurate information during data collection.
ii) The data collection methods (interviews, surveys, observations) will yield reliable and valid data.
iii) The sample size is representative of the population, and the findings can be generalized to other mining operations in Zimbabwe.

iv) The study's conceptual framework (human rights protection mechanisms and ethical standards) is comprehensive and relevant to the mining industry.
v) TNM has the capacity and willingness to implement the study's recommendations.
vi) The study's findings will be free from bias and influenced only by the data collected.
vii) The research will not harm or exploit any individuals or groups, and all participants will be treated with respect and dignity.
viii) The study's timeline and resources are sufficient to complete the research and achieve its objectives**.**

1.7 Delimitation of the study

The geographical scope of this study was limited to Zimbabwe, with a specific focus on the mining sector. Within this sector, Trojan Nickel Mine serves as a case study, allowing for an in-depth examination of the effectiveness of ethics in protecting human rights providing a delimitation for other researchers to carry related and similar studies to other mining companies in Bindura or others in Zimbabwe.

The study's timeframe is restricted to recent events and trends within the last two years, enabling an analysis of current practices and challenges in the mining industry. This focus on a specific period ensures that the study's findings are relevant and timely creating a delimitation for other researchers to consider other periods two years going back.

The scope of this study is further refined to explore the effectiveness of ethics in protecting specific human rights, including labour rights, environmental rights, and community rights. By concentrating on these key areas, the study provides a nuanced understanding of the complex relationships between ethics, human rights, and the mining industry.

In terms of methodology, this study employs a case study approach, with Trojan Nickel Mine as the primary focus, supplemented by a survey of multiple mines to provide comparative data and enhance generalizability. The study's population is comprised of stakeholders directly involved in or affected by the mining industry, including mine workers, local communities, management, and government officials.

1.8 Limitations

According Lee and Li (2017) limitations in research refer to the potential weaknesses or constraints that may affect the study's validity, reliability, or generalizability. They are factors beyond the researcher’s control that can impact the outcomes of the research. Thus the current study observed the following limitations:

The researcher encountered limitations in accessing sensitive or proprietary information from Trojan Nickel Mine and other mining companies, which impacted on the depth and accuracy of the findings. Additionally, the study faced challenges in obtaining candid responses from stakeholders, particularly mine workers and local communities, due to potential fear of reprisal or backlash. To counter this the researcher applied to Trojan Mine leadership and an authority to carry out the study was given and all the employees were given green light to participate in the research giving information to the best of their knowledge without fear of victimisation for sharing company internal information

The study's reliance on a case study approach and survey methodology limited the generalizability of the findings to other contexts or industries. Furthermore, the study's focus on a specific timeframe (two years) might not capture long-term trends or historical patterns in the mining industry. To counter this the researcher focused on secondary data beyond two years.

The researcher encountered difficulties in maintaining objectivity and avoiding bias, particularly when dealing with sensitive or controversial topics such as human rights violations. Moreover, the researcher faced limitations in terms of resources, including time, funding, and access to expertise, which impacted negatively to the study's scope and depth. The researcher to counter this obtained a loan from a local bank to cover for costs related to data collection, transport and printing services.

1.9 Definition of key terms

Effectiveness: refers to the degree to which ethics in the mining industry achieve their intended purpose of protecting human rights, including efficiency, impact and sustainability, (Neuman, 2014).

Ethics: principles and values that guide behavior and decision-making in the mining industry, including corporate social responsibility, governance, compliance, integrity, and transparency, (Velasquez, 2012).

Human Rights: universal rights inherent to all human beings, including labor rights, environmental rights, community rights, and indigenous rights, as recognized by international law and agreements, (United Nations, 1948).

Mining Industry: the sector involved in the extraction and processing of minerals and metals, including companies, organizations, stakeholders and supply chains, (MMSD, 2002).

Protection: measures taken to safeguard human rights from violations or harm, including policies, practices, mechanisms, and remedies, (ILO, 2019).

Corporate Social Responsibility(CSR): voluntary efforts by companies to improve social and environmental impacts, (Carroll, 1991).

Governance: systems and processes for overseeing and managing mining companies, (OECD, 2015).

Stakeholders: individuals or groups impacted by or influencing the mining industry, (Freeman, 1984).

1.2 Abbreviations

i) CSR - Corporate Social Responsibility
ii) EIA - Environmental Impact Assessment
iii) HR - Human Rights
iv) ILO - International Labour Organization
v) MMSD - Mining, Minerals, and Sustainable Development
vi) OECD - Organisation for Economic Co-operation and Development
vii) UN - United Nations
viii) ZMWA - Zimbabwe Miners' Workers' Association
ix) ZMDC - Zimbabwe Mining Development Corporation
x) BNC – Bindura Nickel Cooperation (A member of Kuvimba Mining House)
xi) TNM - Trojan Nickel Mine (A subsidiary of BNC)
xii) Zim – Zimbabwe
xiii) MNE - Multinational Enterprise (mentioned in the context of the mining industry)
xiv) KMH – Kuvimba Mining House.

1.10 Organization of Study

The rest of the study is organized into four chapters. Chapter 2 deals with the literature review, that is, the main conceptual and theoretical views on the effectiveness of private security guards in policing property crimes as well as empirical evidence. Chapter 3 discusses the research methodology. It focuses on research design, sampling procedures, data collection methods and

analysis procedures. Chapter 4 includes data analysis, presentation and discussion. Finally, chapter 5 summarise the findings, conclusions and recommendations of the study.

1.11 Chapter Summary

This Chapter provides a foundational introduction to the research inquiry, situating the investigation within the context of Zimbabwe's mining industry and its impact on human rights. By elucidating the background and problem statement, the chapter highlights the imperative need to evaluate the efficacy of ethics in safeguarding human rights, with a specific focus on Trojan Nickel Mine a subsidiary of Bindura Nickel Corporation a member of Kuvimba Mining House as a case study. The research objectives are subsequently delineated, providing a clear direction for the study. A concise literature review underscores the significance of ethics and human rights in the mining sector, while clarifying abbreviations and outlining the organization of the study ensures a coherent framework for the research report. Having established this foundation, Chapter 2 will proceed to examine the theoretical frameworks and conceptual underpinnings that inform the relationship between ethics and human rights in the mining industry, providing a critical lens for analysing the case study.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter discussed the review of related literature on the effectiveness of ethics in protecting human rights at Trojan Nickel Mine. Literature review was discussed in three distinctive phases namely the conceptual framework where the key concepts of the study were articulated, theoretical framework providing the key theories governing the study and the empirical framework were previous studies related to current study were articulated and a gap analysis outlined. The chapter concluded with a chapter summary.

2.1 Conceptual Framework

2.1.1 Defination of ethics

Ethics, in the context of the mining sector, pertains to the moral principles guiding behavior and decision-making that impact human rights. The extraction of minerals often occurs in regions inhabited by vulnerable communities, leading to potential violations of their rights. Ethical considerations demand that mining companies prioritize the well-being of these populations by ensuring their participation in decision-making processes and respecting their land rights.

The ethical framework surrounding human rights in mining includes issues such as labor rights, environmental sustainability, and community consent. Companies must adopt practices that not only comply with legal standards but also uphold higher ethical norms that protect local populations from exploitation and environmental degradation. This involves implementing fair labor practices and engaging with indigenous communities to address their concerns adequately.

Ultimately, a robust ethical approach within the mining sector fosters accountability and transparency, enabling stakeholders to navigate the complex interplay between economic gain and human dignity. By integrating ethics into corporate strategies, mining companies can contribute positively to societal development while safeguarding human rights.
Ethics in the context of the protection of human rights in the mining sector involves the moral principles that guide the behavior of companies and stakeholders in ensuring that mining activities do not infringe upon the rights of individuals and communities. This ethical framework is crucial given the historical and ongoing human rights violations associated with mining operations, particularly in developing countries.

2.1.2 Key Ethical Considerations

Respect for Human Rights: Mining companies are expected to adhere to international human rights standards, such as those outlined in the Universal Declaration of Human Rights (UDHR). This includes ensuring that their operations do not lead to violations such as forced displacement, environmental degradation, and health hazards for local communities (Gracelin and Baskaran, 2023).

Corporate Responsibility: The UN Guiding Principles on Business and Human Rights emphasize that businesses have a responsibility to respect human rights. This means that mining companies must avoid causing or contributing to adverse human rights impacts and should address any negative effects that arise from their operations .

Community Engagement: Ethical mining practices require meaningful engagement with local communities. This involves obtaining a "social license to operate," which reflects the community's acceptance of mining activities based on trust and mutual respect. Companies must actively involve affected communities in decision-making processes related to mining projects.

Transparency and Accountability: Ethical standards in mining also call for transparency in operations and accountability for human rights impacts. Companies should disclose information about their practices and the potential impacts of their activities, allowing stakeholders to hold them accountable .

Environmental Stewardship:
Mining operations often have significant environmental impacts that can affect the health and livelihoods of local populations. Ethical mining practices include taking proactive measures to mitigate environmental damage and ensuring that operations do not compromise the rights to a healthy environment.

Addressing Historical Injustices: The mining sector has a legacy of colonialism and exploitation, particularly in resource-rich regions. Ethical considerations must include acknowledging and addressing these historical injustices, ensuring that indigenous and marginalized communities are treated fairly and equitably

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Ethics in the mining sector is fundamentally about protecting human rights and ensuring that mining activities contribute positively to the communities involved. This involves a commitment to respect, transparency, and accountability, as well as proactive engagement with local populations to foster trust and cooperation.

2.2 Defination of human rights

Human rights are fundamental entitlements inherent to all individuals, encompassing freedom, dignity, life, liberty, and security (Skarstad, 2024). The ethical considerations surrounding human rights are particularly salient in research contexts where participant protection is paramount. Moka-Mubelo (2019) emphasizes that ethical research practices necessitate the safeguarding of participant rights through mechanisms such as informed consent and

confidentiality. These principles not only enhance the validity of research but also uphold the integrity of academic endeavors.

In exploring the relationship between human rights and research ethics, it becomes evident that a balance must be struck between individual protections and broader societal interests. Amon et al. (2012) discuss this ethical conflict, highlighting challenges researchers face when navigating state interests versus individual rights. This tension underscores the importance of adhering to established human rights frameworks while conducting research that impacts vulnerable populations.

Ultimately, a comprehensive understanding of human rights within research ethics is essential for ensuring that studies respect and protect individual dignity while contributing valuable insights to society (Weston, 2025). Ethical guidelines must be rigorously applied to foster an environment where both participants' rights and scientific advancement coexist harmoniously. Human rights are defined as the rights that belong to individuals or groups simply by virtue of being human. These rights are considered universal and are essential for ensuring individual and collective well-being. They encompass a wide range of values and capabilities that enhance human agency and protect human interests, often articulated as moral or legal demands that are frequently challenged by social and natural forces, leading to exploitation and oppression.

2.2.1 Context of Ethics in the Protection of Human Rights

Moral Foundations

Human rights are grounded in moral principles that assert the inherent dignity and worth of every individual. This moral foundation is crucial for ethical discussions surrounding the protection and promotion of these rights.

Legal Frameworks

The establishment of international legal frameworks, such as the Universal Declaration of Human Rights (UDHR) adopted by the United Nations in 1948, provides a basis for the ethical obligation to protect human rights globally. These frameworks aim to hold states accountable for violations and promote a just society.

Historical Development

The concept of human rights has evolved significantly, influenced by historical events and philosophical thought. The transition from natural rights to human rights reflects a growing recognition of the need for universal protections that transcend cultural and national boundaries.

Challenges and Responsibilities

Ethical discussions also focus on the responsibilities of individuals, governments, and organizations in protecting human rights. This includes addressing systemic injustices and ensuring that human rights are not merely theoretical but are actively realized in practice .The definition of human rights, coupled with ethical considerations, underscores the importance of a comprehensive approach to their protection. This involves not only legal frameworks but also a commitment to moral principles that advocate for the dignity and rights of all individuals.

2.3 Effectiveness of ethics in Human Rights

The effectiveness of ethics in human rights is a critical area of study, as ethical frameworks guide the implementation and interpretation of human rights norms. Scholars argue that ethical principles, such as justice, equality, and dignity, are foundational to understanding human rights (Donelly, 2013). These principles not only inform the creation of human rights laws but also shape their enforcement and adherence across different cultures. For instance, the Universal Declaration of Human Rights embodies ethical considerations that transcend cultural boundaries, promoting universal values (Morsink, 1999).

Moreover, ethics play a pivotal role in addressing violations of human rights. According to Sen (2004), an ethical approach encourages accountability and fosters a culture of respect for individual rights. This perspective is essential in humanitarian interventions where moral imperatives often drive action against oppressive regimes. Consequently, integrating ethics into human rights discourse enhances both advocacy efforts and policy formulation aimed at protecting vulnerable populations.

Framework for Accountability

Ethical principles guide the establishment of legal frameworks that hold individuals and governments accountable for human rights violations. By promoting standards of conduct, ethics helps ensure that perpetrators are brought to justice, thereby reinforcing the rule of law.

Promotion of Dignity and Respect

Ethics emphasizes the inherent dignity of all individuals. This foundational principle fosters respect for human rights, encouraging societies to prioritize the protection of vulnerable groups and to combat discrimination.

Influence on Policy and Practice

Ethical considerations shape policies and practices at both national and international levels. Organizations and governments that prioritize ethical frameworks are more likely to implement effective human rights protections and to engage in meaningful dialogues about rights.

Education and Awareness

Ethical discussions around human rights contribute to public awareness and education. By highlighting moral imperatives, ethics can mobilize communities and encourage collective action to advocate for rights, promoting a culture of respect and responsibility.

Guiding Humanitarian Efforts

In humanitarian contexts, ethics play a crucial role in guiding actions and interventions. Ethical frameworks help organizations navigate complex situations, ensuring that their efforts prioritize the well-being and rights of affected populations.

Addressing Systemic Inequities

Ethics encourages a critical examination of systemic inequities and injustices. By addressing root causes of human rights violations, ethical frameworks promote long-term solutions that go beyond mere compliance with laws.

The effectiveness of ethics in human rights lies in its ability to shape legal standards, promote dignity, influence policy, raise awareness, guide humanitarian efforts, and address systemic issues. A robust ethical approach is essential for the advancement and protection of human rights globally. The interplay between ethics and human rights is vital for ensuring their effectiveness globally. Ethical considerations not only underpin legal frameworks but also facilitate meaningful dialogue concerning human dignity and social justice (Rawls, 1999). Thus, fostering an ethical understanding of human rights remains imperative for advancing global equity

2.3.1 Assessment of the current state of human rights protection in Mining Sector in Zimbabwe.

The current state of human rights protection in the mining sector in Zimbabwe reflects a complex interplay between economic interests and the fundamental rights of local communities. The exploitation of mineral resources has often led to severe environmental degradation, displacing communities and undermining their livelihoods. According to Human Rights Watch (2020), many mining operations frequently disregard the rights of indigenous people, leading to conflicts over land use and access to natural resources. This trend raises critical questions about corporate responsibility and governmental oversight in ensuring that mining practices align with international human rights standards.

May writters discourse emphasizes the need for a robust legal framework that safeguards human rights within this sector. Moyo (2019) argues that existing laws are often inadequately enforced, resulting in a culture of impunity among mining companies. Furthermore, community voices are frequently marginalized in decision-making processes related to resource extraction (Chigara & Chifamba, 2021). Therefore, enhancing stakeholder engagement is essential for fostering accountability and promoting sustainable practices that respect human dignity.

While there have been efforts toward improving human rights protections in Zimbabwe's mining sector, significant challenges remain. A multifaceted approach involving stricter regulation, community involvement, and corporate accountability is necessary to ensure that the benefits of mineral wealth extend equitably across society (Moyo, 2019; Human Rights Watch, 2020). Addressing these issues is imperative for advancing both economic development and human rights in Zimbabwe.

The current state of human rights protection in the mining sector in Zimbabwe is marked by significant challenges, particularly as the country experiences a surge in mining activities driven by global demand for minerals. This assessment highlights key issues affecting human rights in this sector, drawing on recent scholarly insights and reports.

2.3.2 Key Issues in Human Rights Protection in the mining sector in Zimbabwe

Displacement and Land Rights Violations

Mining operations in Zimbabwe have frequently resulted in the forced displacement of local communities. For example, the extraction of lithium and other minerals has led to the eviction of families without adequate compensation or consultation. Reports indicate that projects like those by Max Mines Investments have displaced around 40 households, raising serious concerns about land rights and the lack of community engagement in decision-making processes .

Environmental Degradation

The mining sector is associated with severe environmental impacts, including pollution of water sources and degradation of land. The extraction processes often lead to contamination of local ecosystems, adversely affecting the health and livelihoods of surrounding communities. The regulatory framework intended to protect the environment is often inadequately enforced, allowing companies to operate with minimal accountability.

Labor Rights Violations

Workers in the mining industry face numerous challenges, including unsafe working conditions and inadequate health protections. Violations of labor rights are common, with many workers exposed to hazardous environments without proper safety measures. The lack of enforcement of labor laws exacerbates these issues, leaving workers vulnerable to exploitation .

Lack of Transparency and Accountability

There is a significant lack of transparency regarding mining contracts and operations. Many agreements between the government and mining companies are not publicly disclosed, preventing communities from understanding the terms of operations that affect their lives. This opacity undermines accountability and hinders the ability of civil society to advocate for human rights protections .

Regulatory Challenges

Although Zimbabwe has established some legal frameworks aimed at protecting human rights in the mining sector, these are often overshadowed by the government's focus on attracting foreign investment. This prioritization can lead to the neglect of human rights considerations, as regulatory bodies may prioritize economic benefits over the protection of local communities and their rights.

The assessment of human rights protection in Zimbabwe's mining sector reveals a complex landscape where economic interests often conflict with the rights and well-being of local communities. Addressing these challenges requires a multi-faceted approach that includes stronger enforcement of existing laws, greater transparency in mining operations, and active engagement with affected communities to ensure their rights are respected.

2.3.4 Mining operations result in community displacement, labor rights violations, and environmental degradation

Mining operations often lead to significant community displacement, labor rights violations, and environmental degradation, creating multifaceted challenges for affected populations. The extraction of minerals frequently necessitates the relocation of communities, disrupting their social structures and cultural ties (Ngole-Jeme et al., 2022). In many cases, local residents are not adequately compensated or consulted about these displacements, leading to feelings of disenfranchisement and resentment towards mining companies (Ngole-Jeme et al., 2022). This disconnect can exacerbate tensions between corporations and communities while undermining local governance structures.

Moreover, labor rights violations are prevalent in mining sectors worldwide. Workers often face unsafe working conditions, long hours without fair compensation, and a lack of access to basic rights such as healthcare and education (Ngole-Jeme et al., 2022). These issues are particularly pronounced in regions where regulatory oversight is weak or nonexistent. As a result, laborers may be subjected to exploitation by employers who prioritize profit over worker welfare.

Environmental degradation further complicates the situation. Mining activities can lead to severe ecological consequences such as deforestation, soil erosion, and pollution of water sources (Earth.Org, 2022). In Sierra Leone's mining sector specifically, high water usage

exacerbates these environmental challenges while also impacting agricultural practices essential for community sustenance (Environmental Impacts: Local Perspectives of Selected Mining Edge..., 2020). Collectively, these factors underscore the urgent need for comprehensive policies that address not only the economic benefits of mining but also its profound social and environmental repercussions.

Mining operations have significant social and environmental impacts, often resulting in community displacement, labor rights violations, and environmental degradation. These issues are prevalent in many regions, particularly in developing countries where mining activities are expanding rapidly.

Community Displacement

Mining operations frequently lead to the displacement of local communities. This displacement often occurs without adequate compensation or consultation, violating the rights of affected individuals. For instance, in Sierra Leone, conflicts have arisen due to the loss of farmland and religious sites, which are critical to local communities' cultural and economic livelihoods. The lack of effective legal frameworks to protect these communities exacerbates the situation, leading to increased tensions between mining companies and local populations (Chawira ,2018) .

Labor Rights Violations

Labor rights violations are another critical concern in the mining sector. Workers often face unsafe working conditions, inadequate health protections, and exploitation. Reports indicate that many mining companies fail to comply with labor standards, exposing workers to hazardous environments without proper safety measures. This neglect not only endangers the health of workers but also undermines their rights to fair treatment and safe working conditions (Moyo ,2019).

Environmental Degradation

The environmental impacts of mining operations are profound and far-reaching. Mining activities contribute to deforestation, soil degradation, and water pollution. The extraction processes often lead to the contamination of local water sources, adversely affecting both the environment and the health of nearby communities. For example, mining tailings, which

contain toxic substances, can leak into water supplies, posing serious health risks to local populations (Hammar and Simpson ,2017). Furthermore, the destruction of ecosystems due to mining activities can have long-term consequences for biodiversity and local agriculture.

The intersection of community displacement, labor rights violations, and environmental degradation in mining operations highlights the urgent need for stronger regulatory frameworks and ethical practices in the industry. Addressing these issues requires a commitment from governments, companies, and civil society to prioritize human rights and environmental sustainability in mining activities.

Challenges that hinder the realization of responsible mining practices

The realization of responsible mining practices faces several significant challenges, particularly in developing countries where governance structures may be weak. These challenges can hinder the effective implementation of ethical and sustainable mining practices. Below are some of the key obstacles identified in the literature:

Weak Governance and Regulatory Frameworks

Many mining operations occur in regions with inadequate regulatory oversight. Weak governance can lead to insufficient enforcement of environmental and social regulations, allowing companies to operate without accountability. This lack of oversight often results in environmental degradation and social injustices, as communities are not adequately protected from the adverse effects of mining activities (Tsiko, 2028).

Community Displacement and Land Rights Issues

Mining projects frequently lead to the displacement of local communities, often without proper compensation or consultation. This displacement can violate the rights of affected individuals and create conflicts between mining companies and local populations. The failure to recognize and respect land rights is a significant barrier to responsible mining practices (Moyo, 2020).

Environmental Degradation

Mining operations can cause severe environmental harm, including deforestation, soil erosion, and water pollution. The extraction of minerals often leads to the destruction of ecosystems, which can have long-term impacts on biodiversity and local communities' livelihoods. The challenge lies in balancing economic benefits with environmental protection (Munyoro, 2017).

Labor Rights Violations

Workers in the mining sector often face poor working conditions, including exposure to hazardous materials and inadequate safety measures. Labor rights violations, such as the lack of fair wages and the absence of proper health protections, undermine the ethical standards that responsible mining practices aim to uphold (Murewa ,2019).

Lack of Transparency and Accountability

Transparency in mining operations is crucial for ensuring that companies adhere to responsible practices. However, many mining contracts and agreements are not publicly disclosed, limiting community awareness and participation in decision-making processes. This lack of transparency can lead to corruption and further entrench the power imbalances between mining companies and local communities (Moyo ,2015).

Economic Pressures and Short-Term Focus

Mining companies often prioritize short-term profits over long-term sustainability. This focus can lead to the neglect of responsible practices, as companies may cut corners to reduce costs. The pressure to deliver immediate financial returns can conflict with the ethical obligations to protect human rights and the environment (Ndlovu, 2018).

Addressing these challenges requires a concerted effort from governments, mining companies, and civil society to promote responsible mining practices. Strengthening regulatory frameworks, ensuring community engagement, and fostering transparency are essential steps toward achieving sustainable and ethical mining operations.

Another factor affecting the effectiveness of ethics is government regulation and enforcement. Governments must establish and enforce laws and regulations that protect human rights and hold companies accountable for their actions (Hilson, 2012). Also companies must engage with local communities, NGOs, and other stakeholders to ensure that their concerns are heard and addressed (Jenkins, 2004).Also companies must be transparent in their operations and decision-making processes, and be held accountable for their actions (Eccles, 2010).

The effectiveness of ethics in the protection of human rights.

The mining sector has been criticized for its poor human rights record, particularly in developing countries and Zimbabwe not an exception (Peterson, 2018). It is argued that ethics can play a crucial role in promoting responsible business practices and respecting human rights.

However, the effectiveness of ethics depends on various factors, including the commitment of companies, governments, and other stakeholders to uphold human rights (Peterson, 2018).

The mining sector is a significant contributor to the global economy, providing essential minerals and metals for various industries. However, the sector has been criticized for its poor human rights record, particularly in developing countries and Zimbabwe is not an exception (Buxton, 2012). Human rights abuses in the mining sector include displacement of communities, environmental degradation, and labor rights violations (ILO, 2019).

Ethics can play a crucial role in promoting responsible business practices and respecting human rights in the mining sector. Companies can adopt ethical principles and practices that prioritize human rights, such as conducting human rights impact assessments, engaging with local communities, and providing fair compensation for land acquisition (UN Guiding Principles, 2011). Governments can also promote ethics in the mining sector by enforcing laws and regulations that protect human rights and holding companies accountable for their actions.

The effectiveness of ethics in protecting human rights in the mining sector depends on various factors, including commitment of companies. Companies must demonstrate a genuine commitment to upholding human rights and adopting ethical practices (Deakin, 2009).

There are several case studies that demonstrate the effectiveness of ethics in protecting human rights in the mining sector. The Anglo American's Human Rights Policy is a leading mining company and has developed a comprehensive human rights policy that prioritizes respect for human rights and engagement with local communities (Anglo American, 2020).

Rio Tinto, another leading mining company, has implemented a community engagement program that involves local communities in decision-making processes and provides fair compensation for land acquisition (Rio Tinto, 2020). Thus ethics can play a crucial role in promoting responsible business practices and respecting human rights in the mining sector. However, the effectiveness of ethics depends on various factors, including the commitment of companies, governments, and other stakeholders to uphold human rights. Companies must adopt ethical principles and practices that prioritize human rights, and governments must establish and enforce laws and regulations that protect human rights.

The effectiveness of ethics in the protection of human rights is a critical area of inquiry that reveals complex interdependencies between ethical codes and their practical implications. A recent study by Alzahir et al. (2023) examined the ethical codes of 279 human rights

organizations (HROs) across 67 countries, identifying a positive correlation between the breadths of ethical values in the mining sector. This suggests that when HROs emphasize comprehensive ethical frameworks, they may contribute to an environment more conducive to protecting human rights.

Furthermore, Musiał-Kidawa (2021) argues that the moral foundation of human rights is essential for their implementation within civil society. The study implies that strong ethical principles can curb negative impulses and promote social order, thereby enhancing civic awareness and democratic engagement. Although these studies do not provide direct evidence linking ethics to effective human rights protection in the mining sector, they underscore the importance of integrating robust ethical frameworks into HRO practices as a means to foster a just society.

2.3.5 Human rights protection at in the mining sector in Zimbabwe.

Human rights protection in the mining sector in Zimbabwe is a complex issue, with various laws and regulations in place to safeguard the rights of individuals and communities affected by mining activities. There are key legislation and regulations relating to human rights protection in the mining sector in Zimbabwe.

The Mines and Minerals Act [Chapter 21:05]. This is the principal legislation governing mining law in Zimbabwe. It provides for the acquisition, maintenance, and disposal of mining rights, as well as the environmental and social responsibilities of mining companies.

The Environmental Management Act [Chapter 20:27]. This Act regulates the environmental impacts of mining activities, including the requirement for environmental impact assessments and the need for mining companies to obtain environmental permits.

The Labour Act [Chapter 28:01]. This Act regulates the employment relationship in the mining sector, including the rights and obligations of employers and employees. Right to Free, Prior and Informed Consent (FPIC). The government of Zimbabwe has committed to upholding the principle of FPIC, which requires that local communities be consulted and give their consent before mining activities commence.

The protection of Community Land Rights. The Communal Lands Act [Chapter 20:04] recognizes the rights of local communities to their land and provides for the protection of these rights in the face of mining activities. The Labour Act [Chapter 28:01] provides for the

protection of labour rights in the mining sector, including the right to fair wages, safe working conditions, and freedom of association.

Despite these laws and regulations, human rights abuses continue to occur in the mining sector in Zimbabwe. Challenges and limitations include lack of enforcement. Weak enforcement of laws and regulations has contributed to human rights abuses in the mining sector. Secondly communities and individuals affected by mining activities often face significant barriers in accessing remedies for human rights abuses. Corruption remains a significant challenge in the mining sector in Zimbabwe, undermining efforts to protect human rights

Human rights protection in the mining sector in Zimbabwe is a complex issue, with various laws and regulations in place to safeguard the rights of individuals and communities. However, challenges and limitations remain, including lack of enforcement, limited access to remedies, and corruption. Addressing these challenges will be critical to ensuring that human rights are protected in the mining sector in Zimbabwe.

2.3.6 The factors which affect the effectiveness of ethics in the protection of human rights.

Factors that affect the effectiveness of ethics in protecting human rights are not limited to the following top management commitment. The commitment of top management to ethical practices and human rights protection is crucial for example in the mining sector (Deakin, 2009).

A strong organizational culture that values ethics and human rights can promote responsible business practices (Eccles, 2010). Effective Laws and Regulations is also factors which affect the effectiveness of ethics in the protection of human rights. Governments must establish and enforce laws and regulations that protect human rights and promote responsible business practices (Hilson, 2012).

The regulatory enforcement also constitutes the factors which affect the effectiveness of ethics in the protection of human rights. Effective regulatory enforcement is necessary to ensure that companies comply with laws and regulations (Jenkins, 2004). Community Engagement, companies must engage with local communities and involve them in decision-making processes related to human rights (Buxton, 2012).

NGO and Civil Society Engagement, Collaboration with NGOs and civil society organizations can promote human rights protection and responsible business practices (ILO, 2019).

Transparency and Accountability in Operations, Companies must be transparent in their operations and decision-making processes (Eccles, 2010).

Also Accountability Mechanisms, Effective accountability mechanisms, such as grievance procedures and independent monitoring, are necessary to ensure that companies are held accountable for their actions (Jenkins, 2004). Capacity building and training employee, Companies must provide training for employees on human rights and responsible business practices (Deakin, 2009). Capacity Building for Local Communities, companies must support capacity building for local communities to enable them to participate effectively in decision-making processes related to human rights (Buxton, 2012).Lastly Continuous Monitoring and Evaluation, regular human rights impact assessments where mining companies must conduct regular human rights impact assessments to identify and mitigate potential human rights risks (Hilson, 2012). Independent Monitoring and Evaluation, independent monitoring and evaluation mechanisms are necessary to ensure that companies are held accountable for their actions and that human rights protection is effective (Jenkins, 2004).

2.4 Theoretical framework

According to Saunders (2012) a theoretical framework is a conceptual structure that provides a systematic and organized approach to understanding and explaining a particular phenomenon or research problem. It is a set of interconnected concepts, theories, and hypotheses that guide the research process and provide a framework for analysing and interpreting data. Theoretical frameworks serve several purposes namely provide a conceptual structure. A theoretical framework provides a clear and concise structure for understanding the research problem. It also guide the research process: The framework guides the research design, data collection, and data analysis. It provide a basis for interpretation of concepts of the study. The framework provides a basis for interpreting the findings and drawing conclusions (Creswell, 2009).The study was governed by three theories namely Stakeholder Theory, Corporate Social Responsibility (CSR), and Human Rights-Based Approach (HRBA).

The mining industry in Zimbabwe is governed by a legal and regulatory framework that prioritizes environmental sustainability and human well-being. Specifically, Section 73 of the Constitution of Zimbabwe (2013) enshrines the right to a clean environment, while Section 76 protects the right to health. Furthermore, the Environmental Management Act (Chapter 20:27) (EMA) provides a comprehensive framework for environmental management, including

provisions related to environmental impact assessments (Section 4), waste management (Section 5), and pollution control (Section 6).

According to Gudmunsson (2009), responsible mining practices are critical for ensuring that the mining industry contributes to sustainable development and human well-being. This requires integrating human rights and environmental considerations into mining operations. In the context of Trojan Nickel Mine, this means prioritizing environmental sustainability, human rights, and community well-being. By examining the company's operations through the lens of stakeholder theory, corporate social responsibility, and human rights-based approach, we can assess its commitment to responsible mining practices. Specifically, we will analyze how the company engages with local communities (stakeholder theory), implements environmentally sustainable practices (corporate social responsibility), and respects human rights (human rights-based approach).Through this analysis, we aim to connect the legal and regulatory framework to the theoretical frameworks, highlighting areas of alignment and potential gaps. This will enable us to provide recommendations for enhancing Trojan Nickel Mine's responsible mining practices and contributing to sustainable development and human well-being. This study is grounded in the theoretical frameworks of Stakeholder Theory, Corporate Social Responsibility (CSR), and Human Rights-Based Approach (HRBA).

2.4.1 Stakeholder Theory

The stakeholder theory is a crucial framework for understanding the complex relationships between organizations and their various stakeholders. In the context of Trojan Nickel Mine, this theory is particularly relevant as it highlights the importance of considering the interests and rights of local communities, employees, suppliers, and environmental stakeholders (Freeman, 1984). As Donaldson and Preston (1995) argue, stakeholder theory emphasizes the need for organizations to prioritize the needs of their stakeholders, rather than solely focusing on shareholder interests. The connection to the topic of responsible mining practices is evident, as stakeholder theory emphasizes the need for organizations to prioritize the needs of their stakeholders. In the mining industry, this means ensuring that operations are conducted in a manner that minimizes harm to local communities and the environment, while also providing economic benefits and opportunities for employees and suppliers (Gudmunsson, 2009). By applying stakeholder theory, Trojan Nickel Mine can identify and prioritize the needs of its various stakeholders, ensuring that its operations are socially responsible and sustainable.

Stakeholder theory highlights the importance of considering the interests of multiple stakeholders, including those who may not have a direct economic stake in the organization, Clarkson (1995). This includes local communities, who may be impacted by the environmental and social effects of mining operations. By prioritizing the needs of local communities, Trojan Nickel Mine can ensure that its operations are conducted in a manner that respects their rights and interests.

Furthermore, stakeholder theory highlights the importance of considering the interests of environmental stakeholders, including conservation groups and regulatory agencies (Starik, 1995). This is particularly relevant in the mining industry, where operations can have significant environmental impacts. By prioritizing the needs of environmental stakeholders, Trojan Nickel Mine can minimize its environmental footprint and ensure that its operations are conducted in a sustainable manner.The stakeholder theory provides a valuable framework for understanding the complex relationships between organizations and their stakeholders. By applying this theory, Trojan Nickel Mine can ensure that its operations are socially responsible and sustainable, and that the needs of all stakeholders are prioritized. This is critical for responsible mining practices, as it ensures that the company's operations are conducted in a manner that benefits both the company and its stakeholders.

2.4.2 The Human Rights-Based Approach (HRBA)

The Human Rights-Based Approach (HRBA) offers a paradigmatic framework for examining the social and environmental implications of Trojan Nickel Mine's operations. By foregrounding the rights of local communities, employees and other stakeholders, HRBA provides a nuanced lens through which to interrogate the company's practices and policies (United Nations, 2011). This approach is particularly salient in the context of mining, where the extraction of natural resources can have far-reaching consequences for human rights and the environment. In applying HRBA to Trojan Nickel Mine, it becomes clear that the company has a duty to respect, protect and promote the rights of local communities to a clean environment and health (ICMM, 2018). This entails conducting rigorous environmental impact assessments, implementing mitigation strategies to minimize harm and ensuring that affected communities are consulted and compensated fairly. Moreover, HRBA highlights the need for Trojan Nickel Mine to protect the rights of employees to fair labor practices and safe working conditions, including the right to collective bargaining, equal pay and protection from discrimination.

Furthermore, HRBA emphasizes the importance of promoting stakeholder participation in decision-making processes (Gunningham, 2007). This involves creating mechanisms for dialogue and engagement with local communities, employees, and other stakeholders, ensuring that their concerns and interests are taken into account. By doing so, Trojan Nickel Mine can foster trust, build relationships, and ensure that its operations are socially responsible and sustainable.

The Human Rights-Based Approach offers a valuable framework for examining the social and environmental implications of Trojan Nickel Mine's operations. By prioritizing the rights of local communities, employees, and other stakeholders, HRBA provides a nuanced and comprehensive lens through which to evaluate the company's practices and policies.

Corporate Social Responsibility (CSR) Theory

Corporate Social Responsibility (CSR) is a paradigm that underscores the imperative for organizations to embrace a broader spectrum of responsibilities beyond their traditional economic obligations (Carroll, 1991). This concept recognizes that companies have a profound impact on society and the environment, and therefore, must assume a more comprehensive role in mitigating their negative externalities. In the context of Trojan Nickel Mine, CSR provides a framework for the company to integrate social, environmental and economic considerations into its operations, thereby ensuring that its activities are not only profitable but also responsible and sustainable.

The application of CSR principles to Trojan Nickel Mine's operations is multifaceted. Firstly, the company can prioritize environmental stewardship by implementing sustainable practices, reducing waste, and minimizing environmental harm. This can be achieved through the adoption of eco-friendly technologies, responsible water management, and rehabilitation of mined land. Secondly, Trojan Nickel Mine can demonstrate social responsibility by supporting local communities through education, healthcare, and economic development initiatives. This can involve collaborating with local stakeholders to identify and address pressing social needs, providing training and employment opportunities, and investing in community development projects.

Furthermore, CSR theory highlights the importance of philanthropy in corporate operations. Trojan Nickel Mine can engage in philanthropic activities by donating resources to charitable causes, supporting employee volunteer programs, and sponsoring community events. By doing

so, the company can contribute to the well-being of society, enhance its reputation, and foster a positive relationship with its stakeholders.

The connection between CSR and responsible mining practices is axiomatic. By embracing CSR principles, Trojan Nickel Mine can ensure that its operations are not only economically viable but also socially responsible and environmentally sustainable. This approach recognizes that responsible mining practices are not only a moral imperative but also a business imperative, as they can contribute to the company's long-term success and reputation. In conclusion, CSR theory provides a valuable framework for Trojan Nickel Mine to integrate responsible practices into its operations, thereby contributing to sustainable development and the well-being of society.

2.5 Emperical Research

Empirical Research is a systematic approach to collecting and analyzing data to test hypotheses and explore relationships between variables. It involves the use of empirical evidence, such as observations, experiments and surveys, to develop and test theories, (Bryman 2012). In this study, Empirical Research will be employed to investigate the current state of human rights protection at Trojan Nickel Mine. A mixed-methods approach will be used, combining both qualitative and quantitative data collection and analysis methods. This will involve a comprehensive review of existing literature, surveys, interviews and observations to gather data on human rights protection, policies and procedures at Trojan Nickel Mine.

The research will commence with a thorough review of existing literature on human rights protection in the mining industry, with a specific focus on Trojan Nickel Mine. This will be followed by the collection of primary data through surveys, interviews and observations. The data will then be analyzed using both qualitative and quantitative methods to identify patterns, trends and relationships.The findings of this study will provide valuable insights into the current state of human rights protection at Trojan Nickel Mine, the effectiveness of TNM's policies and procedures, and the gaps and challenges that hinder the realization of responsible mining practices. Based on these findings, recommendations will be made for enhancing human rights protection and ethical standards in the mining industry.

2.5.1 The effectiveness of ethics in the protection of human rights.

The effectiveness of ethics in the protection of human rights within the mining sector has been explored through various studies, reflecting a growing concern over the industry's impact on vulnerable communities. In a paper entitled, the effectiveness of ethics in the protection of human rights: A Critical Assessment by Handelsman (2020) discusses the challenges faced by geoscientists regarding human rights conflicts during mineral exploration and development. While his work does not directly assess the effectiveness of ethical frameworks, it underscores the importance of developing codes and standards aimed at improving industry performance. This highlights a critical foundation for future research into how such frameworks can safeguard human rights. The paper further examines the pivotal role of ethics in safeguarding human rights within various socio-political contexts. It explores the relationship between ethical frameworks and human rights protections, arguing that ethics serves as a foundational pillar for accountability, dignity, and justice. The analysis highlights how ethical considerations inform legal standards and influence policy-making, promoting a culture of respect for human rights. Through case studies and theoretical discourse, the paper identifies key challenges in the effective application of ethical principles, including systemic inequities and the prioritization of economic interests over human rights. Ultimately, the study underscores the necessity of integrating robust ethical practices into human rights advocacy to enhance protection mechanisms and foster sustainable development

In Ghana, Smith (2021) in his writing entitled, Ethics and Human Rights: A Framework for Accountability explored the intersection of ethical theory and human rights protection, emphasizing how ethical frameworks can enhance accountability in governance. It discusses case studies where ethical lapses led to human rights violations, proposing a model for integrating ethics into policy-making processes to ensure better protection of human rights. The study further examines corporate commitments to environmental and human rights within areas of limited statehood. The study reveals that weak governmental capacity and sociocultural differences impede these commitments' realization on the ground. This gap between corporate pledges and community experiences illustrates broader systemic issues that challenge ethical practices in mining, suggesting an urgent need for further investigation into effective implementation strategies.

In a study by Johnson (2022) entitled, The Role of Corporate Ethics in Human Rights Protection examines the effectiveness of corporate ethical practices in safeguarding human rights within multinational companies. By analysing various case studies, the paper highlights

the impact of ethical business conduct on community rights, suggesting that robust corporate ethics can serve as a deterrent to human rights abuses. Johnson (2022) research focuses on corporate social responsibility (CSR) programs in Tanzania and the Democratic Republic of Congo, emphasizing their role in protecting human rights for affected communities. The study indicates that successful CSR initiatives require robust monitoring and genuine engagement with local stakeholders to meet Sustainable Development Goals related to human rights. Collectively, these studies highlight significant barriers to implementing ethical practices effectively while pointing towards areas requiring further scholarly attention.

2.5.2 The current state of human rights protection in the Mining Sector.

The current state of human rights protection in the mining sector has been extensively analysed in various studies, revealing significant challenges that undermine the rights of local communities. In a study by Thompson (2022) entitled Human Rights in the Mining Sector: A Global Overview The study provided a comprehensive overview of human rights protections in the mining sector worldwide. It examines case studies from various countries, highlighting both successful initiatives and ongoing violations. The study emphasizes the need for stronger regulatory frameworks and corporate accountability to enhance human rights protections in mining operations. Wachenfeld (2016) highlights that in Tanzania's extractive sector, particularly large-scale gold mining, and existing legal frameworks are inadequate for safeguarding human rights without effective implementation. The study identifies critical issues such as non-adherence to international conventions and insufficient community participation, calling for a constitutional incorporation of the right to development and strengthened mining laws (Wachenfeld, 2016). These recommendations underscore the necessity for policies that genuinely benefit affected populations.

Similarly, in a study by Patel (2021) entitled Mining and Displacement: Human Rights Challenges in Developing Countries, the researcher investigated the human rights implications of community displacement caused by mining activities in developing nations in Nigeria. It analyses the effectiveness of existing legal protections and argues for the need to incorporate community voices into decision-making processes to safeguard human rights. Idemudia (2023) explores Ghana's mining industry through an area of limited statehood perspective, emphasizing the disjunction between corporate commitments to human rights and actual

practices on the ground. This disparity is exacerbated by weak governance and neoliberal business models that prioritize profit over people (Idemudia, 2023). Such findings illustrate how sociocultural differences can further entrench human rights violations within vulnerable communities.

In a study by Nguyen (2022) in his article entitled, Environmental Impact and Human Rights in the Mining Industry in South Africa, the researcher examined the relationship between environmental degradation caused by mining and its impact on human rights. It discusses how pollution and land degradation threaten the livelihoods of local communities, advocating for integrated approaches that prioritize both environmental sustainability and human rights protections. Moreover, Kwakyewah (2023) discusses challenges faced by geoscientists regarding human rights during mineral exploration. Her analysis reveals conflicts impacting both environmental sustainability and community welfare while advocating for proactive engagement through codes and standards aimed at improving protections within the sector. Collectively, these studies illuminate persistent issues in human rights protections across different contexts in mining operations.

2.5.3 The factors which affect the effectiveness of ethics in the protection of human rights.

In an article by Mwanga (2021) entitled, Ethical Challenges in Human Rights Protection using a Case Study from Kenya. The study examined the ethical challenges faced in the protection of human rights in Kenya. It explores the influence of political corruption and inadequate legal frameworks on ethical standards. The study identifies political corruption, inadequate legal frameworks, and lack of public awareness as critical barriers to effective ethical practices. Key findings reveal that corruption undermines trust in institutions, while legal gaps allow for human rights violations to go unchecked. Recommendations include strengthening anti-corruption measures, reforming legal frameworks, and increasing public education on human rights. The study concludes that strengthening institutional integrity and promoting ethical governance are essential for enhancing human rights protections.

A study that was conducted by Ndlovu (2022) with the title, The Role of Cultural Norms in Shaping Human Rights Ethics in Zimbabwe. This research analyses how cultural norms and values affect the effectiveness of ethics in human rights protection in Zimbabwe. Key findings indicate that traditional beliefs often conflict with modern human rights frameworks, leading

to resistance against ethical reforms. The study recommends integrating cultural perspectives into human rights education and policy-making to create a more harmonious approach that respects both tradition and human rights.

Furthermore a study was conducted by Okafor (2021) entitled, Economic Factors and Their Impact on Ethical Human Rights Practices in Nigeria. This study investigated the economic factors that influence ethical practices in human rights protection in Nigeria. It finds that poverty and high unemployment rates contribute to ethical lapses among public officials and corporations. The paper recommends implementing economic reforms aimed at reducing poverty, enhancing job creation, and establishing ethical training programs for stakeholders in the human rights sector.

In a study conducted by Moyo (2020) in South Africa entitled, Governance and Ethics: The Human Rights Dilemma in South Africa the researcher explored the relationship between governance and ethics in the context of human rights protection in South Africa. Key findings reveal that lack of political accountability and weak civil society engagement hinder ethical practices. The study recommends enhancing transparency in governance, promoting active civil society participation, and establishing independent oversight bodies to strengthen human rights protections. Furthermore the study explored the relationship between governance and ethics in the context of human rights protection in South Africa. It examines how political accountability and civil society engagement are critical in fostering ethical practices that enhance human rights protections. The effectiveness of ethics in protecting human rights within the mining sector is influenced by several critical factors. One significant factor is the implementation and monitoring of Corporate Social Responsibility (CSR) initiatives by multinational mining enterprises (MNEs). Research indicates that successful CSR programs can address social issues exacerbated by mining activities, thereby safeguarding the rights of local communities (Scoble, 2023). However, the effectiveness of these programs is contingent upon MNEs' recognition of their need for a "social license to operate," especially in regions with weak governance.

2.6 Chapter Summary

This Chapter was aimed at providing a compresensive literature review and the empirical research on human rights protection at Trojan Nickel Mine (TNM). It begins by defining empirical research and its significance in understanding human rights protection. The chapter

then delves into the research methodology, including the mixed-methods approach and data collection techniques. A gap analysis is conducted to identify areas where TNM's human rights protection can be improved. The chapter also explores the factors influencing human rights protection, challenges to effective protection, and the effects of inadequate protection. Finally, the chapter justifies the need for this research, emphasizing its potential impact on local communities, stakeholders, and the mining industry as a whole.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter outlined the research methodology that was adopted by the researcher in carrying out this study. The methodology outlined research design, research approach, target population, sample and sampling techniques, data collection instruments and how the data was presented. According to Wagner et al (2012) research methodology refers to the strategy of inquiry which moves from underlying assumptions to the conceptual structure within which the research is conducted. Finally, the chapter concluded by providing research ethics that were observed when carrying out the study. A chapter summary like in any other previous chapters was provided signaling the end of the chapter.

3.1 Research Philosophy

This study adopted the pragmatism philosophy using quantitative methods. Pragmatism philosophy as hypothesized by Thornville (2012) assist researchers in addressing research problems in a practical way rather than using theory or abstract principles to address the problem. Thus the researcher intended to address the current research problem in a practical way as such adopting pragmatism philosophy was the best way. The researcher adopted the pragmatism philosophy because it is helpful in generalizing data. The processes involved in pragmatism are easy and cheap to implement particularly for amateur researchers like myself.

Thus for the purpose of this study the researcher adopted the pragmatism philosophy. The justific

3.2 Research approach

The research approach is a critical component that outlines the overall strategy for conducting research. This approach serves as a framework guiding the selection of specific data collection and analysis methods (Bouchrika, 2023). By clearly defining whether the research is quantitative, qualitative, or mixed-methods, scholars can align their methodology with their research questions and objectives. This research adopted a mixed research approach when carrying out this study. Justification of using this approach is that the problem being solved requires minimal inferential statistical manipulations or procedure, but rather the findings that can only be measured qualitatively (Cresswell, 2009). The mixed research approach was used because this approach has a complementary approach where the weakness of qualitative studies was complimented by quantitative approach thus assisting in deep understanding of the research problem. The researcher used the mixed approach because this approach increase the credibility of the research findings.

3.3 Research Design

Wagner et al (2012) noted that research design is a set of logical procedures with a detailed plan outlining how a research study is conducted including the methods and procedures for presentation, analysing, interpretation and discussion of collected data. Armstrong (2011) further hypothesised that a research design serves a blueprint for entire research processes ensuring that the study is conducted in a systematic way, rigorous and ethical manner. There are various research designs but in this study a descriptive survey research design was used. The justification of using this design is that descriptive surveys allow researchers to gather large amounts of data from a diverse population. This is particularly useful for understanding various perspectives and experiences related to a specific issue. This design can incorporate both quantitative data (e.g., numerical ratings) and qualitative insights providing a richer understanding of the research topic.

Descriptive surveys capture a snapshot of the current state of affairs, making it easier to identify trends, patterns, and relationships among variables at a specific point in time. Furthermore surveys can be administered in various formats, such as online, in-person, or via telephone, allowing researchers to choose the most effective method for their target population.

3.3.1 Descriptive survey

According to Quinlan et al (2015) a descriptive survey is a social science research method which makes use of questionnaires and interviews in order to obtain data. On the other hand a survey as defined by Saunders, Lewis and Thornhill (2016) refers to soliciting equivalent information from an identified population. Surveys can be conducted in two forms namely written through questionnaires and orally through interviews. In this study both questionnaires and interviews were used.

The researcher adopted the survey research design because Wagner et al (2012), postulate that surveys are excellent means of measuring attitudes and orientations. Also the researcher adopted survey research design because the survey design enables the researcher to collect information through asking participants about their experience, attitudes and knowledge so as to capture in-depth information about the problem being researched on. Furthermore survey method is cost effective as information can be obtained well in time and without much cost whilst covering a larger geographical area. Surveys are particularly appropriate for describing the characteristics of large populations thereby making large samples feasible, hence suitable for this study. Thus the adoption of survey design was most appropriate for this study.

3.4 Population of the study

Population in research is a group of people, objects, houses or records that meet the designated set criteria established by the researcher (Smith, 2013). Tripathy and Tripathy (2017), defines population as the totality of people or objects under an enquiry covering those who participated and those who did not participate in the study. Gerrish and Lacey (2010) noted that there are two types of populations which are, target population and study population. In view of the above definitions, a population can be defined as a group of all the units from which a study population is drawn. The population under study were 205 people constituting the key stakeholders involved in human rights protection at Trojan Nickel Mine (TNM). These include 200 participants, comprising 20 management and supervisors, 105 non managerial employees, 50 local community members, and 25 stakeholders (government officials, NGOs, and industry experts). Additionally, local community members, including residents, leaders, and representatives of community organizations, are also included as research subjects. Their experiences and perceptions of human rights protection at TNM are crucial to understanding the effectiveness of the measures in place. In terms of data gathering, the study will focus on different groups. The population also included TNM employees, including supervisors and

workers, to gather data on their experiences and perceptions of human rights protection in the workplace.

3.5 Sampling Techniques

Hair et al (2008) identifies two types of sampling designs or techniques which are probability and non - probability sampling. In this study the researcher used both stratified sampling which falls under the probability sampling techniques and purposive sampling which falls under non-probability sampling to pick participants to from their workstations. Since my study is a mixed methodology adopting the two sampling procedures was most appropriate for this study.

3.5.1 Stratified Random Sampling

According to Saunders et al (2016), stratified sampling entails subdividing the population into smaller groups or strata with homogenous characteristics and then simple random sampling is carried out from each stratum. Participants were put into strata according to weather they were from top management, middle managers and non-managerial employees and there after they were picked randomly in their strata till a sample of 62 participants was reached which is 30% of the target population of 205. This sampling technique was chosen to ensure that every member who forms part of the population has an equal chance of being selected into the sample. This is premised on the understanding that a simple random sampling procedure ensures that each element in the population has to have an equal chance of being included in the sample (Leedy, 2010).

To ensure that each of the participants who formed part of the population in the sampling frame stood an equal chance of being included in the sample, the researcher wrote Yes and No on small papers and the participants picked randomly. The papers were then placed in a plastic bowl, shacked together before participants of the sampling frame picked from the papers one after the other without replacement so that each participant had an equal chance of being picked. Those who picked on papers inscribed ‘Yes’ become the sample units and this process was repeated in the remaining strata until the sample size of 62 was reached.

3.5.2 Purposive sampling

Purposive sampling on the other hand, is used to recruit management and supervisors, as well as stakeholders, who have expertise and experience in human rights protection at TNM for qualitative analaysis. This technique ensures that the study captures the perspectives of key individuals who are directly involved in implementing human rights protection measures at

TNM. By selecting participants with specific knowledge and experiences, the study can gain a deeper understanding of the complex issues surrounding human rights protection.

The combination of stratified and purposive sampling techniques provides a robust approach to selecting participants for this study. It allows for a diverse range of perspectives and experiences to be captured, ensuring that the findings are representative of the research subjects and provide valuable insights into human rights protection at TNM

Table 4.1 Sampling Frame

Stratum	Number of respondents	30% sample size Contribution
Top Management	10	3
Middle Management	20	15
Non Managerial employees	105	32
Local community members	50	15
Other stakeholders	20	6
Total	**205**	**62**

3.6 Data collection instruments

Data collection instrument is the generic term that researcher's uses to refer to tools used to collect data and these can be interviews, questionnaires and tests among others. The researcher used questionnaires to obtain data from the targeted population for quantitative analysis and interview guide for qualitative analysis in this study.

3.6.1 Quantitative data collection

3.6.1.1 Questionnaires

A questionnaire is a common instrument for observing data beyond the physical reach of the observer (Wyse, 2012). It is a formalised schedule which contains an assembly of carefully formulated questions for gathering information and it is effective when it is designed to suit research aims and also to elicit cooperation from the respondents. Ganguil (2013) noted that questionnaires are designed using dichotomous (yes/no) type of answers and Likert scale, be it

5 point Likert scale or 7 point Likert scale. Ganguil (2013) further noted that questionnaires might be designed as open ended questions or closed ended questions where the respondents can pen their answers without guidance.

In this study, the researcher used both closed and open ended questionnaires because of their flexibility in allowing respondents to respond on their own time. The researcher used the questionnaire because they are simple to administer as compared to other research instruments and they also have wide geographical coverage. Questionnaires gather large amounts of information from a large number of people in a short period and in a relative cost effective way. Since the time frame of research was limited but accurate results are required, questionnaires covered up by collecting data at a small time frame given. The researcher used questionnaires because they guarantees confidentiality of respondents since they disclose their identity, questionnaires reach many people in widely scattered areas at low costs, offers opportunity for considered answers since respondents are afforded time to consult and questionnaire data elicit private and confidential information without revealing identity.

3.6.1.2 Disadvantages of questionnaire

Questionnaires, while prevalent in research, exhibit notable disadvantages that undermine their effectiveness. One significant limitation is their structured format, which restricts flexibility compared to more dynamic methods like interviews or focus groups (Lindemann, 2023). This rigidity often leads to superficial responses that fail to capture the complexity of participants' views. Additionally, predefined response options compel respondents into selecting answers that do not accurately reflect their opinions, resulting in skewed data and potentially misleading conclusions (Lindemann, 2023).

Another critical drawback is the susceptibility of questionnaires to response bias. Participants provided socially desirable answers rather than truthful ones due to the nature of self-reported data (Lindemann, 2023). Furthermore, low response rates present a serious challenge that compromise the representativeness of the sample and hinder the generalizability of findings (Lindemann, 2023). Overall, these factors highlight how questionnaires limit the depth and reliability of research outcomes.

Moreover, long questionnaires pose additional challenges such as respondent fatigue. When participants face lengthy surveys, they lose interest or fail to provide thoughtful responses towards the end (Henao, 2024). This decline in engagement raises ethical concerns regarding participant burden and data validity. Consequently, it becomes imperative for researchers to carefully design questionnaires with appropriate length and structure to enhance both quality and ethical considerations in data collection.

3.7 Data collection procedures

3.7.1Interview guide

In qualitative research, the researcher is the first instrument. This study used two instruments of data gathering. One research tool chosen for this work was an in-depth interview; this enabled the construction of a rich description of the varied and multi-dimensional world of the interviewees (Shapira, Arar and Azaiza, 2010). An interview is a joint product of what interviewees and interviewers talk about together with an intention to achieve set goals (Hoijer, 2008). The interview was used because it promotes a two-way communication most appropriate for when collecting data for well matured respondents. This was possible because the content, sequence and wording were under the control of the interviewer (Cohen and Manion, 2017).

The interviews in this study were done to top management and community leaders seized with maintenance of human rights in the mining sector. This study employed semi-structured interviews with key stakeholders, including mine employees, local community leaders, and representatives from NGOs/CSOs, to gather in-depth insights into their experiences and perceptions. Additionally, focus group discussions were also held with mine employees and local community members to explore their views and opinions in a group setting. Observations were also made at the mine site and in surrounding communities to gain a deeper understanding of the context and nuances of the research topic. This multi-faceted approach provided a rich, detailed qualitative data to explore the effectiveness of ethics in protecting human rights in the mining industry in Zimbabwe.

3.7.1.1 Advantages of interviews

The interviews in this study were given prominence because they provided a high degree of openness and non-directivity with high level of concreteness (Silverman, 2015). One of the key techniques that were used in interviewing in this study was the use of probes. Patton as cited in Hoijer (2008) identifies three types of probes: detail-oriented probes, elaboration probes and clarification probes. The researcher used interviews because they provide an in-depth data since they are conducted on a face-to-face basis in which the interviewer has the opportunity to probe for further explanation. Also interviews were used because the interviewer is always in control of the interview, thereby determining the pace and direction of the interview.

3.7.1.2 Disadvantages of interviews

Interviews are a widely used method in qualitative research; however, they present several disadvantages that can compromise data quality. One significant drawback is the potential for bias introduced by poorly designed questions or unskilled interviewers. Leading or unclear questions can skew responses, leading to inaccurate conclusions (Williams, 14). Additionally, the dynamic between the interviewer and respondent can affect the honesty of answers, as participants may feel compelled to provide socially acceptable responses rather than their true opinions (Williams, 2014.).

Another disadvantage is the context in which interviews are conducted. For example, a clinical setting might induce stress or anxiety in respondents, further distorting their answers (Williams, 2014.). Furthermore, interviews often require substantial time and resources for both preparation and execution. This resource intensity limit sample sizes and reduce generalizability of findings (Opdenakker, 2014). Thus, while interviews offer depth of understanding, researchers remain cautious about these inherent limitations when interpreting results.

3.8 Data presentation, analysis, interpretation and discussion

3.8.1 Quantitative Data Analysis

Saunders et al (2016) provided that data analysis is the process of developing answers to research questions through the examination and interpretation of data. In this study data collected from the research participants will be analyzed in line with literature reviewed in chapter two and divergence and convergence of the ideas will be noted creating a fertile ground for making recommendations.

3.8.2 Qualitative Data Analysis

The data collected using interviews was analyzed and presented using thematic analysis method. The researcher coded the respondents to avoid revealing their identities. The researcher analyzed the responses from the respondents and generate themes and combined views with similar meanings. Verbatim quoting was employed also during the analysis where key points that came from the interviews were quoted and presented as said by the respondents.

3.9 Credibility and trustworthiness

3.9.1 Qualitative Trustworthiness and Credibility

Trustworthiness

Trustworthiness is defined as the believability of the researcher's findings making the results credible (Morrow, 2005). In qualitative researches trustworthiness is about establishing credibility, transferability, conformability, and dependability of findings.

Credibility

According to Korstjens and Moser (2018), credibility refers to the confidence that can be placed in the truth of the research findings. To ensure credibility of the collected data, the researcher had to come up with a list of questions that were to be asked during the focus group discussions. The questions on the list were very clear and carefully crafted in order for the data to address expected areas. The researcher also ensured that there is enough time schedules for each discussion and to ensure that each question was given an equal amount of time so as to avoid a situation whereby other questions would go without being discussed.

Transferability

Transferability refers to the degree to which the result of the study can be transferred to other contexts or settings with other respondents (Korstjens & Moser, 2018). The researcher ensured that the findings were applicable to other contexts or similar situations, similar populations and similar phenomena by using thick description to show that the research findings are applicable to other situations

Conformability

According to Connelly (2016), Conformability of research is the extent to which the finding of the study could be confirmed by other researchers. In the study, the researcher ensured Conformability of the study's findings by providing an audit trail which highlighted every step of data analysis that was made in order to provide a rationale for the decisions made.

Dependability

This refers to the extent that the study could be repeated by other researchers and that the findings would be consistent (Connelly, 2016). The researcher used an enquiry in order to establish dependability which required an outside person to review and examine the research process and the data analysis to ensure that findings are consistent and could be repeated.

3.9.2 Quantitative Reliability and Validity

Validity refers to how well a test measures what it is supposed to measure (Wyse, 2012). A careful attention to validity issues ensures that the research produces accurate results and solves the identified problem. The researcher designed the questionnaire using the research questions which were formulated on the basis of the research objectives. That was to ensure that the responses from the field research would answer research questions formulated to address the research problems. In addition, a pilot test was conducted on selected employees who were not part of the sample size at Trojan Mine to ascertain whether the research instrument was gathering relevant data for the study.

Reliability is the degree to which an assessment tool produces stable and consistent results (Wyse, 2012).There are three types of consistency which include internal consistency, test-retest reliability and inter-rater reliability (Wyse, 2012). All respondents were given the same questionnaire so as to improve reliability of the research and their responses had consistent (internal consistency).

3.10 Ethical considerations

Wyse (2012) defines ethics as moral principles that govern a person's behavior or the conducting of an activity. The researcher took necessary measures to ensure that respondents could not suffer any prejudice as a result of the study. The researcher ensured that all the participants were safe from physical harm, discomfort, pain, embarrassment, or loss of privacy. The participants were advised not to write their names or work numbers on their questionnaires. The researcher acquired informed consent from the University as proof that the research is strictly for academic purposes only. Aims and objectives of the research were explained to participants before the research was conducted. The researcher ensured that information collected was to remain confidential.

3.11 Chapter Summary

This chapter outlined the research methodology that was used in carrying out this study. The methodology outlined research design, research approach, target population, sample and sampling techniques, data collection instruments and how the data was presented. Finally, the chapter concluded by providing research ethics that were observed when carrying out the study. A chapter summary like in any other previous chapters was provided signaling the end of the chapter. The next chapter was aimed at providing the data presentation, analysis, interpretation and discussion.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.0 Introduction

The chapter focuses on presentation, interpretation and data analysis of the results gained from the study. The primary data was gathered from Trojan Mine employees 1. To evaluate the effectiveness of ethics in human rights protection at Trojan Nickel Mine (TNM) in Bindura. Tables, pie charts and themes were used in analysing and presenting the research findings in relation to the objectives of the study

4.1 Interview Response Rate

Saunders, Lewis, and Thornhill (2015), views that the response rate represents the percentage of completed responses in relation to the total number of questionnaires distributed. It is calculated by dividing the number of questionnaires returned by the total distributed, then multiplying by 100. In this study, 62 questionnaires were distributed Trojan Nickel Mine (TNM) in Bindura, with 61 being returned, resulting in 98% response rate. Bailey (2000) suggests that a response rate of 50% is sufficient, and anything above 70% is considered very well. Therefore, the response rate achieved in this study falls within an acceptable range.

Data Collection	Distributed	Returned	Response Rate
Questionnaire	62	61	98%

4.2 Demographic information

Table 4.1 Demographic information

Variable	Frequency	Percentage Frequency
Gender		

Female	23	32%
Male	38	68%
Totals	**61**	**100**
Age		
18-25	5	6%
26-35	31	62%
36-45	19	32%
46 and above	6	12%
Totals	**61**	**100**
Years of service		
0 -5	19	31%
6-10	25	41%
11-20	11	18%
21 and above	6	10%
Totals	**61**	**100**
Level of education		
Certificates	8	13%
Diploma	12	20%
Degree	31	51%
Masters	8	13%
Other	2	3%
Totals	**61**	**100**
Position		
Non managerial	30	49%
Supervisor	10	16%
Middle Management	7	11%
Senior Management	5	8%
Other	9	15%
Total	**61**	**100**

4.2.1 Gender

Department		
Accounting	8	13%
HR	8	13%
Marketing	8	13%
Procurement	12	20%
Finance	9	15%
Risk and Security	16	26%
Totals	**61**	100

The data for Trojan Nickel Mine in Bindura indicates a gender distribution of employees, with 38 males (62%) and 23 females (38%). This suggests a predominance of male employees in the workforce, reflecting a common trend in many mining sectors. The difference in numbers highlights potential areas for improving gender diversity and inclusion within the workplace.

4.2.2 Age Group

The age distribution data for employees at Trojan Nickel Mine shows that the majority fall within the 26-35 age range, with 31 individuals (62% of the total). This is followed by the 36-45 age group with 19 individuals (32%), while those aged 46 and above account for 6 individuals (12%). The youngest group, aged 18-25, has the least representation, with only 5 individuals (6%). This distribution indicates a predominantly young to middle-aged workforce, suggesting a potential for growth and development in terms of skills and experience within the company.

4.2.3 Department at Trojan Nickel Mine

The bar chart illustrates the distribution of employees across various departments at Trojan Nickel Mine. The Risk and Security department has the highest representation, with 16 employees. This is followed by Procurement, which has 12 employees. The Accounting, HR, and Marketing departments each have 8 employees, indicating equal representation across these areas. The data highlights a strong emphasis on Risk and Security within the organization, reflecting its importance in the mining sector, while also showing balanced staffing in other key support functions.

4.2.4 Position at Trojan Nickel Mine

The bar chart depicts the distribution of employees across different management levels at Trojan Nickel Mine. The Non-Managerial category has the largest representation, with 30 employees. This is followed by the Supervisor level, which includes 10 employees. Middle Management comprises 7 individuals, while Senior Management has 5. Additionally, there are 9 employees categorized as "Other." This data indicates a significant workforce concentrated in non-managerial roles, highlighting the operational structure of the organization and the emphasis on supervisory positions within the management hierarchy.

4.2.5 Length of service in your organization

The pie chart illustrates the distribution of employees at Trojan Nickel Mine based on years of experience. The largest segment is for those with 0-5 years of experience, representing 41% of the workforce. This is followed by the 11-20 years category, accounting for 31%. The 6 to 10 years segment comprises 18%, while those with 21 years and above make up 10%. This distribution indicates a workforce that is predominantly newer, with a significant portion having less than five years of experience, which may suggest opportunities for mentorship and skill development within the organization.

4.2.6 Highest level of education

The pie chart represents the educational qualifications of employees at Trojan Nickel Mine. A significant majority, 51%, hold a Degree, indicating a well-educated workforce. Following this, 20% have a Master's Degree, suggesting a presence of advanced qualifications within the organization. The Certificate and Diploma categories each account for 13%, while the "Other" category constitutes 3%. This educational distribution highlights a strong foundation of higher education among employees, which may contribute to enhanced skills and competencies in the workplace. The data also points to potential areas for further training and development, particularly for those with lower qualifications.

4.3 Data presentation, analysis, interpretation and discussion based on the objectives

Table 4.2 and Knowledge about business ethics (independent variable)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES, I have knowledge	63	84	73.3	73.3
	No, l have limited knowledge	12	16	26.7	100.0
	Total	75	83.3	100.0	

Total	75	100.0		

According to the data presented in Figure 4.5.1, a significant majority of respondents (84%) reported having knowledge about business ethics. This indicates a strong awareness among individuals regarding ethical practices in business. Specifically, 63 respondents affirmatively stated, "YES, I have knowledge," which corresponds to 73.3% of the total sample. Conversely, a smaller segment, comprising 12 respondents, indicated that they possess limited knowledge of business ethics. This group accounts for 16% of the responses, reflecting a notable area for potential improvement.

The predominance of respondents with knowledge about business ethics suggests that ethical considerations are becoming integral to business education and practice. This awareness can foster more ethical decision-making and enhance corporate responsibility. The presence of 16% of respondents with limited knowledge highlights an opportunity for further education and training. Addressing this gap is essential for organizations aiming to cultivate a strong ethical foundation. By investing in training programs and resources, companies can ensure that all employees are equipped to navigate ethical dilemmas effectively. The cumulative percent column illustrates that 100% of respondents provided valid answers, reinforcing the reliability of the data. The total sample size of 75 respondents strengthens the findings, making it a representative snapshot of perceptions regarding business ethics.

Thus the researcher conclude that, the data indicates a robust level of knowledge about business ethics among the majority of respondents. However, the presence of a minority with limited knowledge underscores the need for ongoing education in this critical area. As businesses continue to face ethical challenges, fostering a comprehensive understanding of business ethics will be essential for sustainable success.

4.3.2 Knowledge about Human Rights (dependent variable)

Table 4.3 Knowledge about the human rights (dependent variable)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES, I have knowledge	62	83	73.3	73.3
	No, l have limited knowledge	13	17	26.7	100.0
	Total	75	100	100.0	
Total		75	100.0		

The data from Figure 4.3.2 reveals that a significant majority of respondents (83%) reported having knowledge about embezzlement. Specifically, 62 out of 75 respondents confirmed their awareness, accounting for 73.3% of the total sample. This high percentage suggests that awareness of embezzlement is prevalent, which is crucial for fostering ethical behaviour within organizations. Conversely, 13 respondents indicated that they have limited knowledge of embezzlement, representing 17% of the sample. This minority highlights a potential vulnerability in the understanding of ethical issues that could affect human rights protections within the mining industry.

The high level of knowledge about embezzlement among respondents indicates an awareness of its implications for ethical conduct and human rights. This awareness is essential, as embezzlement can lead to resource misallocation, affecting community welfare and workers' rights. The overwhelming majority of respondents possessing knowledge suggests that there is a foundation upon which ethical training and discussions can build. However, the presence of 17% of respondents with limited knowledge raises concerns. This gap in understanding can lead to ethical lapses, potentially resulting in human rights violations. Addressing this gap through targeted education and training programs is vital for strengthening ethical practices in the industry.

The cumulative percent column shows that all respondents provided valid answers, reinforcing the reliability of the data collected. With a total sample size of 75, the findings present a comprehensive view of awareness regarding embezzlement, making it a valuable resource for evaluating the effectiveness of ethics in protecting human rights.

The researcher conclude that, the data indicates a strong awareness of embezzlement among respondents, suggesting that ethical considerations are gaining traction in the mining industry. However, the existence of a minority with limited knowledge highlights the need for ongoing education and ethical training. By addressing these gaps, organizations like Trojan Nickel Mine can better protect human rights and enhance ethical practices, ultimately leading to a more sustainable and responsible mining sector in Zimbabwe.

4.4 To assess the current state of human rights protection at Trojan Nickel Mine.

The current state of human rights protection at Trojan Nickel Mine in Zimbabwe is complex and marked by both challenges and efforts toward responsible practices. Mining operations at

Trojan Nickel Mine have led to environmental impacts, including effluent discharge, hydrocarbon spillages, sewer handling issues, and concerns about biodiversity, water, and electricity usage. Studies have found that waste rock and tailings dumps have negative visual impacts and cause metal and sulphate contamination in surface and groundwater, exceeding safe limits and posing health risks to local communities, plants, and animals. Nickel mining activities have allegedly caused significant water contamination, turning clear water sources into reddish-brown due to nickel laterite sediment, impacting agriculture, fisheries, and local livelihoods. The mine's pause in operations in 2023 and subsequent retrenchment of approximately 80% of its staff in November 2024 have had significant social effects, potentially leading to a "ghost settlement" scenario. Children's education has been affected due to the loss of company support.

	Current state of human rights protection at Trojan Nickel Mine	Mean	SD
C1	Community Relations:	2.26	2.22
C2	Worker Safety and Rights:	2.1	2.135
C3	Collective Bargain:	2.11	2.192
C4	Human Rights Transparency Mechanisms:	4.21	1.292

The effectiveness of ethics in the protection of human rights at the Trojan Nickel Mine in Bindura can be assessed through descriptive statistics that reflect the community's perceptions. The data, encompassing various dimensions such as community relations, worker safety and rights, environmental stewardship, transparency mechanisms, and training and awareness, offers a comprehensive view of ethical practices at the mine. Each dimension presents unique insights, with mean scores ranging from 2.1 to 4.23 and varying degrees of standard deviation (SD) that reflect the diversity of respondent opinions. **Job Security and Employment Condition at Trojan certainly has an effect on ethics and human rights.** The recent retrenchment of approximately 80% of the workforce in November 2024 has significantly impacted job security. This drastic reduction, attributed to operational pauses and economic factors such as declining nickel prices, has left many workers without stable employment. The loss of jobs has not only affected individual livelihoods but has also raised concerns about the broader economic stability of the surrounding community, which has historically relied on the

mine for economic activity. Health and safety conditions at the mine have come under scrutiny. While the Bindura Nickel Corporation (BNC) maintains that it adheres to safety regulations, reports indicate that some workers still face hazardous working conditions. The lack of proper safety measures and equipment can expose miners to various risks, including occupational health hazards. Despite the implementation of training programs for artisanal miners, the overall enforcement of health and safety standards remains a critical issue that requires ongoing attention.

Workers' rights to organize and engage in collective bargaining are essential for ensuring fair treatment. However, the current climate at Trojan Mine has seen limited effective representation for workers. The economic struggles and the company's administrative challenges have dampened workers' ability to negotiate for better wages, benefits, and working conditions. The absence of a strong union presence further complicates efforts to address grievances and advocate for workers' rights. The legal framework governing labor rights in Zimbabwe is in place, but enforcement remains inconsistent. Workers often face barriers to accessing legal remedies for violations of their rights. The current state of labor relations at Trojan Mine highlights the need for stronger advocacy and enforcement mechanisms to protect workers' rights effectively.

The mean score for worker safety and rights is slightly lower at 2.1, with a standard deviation of 2.135. This score reflects concerns regarding the mine's commitment to ensuring safe working conditions and respecting labor rights. According to the International Labour Organization (ILO), effective labor practices are crucial for preventing exploitation and safeguarding the rights of workers. The relatively low mean score suggests that a significant portion of respondents may perceive deficiencies in the mine's labor practices, highlighting the importance of ongoing assessments and improvements in this area.

The interviews conducted to evaluate the current state of human rights protection at Trojan Nickel Mine reveal a complex interplay of challenges and advancements. The interviewer established that engaging with a diverse group of stakeholders, including employees, local community members, and human rights advocates, a nuanced picture emerged that highlights both the progress made and the areas requiring urgent attention. From the interviews conducted four major themes emerged and the results are presented in verbatim quoting as shown below:

Awareness and Understanding of Human Rights

One of the key theme that emerged was the varying levels of awareness regarding human rights

issues among interviewees.

C1 has this to say

> *It is my personal view that while many employees expressed a basic understanding of their rights, there was a notable absence of comprehensive training on human rights protections specific to the mining context.*

C4 noted that

> *This lack of awareness often led to confusion about reporting mechanisms and an overall reluctance to voice concerns, as many feared retaliation or job loss. The interviews indicated that enhanced training programs could significantly empower workers and foster a more supportive environment for discussing human rights.*

Working Conditions and Labor Rights

The second theme that emerged from the interviews revealed significant concerns about working conditions at the mine.

C3 has this to say :

> *While many employees reported long hours, insufficient safety measures, and a lack of adequate health benefits. While some improvements had been made in recent years such as the introduction of safety gear and protocols there remains a gap between policy and practice. Several workers articulated a desire for more robust labor rights, including the right to unionize and negotiate better terms of employment.*

C5 hypothesised that,

> *I feel like addressing these labor rights issues could enhance not only worker morale but also productivity and safety. The work environment will be best and a pleasant work to be.*

Based on the insights gathered from the interviews and questionnaire several recommendations emerge for enhancing human rights protection at Trojan Nickel Mine as postulated by Tpfumanei and Gwisai (2020) who proposed firstly, implementing comprehensive human rights training for all employees would build awareness and empower workers to advocate for their rights. Secondly, establishing clearer channels for reporting grievances without fear of retribution is essential. Thirdly, increasing community engagement and addressing environmental concerns should be prioritized to foster a more harmonious relationship with local residents. Lastly, enhancing oversight mechanisms and ensuring transparency in reporting would bolster accountability and trust. The assessment of human rights protection at Trojan Nickel Mine, as revealed through interviews, reflects both progress and significant challenges. By addressing awareness, working conditions, community relations, and accountability, the

mine has the opportunity to strengthen its commitment to human rights. Implementing the recommendations derived from these interviews could lead to a more equitable and safe environment for both employees and the surrounding community, ultimately benefiting all stakeholders involved.

4.5 The current state of human rights protection at Trojan Nickel Mine

The researcher established from the respondents on the facts on the current state of human rights protection at Trojan Nickel Mine. The facts that emerged are labor conditions, community engagement, and environmental compliance and grievance mechanisms.

Table 4.4 the current state of human rights protection at Trojan Nickel Mine.

	Current state of human rights protection at Trojan Nickel Mine	Mean	SD
C1	Labor Conditions	4.18	1.432
C2	Community Engagement	3.11	1.266
C3	Environmental Compliance	3.18	1.466
C4	Grievance Mechanisms	3.25	1.011
C5	Training Initiatives	3.41	1.243

Figure 4.3.3 above showed the current state of human rights protection at Trojan Nickel Mine. The data provides insights into labor conditions, community engagement, environmental compliance, grievance mechanisms, and training initiatives, revealing both strengths and areas for improvement in the mine's operations.

Labor Conditions

The highest mean score of 4.18 for labor conditions indicates a generally positive perception among respondents regarding the working environment and treatment of employees. This score suggests that many workers feel that their rights are being respected and that conditions are conducive to safety and well-being. Such perceptions align with the principles outlined by the

International Labour Organization (ILO), which emphasizes the importance of fair labor practices as foundational to human rights. However, the standard deviation of 1.432 indicates some variability in responses, suggesting that while many employees may feel satisfied, there are likely individuals or groups who may have reservations or negative experiences that could affect their perceptions.

Community Engagement

In contrast, community engagement receives a mean score of 3.11, which reflects a moderate perception of the mine's efforts to interact and collaborate with the local community. This score indicates that while some community members recognize efforts made by the mine to engage with them, there remains a significant gap in effective communication and involvement. The standard deviation of 1.266 further emphasizes the diversity of opinions, indicating that some community members may feel excluded or uninformed about the mine's operations and their impact on the community. Literature on corporate social responsibility (CSR) highlights that meaningful community engagement is crucial for building trust and fostering long-term relationships, suggesting that the mine should prioritize enhancing its engagement strategies to address these concerns.

Environmental Compliance

The mean score for environmental compliance stands at 3.18, which similarly reflects moderate perceptions of the mine's adherence to environmental regulations and practices. This score suggests that while there is some recognition of the mine's efforts to comply with environmental standards, there are likely lingering concerns about the actual impacts of mining operations on local ecosystems. The standard deviation of 1.466 indicates variability in community perceptions, with some individuals possibly feeling that environmental stewardship is inadequate. The literature underscores the importance of transparent environmental practices in mining, as these are vital for safeguarding both human rights and the environment. Enhancing communication about environmental initiatives could help address community concerns and improve perceptions.

Grievance Mechanisms

The data reveals a mean score of 3.25 for grievance mechanisms, indicating that respondents are somewhat aware of and feel moderately confident in the processes available for addressing issues and complaints. This suggests that while there are mechanisms in place, there may be gaps in their effectiveness or in the community's understanding of how to utilize them. The

standard deviation of 1.011 indicates that perceptions of these mechanisms are relatively uniform, but the moderate mean score suggests that improvements are needed to ensure that these processes are accessible, transparent, and responsive to community needs. Literature emphasizes the importance of effective grievance mechanisms as a crucial component of human rights protection, as they empower individuals to voice concerns and seek redress.

Training Initiatives

Finally, training initiatives receive a mean score of 3.41, indicating a positive perception of the mine's efforts to educate both employees and the community about rights and responsibilities. This score suggests that training programs are being recognized as valuable, which is essential for fostering a culture of awareness and compliance with ethical standards. However, the standard deviation of 1.243 indicates variability in responses, signalling that while some stakeholders appreciate these initiatives, others may feel that training is insufficient or not widely implemented. The literature highlights that effective training programs are vital for empowering individuals and promoting ethical behaviour within organizations.

The researcher conclude that the descriptive statistics regarding the current state of human rights protection at the Trojan Nickel Mine reveal a mixed landscape. Strong perceptions of labor conditions contrast with moderate views on community engagement, environmental compliance, grievance mechanisms, and training initiatives. The variability in responses underscores the need for the mine to address the diverse experiences of its stakeholders. To enhance human rights protection, the Trojan Nickel Mine should prioritize improving community engagement, ensuring effective environmental compliance, strengthening grievance mechanisms, and expanding training initiatives. By fostering a more inclusive and responsive approach, the mine can better protect human rights and build stronger relationships with both its workforce and the surrounding community.

4.5.1 Interview results on the current state of human rights protection at Trojan Nickel Mine

Recent interviews conducted to assess the human rights protection at Trojan Nickel Mine have unveiled four major themes namely critical insights regarding labor conditions, community engagement, environmental compliance, and grievance mechanisms. The findings reflect a complex landscape of both progress and persistent challenges that must be addressed to ensure the protection of human rights for all stakeholders involved. The themes that emerged from the

interviews are presented and discussed below:

Labor Conditions

The first theme that emerged from the interviews focused on labor conditions within the mine. Workers expressed concerns about long working hours and inadequate safety measures.

C3 has this to say

> *I feel like , here at the mine majority of the employees are experiencing fatigue due to extended shifts, which not only affects their productivity but also raises safety risks.*

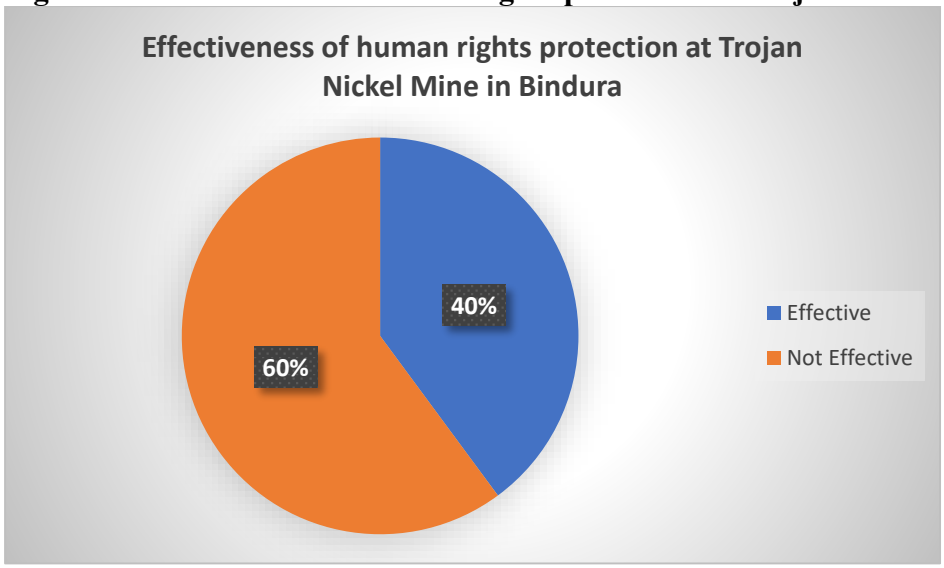
C4 has this to say

> *Although the management has implemented some safety protocols and provided personal protective equipment, workers noted that enforcement of these measures is inconsistent, leading to a persistent fear of workplace accidents*.

Moreover, issues related to pay and benefits were highlighted. Several respondents indicated that wages often do not reflect the demanding nature of their work and the rising cost of living. This economic strain has compounded workers' dissatisfaction, with many feeling that their rights to fair compensation and safe working conditions are not adequately safeguarded. The interviews suggest a pressing need for reforms that prioritize fair labor practices and enhance the overall working environment.

4.6 To determine the effectiveness of ethics in the protection of human rights at Trojan Nickel Mine.

Figure 4.1 Effectiveness of human rights protection at Trojan Nickel Mine in Bindura



The effectiveness of ethics in human rights protection at Trojan Nickel Mine in Bindura was examined through various dimensions. These dimensions are essential for understanding how ethical practices are integrated into the mine's operations and their implications for human rights. In general, the results showed that 60% of the respondents had a perception that the human rights at Trojan Mine were not effective. respondents who expressed disagreement highlights a significant concern. This minority may feel marginalized or excluded from decision-making processes, indicating a gap in the mine's engagement strategy. The literature supports this notion, suggesting the importance of effective human rights (Freeman, 1984). 40% of the repnsendents supported that the human rights at Trojan to be effective. Generally, these rsults are in line with previous literature which also found ineffectiveness of human rights in the mining sector, (Ballard, 2002; Coumans, 2017; Aitken, 2020; Coumans, 2010; North & Young, 2013).

Labor Rights questions were also asked to the respondents. The data presented showed that 88% of the respendents agreed that there are no proper labour rights being followed at Trojan Mine. 12% disagreed with the statement that the proper labor rights are being followed. The responses concerning labor rights are even more positive as shown above, with 88% of respondents either agreeing or strongly agreeing that the mine does not respect these rights. This perception aligns with ethical frameworks that prioritize fair labor practices as essential to human rights protection. According to the International Labour Organization (ILO), respect for labor rights is fundamental in preventing exploitation and ensuring equitable treatment of workers.

4.6.1 Discussion of findings based on first objective

Thus the researcher conclude that Trojan Nickel Mine demonstrates a commitment to ethical practices in several areas, the survey results indicate that there are opportunities for improvement. Addressing the concerns raised by the minority of respondents can enhance the mine’s effectiveness in protecting human rights. By fostering inclusive community engagement, ensuring robust labor practices, committing to environmental responsibility, and enhancing transparency, the mine can further its ethical commitment and contribute positively to the well-being of its stakeholders. As supported by the literature, these steps are not only beneficial for the community but are also essential for the mine's long-term sustainability and social license to operate

Thus the views of the respondents are hand in glove with findings of Mapfumo (2015) and Mungwari (2019) who highlighted that the ethical responsibility of mining companies extends beyond mere compliance with regulations; it encompasses the duty to mitigate harm and enhance the well-being of affected communities. As indicated in the survey results, a significant portion of respondents remains neutral or disagrees regarding the environmental impact, suggesting a lack of awareness or acceptance of the issues at hand. This highlights the need for mining companies to engage in community education and dialogue, fostering a deeper understanding of the environmental challenges associated with mining. Stakeholder engagement is a crucial aspect of ethical mining practices. Companies, government entities, and local communities must collaborate to address environmental concerns and promote human rights. Ethical frameworks should facilitate participatory decision-making processes, ensuring that the voices of local populations are heard and considered in mining operations.

The ethical dimension of transparency in mining is closely linked to the Chamber of Mines of Zimbabwe. (2021) who hypothesised in their Annual report on mining sector ethics, human rights, and environmental compliance and human rights protection that when mining companies operate transparently, they are held accountable for their actions, which can mitigate potential human rights violations. For instance, inadequate reporting on environmental impacts can lead to neglect of community health and safety, exacerbating violations of the right to a safe environment.

The views of the respondents are further cemented and supported by Mapfumo (2015) who noted that collaboration among stakeholders is essential for enhancing transparency in the mining industry. Government agencies, civil society organizations, and mining companies must work together to create a framework that promotes ethical practices and accountability. Involving local communities in monitoring and reporting can also enhance transparency, as it ensures that diverse perspectives are represented. At Trojan Nickel Mine, fostering such collaboration can help bridge the gap between the company and the community, creating an environment where ethical considerations are prioritized. This collaborative approach not only helps protect human rights but also contributes to the social license to operate, which is crucial for the long-term success of mining operations.

Interview results on the effectiveness of ethics in human rights protection at Trojan Nickel Mine in Bindura.

From the interviews conducted with senior management at Trojan Nickel Mine in Bindura, the researcher established that the effectiveness of ethics in safeguarding these rights is critical, encompassing various dimensions such as community engagement, labor rights, environmental impact, transparency and reporting, incidents and resolutions, and human rights training. The views of the respondents are presented below providing a comprehensive overview of how ethical practices contribute to human rights protection in this context.

From the interviews conducted five major themes engaged as shown below

Labor Rights

One key theme that emerged from the interviews was that human rights impact on labor rights. C4 noted that

> *In my own view at Trojan Nickel Mine, ethical practices related to labor rights include fair wages, safe working conditions, and the right to unionize. The mine has established policies to ensure compliance with national labor laws and international labor standards, promoting a workplace environment where employees feel valued and protected*.

C4 has this to say

> *Monitoring mechanisms are in place to address labor-related grievances, ensuring that workers have avenues to voice concerns without fear of retaliation. Such measures reflect an ethical commitment to uphold labor rights, contributing to a culture of respect and dignity within the workforce. The effectiveness of these practices can be seen in employee satisfaction and retention rates, indicating that ethical labor practices positively impact human rights protection.*

From the quantitative data collected through the use of questionnaire and qualitative data collected through the use of interview guide the views are positively correlating. There is a positive relationship between the data gathered by the researcher and the views of Hofisi (2020) and Mapfumo (2018) who hypothesised that the effectiveness of ethics in protecting human rights at Trojan Nickel Mine in Bindura is multifaceted, encompassing community engagement, labor rights, environmental impact, transparency and reporting, incident

management, and human rights training. By prioritizing these ethical dimensions, the mine not only fulfils its corporate social responsibilities but also contributes to the sustainable development of the local community. These practices illustrate that ethical mining operations can coexist with human rights protections, ultimately leading to a more equitable and just mining sector in Zimbabwe.

4.7 Factors affecting the ethics in the protection of human rights at Trojan Nickel Mine

Table 4.5 factors affecting the ethics in the protection of human rights at Trojan Nickel Mine

	Factors affecting the ethics in the protection of human rights at Trojan Nickel Mine	Mean	SD
D1	Regulatory Environment	2.26	2.22
D2	Corporate Governance	2.1	2.135
D3	Social factors	2.11	2.192
D4	Economic Factors	4.21	1.292
D5	Cultural Context	4.23	1.442

The data reflecting the current state of human rights protection at the Trojan Nickel Mine in Bindura provides a nuanced understanding of various dimensions, including labor conditions, community engagement, environmental compliance, grievance mechanisms, and training initiatives.

The mean score of 4.18 for labor conditions indicates a positive perception among respondents regarding the treatment of workers. This aligns with the findings of the International Labour Organization (ILO, 2019), which emphasizes that fair labor practices are critical for upholding human rights (ILO, 2019). The relatively high mean suggests that many workers feel their rights are respected. However, the standard deviation of 1.432 reveals variability in responses, suggesting that while many are satisfied, some may have negative experiences. According to Baker (2014), ongoing monitoring and evaluation are essential for ensuring that labor conditions remain satisfactory and that all workers feel safe and valued.

The score of 3.25 for grievance mechanisms suggests that respondents are somewhat aware of

the processes available for addressing issues, but there is room for improvement. The standard deviation of 1.011 indicates a relatively uniform perception, yet the moderate mean score suggests that many community members may not fully trust or understand these mechanisms. According to the UN Guiding Principles on Business and Human Rights (2011), effective grievance mechanisms are essential for empowering individuals to voice concerns and seek redress. Strengthening these mechanisms could enhance community trust and engagement.
With a mean score of 3.41, training initiatives are viewed positively, highlighting the mine's efforts to educate employees and the community about their rights and responsibilities. This aligns with findings from Baker (2014), who emphasizes that well-structured training programs are crucial for promoting ethical behaviour and compliance within organizations. However, the standard deviation of 1.243 indicates variability in perceptions, suggesting that while some stakeholders appreciate the training, others may feel it is insufficient. Expanding training initiatives and ensuring their accessibility could foster a culture of awareness and accountability.

With a mean score of 3.41, economic factors play a pivotal role in the ethical considerations surrounding human rights at the mine. The drive for profitability can sometimes lead to compromises in labor standards and working conditions. Companies may prioritize cost reduction over the well-being of employees, resulting in potential human rights violations. However, a focus on sustainable economic practices can yield long-term benefits. Investing in fair labor practices and community development initiatives, the mine can align its economic objectives with the protection of human rights, ultimately fostering a more equitable environment.

With a mean score of 3.41, the cultural context of the Trojan Nickel Mine significantly shapes its approach to human rights. Local customs, beliefs, and social norms influence how communities perceive mining operations. A deep understanding of these cultural dynamics is essential for fostering respectful relationships between the mine and local populations. Companies that engage with and honor local traditions are more likely to gain community support and address human rights issues effectively. This cultural sensitivity is key to ensuring that operations are conducted in a socially responsible manner.

Thus based on the data revealed above the data on human rights protection at the Trojan Nickel Mine reveals a complex landscape. While labor conditions are viewed positively, training initiatives show moderate perceptions that signal areas for improvement. The variability in

responses highlights the need for the mine to address the diverse experiences of its stakeholders. These results are in line with literature, (Ballard, 2002; Coumans, 2017; Aitken, 2020; Coumans, 2010; North & Young, 2013). Enhancing community engagement, ensuring effective environmental practices, strengthening grievance mechanisms, and expanding training initiatives, the Trojan Nickel Mine can better protect human rights and foster stronger relationships with both its workforce and the surrounding community.

4.8 Recommendations to enhance human rights protection and ethical standards in the mining industry.

	Facts about possible recommendations for enhancing human rights protection and ethical standards at Trojan Nickel Mine	Mean	SD
E1	Enhanced Transparency	2.3607	1.4146
E2	Digital Financial Management Systems	2.1967	1.0927
E3	Strengthened Oversight Committees	4.2295	1.44214
E4	Community Engagement Programs	4.1803	1.43188
E5	Strict Penalties for Misconduct	3.1148	1.26621
E6	Collaborative Partnerships	2.3607	1.4146

The current state of human rights protection and ethical standards at the Trojan Nickel Mine can be critically evaluated through descriptive statistics that highlight potential recommendations for improvement. The mean values and standard deviations for various recommendations ranging from enhanced transparency to collaborative partnerships provide insights into respondent perceptions and their alignment with existing literature.

Enhanced Transparency

The mean score for enhanced transparency is 2.36, accompanied by a standard deviation of 1.41. This relatively low mean suggests that respondents perceive a significant need for improvement in transparency practices at the mine. Previous literature emphasizes the importance of transparency in fostering trust and accountability within organizations (Rawls,

1971). A weak relationship is indicated here, as the literature supports the notion that effective transparency mechanisms are essential for protecting human rights and ensuring ethical conduct. The mine's current practices may not sufficiently meet these expectations, signaling a need for more robust transparency initiatives.

Digital Financial Management Systems

With a mean score of 2.20 and a standard deviation of 1.09, the recommendation for digital financial management systems also reflects a low perception of their current implementation and effectiveness. This finding aligns with literature that highlights the role of technology in enhancing accountability and reducing corruption (Baker, 2014). The weak relationship suggests that respondents may not see digital systems as a priority, potentially overlooking their importance in facilitating ethical financial practices. Improving awareness and implementation of these systems could bolster human rights protections.

Strengthened Oversight Committees

In stark contrast, the recommendation for strengthened oversight committees received a mean score of 4.23 and a standard deviation of 1.44. This high score indicates a strong endorsement from respondents regarding the necessity of enhanced oversight. Previous studies, such as those by Freeman (1984), have emphasized the importance of oversight mechanisms in ensuring ethical practices and accountability in corporate environments. The strong positive relationship observed here suggests that respondents believe effective oversight is crucial for safeguarding human rights and ensuring ethical standards in mining operations.

Community Engagement Programs

The mean score for community engagement programs stands at 4.18, indicating another area of strong support among respondents. This aligns with literature on corporate social responsibility, which emphasizes the significance of engaging with local communities to build trust and foster sustainable relationships (Elkington, 1997). The strong positive relationship here suggests that respondents view community engagement as vital for enhancing ethical standards and protecting human rights, reinforcing the idea that active collaboration with local stakeholders leads to better outcomes for all parties involved.

Strict Penalties for Misconduct

The recommendation for strict penalties for misconduct has a mean score of 3.11, suggesting

a moderate level of support. This finding resonates with the literature, which indicates that clear consequences for unethical behaviour are essential for promoting accountability (UN, 2011). However, the standard deviation of 1.27 indicates variability in opinions, suggesting that while some respondents see the need for stringent penalties, others may feel that existing measures are adequate. This moderate relationship highlights the need for clarity and consistency in enforcing penalties to effectively deter misconduct.

Collaborative Partnerships

Finally, the mean score for collaborative partnerships is 2.36, reflecting a low perception of their current importance or implementation. This finding suggests that respondents may not fully recognize the potential benefits of partnerships in enhancing ethical standards. Literature supports the idea that collaborative approaches can lead to improved outcomes in human rights protection (Baker, 2014), indicating a weak relationship between respondent views and established findings. Greater emphasis on fostering partnerships with NGOs, governmental bodies, and local communities could enhance the mine's ethical practices.

Thus the researcher conclude that there is strong support for strengthened oversight committees and community engagement programs, areas such as enhanced transparency, digital financial management systems, and collaborative partnerships indicate weaker perceptions among respondents. These insights suggest that the mine must prioritize transparency and technological integration to improve accountability and ethical practices.

4.9 Chapter Summary

The chapter focused on reduction of quantitative data into figures usable for statistical inference. The chapter covered response rate, analysis of demographic statistics and descriptive. The results from SPSS were interpreted and presented in the form of tables. The discussion of the results was done in comparison with the previous studies on the related phenomenon.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The aim of this chapter was to discuss the research overview, conclusions and recommendations as well as suggestions for further research based on the objectives namely to establish the effectiveness of ethics in human rights protection, to determine the effectiveness of ethics in the protection of human rights, to assess the current state of human rights protection and to identify the factors which affect the effectiveness of ethics in the protection of human rights.

5.2 Summary of the study

The study was carried out with the aim to establish the effectiveness of ethics in the protection of human rights in the Mining Industry in Zimbabwe using a case Trojan Nickel Mine. The study was carried out guided by the objectives namely to establish the effectiveness of ethics in human rights protection, to determine the effectiveness of ethics in the protection of human rights, to assess the current state of human rights protection and to identify the factors which affect the effectiveness of ethics in the protection of human rights. Based on these objectives the following were the summary of the study:

5.2.3 The current state of human rights protection at Trojan Nickel Mine.

From the interviews conducted the major findings were that many workers reported facing long hours and insufficient safety measures, which raised concerns about their health and well-being. While some improvements have been made, such as the introduction of personal protective equipment, the enforcement of safety protocols remains inconsistent. The second finding that the respondents acknowledged was the economic benefits such as job creation and infrastructure development however others expressed frustration over a lack of genuine engagement in decision-making processes. Furthermore, environmental compliance emerged as a critical aspect of human rights protection in the study.

5.2.1 The effectiveness of ethics in the protection of human rights at Trojan Nickel Mine.

The findings indicate that ethics in human rights protection at Trojan Nickel Mine (TNM) is moderately effective, with certain areas showing better performance than others. Transparency and environmental practices received relatively higher ratings, suggesting that the mine has made efforts to report its actions and manage environmental impacts ethically. However, areas such as community engagement, labor rights, and human rights training were rated at a

moderate level, reflecting only partial effectiveness. The lowest rating was for how incidents and violations are addressed, pointing to serious concerns about accountability and enforcement, which limits the overall effectiveness of ethical practices in protecting human rights at the mine. From the interviews conducted, the summary of the findings based on the first objective was that effective community engagement is foundational to ethical practices at Trojan Nickel Mine. The study found that while some efforts have been made to involve local stakeholders in decision-making processes, significant gaps remain. Many community members expressed a desire for more inclusive dialogue and consultation regarding the mine's operations and their impacts. Ethical engagement involves actively listening to community concerns, fostering partnerships, and ensuring that local voices are not only heard but also integrated into the mine's operational strategies. Enhancing these engagement efforts is essential for building trust and promoting a sense of ownership among community members.

5.2.4 The factors which affect the effectiveness of ethics in the protection of human rights.

The study found that the factors which affect the effectiveness of ethics in the protection of human rights are labor conditions, community engagement, environmental compliance, grievance mechanisms, and training initiatives. By analyzing respondents' perceptions through descriptive statistics, the research highlighted both positive aspects and areas requiring improvement. The findings revealed that while labor conditions and oversight mechanisms were viewed favorably, there were significant concerns regarding community engagement and transparency. Ultimately, the study emphasizes the need for the mine to align its ethical practices with community expectations to enhance human rights protections and foster sustainable operations.

5.2.5 To provide recommendations for enhancing human rights protection and ethical standards in the mining industry.

Based on the fourth objective the identified key areas for improvement, such as enhancing transparency, implementing digital financial management systems, strengthening oversight committees, and expanding community engagement programs. The findings underscored the importance of strict penalties for misconduct and fostering collaborative partnerships to ensure accountability. Ultimately, the study aimed to guide the mine in adopting best practices that not only protect human rights but also promote ethical operations, thereby contributing to the overall sustainability of the mining sector.

5.3 Conclusion

5.3.1 The effectiveness of ethics in the protection of human rights at Trojan Nickel Mine.

The current state of human rights protection at TNM shows a disparity between established policies and their practical application. While training and transparency mechanisms are rated positively, community engagement and environmental stewardship require significant improvement. This highlights the need for better alignment between corporate commitments and real-world practices, particularly in external stakeholder engagement.

5.3.2 The current state of human rights protection at Trojan Nickel Mine.

The current state of human rights protection at TNM shows a disparity between established policies and their practical application. While training and transparency mechanisms are rated positively, community engagement and environmental stewardship require significant improvement. This highlights the need for better alignment between corporate commitments and real-world practices, particularly in external stakeholder engagement.

5.3.3 Factors which affect the effectiveness of ethics in the protection of human rights.

The findings indicate that economic and cultural factors significantly influence ethical practices at TNM, while weak regulatory environments and governance structures hinder effective enforcement of human rights protections. This disconnect suggests that despite strong economic drivers, ethical compliance is often undermined by inadequate institutional support.

5.3.4 Recommendations for enhancing human rights protection and ethical standards in the mining industry.

Recommendations for enhancing human rights protection at TNM emphasize the importance of institutional reforms and community engagement. Strong support for oversight committees and community programs suggests a clear path forward. However, lower priority ratings for transparency and partnerships indicate that stakeholders may first want to focus on governance improvements before addressing these areas.

5.4 Recommendations

5.4.1 The effectiveness of ethics in the protection of human rights at Trojan Nickel Mine.

To enhance the effectiveness of ethics in human rights protection at Trojan Nickel Mine (TNM), it is crucial to improve incident management. Implementing a robust system for reporting and addressing human rights violations will ensure timely resolutions and transparency in outcomes. Additionally, conducting ongoing training programs for employees

and management on ethical standards and human rights practices can foster a culture of accountability, reinforcing the importance of ethical behaviour throughout the organization

5.4.2 The current state of human rights protection at Trojan Nickel Mine.

Strengthening community engagement initiatives is essential for improving the current state of human rights protection at TNM. Developing programs that actively involve local communities in decision-making processes and feedback mechanisms will enhance relations and build trust. Furthermore, establishing clear environmental accountability measures and regularly reporting on compliance can improve transparency and reassure the community about the mine's commitment to ethical environmental practices.

5.4.3 The factors which affect the effectiveness of ethics in the protection of human rights.

To address the factors affecting the effectiveness of ethics at TNM, it is important to improve governance structures. Strengthening corporate governance by establishing clear ethical guidelines and accountability mechanisms will ensure compliance with human rights standards. Additionally, enhancing regulatory compliance by collaborating with local and national regulatory bodies will provide a clear framework for enforcement, helping to establish a more consistent approach to ethical practices.

5.4.4 Recommendations for enhancing human rights protection and ethical standards in the mining industry.

To further human rights protection at TNM, establishing independent oversight committees is recommended. These committees can monitor ethical practices and human rights compliance, ensuring accountability and transparency within the organization. Prioritizing community programs that promote social welfare and engagement will help bridge the gap between the mine and local stakeholders. Lastly, implementing a clear framework for strict penalties related to misconduct will reinforce accountability and deter unethical behaviour, fostering a more ethical workplace environment.

5.5 Areas for further study

Further areas of study could include a longitudinal analysis that investigates changes in human rights practices over time at Trojan Nickel Mine (TNM). Comparative studies could examine ethical practices across different mining companies in the region to identify best practices. Additionally, exploring stakeholder perceptions would provide insights into local communities' views regarding TNM's impact on human rights. Finally, assessing the effectiveness of specific

policies aimed at improving human rights protections could offer valuable recommendations for enhancing ethical standards within the organization.

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APPENDIX A: QUESTIONNAIRE

QUESTIONNAIRE

Introduction

Greetings! My name is **Gerald Changaya.** I am a student at Bindura University pursuing a Bachelor of Business Administration in Police and Security Studies. In partial fulfilment of my Degree program, I am carrying out a research project on the topic: **THE EFFECTIVENESS**

OF ETHICS IN THE PROTECTION OF HUMAN RIGHTS IN THE MINING INDUSTRY IN ZIMBABWE: A CASE OF TROJAN NICKEL MINE. This is an academic research project and I promise to treat your responses with all the confidentiality they deserve. I kindly request you to respond to the questions in this questionnaire by either ticking on the appropriate answer or giving a comment on the answer spaces provided. Do not write your name on any part of the questionnaire.

No names or information about any individual will be published. Should you require to get more details about the researcher, you are free to contact me 0777050601

INSTRUCTIONS

1. *Answer all questions truthfully and honestly.*

2. *Where boxes are provided, please indicate your answer by putting an* ✓ *the box which corresponds to the answer you want to give.*

3. *In other questions, please write your answers along the dotted lines or space provided.*

4. *Do not indicate any of your personal details on this questionnaire.*

SECTION A

BACKGROUND INFORMATION

This section is asking for your background information. Please indicate your answer by ticking in the appropriate box ✓

Demographic information

A1. Please indicate your gender.

Male	
Female	

A2. Please indicate your age group.

18-25	
26-35	
36-45	
46 and above	

A.3 Please indicate your Department at Trojan Nickel Mine

Accounting	
HR	
Marketing	
Procurement	
Finance	
Risk and Security	

A4 Please indicate your position in the Trojan Nickel Mine (TNM)

Non Managerial	
Supervisor	
Middle Management	
Senior Management	
Other	

A4 Please indicate your length of service in your organization.

0-5	
6-10	
11-20	
21 and above	

A6. Please indicate your highest level of education.

Certificate	
Diploma	
Degree	
Master's Degree	
Other	

SECTION B

Q2. Do you know about Business Ethics?

Yes	**NO**

If answer is yes, explain your understanding

……

…….

Q3. Do you know about Human Rights?

Yes	**NO**

If answer is yes, explain your understanding

……

…….

Q5 How effective is the ethics in human rights protection at Trojan Nickel Mine in Bindura.

Please indicate the extent to which you agree or disagree with statements listed on the 5-point scale below. Tick under the number that closely corresponds with your answer. Do the same also on Section C, Section D and Section E.

1=Strongly Disagree	2=Disagree	3=Neutral	4=Agree	5=Strongly Agree

	Facts on the effectiveness of ethics in human rights protection at Trojan Nickel Mine in Bindura.	**1**	**2**	**3**	**4**	**5**
B1	Community Engagement:					
B2	Labor Rights:					
B3	Environmental Impact:					
B4	Transparency and Reporting:					
B5	Incidents and Resolutions					
B6	Human Rights Training					

SECTION C

Q6. How effective is ethics in the protection of human rights at Trojan Nickel Mine?

Please indicate the extent to which you agree or disagree with statements listed on the 5-point scale below. Tick under the number that closely corresponds with your answer. Do the same also on Section C, Section D and Section E.

KEY

1=Strongly Disagree	2=Disagree	3=Neutral	4=Agree	5=Strongly Agree

	Facts about effectiveness of ethics in the protection of human rights at Trojan Nickel Mine?	**1**	**2**	**3**	**4**	**5**

C1	Community Relations:					
C2	Worker Safety and Rights:					
C3	Environmental Stewardship:					
C4	Transparency Mechanisms:					
C5	Training and Awareness:					

SECTION D

Q6. What is the current state of human rights protection at Trojan Nickel Mine?

1=Strongly Disagree	**2=Disagree**	**3=Neutral**	**4=Agree**	**5=Strongly Agree**

	Facts on the current state of human rights protection at Trojan Nickel Mine	**1**	**2**	**3**	**4**	**5**
C1	Labor Conditions:					
C2	Community Engagement:					
C3	Environmental Compliance:					
C4	Grievance Mechanisms:					
C5	Training Initiatives:					

Q7. What are the factors affecting the ethics in the protection of human rights at Trojan Nickel Mine?.

Please indicate your answer by ticking in the appropriate box and by explaining yourself. Indicate how much you agree with the facts on a scale 1 to 5.

1=Effective	2=Very Effective	3= Neutral	4= Not Effective	5=Somehow effective

	e) Facts about the factors affecting the ethics in the protection of human rights at Trojan Nickel Mine?	1	2	3	4	5
D1	Regulatory Environment					
D2	Corporate Governance					
D3	Community Relations					
D4	Economic Factors					
D5	Cultural Context					

Q8 What possible recommendations for enhancing human rights protection and ethical standards at Trojan Nickel Mine

Please indicate your answer by ticking in the appropriate box and by explaining yourself.
Rate your responses on a scale 1 to 5.

1=Strongly Disagree	2= Disagree	3= Neutral	4= Agree	5=Strongly Agree

	Facts about possible recommendations for enhancing human rights protection and ethical standards at Trojan Nickel Mine	1	2	3	4	5
E1	Enhanced Transparency					
E2	Digital Financial Management Systems					
E3	Strengthened Oversight Committees					
E4	Community Engagement Programs					
E5	Strict Penalties for Misconduct					
E6	Collaborative Partnerships					

Thank you so much for your cooperation and commitment.

THE END

APPENDEX B: INFORMED CONSENT AGREEMENT FORM

I ..... [PRINT NAME], agree to take part in this research study.

In giving my consent I state that:

- ✓ I understand the purpose of the study and what I will be asked to do

✓ I have been informed about the nature of the research and the nature of my involvement.

✓ The researcher has answered any questions that I had about the study and I am happy with the answers.

✓ I understand that I am participating freely and without being forced in any way to do so.

✓ I understand that I can withdraw from the interview at any time and that this decision will not in any way affect me negatively.

✓ I understand that I may refuse to answer any questions I don't wish to answer.

✓ I understand that personal information about me that is collected over the course of this interview will be stored securely and will only be used for purposes that I have agreed to.

✓ I understand that information about me will only be told to the researcher's supervisor, and that my identity will not be referred to.

✓ I understand that the results of this study may be published, but these publications will not contain my name or any identifiable information about me unless I consent to being identified using the "Yes" checkbox below.

☐ Yes, I am happy to be identified.

☐ No, I don't want to be identified. Please keep my identity anonymous.

✓ I understand that the results of this study may be published.

I consent to:

- Audio-recording Yes…….No…….

- Permanent archiving Yes…….No…….

Signature: .....

PRINT name:.....

Date :……...

APPENDIX C: INTERVIEW GUIDE

INTERVIEW GUIDE FOR SENIOR MANAGEMENT AT TROJAN MICKEL MINE

INTRODUCTION

Welcome to this interview session for academic research I am studying at Bindura University pursuing a *Bachelor of Business Administration in Police and Security Studies*. My name is *GERALD CHANGAYA*

Please feel free and at ease. You are requested to answer the questions put to you to the best of your ability without fear or favor and with absolute honesty and prudence. Where you feel you need clarity feel free to ask the interviewer. Your cooperation will be greatly appreciated.

This interview session and its outcomes will be used purely and entirely for educational purposes while recommendations that may come out may be used to influence policy. There is no way this research may affect you as an individual at your work place or social life.

Thank you in advance for your most important cooperation and understanding. Can we now start the session?

This interview guide is aimed at soliciting information on **THE EFFECTIVENESS OF ETHICS IN THE PROTECTION OF HUMAN RIGHTS IN THE MINING INDUSTRY IN ZIMBABWE: A CASE OF TROJAN NICKEL MINE**

Date of Interview: …….

SECTION A

Personal Information

1. What is your age?
2. What is your position at Trojan Mine?
3. What is your length of service?
4. What is your highest qualification?
5. What is your gender?

SECTION B

The aim is

To evaluate the effectiveness of ethics in human rights protection at Trojan Nickel Mine (TNM) in Bindura.

(Objective 1)

6. What is your understanding ethics?
7. How effective is ethics in human rights protection at Trojan Nickel Mine (TNM) in Bindura.
8. How effective is ethics in human rights protection at Trojan Nickel Mine (TNM) in Bindura?

SECTION C (COVERING OBJECTIVE 2)

The aim is to:

a) To assess the current state of human rights protection at Trojan Nickel Mine.

9. What is the current state of human rights protection at Trojan Nickel Mine?

SECTION D (COVERING OBJECTIVE 3)

The aim is

a) To identify the factors which affect the effectiveness of ethics in the protection of human rights.

10. What are the factors which affect the effectiveness of ethics in the protection of human rights?
11. What recommendations can you make to enhance human rights protection and ethical standards in the mining industry?

Thank you so much for your cooperation and commitment.

APPENDIX D: PLAGIARISM REPORT

B223712B Gerald Changaya Turnitin Report 2025

ORIGINALITY REPORT			
16%	3%	3%	10%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS
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