

EXPLORING MODERN SLAVERY (MDS) IN NIGERIA'S MINING SECTOR AND THE EXAMINATION OF THE ROLE OF CSR AND OTHER FACTORS IN THE CONTINUITY OF THE ISSUE



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Abstract

This thesis explores Modern Slavery (MDS) in Nigeria, specifically in the context of the mining industry. It examines the impact of organizational factors, culture, corruption, legislation, and poverty, among other factors, on the continuity of MDS in the mining industry.

The thesis commences by identifying three research questions, and they are as follows:

- What is the nature of MDS in Nigeria's mining sector?
- What are the factors which influence the occurrence of MDS in the Nigerian mining sector?
- What is the role of organizations in the Nigerian mining sector in mitigating the continued occurrence of MDS?

The literature review examines extant literature relating to MDS, including available literature relating to the concept of slavery, different forms of MDS in practice, forced labor, psychological coercion, vulnerability, and other vital themes relating to MDS and factors which influence MDS. Reviewing the literature, it was identified that most studies examining the issue of MDS had only done so from a Western perspective, indicating gaps in the literature regarding MDS practices within the African perspective. The thesis identified that there were gaps in literature relating to CSR's influence on MDS continuity, gaps relating to poverty, and its influence on MDS continuity. Additionally, gaps relating to legislation, poverty, and social dominance orientation and how these factors influence MDS continuity were identified.

The thesis used a mixed research approach whereby a sequential approach was applied in the investigation. Questionnaires were distributed to miners working in the Mining and extractions industry, and the results were analyzed using SPSS. The survey explored how poverty, corruption, legislation, culture, and organizational factors influenced MDS and its continuity. The results revealed poverty as the only significant factor influencing MDS and its continuity. Using qualitative approaches, these factors were further probed to explore how they influence MDS and its continuity. Semi-structured interviews were conducted with 10 retired miners from Nigeria's mining sector. Analysis of the research data was done using thematic analysis, facilitated by NVivo software. The study findings revealed that poverty, corruption, legislation, regulatory enforcement, and poor national minimum wage influence MDS and its continuity.

The findings also identified that the nature of CSR-related activities in Nigeria is such that MDS is not a priority issue and because of this, there is lacking organizational commitment to addressing the issue. The study also identified that social desirability impacts the reporting and continuity of MDS in the Nigerian mining industry.

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Chapter 1 - Introduction

Prohibiting slavery and freedom from being under servitude are fundamental human rights established and founded upon the premise of several instruments, including the 1948 Universal Declaration of Human Rights and the 1998 Rome Statute for International Criminal Courts. The 1926 Slavery Convention is identified to have preceded legislation relating to human rights, also recognized as the first real/valid international treaty for human rights (Kahimba, 2021).

Slavery in the past and MDS are both barbaric practices that involve taking advantage of vulnerable individuals. However, it is noted that the critical difference between the slavery that occurred in the past and MDS is that in the past, legal ownership of people was allowed, unlike today, where the slaveholders gain control of the individuals through the exploitation of their vulnerabilities (Graw, 2015). The strategies adopted by slaveholders in exploiting the vulnerability of people are noted to include adopting violent techniques, incorporating the use of fear, and in some instances exploiting the beliefs of individuals to gain and maintain control over the victims of the MDS issue (Amnesty International, 2012).

Craig (2014) identifies that after arms and global drug trades, the third largest problem globally is MDS, with the industry noted to be valued at \$35 billion annually. In the Sub-Saharan African region, Nigeria is reputed to have the highest number of individuals enslaved with the different forms of slavery that exist in the country noted to include human trafficking, sex trafficking, forced labor, and child labor, among other forms of slavery (Global Slavery Index, 2017).

The National Archives (2018) identifies that historically, the slave trade in Africa was organized through several British Ports and this was because of the 1799 Slave Trade Act, which made restrictions on slave trade activities in these ports: London (1660-the 1720s), Bristol (1720s-1740s) and Liverpool (1740s-1807). Slave trade by African businesses was noted to commence following monopoly grants by British Authorities to registered African companies, and this is noted to have resulted in limited supplies of enslaved people and high prices associated with the problem, encouraging interlopers or illegal slave traders until 1698 when the monopoly clause was removed (National Archives, 2018).

Following the introduction of the Slave Trade Abolition Act, which took effect on the 1st of March 1808, there was a tightening of the monitoring of actions to suppress the trade, and the expectation was that the decision to introduce the Abolition Act for the slave trade would have resulted in the reduction of the occurrence of slavery (Idris, 2017). This has, however, not been the case as slavery is still thriving today, with various legislation, including the California 2010 Transparency Act in the USA and the U.K.'s MDS Act as examples of government strategies to ensure the reduction of the occurrence of the scourge which is noted to have resulted in 40.4 million victims in 2016 (International Labour Organization, 2017).

While there has been an improvement in working conditions and the creation of humane working environments in organizational settings, the curbing of slavery has been difficult as the supply chains for organizations are where most of the conditions of MDS for businesses tend to occur hidden (Idris, 2017). Most Western organizations adopt outsourcing techniques to developing countries in their production process (Idris, 2017).

With regards to the victims of MDS in Nigeria, these are noted to include vulnerable people in the society whom human traffickers trap; most of these victims could be suggested to have initiated a self-imposed form of slavery as they try to flee their country in search of greener pastures and end up being sold into slavery in their journey into Europe (Idris, 2017). They are forced into labor camps where they work either in forced labor camps or are abused in other forms (Idris, 2017). Other victims of MDS in Nigeria include child laborers that are bought and sold from poorer communities and made to work on farms and in the mining sectors, gaining little or no remuneration for their jobs (NAPTIP, 2018). These victims are primarily individuals from poorer socio-economic conditions and victims of terrorist attacks in the country's northern region (NAPTIP, 2018).

Bales et al. (2015) suggest that the issue of slavery is not limited to only developing and under-developed countries but in advanced countries like the United Kingdom, where the estimated number of enslaved people is noted to be as high as 13,000. Slavery is not only a human rights issue but is a general social issue that impacts the development of a people, with characteristic features of slavery having the same qualities, attitudes, and perhaps some various contextual dimensions in which they occur (Bales et al., 2015)

Ignatieff et al. (2012) suggest that looking from the point of ethics, slavery is concerned about the value attributed to humans and is concerned about the questions relating to human dignity within the context of being subject to control, being possessed by others, or simply put, reduction of an individual to just mere property. Other aspects of slavery, including the political, social, cultural, and economic dimensions of slavery, make the concept one that is transdisciplinary and, as such comprises different theories and methods associated with the method in various fields (Ignatieff et al., 2012). Furthermore, there has been a growth of public interests relating to the issue of slavery, which has resulted in several legislations, growth in the community of interest relating to the concept, and practitioners that have been working to find means of redressing the issue and mitigating its impacts (Bales et al., 2015).

The first segment of this study commences with an exploration of the concept of slavery and the understanding of the concept from the lens of academic scholars, whose focus of research is precisely within the area of MDS and how international human rights law helps in the mitigation of MDS. It also examines the history of slavery and MDS within the context of the Federal Republic of Nigeria. It further explores insights into slavery within the mining sector in Nigeria, elaborating on the challenges experienced by organizations in dealing with slavery and the concept of slavery within the context of the industry.

1.1 The Slave

Mende (2019) used the term slave in describing “bonded labor” or servanthood work. The term in biblical words was used in describing individuals working under harsh conditions without any opportunities for freedom except at the beckoning of their "masters" (Mende, 2019). Nicholson (2018) identifies that slavery, in terms of history, is an institution where the structure is based on a relationship which can be described as one which has characteristic elements of submission and dominance of the slave; one individual is owned by another and labor as well as other services could be exacted on them as a result of their lack of freedom.

Nicholson et al. (2018) identify that from the legislative point of view, there are distinctions to which slavery and practices relating to slavery are described – slavery is described as having a characteristic best put as *jus cogens* in nature. This means that slavery is a condition whereby an individual loses the right to exercise powers which comes as a result of the powers of others over them due to vulnerabilities (Nicholson et al., 2018). This is similar to suggestions by Tang

(2008) of the concept, with suggestions that legally, slavery is a *de facto* ownership of another individual, as the practice is prohibited under provisions of human laws.

Nicholson et al. (2018) further cite the description of the concept of slavery as posited by the High Court of Australia as incorporating the exercise of power over an individual, including the right to ownership, noting that there are extremes to distinctions of slavery from harsh treatments and exploitative actions, and this is determined based on the extent of the power exercised by the enslavers. This indicates that in defining slavery, there needs to be an evaluation of the specific conditions and circumstances of the victims and an analysis of the relationship between the victim and the enslaver prior to the Court's decision of judgment of the conditions being vetoed to be slavery (Nicholson et al., 2018).

Nazer and Lewis (2016) note that despite legislation that resulted in the abolition of slavery, there is still a continuity of slavery in the 21st century, with victims of slavery being noted to be controlled by individuals, under conditions where they are sometimes locked up and experience physical violence and coercive emotional techniques used in controlling them.

Baker and Sereni (2019), citing an example of the trauma and conditions that slaves are made to go through, identifies through an interview excerpt from a victim that following conditions for which the victim suggested he went through from initially being a slave in Benin City, Nigeria to being sold to slave masters in Libya. *"I was in a hotel room which was abandoned in Benin City where I and other victims were housed... of we worked hard we were given bread to eat, if we fell sick or didn't cooperate, or tried to run away and get caught, you will be beaten, scarred and tortured"*.

Further suggestions by Baker and Sereni (2019) identify that in Nigeria, as of 2016, the number of migrants illegally arriving in Italy through the Libyan route spiked to 163,000, resulting in political backlash to stomp the inflow, and this resulted in more incidents of slavery and migrants/victims being held in various secret detention camps across the Saharan borders. This emphasizes the seriousness of the issue of slavery today, as it not only impacts the society from which the victims come but affects the other societies where the victims are taken from.

1.2 Colonialism, Transatlantic Slavery, and History of Slavery in Nigeria

Like many African nations, Nigeria was founded by European imperialism – even the name of the country, which was based on the Niger river, a critical dominating physical feature of the country, was a result of suggestions by Flora Shaw, a British journalist, who later married the colonial governor of the country, Frederick Lugard (Morrison, 2005). In terms of the modern history of Nigeria as a political state, the country encompasses about 400 different ethnic groups with various cultural beliefs and modes of political organization, which dates back to the completion of the British conquests in 1903 and the northern and southern colonies amalgamation to the Protectorate of Nigeria in 1914 (Paden, 2006).

Traces of gradual British colonization of the country are indicated to have commenced from 1852 following the bombardment of Lagos to the point of amalgamation. The country was only named following the conquering of Kano and Sokoto, northern regions, led by Frederick Lugard (Falola, 2009).

Regarding the transatlantic slave trade, the Portuguese were the first to purchase slaves from West African *slavers* and facilitate transportation across the Atlantic in the 16th century (Muhammad, 2003). The first transatlantic slave voyage was completed by them in 1526, with victims transported on these voyages to Brazil (Eltis, 2007). Following this, other European countries joined in this activity. Slaves were regarded as cargos by the Shipowners, and they were sold for the purpose of working on tobacco, coffee, cocoa, cotton, and sugar plantations (Engdal and Saeter, 2018). They also worked in rice fields and mines, cutting timber for ships, construction, and other skilled labor, while others worked as domestic servants (Engdal and Saeter, 2018).

In terms of the operations of the transatlantic slave trade and its legality, it was a legal business that operated in a shape that could be described as triangular from Africa to Europe and America; millions of slaves from the continent of Africa, including women, children and men were captured and shipped for the purpose of enslavement (Schwarz, 2022). The shipping conditions were degrading and brutal and took between eight and six weeks (Schwarz, 2022). Britain was the world's leading slave-trading nation, and transatlantic slavery became lucrative due to the fact that shipments of slaves allowed for full-holds sails at all phases of their voyage, enhancing profit-making for merchants in cities such as Liverpool, Bristol, and London, which had fully operational ports (Blackburn, 2021).

Approximately 12 million slaves were enslaved during the transatlantic slave trade, which lasted between 1640 and 1807, with British ships identified to have transported an estimated 3.4 million Africans during the period. Slavery also occurred across the Sahara Desert (Richardson, 2022). Both the transatlantic slave trade and the slave trade across the Sahara Desert were identified to affect all parts of Nigeria profoundly and are noted to have resulted in the forced migration of 3.5 million people between 1650 and 1860, although a steady stream of slaves was transported through the Sahara until the beginning of the 20th century (Falola et al., 2019).

In Nigeria, there were widespread instances of slavery; the Sokoto Caliphate in 1860, for instance, was identified to have more slaves compared to other countries except for the United States of America (Austin, 2022). Following the 1807 legislation by London's Houses of Parliament, which prohibited the participation of British subjects in the slave trade, restrictions were put in place to end the traffic of slaves that came from the ports in West Africa (Craig et al., 2021). This resulted in further British intervention in Nigeria's internal affairs, with actions taken to facilitate the substitution of the slave trade with trade in other commodities (Ezeogidi, 2020). In 1851, military power resulting from direct British interference was used in the removal of the reigning King in the region as a result of the lack of serious efforts on the part of the King as it related to ending the slave trade in the region of the country (Ezeogidi, 2020). King Kosoko was replaced with King Akitoye, a rival who claimed the throne, with the perception that his reign would stabilize the region, end slavery and facilitate the spread of legitimate commerce and expansion of British interests (Ezeogidi, 2020).

The Universal Declaration of Human rights in 1948 made slavery illegal by stating that "No one shall be held in slavery or servitude: slavery and the slave trade shall be prohibited in all their forms" (Landman, 2018). With regards to the commencement of MDS, this is suggested to be in 1956, following the United Nations supplementary convention, which identifies that "debt bondage, serfdom, forced marriage and the delivery of a child for the exploitation of that child are all slavery-like practices, and require criminalization and abolishment" (Schwarz et al., 2022). The discussions examined above iterated the difference between MDS and transatlantic slavery; the latter was suggested to incorporate the enslavement of people mainly

from the African continent and forced them to work in the Americas and Europe; however, MDS is widespread globally in different countries. Additionally, from the discussions, it is indicated that while transatlantic slavery incorporated the abduction of individuals for exploitation, particularly for labor across the Atlantic, this differs from MDS as the issue of MDS which encompasses human trafficking, involving the recruitment, transport, or receipt of individuals through means of force, abduction, and fraud, which could be across international borders, the same country or city. Also, it is indicated that a difference between MDS and transatlantic slavery has to do with profitability on victims only from Africa.

In contrast, for MDS, things like racial differences are unnecessary, and victims, irrespective of national origins, could be exploited due to their vulnerabilities. The following section provides insight into Modern-Day Slavery (MDS), the core focus of this thesis. It starts by examining the different definitions of the concept following which a working definition of MDS is identified.

1.3 MDS Definitions

Various disciplines, including the humanities, social sciences, law, geography, politics, law, and business, among others, have explored the concept of MDS by primarily focusing on victims, but there has been no agreement as to the definition of the concept (Gold et al., 2016). Moreover, the literature addressing the MDS issue within the context of management and business is relatively limited and predominantly focused on corporate social responsibility and supply chain management (New, 2015).

In defining the concept of MDS, three salient points were raised by Dominika (2014). The first is that MDS might incorporate prerequisites of actions such as coercion and other forms of abuse, the vulnerability of victims and their inability to leave the "service" due to a lack of viable options, and a continuous cycle of the victims which prevents them from being able to improve their situations (Dominika, 2014).

In another study, Caruna (2021), in describing the concept of MDS, suggests that the term is used in denoting extreme forms of labor exploitation and incorporates various coercive labor practices, including debt bondage, forced labor, indentured labor, human trafficking, and servitude.

Gold et al. (2015), in the description of the concept of MDS, provide insight from the perspective of the supply chain, suggesting that MDS involves the exploitation of individuals such that they are deprived of their liberties while made to provide various forms of labor to facilitate production or provision of services. This definition can be argued to be bereft of details relating to insights into coercive mechanisms and the violence/abuse suffered by the victims. In describing the issue of MDS, Tickler et al. (2018), however, identify that MDS incorporates any circumstance/situation where exploitation of individuals occurs, such that victims cannot refuse instructions or leave the scenario due to threats of violence, vulnerabilities, and where victims are coerced, forced or deceived by abusers.

Nolan and Boersma (2019) suggest that there are variances in the way the concept of MDS could be defined based on location and jurisdiction. This implies that there is legislative unclarity regarding the definition of the concept, despite the issue being one of the emotive expressions. Harris and Nolan (2021), however, identify that the concept of MDS involves exploiting individuals illegally, irrespective of the legislative jurisdiction, for commercial or personal gain and could be tagged as a form of violation of human rights.

In defining MDS, Metcalf and Selous (2020) highlight the emphasis on victims by describing the concept as involving movement and recruitment of individuals using coercive means, force, deception, and abuse, exploiting their vulnerabilities, seriously violating their human rights with significant mental and physical health consequences. The implication of this is that MDS has significant impacts on victims in terms of their physical and mental health.

The U.K. Government, through its establishment of the MDS Act 2015, provided a more comprehensive definition of MDS as involving the movement, recruitment, harboring, or receiving of individuals, including men, women, and children, through using force, coercion, abusing vulnerabilities, deception, and other means, in order to exploit them. The definition also identifies MDS to be criminal and involves acts such as holding individuals without their liberties, compulsory labor, forced servitude, or enabling their travel from one place to the other to exploit them.

Recalling the focus of this study on MDS within Nigeria's mining sector and putting into cognizance the various definitions put forward by the other extant literature reviewed, this study consequently defines based on its common denominator – exploitation.

In this thesis, MDS is defined as the criminal exploitation of individuals and their vulnerabilities, including men, women, and children in Nigeria's mining sector, and the use of various mechanisms and practices such as forced labor, debt bondage, and other coercive acts to facilitate productivity or services for ventures and other stakeholders. These activities' consequences to victims include serious impacts on their physical and mental well-being. As this thesis is focused on the mining sector, it would be useful for the characteristics of the mining sector, the types of mining, and the dimensions of the issue of MDS within the mining sector. The section which follows provides more insight into these discourses.

1.4 The Mining Industry Overview

Mining involves excavation of the earth to extract minerals that occur naturally. The industry is suggested to be the second oldest industry in the world after the agricultural sector and is currently identified to be the fifth largest industry globally (Wang et al, 2012). The mining sector is suggested to play an essential role in the development of the global economy, as the trade of minerals represents a large segment of international trade and commerce (Wang et al, 2012).

Two forms of mining exist, including underground mining and surface mining, also known as strip or open-pit mining, which involves mining activities when the deposit for minerals is present on the surface of the earth (Rurek et al., 2022). In surface mining, the procedures followed are more cost-effective as fewer workers are required to facilitate the production of the same quantity of minerals compared to underground mining (Rurek et al., 2022). In underground mining, however, the deposits of minerals are below the surface of the earth and require more workers for production activities (Rurek et al., 2022).

Mining is noted to be a high-risk industry despite high rewards to organizations that profit from its activities. Harkinson (2003) suggests that across the continent of Africa, particularly within countries that have rich mineral reserves, the nature of the industry is such that organizations operate illegally and are mainly unregulated, with workers noted to adopt techniques for extraction which are primitive, which could significantly impact on the health and safety of miners. Additionally, due to significant levels of poverty and impoverishment and the location of mining centers in rural regions where there are significant challenges to socio-economic development, miners are primarily illiterate, although the sector employs a few highly skilled workers (Harkinson, 2003).

The mining sector is also essential to many developing countries' economies due to the Foreign Direct Investment (FDI) it provides to their economy, which is an essential driving factor for their growth (Mamatova, 2022). Available evidence indicates that the sector provides a significant revenue source for developing nations and, for most developing countries, serves as their highest FDI contributor (Mamatova, 2022). Due to the importance of the mining sector, it is noted that in the last decade, over 100 countries have incorporated new legislation and regulatory organizations to ensure the efficiency of the industry, which has resulted in the growth of the industry globally (Mamatova, 2022).

For instance, more than 75 countries that produce minerals have liberalized their investments, resulting in increased privatization and stimulation of mining enterprises (Wall and Pelon, 2011). This has resulted in trans-national mining organizations exploring previously inaccessible regions (Wall and Pelon, 2011). Although the growth of the sector has contributed to the economies of these countries rich in minerals through facilitating the development of industries, transfer of technology, and provision of jobs, the sector growth has also been linked to several socio-economic issues, including environmental incidents, forced displacements, poor labor conditions, failings relating to health and safety, MDS and other civil and human rights abuses (Wall and Pelon, 2011).

Suppositions by Ahmad and Oruonye. (2016) indicate that the issues most significant and challenging to deal with in the mining sector are the socio-economic impacts of the activities of mining organizations. Expanding further, it is asserted that within the mining sector, the character exuded by organizations has been such that they aim at garnering the highest benefits from mining activities. However, they do this at the expense of critical socio-economic issues such as those of MDS and environmental issues (Ahmad and Oruonye, 2016).

While regulatory standards are higher in Western or developed nations to mitigate these issues due to their impact on mental, physical health, and socio-economic development, the issues still thrive in developed states.

1.5 Nigeria's Mining Industry

Organized mining commenced in Nigeria in 1903, following the British colonial government's creation of the Mineral Survey of Protectorates (Knowles, 2022). After this development, four decades later, Nigeria's mining industry saw the influx of German and British mining firms,

which were responsible for the introduction of mechanized mining processes, resulting in higher productivity with regard to mining activities; this resulted in lands being left in dilapidated states as no laws existed to regulate mining activities at the period (Knowles, 2022).

By 1940, Nigeria became a key producer of columbite, tin, and coal (Ekwe-Ekwe, 2022). However, there became an increased demand for petroleum products globally due to the collapse of the international market demands for mineral commodities; the 1970 indigenization decree, which facilitated greater participation of Nigerians as regards equity and ownership of mining organizations, further led to complexities of the industry in sustaining the mining sector's development (Piate and Eminue, 2022).

The country is identified to have approximately 76 different minerals across the Federation, including a portfolio of industrial minerals, energy minerals, metallic minerals, gemstones, and semi-precious minerals (Ebunu, 2021).

With regard to the form of mining being undertaken in Nigeria's industry, this includes mining of columbite and tin (Mallo, 2012). These mineral resources are mined in Nigeria's Jos Plateau, with over 90% of cassiterite minerals being produced from the plateau highlands, although excavation of the mineral resource is noted to extend to Wamba, which is south of the plateau, Kafanchanm Bauchi, and Kano areas of the northern part of the country (Mallo, 2012).

Coal mining is also noted to have been undertaken in Nigeria, with the first discovery of the mineral resource identified to have occurred between 1909 and 1916 in Enugu, an Eastern state of the country, and the extraction of the product was undertaken at the Agbete mine (Nwagbara, 2022). The mining activities of the product were, however, noted to have peaked in 1960, following which the coal mines were abandoned as a result of setbacks to the mining activities due to the Nigerian civil war (Nwagbara, 2022).

Another mineral mined in Nigeria is gold. Gold mining commenced in 1913 in Nigeria, and the peak for gold mining was achieved in the country in the 1930s, although production for this form of mining was impacted by the second world war that happened in 1943, leading to the abandonment of the industry for an extended period (Orebiyi and Archibong, 2022). The mining of gold, however, became re-established in 2007, following the establishment of Nigeria's Ministry of Mines and Steel Development, which later provided grants that facilitated the operations of small-scale mining leases of mining organizations (Orebiyi and Archibong,

2022). The industry is, however, characterized by active illegal mining of the mineral, which is driven by poverty (Orebiyi and Archibong, 2022). Gold mining is conducted informally in the country by small-scale and artisanal miners. The mining process for gold is also noted to be complicated and due to these complexities of processing the raw material, miners are usually exposed to toxic heavy metals, which have long-term impacts on their health (Mestanza-Ramon et al., 2022). Despite the long-term risks associated with mining gold products, it is indicated that approximately 2 million of the country's population is dependent on small-scale and artisanal mining of the products (Wang et al, 2012).

Another form of mining activity that is undertaken in Nigeria is the mining of Iron ore minerals. The country is noted to possess vast deposits of Iron ore minerals in several of its states, including Kogi, Bauchi, Benue, Plateau, Anambra, and Nassarawa (Bamalli et al., 2011). Itakpe, a rural area in Kogi state, is noted to have the purest and largest deposit of the mineral, with the total iron ore reserves identified to be over 200 million and the total national reserve of the mineral identified to be estimated at 3 billion tonnes (Bamalli et al., 2011).

Another form of mining undertaken in Nigeria is Limestone mining; the mining of this resource is noted to be important to the construction sector as it is a required raw material for cement production (Uriah, 2020). Large limestone deposits are present in various states in the country, including Gombe, Sokoto, Benue, Kogi, Ebonyi, Edo, Oyo, Cross River, and Ogun States (Uriah, 2020). There is significant demand for limestone in the country, estimated at 27 million tonnes annually, with most of these demands from local firms (Mining Review, 2020). Currently, due to the increased demands for limestone, the country has gone from being a net importer of the products to a net exporter, saving an estimated \$10 billion of foreign exchange as a result of the export of products like cement, which are derived from limestone mining (Mining review, 2020).

The largest and most lucrative segment of Nigeria's mining industry is the oil and gas mining sector (Edem et al., 2022). As the 10th largest producer of oil globally and the third largest in Africa, the country's economy significantly depends on the sector, which accounts for over 95% of the country's foreign exchange earnings (Edem et al., 2022). The oil reserves are quantified and estimated to be between 24 billion and 31.5 billion, with the sector noted to produce 90 million tons of oil annually (Edem et al., 2022).

With the economy of the country explicitly dependent on oil exportation, the entire structure and culture of the country are impacted by the sector (Emuedo and Abam, 2022). Oil and gas exploration and mining began in the country in the late 1950s, and the country commenced drilling for oil production in 1970 (Emuedo and Abam, 2022). The country's Central Bank is noted to be responsible for exchange controls relating to the sector, as per the local legislation, which acts as regulatory barriers which minimize foreign participation as it relates to the importation and exportation of oil and gas into the sector (Roy et al., 2022). Expanding on the legislation relating to operations of organizations within the sector, it is indicated that due to the Nigerian Content Act, there is an imposition that facilitates limitations relating to foreign involvement and management within the sector and which stipulates participation of indigenous organizations in welding, engineering and other forms of activities relating to the exploration and mining of oil and gas products (Ekeinde et al. 2022). Additionally, licenses for oil mining in the country could be revoked by the Minister for Oil and gas if there is a failure of mining organizations in failing to submit reports required of them or, as a result of, failure to pay royalties or rent (Ekeinde et al., 2022).

Nigeria is noted to have 1481 oil wells currently operating and 159 oil fields, with the region most productive with regards to oil mining being the Niger Delta region, which is a coastal basin region, where 78 of the 159 oil fields are located (Sam et al., 2022). While artisanal mining of oil products and artisanal refining of oil products is illegal in the country, as indicated by provisions in the Laws of the Federation of Nigeria, Hydrocarbon Oil Refineries Act, Cap H5, 2004, artisanal mining and refining of oil and gas products are noted to be a significant part of the underground oil and gas economy (Sam et al, 2022). The underground oil segment is suggested to involve a variety of illegal economic transactions covering criminal and illegal activities, including piracy, vandalism of pipelines, theft/oil bunkering, artisanal refining, the proliferation of small weapons and arms, resulting from the socio-economic challenges, including poverty, faced by individuals from the regions where the products are mined (Ezrim, 2018).

With over 34 minerals which consist of high-value commodities deposited in about 500 locations across the country, including Uranium, Barite, among other minerals, which are yet to be explored, the mining sector in Nigeria is noted to be an important sector for the current and future development and growth of the country's economy (Mulero and Idowu, 2022).

There are differences in the operations and resources available to organizations operating within the mining sector, including the private and public mining firms, and these are noted to have implications for MDS and its continuity (Das, 2011). The section which follows provides further insights detailing the differences between State and private mining organizations.

1.6 State Versus Private Mining

While abundant literature links organizations' performance to ownership, very few studies identify the differences between private and State mining in terms of ownership. In terms of papers comparing private to state ownership, most of the available extant literature supports the superiority of state-owned firms over public firms in terms of performance (Wolf, 2009).

In studies that examined 50 of the largest firms in the oil and gas sector between 1987 and 2006, suppositions by Wolf (2009) indicate that public firms significantly outperform private ventures in terms of profitability and efficiency, and this is noted to vary based on contexts including the nature of regulatory guidelines which facilitate their operations. For instance, in scenarios where there is limited competition or regulations, it is indicated that public firms tend to achieve better efficiency and productivity. In comparison, private firms tend to have more efficiency with regard to service delivery or where sub-contracts are made available to them (Wolf, 2009). In studies conducted by Parida and Madheswaran (2021), which examined the differences in productivity and outcomes within the context of 69 public and private firms in India's coal mining sector, it was identified that a number of exogenous factors influenced the nature of operations and outcomes with regard to outcomes in these firms. Among the factors identified included *resource endowments, productivity policy, and operational profile*, with the findings indicating that private coal mining firms were more productive than public mining organizations with regard to productivity performance (Parida and Madheswaran, 2021). Expanding on these factors regarding production policy, Parida and Madheswaran (2021) find that state-owned organizations exude lower technical efficiency when compared to privately owned firms, which could result from capital deficiency, the inadequacy of infrastructure, and lack of efficiently trained personnel.

Further to this, differences exist regarding operational characteristics of private and publicly owned mining companies in terms of capital requirements, personal requirements, competitive pressures, pricing requirements, and profitability patterns which impact procedures and efficiency as it relates to productivity outcomes (Parida and Madheswaran,

2021). Additionally, resource endowments were suggested to be an important element that impacts the productivity, performance, and efficiency outcomes within the mining sector. This is because many state-owned mining firms act as monopoly players due to the advantage being bestowed on them by their affiliation with government institutions facilitating easier access to the industry, adequate resources, accessibility to the industry, and cost of production when compared to private mining firms (Parida and Madheswaran, 2021). Based on these suppositions, it can be argued that ownership matters and that while state-owned mining firms are advantageous in terms of accessibility to the sector, and resource availability, private sector firms have a better inclination towards better efficiency and performance.

In another study, Das (2011) examined the difference between state-owned and privately-owned mining organizations within the context of the coal mining sector in India. This study indicated that two issues could explain the differences between mining organizations, including agency problems and productivity differences (Das, 2011). Expanding further, the study indicates that differences in inefficiency within state-owned and privately-owned firms were a result of individual and organizational incentives. Within state-owned organizations, it was indicated that there is a lack of concern relating to competitiveness and bankruptcy, which stemmed from the resource availability and support to state-owned firms, whereby losses could be adjusted using budgetary methods supported by the government (Das, 2011). This differs from privately owned firms which are limited in financial resources (Das, 2011). This explained the findings from the study, which showed that privately-owned mining companies were more successful in terms of performance by more than half times in terms of productivity rates (Das, 2011). The study, however, noted that the scenario differed within the country's petroleum sector, where the performance and efficiency of the state-owned organizations were higher than that of privately-owned firms, with the reasons behind this noted to be a prior history of the coal mining sector historically underperforming. This agrees with suggestions by Parida and Madheswaran (2021), who identified the prior industry historical performance as an element that could impact the performance of state-owned companies compared to privately-owned mining organizations. The implication of this is that contextual factors and the nature of the mining sector could impact the performance of state-owned mining organizations when compared to privately-owned firms.

Easton and Gwaindepi (2021) provided a historical account that iterates the difference between state-owned and privately-owned mining organizations from the context of colonialism within South Africa's diamond mining industry. Using a historical analysis approach where quantitative and qualitative information is triangulated to explore the financial imperialism which impacted the political economy of South Africa as regards state consolidation, the study identified that State-owned firms differed from privately-owned firms with regards to finances and attainment of infrastructural development (Easton and Gwaindepi, 2021). During the colonial period, the state-owned mining organizations were insulated from industry state policies compared to privately-owned ventures, which facilitated the ability of these firms to develop and provide infrastructure (Easton and Gwaindepi, 2021). Expanding further, state-owned mining firms in the colonial era were subjected to protracted institutional constellations, which provided them with advantages, including exclusion from taxation and other policies and issues associated with accessibility to the mining sector. This is unlike privately-owned ventures, which were required to pay taxes and other revenues, and also utilized in the overall development of the economy and inclusive development (Easton and Gwaindepi, 2021). The indication of this is that state-owned mining organizations differ from privately-owned organizations regarding the nature of available resources. This is due to policies of the State which facilitate several advantages to state-owned mining firms, including exemption from taxation, legal documentation, and other policies, which provide an advantage to these organizations to support their development, as compared to privately-owned mining firms which have specific rules required for their operational process.

Considering the context of the Nigerian mining industry, it is noted that organizations within the mining sector, including state-owned and privately-owned mining firms, are required to prepare a number of technical and legal documentation which facilitates their accessibility to licensing for operations (Ofekeze, 2022). This documentation must comply with specific international or national codes relating to the practice of mining activities to ensure acquiescence with legislation. However, the requirements for privately-owned firms and accessibility to operations are much more stringent than for public-owned firms, which impacts the market entry and competitiveness within the mining sector (Ofekeze, 2022). Expanding further, in Nigeria, the government, on behalf of citizens, serves as a custodian for the ownership of mineral resources and has recognized that exploitation and exploration of these

resources require both financial resources and technical resources, which could be made available by foreign investors (Ofekeze, 2022).

Mineral titles and licenses are granted to privately-owned organizations to explore mineral and market resources to ensure optimal productivity in the sector, despite the presence of state-owned mining firms (Institute for Security Studies, 2022). Consequently, the government, through this means, transformed the sector into an owner-operator sector and an administrator-regulator sector (Institute for Security Studies, 2022). For privately-owned firms in the mining sector to operate, they could obtain mining licenses from the State or acquire existing mining properties from original owners. However, approvals within this scenario must be obtained through obtaining Prospecting Rights (P.R.), Special Exclusive Prospecting Licences (SEPL), or Exclusive Prospecting Licenses (EPL) from the State (Institute for Security Studies, 2022). The suggestions indicate that within the structure of the Nigerian mining sector, State-owned firms possess advantages in terms of having necessary resources. By the establishment of meeting requirements for operations, several challenges, including licensing and obtaining permits, are faced by privately-owned mining organizations to facilitate their operations and accessibility to the mining field. These challenges influence the characteristics of the mining sector in terms of the pervasiveness of illegal mining activities within the country (Institute for Security Studies, 2022). The following section expands on illegal and legal mining activities to expand on these issues.

1.7 Legal and Illegal Mining

The mining sector can be categorized into two within the context of the legislation and regulatory frameworks. These include legal and illegal mining, the former describing mining activities that are legally registered, and the latter describing operational activities that are non-registered with the government or other regulatory institutions deemed responsible for providing operating licenses (Teschner, 2012). These suppositions indicate that illegal mining comprises any forms of prospecting, reconnaissance, or mining activities undertaken by individuals or organizations without holding the required licenses or permits, or in some cases, mining lease depending on the legislative requirements (Idrobo et al., 2014).

Karikari et al. (2020), in a study on illegal mining and identity within Ghana, identify that what distinguishes illegal from legal mining operations is that illegal mining activities involve actions

taken by individuals or organizations in blatant violation of legal requisites for operations. This was indicated to have some significant impacts on the mining sector, including implications for health and safety standards for the miners, environmental impacts, and national development, as significant amounts of revenue could have been generated by payment of taxes, licensing fees, and royalties are avoided by illegal operators (Zabyelina and van Uhm, 2020). In agreement, suggestions by the UNODC (2022) identify that illegal mining has important implications for national development, including impacts on the economy, security and stability, governance, the rule of law, the environment, and the economy. This is because such activities could affect land degradation, pollution, and deforestation, leading to fraud, corruption through exploiting loopholes in the regulatory framework, and pollution (UNODC, 2022). Furthermore, illegal mining activities are indicated to be accompanied by human rights abuses due to organized criminal groups having low risks of being prosecuted, resulting in them further exploiting this sector (UNODC, 2022). This implies that illegal mining increases the risks for activities of MDS to be effectively operational, leading to continuity of the issue.

Gheberu and Lambrecht (2017) suggests that a land ownership structure could facilitate the continuity of illegal mining. Giving an instance, it is indicated that in Ghana, 80% of lands are owned communally and administered customarily, and as a result, owners of lands have the liberty of leading or using their lands the way they please (Gheberu and Lambrecht, 2017). This structure creates opportunities for investors who are rich in targeting lands with mineral deposits, resulting in these investors or owners purchasing lands to commence mining without obtaining the requisite operation licenses (Gheberu and Lambrecht, 2017). Considering the focus of this study on MDS continuity, these structural issues in landownership could be suggested to create avenues for the opacity of monitoring activities, which mitigates practical regulatory and law enforcement abilities in ensuring that vulnerabilities of victims, including exploitation and human rights abuses, are prevented in the mining sector.

Adu et al., (2016) note that because of the financial independence that legal mining activities tend to provide for individuals or organizations involved, individuals and organizations are involved in illegal mining activities. Expanding further, it is indicated that as a result of socio-economic challenges including poverty, lack of education, high unemployment in mining communities, huge capital associated with obtaining mining licenses, excessive bureaucracy

associated with obtaining required licensing, and the attached responsibilities in terms of standards associated with legal mining practices, illegal mining thrives (Adu et al., 2016). Considering MDS, which is the focus of this study, the implication of this is that socio-economic challenges are the bane of the foundation of illegal mining activities, and without these socio-economic issues being faced by individuals and organizations, illegal mining activities that facilitate the continuity of human rights abuses associated with MDS will be at a minimal. As the study focuses on MDS in Nigeria, it would be helpful to provide an insight into the characteristic features associated with illegal mining in Nigeria. Consequently, the following section provides further details relating to illegal mining in Nigeria.

1.8 Illegal Mining in Nigeria

Within North-Western Nigeria, an estimated 80% of the mining activities implemented are done illegally and through artisanal means by the local population. This is due to a large number of untapped mineral deposits within the region, particularly gold, due to its economic value and strategic importance (Jaiye and Dukiya, 2013). In April 2019, the government took severe actions to mitigate illegal mining in the region by deploying soldiers to enforce legislation relating to illegal mining activities; however, this was found to yield minimal positive results, leading to an increase in community and associated conflicts (Onuoha, 2022). The conflicts resulting from these actions are noted to have resulted in over 5000 individuals killed, including soldiers, bandits, and community members, with only two arrests for foreign nationals identified to have been made as it relates to mitigating illegal mining issues (Onuoha, 2022).

There are two ways through which illegal mining in the North West region leads to violence, including fights resulting from power to control the mine-fields by criminal gangs that act as sponsors to maintain control of the fields, and through sponsorship of banditry and cattle rustling within the mining, communities to incite violence amongst rearers and cattle breeders in the mining communities (Akinyetun, 2022). These conflicts are noted to result in the displacement of individuals from these communities, leading to illegal miners' opportunity to operate (Akinyetun, 2022).

Illegal mining activities are also present in other parts of the country; however, no empirical evidence describes the extent to its presence in other regions of the country (Aigbedon and Iyayi, 2007), although descriptions of its impact on the overall impacts of these activities are identified. These impacts include damage to vegetation, air, land, and water pollution,

radiation hazards, socio-environmental problems, and degradation of the natural landscape (Aigbedon and Iyayi, 2007).

The presence of illegal mining activities in Nigeria could be traced to the fundamental institutional, structural, and social issues in the governance system. For instance, the available extant literature reveals socio-economic problems in the country, particularly as it relates to security, poor responses to poverty, and enforcement of legislation by the government, which leads to increased vulnerability of individuals to partaking or being victims of being recruited by sponsors of illegal mining activities.

As Section 1(1) of the Nigerian Minerals and Mining Act, 2007 gives the federal government ownership and absolute control over all mineral resources in the country; this implies that accountability which relates to ensuring prevailing socio-economic issues that result in the multiplicity of problems diverging to illegal mining needs to be mitigated by governmental efforts (Merem et al., 2017).

1.9 Slavery and Nigerian Businesses

Established in 1425 AD, the ancient Badagry city in Western Nigeria was the second most significant commercial part of Lagos, which was previously Nigeria's capital city. The town is identified to border the Gulf of Guinea alongside many creeks and Islands, serving West Africa's most commercial city at the period, the Great Oyo Empire, and the neighboring country, Republic du Benin (Freeman, 2008). The town is identified to have been one where more than 550,000 African slaves were historically transported to America in 1787 during the Independence of America (Freeman, 2008). The town is also noted to have played a significant role in the transportation of slaves historically to South America, Europe, and the Caribbean, earning income for the region's people (Freeman, 2008). In the Eastern Part of Nigeria, in a small town known as *Urunnebo*, the culture of the people was such that the slave trade was made openly and extensively historically (Isichie, 1978).

While the trade was dangerous, the reason for the thriving of this trade within the eastern region was due to its profitability; slaves were obtained through kidnaps, during conquests of other villages, punishment for crimes, failure in paying debts, and even in some circumstances where children are being sold by their parents (Isichie, 1978). Slaves from Eastern Nigeria

historically were exchanged for goods and products from Europe, while others were made to work on farms, and mining sites and to serve as servants of the elite in society (Freeman, 2008).

Just as historically slavery and slave labor have been used in the business world either by association or by involvement with procuring products, today, instances of slavery are documented and communicated to the local population via the news, citing incidents of MDS within sectors like the mining, manufacturing, and agricultural industries (ILO, 2019).

Several industries in Nigeria are directly or indirectly involved in MDS, with the manufacturing, agriculture, and mining sectors identified to be prevalent with forced labor and child labor which are forms of MDS, especially in the rural parts of the country (Natsa, 2011). In the agricultural sector, it is noted that child slaves work on farms and plantations without the form of any protective gear, being exposed to chemical fertilizers and pesticides, among other forms of ill-health conditions (Natsa, 2011). Child slaves in the northern part of the country are noted to undertake activities like herding cattle, digging trenches, and performing other strenuous tasks, at the risk of being gored by animals, exposed to both sexual and physical abuse with poor sheltering conditions (Natsa, 2011). In the manufacturing sector, victims of slavery are noted to go through various health difficulties due to the enslaver's lack of consideration of the health implications of the tasks which slaves have been made to go through (Ashimolowo et al., 2010). The sector evidence high incidents of abuse despite laws that are in place to mitigate the occurrence of slavery within the sector (Ashimolowo et al., 2010).

Furthermore, the health care sector of the country is noted to lack the infrastructure and adequate workforce to address the trauma which comes with the psychological coercion and physical abuse victims of slavery go through in Nigeria after they have been rescued (Kure, 2013). This emphasizes the seriousness of MDS in the country.

1.10 Significance of Study

The Global Slavery Index (2018) identifies that as of 2016, out of every 1000 people living in Nigeria, 7.7 people are modern slaves, an estimated 1.4 million people, the highest estimate of modern slaves on the African continent. The high percentage of victims is noted to be a result of the nature of the crime of MDS, being that it is hidden, and the victims are "hard to reach". Examining the issue is essential as it would help mitigate its continuity and impact on

the population, including reducing socio-economic impacts and outcomes on victims' physical and mental health (The Global Slavery Index, 2018).

Heeks et al. (2018) identify that the nature of the crime of MDS is such that there is less data and evidence of the crime, making it difficult to mitigate its continuity compared to other forms of crimes in which victims could be easily identified. Unlike other forms of criminal activities, which are mostly time-limited single occurrences, the nature of MDS is such that the crime goes on for a duration which is indeterminate and comprises various events occurring in various locations and involving multiple offenders and victims (Heeks et al., 2018). Additionally, besides from the socio-economic impact of MDS, a wide range of offenses occurs alongside MDS-related activities, including various cases of abuse such as child abuse, assault, sexual exploitation, and grievous bodily harm (Bertoochi, 2016). This makes it essential to undertake this study, as understanding and identifying the nature of the offenses and impact of these offenses on victims can be helpful to law enforcement and legislative stakeholders in taking relevant action in disrupting or mitigating the continued occurrence of the issue.

Further to this, it is identified that within the mining and extractions industry in Africa, there is a high risk of MDS occurring, particularly with regards to forced labor and child labor, which are forms of MDS, and there is also an under-reporting of the crimes of MDS within the sector due to the complex nature of the issue (Koepke and Hidron, 2014). This is because slavery in the mining sector is poverty-driven, attracting members of society that are economically vulnerable and weak, who seek economic stability and means to provide for their families (Koepke and Hidron, 2014). Undertaking this study is important to identify the underlying factors which influence the under-reporting of MDS-related events, and to protect the vulnerable in society, as a high percentage of the local population in Nigeria are in an economically vulnerable situation, and being able to identify these factors will help in mitigating its impact on the local population.

1.11 Problem Statement

The problem to be addressed within this project is the continuity of MDS in Nigeria's mining sector. There is an underreporting of MDS-related activities as a result of various factors such as the hidden nature of the crime and functional weakness associated with social, economic, and political institutions in the country, which creates a haven for the continuity of the problem (Okafor, 2019). MDS continuity is not only a violation of human rights but has significant

consequences for the physical and mental well-being of survivors and also a long-term impact on organizational sustainability, including complicity and accountability risks which can lead to reputational damage (Caruana et al., 2021). While previous studies have examined MDS by specifically examining the issue within the context of human trafficking (Reed, 2018; Cooper, 2017), in this study of MDS, a combined approach using quantitative and qualitative techniques is used to examine different forms and elements of MDS and factors which impact on the continuity of the problem.

1.13 Justifications/Importance of the Study

MDS practices are prevalent within the mining sector, and organizations have suggested that due to the nature of the crime being hidden, it is difficult to identify the practice of MDS by suppliers (Haider, 2017). While legislation has been instituted to mitigate MDS practices by ensuring that due diligence is followed in operations within the supply chain, the issue of MDS still thrives today (Bale, 2016). According to the Global Slavery Index (2019), 1.4 million men, women, and children live in conditions of MDS in Nigeria. This indicates the significance and importance of the issue. Moreso, Rubbers (2019) identifies that within the mining sector, mining activities are undertaken in securitized and corporate enclaves where capita-intensive methods of production are adopted, with little benefit to the local communities.

This, along with other socio-economic challenges, increases the vulnerability of individuals to the practice of MDS (Rubbers, 2019; Haider, 2017). Further to this, studies on MDS in Nigeria have only been conducted within the context of human trafficking rather than forced/child labor and other aspects of MDS (Adepoju et al., 2011; Adesina, 2014; Okeshola and Adenugba, 2018). Additionally, organizational accountability with regard to CSR practices to mitigate the continuity of MDS is poor in Nigeria (Okeshola and Adenugba, 2018). Conducting this study is not only essential for exploring the issue of MDS but provides insight into organizational accountability and challenges associated with mitigating MDS practices within the mining sector. Undertaking this study is also crucial for the identification of factors that influence the continuity of MDS in Nigeria's mining sector.

1.14 Research Gap:

While several studies identify that MDS is a problem today, most of these articles and journals only engage in the discourse of the issue based on the experiences of the victims and not on why slavery thrives within the modern business environment, albeit in the mining sector (Quarshie and Samie, 2014). Furthermore, a few publications on both historical and MDS focuses on human trafficking rather than slavery existing within society today, especially within the West African sub-region and Nigeria. Consequently, this research will contribute to the gaps in knowledge on MDS by focusing on MDS in Nigeria. The research would specifically explore MDS within the mining sector, identifying the most significant factors which influence MDS thriving within the sector. It would also consider the impact of corporate social responsibility and social dominance orientation, among other factors, on the continuity of MDS in the country.

1.15 Research Aims:

This research aims at exploring MDS within the Nigerian business environment, specifically within the mining sector. It aims to identify, understand, and explore the impact of corporate social responsibility and other factors on MDS in the country's mining sector.

1.16 Research Objectives

The research objectives are as follows:

- Exploring the concept of MDS as it applies to the mining industry in Nigeria.
- Understanding the role of corporate social responsibility in ensuring the mitigation of slavery occurrence within the mining sector.
- Understanding the factors which impact MDS and its continuity.
- Identifying the challenges associated with identifying MDS in Nigeria's mining sector.
- Understanding the impact of social dominance and social desirability on the continuity of MDS in Nigeria.

1.17 Research Question

The key research question which would be used in guiding the research to attain its aims is as follows:

- What is the nature of MDS in Nigeria's mining sector?

Other questions that the study would use as a guide to ensure that all elements relating to the phenomena being investigated include the following:

- What are the factors which influence the occurrence of MDS in the Nigerian mining sector?
- What is the role of organizations in the Nigerian mining sector in mitigating the continued occurrence of MDS?

1.18 Summary

This chapter introduced key insights into the notion of MDS within supply chains in Nigeria. It identifies the critical history of the occurrence of slavery, with suppositions indicating that slavery was pre-existent prior to the entry of the Europeans to the African market for trade as elite members of various African societies dealt in the trading of slaves for a variety of domestic functions. The chapter also identifies the research gaps, noting that the study would focus on MDS in the supply chain of organizations in Nigeria, exploring several factors which contribute to the occurrence of the problem, as well as making recommendations to help ensure the mitigation of the occurrence of the issue.

In the following chapter, a review of the literature regarding the understanding of MDS, its history, various forms of MDS, deficiencies, and challenges impacting its continuity and organizational role in combatting the continuity of MDS is done. The chapter also highlights the current gaps in extant literature about MDS and how the lack of empirical research inhibits sufficiently nuanced and detailed understanding of MDS, its nature, dynamics, and influences its continuity and impacts on society.

Chapter 2 - Literature Review

2.0 Introduction

This chapter explores relevant literature relating to the concept of MDS within the context of the Nigerian mining sector. It explores the history of Slavery in Nigeria to establish the significance of the social dominance orientation on MDS continuity. This helps fill gaps in the literature on power relations and hierarchy in society and its role in the continuity of MDS in Nigeria. The review also explores various factors that could influence MDS within the context of the Nigerian business environment in alignment with the stated research aim, which is to understand the factors that facilitate the continuity of the scourge within the Nigerian -mining sector.

The literature review follows a traditional approach which incorporates doing a more critical review of relevant articles gathered from credible sources identified as essential and central to the focus of the investigation rather than a systematic literature review. This was due to very few articles found through an initial systematic search for articles within the area of MDS. In organizing the literature, the study followed a funnel approach whereby contextual issues relating to MDS such as the history of Slavery in Nigeria, definition of MDS, forms of Slavery, and Slavery in the mining sector are identified. Following this, specific issues such as factors that impact MDS in Nigeria, such as poverty, and corruption, among other factors, and details of these are reviewed, and gaps identified.

2.1 The concept of Slavery

Rowbotham (1998), in describing Slavery, identifies that the concept could be described as individuals that are forced to perform work through means of coercion, physical threats, or mental threats. They are people that are controlled or owned by "an employer" and exude characteristics of dehumanization, restrictions on their freedom to move, and are bought and sold as property (Rowbotham, 1998). In the past two decades, it has been noted that the supply chain of businesses has been thriving due to improved business practices, although there have been arguments that the revenue in organizations, particularly multinationals, which have production offices in developing countries is profitable due to broader harmful social and ethical practices such as MDS (Gereffi and Lee, 2012). This indicates that the MDS thrives because of firms' outsourcing activities, as well as the lack of compliance of organizations with

legislation that requires firms to ensure corporate social responsibility (CSR) in their production procedures.

Reiterating that the central research questions are focused on MDS in organizations and the aims of the research include examining the extent to which mainstream CSR influences the occurrence of the issue, it is noted that MDS is not merely a problem that is exogenous to firms, but important for firms to address as lack of tackling the issue makes it an endemic part of the socio-economic system of which the firms are a part of (New, 2015). The literature section commences with an overview of MDS within supply chains, after which an examination of other relevant concepts that critically influence the problem's occurrence in Nigeria is implemented.

2.2 The History of Slavery in Nigeria

In 1472, Portuguese adventurers sailed the Gulf of Guinea, landing in the area later known as Nigeria. Their adventures allowed them to meet various people, including individuals with diverse cultures, with some of these societies ruled by Kings, just as in the medieval societies they had left behind (Falola and Heaton, 2008). It is noted that in this West African sub-region, the key driver for the successful foundation of the slave market was economics; trade relations were established between merchants from Portugal and Nigeria, resulting in the development of trading posts on the coasts of the country (Falola and Heaton, 2008).

It further resulted in the exchange of resources between Nigeria and slave merchants; items including copper bracelets, brass, beads, cloth, and pepper, among others, were received for slaves (Falola and Heaton, 2008). Prior to the arrival of the slave merchants, Slavery was already pervasive within society, as locally, there was a trade of individuals for domestic Slavery in communities and society (Falola and Heaton, 2008). Consequently, it can be suggested that the “discovery” of the country by traveling adventurers from Europe, the Mediterranean, and the Near East led to the expansion of the slave trade in Nigeria, and this was a result of the economic interests of both elitist Nigerians and foreign merchants.

Giving further insights relating to Slavery and its commencement phase in Nigeria, following the adoption of agreements between community leaders in the Nigerian society, particularly in the coastal areas, raids in coastal communities by Nigerian slave traders occurred (Falola and Heaton, 2008). Military aristocracy was noted to have further fueled the growth of the business

as identified by Equiano (1999, pp16), who decried in his memoir on Slavery the procedures which aristocrats and leaders adopted in capturing slaves; he enthused as follows:

"When a trader wants slaves, he applies to a chief for them and tempts him with his wares. It is not extraordinary if, on this occasion, he yields to the temptation with as little firmness and accepts the price of his fellow creature's liberty with as little reluctance as the enlightened merchant. Accordingly, he falls upon his neighbors, and a desperate battle ensues...if he prevails and takes prisoners, he gratifies his avarice by selling them."

Slavery is noted to have prospered both Nigerian slave traders and European slave buyers, with the commercial nerve center of the country, known as Tinubu Square, Lagos, and its development, noted to have been developed due to activities of the slave trade (Lovejoy and Hogendor, 1993). This square was named after Madam Tinubu, an aristocrat and businesswoman who hailed from Egbaland, Western Nigeria, and profited hugely in the sale of her brethren as slaves in Badagry, Lagos (Lovejoy and Hogendorn, 1993). She was later recognized as a pioneer nationalist for the country, suggesting that the politicization and growth of a culture that is accustomed to increased power distance are because of the activities of Slavery (Isichei, 1983).

There was continued growth and prosperity in the slave trade in Nigeria because of the collaboration between the Nigerian slave traders and European merchants in protecting their vested interests following the abolition of the act; this resulted in Europeans operating from Nigeria as a significant port compared to other interior ventures available in other parts of the continent (Falola and Heaton, 2008). The Royal African Company, an establishment that facilitated the trade of slaves in the country as a result of its collaboration with European merchants, was furnished with guns and other goods to aid in capturing traders (Miers and Roberts, 1998). The leaders of this firm, among other slave trade establishments, had a friendly alliance with kings and other "Great people" of the country in order to ensure a friendly demeanor and ingratiate themselves, as was the prude method adopted in that period (Miers and Roberts, 1988). This shows that Slavery was facilitated through the congruent agreement between domestic merchants, elite members of the Nigerian society, and foreign merchants of the trade.

2.3 Reaction of the Nigerian Trade Slavers to Slave Trade Abolition

Following the trade abolition in 1833 by Britain, the oppositions which followed were not only from white slavers, but there was also significant opposition from rulers and aristocrats within the Nigerian society, who had, because of their profitable slavery ventures, gained societal respect and wealth (Miers and Roberts, 1988). The continuity of the slave business is identified to have still occurred irrespective of the abolishment by the British, and this could be suggested to have been a result of an increase in demands for labor from Slavery in the Americas and the availability of supply from Africa (Falola and Heaton, 2008). Significant actions implemented to mitigate the occurrence of Slavery historically include the British government instituting a naval blockade to facilitate and prevent the supply of Slavery (Miers and Roberts, 1988). It is, however, noted that this was not effective in the suppression of the trade; 26 years following the abolition of Slavery, it was identified that 103,000 slaves were emancipated, and this was a small statistic compared to the 1,795,000 slaves that were estimated to have been smuggled in cargos to the Americas over that particular period (Miers and Roberts, 1988). The implication is that the profits derived from the slave trade during the period were a critical driver that facilitated its continuity, just like most other criminal activities.

Attempts to ensure suppression of the slave trade are noted to have increased the profitability with regards to the trade activities as prices of slaves skyrocketed in America, where they were mostly shipped to; the Yoruba land, the Southern Western part of Nigeria, which was the region where most of the European-Slave Trade capture took place saw an increase in the war in the region, resulting in the fall of the infamous Oyo empire and this was as a result for the increased demand for slaves (Lovejoy and Falola, 2003). Until the intervention of the British colonial masters with regards to the activities of slave masters in the region in 1893, the exports of Nigeria in terms of slave trade exports extended to colonies and also slave purchasers in the Spanish colonies of Cuba as well as Brazil up till 1880 (Lovejoy and Falola, 2003). The abolishment of Slavery saw the replacement of international trade for slaves with domestic Slavery, leading to increased activities of human chattel within the country as forced labor (Lovejoy and Hogendorn, 1993). Slavery has continued till this day, and the occurrence of the issue has also expanded to businesses, including within the supply chains of organizations hence the significance of exploring Slavery in supply chains to ensure that the critical research questions are answered.

2.4 Global Demand for Slaves

Craig (2013) identifies that modern society assumes that since the parliamentary majority passed the action ending the slave trade in 1807, there would have been a reduced demand for slaves and a decline in slave trade activities. This has not been so as there has been continuity in the slave trade in modern times due to the continued demand for slaves in several industries, including brickmaking, mining, and carpet production, among other production organizations (Craig, 2013). Pai (2008) suggests that after the drug trades and global arms sector, MDS is a trade that ranks the third largest globally, with the sector noted to be valued at \$35 billion. The increased consumer demands for lower-priced products are noted to have driven some manufacturers or producers into cutting corners and supporting practices encouraging MDS (Craig, 2013).

This explains findings in reports by Craig (2013), which notes that in cotton fields in Uzbekistan, children and other industries, including the construction sector, the pervasiveness of Slavery continues as victims are seen as a means to increase profitability irrespective of their age, gender, and color. Gedes et al. (2013), in a study examining MDS within the context of forced labor in the United Kingdom, found that forced labor as a form of MDS is more widespread than perceived by statistics. The findings reveal that there are presently more than 5,000 incidents of forced labor in the UK and due to these incidents, the government recognizing the seriousness of the issue, passed the Gang Masters Licensing Act, 2004, to prevent forced labor in industry-specific sectors in the country (Gedes et al., 2013). From this, it can be suggested that MDS is a serious problem being faced by both developed and developing nations.

The demand for slaves in the clothing sector is also noted by Ross (2004) to play a significant role in the increased number of victims within the sector, in addition to the increased popularity of the concept of sweatshops, which are means adopted by Gangmasters in plying and controlling the slavery sector. Pollin et al. (2004), in describing sweatshops, identify that it could be a location where people go to undertake work functions for long hours, for wages that could be described as low, and in conditions that are also noted to be unhealthy and not in alignment with health and safety practices. In a bid to drive up profits, organizations have been caught out supporting the production of their fashion items from sweatshops, inadvertently translating to these organizations supporting activities of slave gangs and MDS at the back end of the supply chain (ILO, 2018). It is identified that in Los Angeles, USA, there

are over 77 sweatshops, and 85% of factories for clothing productions as of 2013 were noted to have been in violation of labor legislation and support directly or indirectly actions that could be described as MDS (ILO, 2018).

Kara (2011) identifies that the demand for slaves influences MDS's continuity and the profitability of the phenomena because the profits generated from MDS and related activities are higher. Expanding further, Kara (2011) identifies that in 1830, slaves could be purchased for between \$9,500 and \$11,000 and could generate a return of between 15% and 20% for the investor annually, while today, slaves sell averagely for \$420 and could generate an annual return ranging between 300% and 500% (Kara, 2011).

The continuity of the issue of MDS is also indicated to be a result of low risks and low consequences associated with MDS practices (Beyerly, 2012). The prison sentences associated with forced labor and MDS have little or no penalties economically for large organizations. Additionally, prison sentences handed down are anemic and, due to the nature of the prosecution, lead to low conviction rates associated with MDS (Byerly, 2012). Economic realities and the complex social influences on the globe today are some fundamental forces that promote the exploitation of men, women, and children in conditions best described as "slave-like," and these realities influence the increase in demand for slaves globally (Byerly, 2012). Based on this, it can be argued that there are lower risks to criminals relating to the convictions associated with the MDS issue, and profits being made from MDS practices which impacts its continuity. It is thus essential that the demand for slaves is disrupted as this is the only specific means by which the cycle of Slavery in modern society can be broken/stopped.

2.5 Different Forms Of MDS

Cooper et al. (2017) identify that several typologies of MDS exist, including labor exploitation, domestic servitude, sexual exploitation, and criminal exploitation. In labor exploitation, the victims of MDS are exploited for multiple purposes and are usually located in isolated environments (Cooper et al., 2017). Some characteristics associated with labor exploitation include victims being forced to directly work for offenders on sites being controlled by the offenders, being subjected to abusive conditions, and getting little or no pay (Cooper et al., 2017). The main characteristic associated with this exploitation method is that victims are underpaid illegally or not paid at all, and in some scenarios, control of the wages of the victims

is taken by the offenders by employing the victim in third-party firms where contractual payments are made directly to the offender (Cooper et al., 2017).

In domestic servitude, individuals are exploited by being forced to undertake chores for their offenders, and due to the nature of this form of MDS, victims are stuck inside the house or in a location where they cannot easily be identified, preventing them from having the power to walk away (Cockbain, 2019).

With regards to sexual exploitation, this is a form of MDS, where various offending groups exploit victims for personal gratification, and it could sometimes incorporate abuse of different categories of victims, including children and women (ILO, 2017, pp9). In the sexual exploitation form of MDS, victims are forced into sex in locations/sites that change, and some victims could be confined to sites where they have been taken for a long time, preventing them from identifying themselves (ILO, 2017).

Criminal exploitation describes the exploitation of MDS victims, for instance, in forced gang-related and forced illegal activities where victims undertake illegal activities for offenders (Anti-Slavery Commissioner, 2020, pp20). Other forms of criminal exploitation include forced acquisitive crimes, where offenders force victims to perform crimes, such as forced begging, where vulnerable victims, often children, are forced to beg, or forced trafficking, where victims are exploited in a one-off transaction, and usually sexually abused victims (Anti-Slavery Commissioner, 2020 pp20). There are extensive scenarios of criminal exploitation of victims of MDS, including forced labor and financial fraud, where victims experience exploitation through withholding identification documents required for claiming benefits (Anti-Slavery Commissioner, 2020, pp20).

Reflecting on the focus of this research, on exploring MDS-related practices and the role of organizations in preventing the continuity of MDS in the Nigerian mining sector, the research can thus identify that the distinct form of MDS being explored in this research is labor exploitation. The section which follows provides more insight into the issue of forced labor.

2.6 Forced Labour

Forced labor is defined as a phenomenon where service or work is exacted from individuals who are under penalty or threats, including loss of privileges, penal sanctions, and loss of rights, where an individual has not voluntarily offered themselves (ILO, 2001a). According to the ILO

(2001), forced labor can be categorized into five key categories, including slaves and abduction, forced recruitment, misuse of public and prison works, and debt bondage.

This segment of this review further explores these distinct areas. Abduction slavery is a rare form of Slavery where conflict conditions result in the abduction of individuals who are then forced to labor for parties that are fighting (ILO, 2001). This form of Slavery is noted to be characterized by individuals being directly or indirectly forced to engage in labor and occurs as a result of armed conflicts (ILO, 2001). A case in point is where children captured are compelled to work for Boko Haram, a terrorist organization that is in armed conflict with the Nigerian government, despite Section 59 of the Nigerian Labour Act, which is in force in all 36 states, declaring this act illegal (REFWORLD, 2017).

With regards to the inappropriate use of public works and prison labor, this incorporates scenarios whereby communities come together to perform emergency actions to resolve socio-economic challenges over a limited period (ILO, 2001). The distinct characteristic of this form of forced labor is that participation is not voluntary and is usually undertaken using force (ILO, 2001). Prison labor is noted to have two dimensions which could be categorized as forced labor, the first being individuals being forced to undergo compulsory labor due to political reasons, and prison labor where wages of workers are meager due to lacking protection that allows for negotiation of terms and increased private partnerships with prison systems (ILO, 2001). It should be noted at this point that this form of labor is not the focus of the research but understanding that various categories of forced labor exist is important to understanding scenarios and the extent to which MDS differs (ILO, 2001).

Debt bondage is a remnant of feudal structures, which are still present in several South American and Asian nations. It incorporates a coercive process of recruitment which facilitates the recruitment of indigenous people through indebting their subsistence, leading to these individuals being held for a lengthy period for services such as the production of goods, and farming, among other forms of labor activities (ILO, 2001). The nature of debt bondage in South America differs from that in Asia based on the characteristics that bonded laborers have their debts extending indefinitely and, in many cases, over several generations (ILO, 2001).

Debt bondage takes a different form in the mining sector due to characteristics associated with how the mining sites are located; they are usually in highly remote areas (Saleem, 2004).

Indebted miners are forced to work for low wages and cannot complain about their living or working conditions because of the socio-economic challenges they face in their regions, e.g., lack of opportunities, lack of access to social amenities, illiteracy, etc. (Saleem, 2004).

Considering the nature of the different forms of forced labor, one underlying reason for this form of forced labor is due to a lack of equitable human development and socio-economic issues such as poverty; this facilitates increased vulnerability of the victims (Saleem, 2004).

Having considered these various forms of forced labor in relation to MDS, the following section reviews MDS within different contexts as understanding the nature of Slavery in these contexts is essential to achieving the research objective of exploring the concept of Slavery as it applies to the mining and other high-risk industries in Nigeria's mining and extraction industries.

2.7 MDS in Supply Chains

Weele (2018) defines the supply chain as the number of procedures and resources needed to produce and ensure the delivery of products to the final user. Suggestions by Quinn (1997) describe the management of supply chains as incorporating various activities associated with the movement of resources, including raw materials from the stage where the goods are obtained in raw form to the end user. This indicates that supply chain management incorporates actions including procurement, sourcing, inventory management, and transportation, amongst other activities. Suggestions by Ganeshan and Harrison (1999) also indicate that the management of supply chains includes the management information systems adopted in monitoring actions that are implemented within the supply chains. Consequently, it can be suggested that within business environments, supply chains could be described as incorporating elements that allow for the functional distribution of products from the organizations to the end users.

Weele (2018) identifies that supply chains comprise three segments that are integrated, including the upstream sector where the procurement is implemented by an organization from its external suppliers, the mid-stream segment where the assembly of the products could be implemented, and the downstream sector where the distribution of the products to the consumers is undertaken. Idris (2017) finds that in the three segments of the supply chain, there is an occurrence of MDS due to increased demands for slaves. It is also indicated that as a result, various governments have implemented some actions to mitigate the occurrence of

the scourge within the supply chains of organizations includes the establishment of laws which enables organizations to perform due diligence. This was done to help prevent the continued occurrence of the problem at various levels in organizations' supply chains.

Reports from NAPTIP (2018) find that in Nigeria, three key sectors where MDS-related activities are present include the agricultural, manufacturing, and mining sectors. On this basis, it was determined that exploring the contexts of slavery within these industries would further enrich the study by providing insights into the dynamics associated with MDS and the manner it is evidenced in various sectors of the country. The next section provides insights into slavery within Nigeria's Agriculture Industry.

2.7.1 MDS in the Agricultural Sector

Within the agricultural sector, it is identified that there is a prevalent appearance of MDS and related activities, with some examples of its evidence in Brazil, where it is noted that some features of MDS include repression of poor individuals and exploitation of the vulnerability within poor communities, particularly in the context of farms/plantations (Idris, 2017).

Sackett (2008) identifies that historically within the West African sub-region, the development of the cocoa export industry can be linked to slavery. This has happened since the late 19th century, when the commercial production of cocoa from the region started. This period saw the transportation of slaves from countries like Angola to the Islands, including São Tomé and Príncipe, where they undertook functions that could be described as forced labor (Sackett, 2008). There has, however, been growth and development in the agriculture segment in West Africa since the initial exports of cocoa products in 1909, and along with this growth, it is noted that there has been continuity of the issue of MDS in the sector (OECD, 2018). Figure 1, which follows, identifies the growth of exports of cocoa products within the West African market.

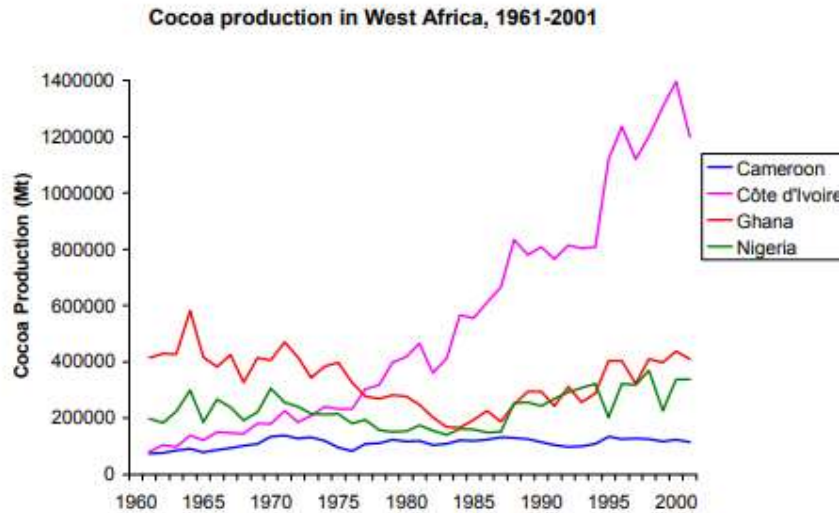


Figure 1 Growth of Cocoa production in West Africa (OECD, 2018)

With regards to the structure of the export market for cocoa products in Nigeria, it is identified that local farmers sell their products to buying agents who obtain their funds from regional merchants, after which the products are delivered to state governments (OECD, 2008). Following this, inspection is implemented for grading purposes, and the final products are packaged (OECD, 2018). After this, the products are sold to exporters or processors within the domestic environment (OECD, 2018). There is usually little or no interaction between multinational organizations which purchase the products in their raw form and farmers (OECD, 2018). This could be argued to impact issues of transparency in terms of monitoring standards of production and farming activities; the lack of effective monitoring approaches could be argued to impact the enforcement of standards-essential for mitigating the continuity of activities of MDS.

Effective monitoring of these farming activities could help in mitigating the occurrence of MDS within the supply chains by ensuring that practices that occur on the farm are within the legislative requirements of the organization and are not a result of exploitation and other forms of MDS (OECD, 2018). Figure 2 which follows identifies the process followed in the production and delivery of farm produce, domestically and internationally, within the agriculture sector in Nigeria. It is important to understand this process as it allows for the identification of the

underpinnings relating to transparency within the supply chain and how it influences the continuity of MDS practice.

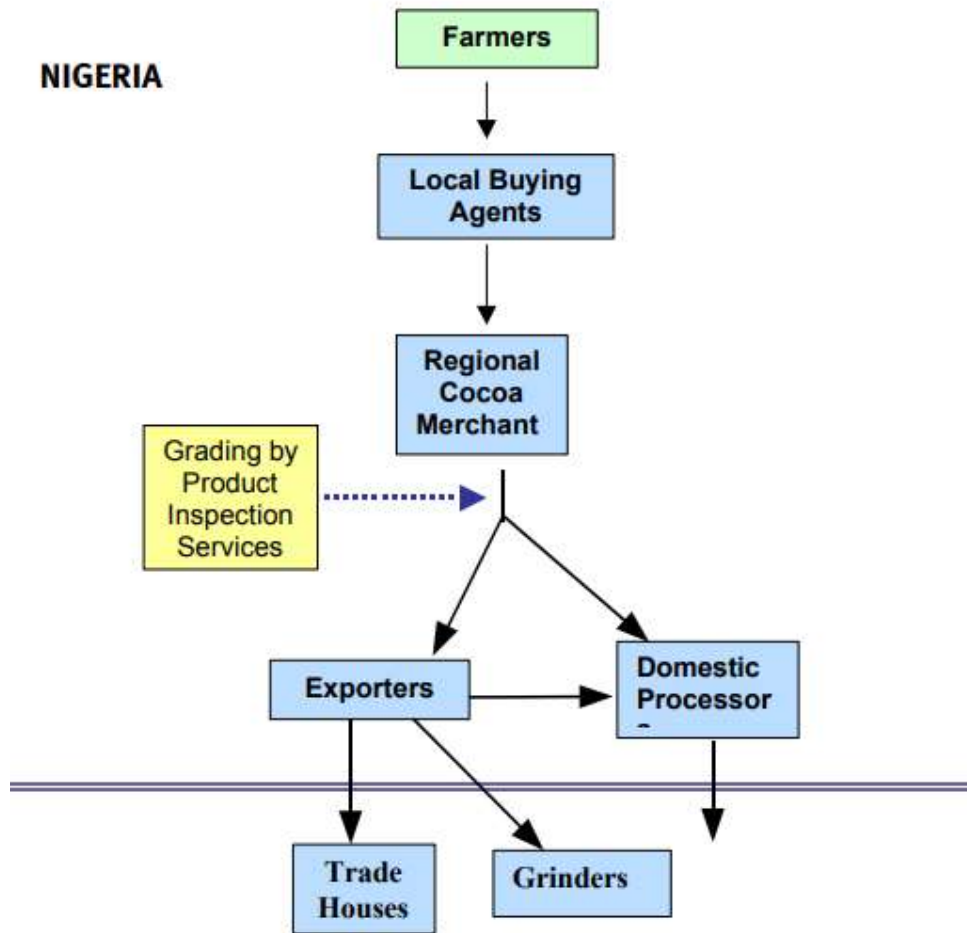


Figure 2 Features/Structure of the Nigerian Agriculture Export Sector

Looking into distinct features associated with the agricultural sector in Nigeria, it is noted that for small farms, sharecropping is a prevalent approach adopted by farmers in their cultivation procedures (Austin, 2009). This describes a system whereby the farmers who use the land are not owners of the land, and as a result, a percentage of the crops grown on such lands are taken by the landowners, who most times act like “slave drivers” (Austin, 2009). Depending on the agreed-upon percentage, 55% and 60% of harvests are usually handed to landowners but it is however noted these farmers indulge in practices such as forced labor and child labor to achieve their harvest targets (Austin, 2009). This is noted to result in the farmers being severely pressured to reduce all costs associated with the farming process. This explains the indulgence

of poor farmers adopting crude practices, such as child labor and forced labor, which are also MDS forms in their farming tasks. Even though both child labor and forced labor has been outlawed within the country, it is identified that this trend continues, and because of the lack of efficient monitoring of enforcement officials laden with the responsibility of undertaking checks and audit of farming activities (Austin, 2009). This trend has become a norm, especially within rural farming areas.

OECD (2015) identifies a similar pattern of MDS occurs in Brazil and Southern American agricultural sectors where in larger farms, particularly those located in rural regions, incidents of forced labor, child labor, and other forms of MDS are existent. This is noted to be a result of victims being exploited due to vulnerabilities associated with poverty, which is prevalent with the rural regions where the farming activities are conducted. This is also noted to be because of the inaccessibility of monitoring agents to these areas to ensure the prevention of the issue within the sector. The next section provides an insight into the mechanics of slavery within the manufacturing industry. The manufacturing sector is another sector where several reports on MDS have indicated a lack of transparency, resulting in the exploitation of vulnerable individuals facilitates the continuity of MDS practices (Gold et al., 2015).

2.7.2 MDS in the Manufacturing Sector

In the manufacturing sector globally, it is noted that forced labor, which is a form of MDS, is existent; evidence of acts of slavery in production warehouses for multinationals existing in China and India, among other countries, is noted to exist (Hodal and Kelly, 2016). For instance, in the manufacturing sector in Malaysia, there have been reports that most undocumented factory workers are exploited due to their lack of official residency documentation. These victims work within the manufacturing sector for various industries where they experience curtailment of their freedoms, living in conditions that could be best described as un-humane, and facing different forms of harassment (Hodal and Kelly, 2016).

In the Nigerian manufacturing sector, documentary evidence of MDS within the manufacturing sector is noted to be prevalent (Battabox, 2015, 00:02:30). The country is noted to exhibit in its manufacturing segment evidence of abuse of workers, child labor, victims working under conditions that are in contravention of the country's legislation regarding health and safety as well as working without pay (Battabox, 2015: 00:02:30).

Globally, incidents of MDS in the manufacturing sector are noted to be characterized by unfree recruitment, the vulnerability of the victims driven by poverty, with the use of the exploitation of the victim's vulnerability using threats, verbal abuse, and withholding of salaries/allowances adopted as means to coerce victims within the sector to continue within the confines of bondage by the enslavers (Hodal and Kelly, 2016).

An issue that enhances the continuity of the issue of MDS within the Nigerian manufacturing environment is the poor government policy with regards to scheduled audit visits of the work environment for manufacturing organizations in the country, in addition to acts increased corruption of the systems, which allows for actions such as bribery to thrive, and this prevents the prosecution of the criminals involved in the act referred to as MDS (Battabox, 2015, 00:02:30). As this study focuses on slavery within the mining sector, the next segment explores the dynamics of slavery within the mining sector to provide insights about the characteristics of MDS related activities, the challenges, and factors which influence its continuity. Exploring this is important to achieving the research aim of understanding factors that influence the continuity of MDS.

2.7.3 MDS in the Mining Sector

Within the mining sector, it is noted that multiple forms of slavery exist at the sites where various mineral resources are mined (Katja, 2016). The conditions in most mines which are in Sub-Saharan Africa are noted to be in favor of individuals that are in power, and these individuals are noted to be in control of other members of the society who do not have the chance to be autonomous and are forced to be in submission to a variety of MDS forms (Roy, 2017).

Among the forms of MDS identified as prevalent in the mining sector are child labor, forced prostitution, sexual slavery, forced labor, and peonage, another label for debt bondage (Russell-Wood, 1977). Characteristics associated with victims of slavery in the mining sector are identified to include poverty; 90% of the victims in Congo, Central Africa, are identified to lack the financial capacity to be self-sustainable with regards to being able to provide for the basic amenities for themselves or family, increased illiteracy levels and working under conditions which are against requisite global health and safety standards (Haider, 2017).

With regards to the forced labor within the supply chain of these various industrial sectors, it is noted that in recent times, there has been a lot of "heat" about forced labor within the supply chains of organizations; examples of such recent discussions include the seafood sector in Thailand, and within the electronics industry in Malaysia (Verite, 2014). There is a variance in the estimates of the scale of the issue, but several consensuses have been reached, which show that tackling the issue is challenging for most firms in terms of ethics. But the issue must be discussed to ensure organizations' social reputations are preserved and maintained (Crane et al., 2019). According to New (2015), there has been the establishment of various mechanisms adopted by different organizations to ensure the maintenance of ethical standards of operation within supply chains, but there are questions about the extent to which these methods match the challenges associated with the recurrence of MDS.

Quarshie and Salmi (2014) suggest that limited research addresses the issue of MDS within supply chains, but Gold et al. (2015) provides an extensive overview of the subject. They find that the problem is apparent within several sectors and indicate that in Western countries, the legal system aids in enforcing organizations to ensure that the issue of forced labor within the different sectors are addressed (Gold et al., 2015). The same cannot be said for organizations in developing countries such as Nigeria, where there is a lack of an effective legal system that would hold organizations accountable for ensuring the prevention of the occurrence of the issue of MDS within the country (Okogbule, 2013). This justifies the importance of this study in examining the concept.

It is argued that while there are laws in Nigeria that clearly identify that MDS and the support for activities that could be described as MDS is illegal in the country, there are several pull and push factors in the country which impact the effectiveness of such laws (Okogbule, 2013). This indicates legislative ineffectiveness is an issue that prevents the effective tackling of the issue of MDS.

In view of what has been explored so far, it would be useful to further explore available literature on Black psychology and MDS as this study is focused on slavery in Nigeria, and there are psychological contexts peculiar to Black psychology and MDS. Further insights into this segment would enable the research to examine useful variables which enhance the occurrence of the issue of MDS within supply chains.

2.8 Black Psychology and MDS

Suggestions by Nobles (2013) identify that most psychological theories have a traditional Eurocentric hegemony, and consequently, research in psychology on the African people has recently begun following methods based on organic African epistemological as well as ontological methods bases. Harrell (1979) suggests that there has been a historical, psychological impact of slavery on African people as there are suppositions that indicate the idea of White supremacy as well as European Imperialism by slavery has impacted generations in Africa. Harrel (1979) suggests that the development of Black psychology was indeed in recognition of the detrimental effects of colonialism as well as slavery on the consciousness and minds of Africans. The examination of Black psychology with regards to MDS is essential as it aids in the exploration of how residual cultural effects of slavery on the black people impact the occurrence of MDS, particularly within Africa.

According to Nobles (2013), it is suggested that twin evils that have impacted modern order and Africa's position today are enslavement and colonization; they were noted to have been adopted as tools in dehumanization as well as morphing of human functioning in Africa as well as in destroying African ideas. Arguments by Nobles (2013) suggest that while the status of African regional development in terms of the pace of development of the continent could be to an extent blamed on slavery, servitude between African slaves and their African masters was in existence in historic times. Furthermore, while there was a difference between the relationship of African servants and their masters from chattel slaves, ownership of people has always been a norm according to historical African culture and will always be a part of the African culture (Nobles, 2013).

Citing Hegel's (1966) proposition on the dynamics of bondage, it is identified that there are dilemmas faced by victims of slavery, with suggestions indicating that an individual that achieves recognition without having to reciprocate becomes the "master" and the "master" dehumanizes the slave by reducing them to instruments of their will. This implies that slavery thrives when one recognizes one's humanity but fails to recognize the humanity of others, which has been the case for most of the African victims of slavery. Psychological coercion is one of the means through which victims of MDS engage in the practice. The section which follows would be exploring psychological coercion as well as other means that enslavers use

against their victims, as this would help the study in exploring the underpinnings responsible for the difficulty of victims to break out of the cycle of MDS.

2.9 Psychological Coercion

Understanding psychological coercion in this research is important as it would help the research in drawing deductions as to why victims of slavery cave into abuse by slave-owners. Segrave et al. (2017) identify that there exist psychological means through which people could be constrained and manipulated, and this is described as psychological coercion. It is also identified that psychological coercion is a principal way through which people become victims of human trafficking or MDS (Segrave et al., 2017). Shelley and Shara (2010) identify that Biderman's coercion framework is a tool that can be used in demonstrating coercion. The Birdman's chart of coercion is identified in figure 3. The framework identifies that different methods could be employed in the coercion of individuals and iterates the effects and variants of these forms of coercion.

Method	Effect and Purpose	Variants
Isolation	Deprives victim of all social support of their ability to resist. Develops an intense concern with self (this could be home environment) Makes victim dependent.	Complete solitary confinement Complete or partial isolation Group Isolation
Monopolisation of Perception	Fixes attention upon immediate predicament. Eliminates information not in compliance with demands. Punishes independence and /or resistance.	Physical isolation Darkness or Bright light Restricted movement Monotonous Food
Humiliation and Degradation	Makes resistance more 'costly' than compliance. 'Animal Level' concerns.	Personal hygiene prevented Demeaning Punishments Insults and taunts Denial of Privacy
Exhaustion	Weakens mental and physical ability to resist.	Semi-Starvation Sleep deprivation Prolonged interrogation Overexertion
Threats	Creates anxiety and despair Outlines cost of non-compliance	Threats to kill Threats of abandonment/non-return Threats against family Vague Threats Mysterious changes of treatment.
Occasional indulgences	Positive motivation for compliance. Hinders adjustment to deprivation	Occasional favours Rewards for partial compliance Promises
Demonstrating Omnipotence	Suggests futility of resistance	Confrontation Showing complete control over victims face
Forcing trivial demands	Develops habit of compliance	Enforcement of 'rules'

Amnesty International (1994)

Figure 3 Birdman's chart of coercion (Amnesty International, 1994)

According to the UN Migration Agency (2017), in an interview with Nigerian slavery victims on their accounts of coercion, it is identified that the experiences of the victims incorporated accounts of isolation of victims, dependency of the victims on the abusers, perception distortion, introspection, and disequilibrium of the personality of the victims as a result of aggressive threats and other distorting charisma utilized by the abuser.

Logan et al. (2009), in a study which was conducted on human trafficking - a type of MDS found that while the Birdman's Framework was developed more than 50 years back, it is applicable to analogous findings relating to techniques currently adopted by slave masters to coerce victims into MDS. Several facets are incorporated in Birdman's psychological coercion framework, including deprivation of contact and social support/isolation and forced introspection/increased dependency of the victims (Logan et al., 2009). Others include the use of aggressive yet credible threats to enforce compliance, creating despair and anxiety. Furthermore, degradation and humiliation of victims resulting in the psychological and physical exhaustion the victims, are some coercive techniques used in MDS scenarios (Logan et al., 2009). It is also identified that perpetrators of MDS-related actions demonstrate their power through requisitioning unachievable demands, employing techniques such as encouraging occasional use of drugs, resulting in these becoming the victim's motivation to continue in the act. This results in conformance of victims with demands for demands to be earned by victims (Logan et al., 2009).

In Nigeria, it is noted that these conditions associated with psychological captivity are the norm experienced by MDS victims, and exploring further, it is noted that in Nigeria, coercion sources stem from threats such as withholding pay, using cultural beliefs on black magic to threaten harm to the victim's family to prevent contact of authorities and relevant agencies which could rescue the victims (NAPTIP, 2017).

Other psychological means which slave masters adopt to control victims of MDS include restriction of access to the public, creation of false debts, and restriction of food and water to victims (New, 2015). Phung and Craig (2018) further suggest that non-violent, ill-treatment forms are also effective psychological control mechanisms. Further to this, physical humiliation and degrading of victims, providing living and working conditions that are inhumane, and seizing of identification documents such as passports, are other methods through which psychological coercion of victims of MDS is implemented (Phung and Craig, 2018).

Understanding psychological coercion is important to this research as it will help in facilitating insights and understanding about how the victims of slavery within the business environment for the companies are recruited into the cycle.

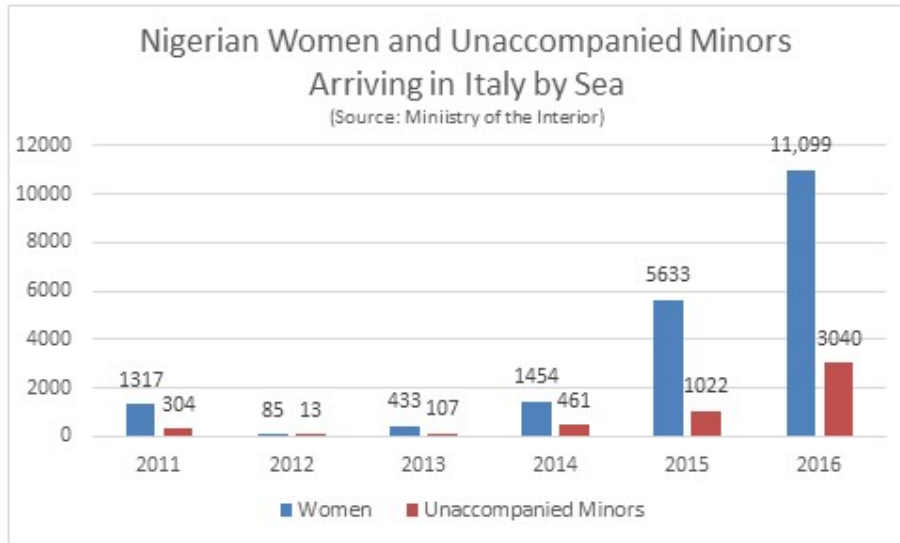


Figure 4 Nigerian Female Migrants Arriving Italy (Ministry of Interior, 2017).

Figure 4 above identifies that there has been an escalation in the number of victims of MDS from Nigeria to Italy, although these figures are with regard to human trafficking and not within the supply chains of organizations. This emphasizes the significant growth in the number of victims of MDS. It, however, raises the question of what the business responses within the African society have been, specifically in Nigeria. What has been implemented with regards to mitigating the occurrence of the issue of MDS? This is consequently discussed in the section which follows.

2.10 Business Response to MDS

Identifying how businesses respond to MDS is important as the perception of the market about an organization is impacted by issues such as the public perception of the ethical responsibilities of the organization as well as the corporate social responsibility of the organization. Suggestions by Gold et al. (2015) identify that a key issue that organizations face following the detection of the occurrence of MDS in their supply chain is identifying how it should respond. Further arguments by Gold et al. (2015) indicate that the worst course of

action that firms could adopt would be the withdrawal of their services in terms of sourcing actions from the region where they find unethical practices are being implemented.

Gold et al. (2015) suggest that a long-lasting solution would be organizations developing their own frameworks that minimize risks in terms of litigation or damages to their reputation while working to ensure the eradication of slave labor in the region. This agrees with suggestions by Quarshie and Salmi (2014) which suggest that organizations are responsible for the regions from which their sourcing is done. Agreeing, suggestions by Lake et al. (2016) indicate that organizations should only withdraw from a supplier if that is the last option available to them but should work with suppliers in improving working conditions and aid in creating standards that meet governmental and legal expectations for the concerned bodies. This implies that organizations should be accountable for ensuring their supply chain does not partake in activities that could be deemed MDS. However, it could be suggested that there is an extent to which organizational accountability could be attained, and the onus on control cannot be placed on organizations alone. This is because, by design, they cannot fully explore all procedures adopted by third-party agents.

Allain et al. (2013) identify that using three approaches could aid in mitigating the impacts of slavery within supply chains, including adopting multi-stakeholder initiatives community-centered approaches, and supplied development. Expanding briefly on this, Allain et al. (2013) suggest that multi-stakeholder approaches are strategies that could be adopted in addressing multiple stakeholders, including product buyers and suppliers, governmental institutions, and labor unions, amongst others. The idea of multi-stakeholder approaches is that many stakeholders are incorporated into a strategy to reduce slavery to gain the organization's effectiveness and legitimacy (Martlew, 2016). Community-centered approaches incorporate adopting strategies aimed at changing local organizations and groups' settings to work against slavery. An instance of this could involve the establishment of labor rights groups and civil rights institutions to work together in stimulating economic and cultural changes to align against acts of MDS (Martlew, 2016).

With regards to supplier development, suggestions by Allain et al. (2013) indicate that in incorporating this, organizations can work with their supplier base in developing strategies and investments which will help the suppliers perform their functions/roles without needing to incorporate the use of slave labor. The transfer of knowledge, technology, and collaborations

between human rights organizations and suppliers could also help in mitigating the occurrence of MDS for firms that outsource and are prone to exposure to a supplier that adopts the unethical practices of MDS (Allain et al., 2013). While the multi-stakeholder approaches could be argued to be theoretically effective, the practical effect of these approaches could be argued to be more complex and ineffective. Considering the case of Nigeria, it could be suggested that multi-stakeholder approaches are utilized whereby NAPITIP, NGOs, and other law enforcement agencies, but this has not facilitated effectiveness in the mitigation of the issue.

Townsend et al. (2016) argued that while the multi-stakeholder approach could help in mitigating the issues of MDS being adopted by suppliers, adopting this approach could be complicated for the organization. This is because there could be difficulties for stakeholders in attaining a shared understanding of what objectives need to be fulfilled; discord regarding individuals to be held accountable, what should be most prioritized, what behavior could be regarded as legitimate and how to define and tackle the issues could be some of the difficulties faced by organizations following decisions to adopt the multi-stakeholder approach (Townsend et al., 2016).

To tackle MDS within the business environment, specifically within supply chains of organizations, incorporates the use of both indirect and direct investments such as money, with lack of funds being noted to be a critical barrier in terms of an organization's capacity for tackling slavery (Aaronson and Wham, 2016). In their study, Lake et al. (2016) found that more than 51% of firms surveyed cited the lack of resources as a key issue that impacts their capacity to fight slavery within supply chains in terms of supporting improvements for the suppliers. This indicates that cost pressure, as well as commercial pressure, could influence corporate responsibility in terms of prevention of slavery and consequently lead to continuity of the issue. This means that while transparency and due process could be adopted as a strategy, monitoring and control effectiveness is determined by an organization's access to resources to fight the problem.

Corporate social responsibility is also a strategy that firms adopt to ensure that their business images are protected with regard to issues like MDS, among other interrelating, such as the peculiarity of corporate social responsibility within the context of national culture. (Helg, 2007).

2.11 Corporate Social Responsibility (CSR)

A variety of definitions of the concept of CSR are in existence. McIntosh et al. (2017), in describing the concept, suggest that it is focused on ensuring that stakeholders of an organization are treated ethically or in a manner that is deemed as being responsible. In agreement, Hawkins (2006) suggests that CSR focuses on the behavior exuded by an organization to its stakeholders or constituents.

Amaeshi et al. (2006) have a more simplistic means of describing the concept, suggesting that the use of the three terms in the acronym of the phrase "corporate," "social," and "responsibility" covers the definition, suggesting that the concept incorporates organizations identifying its key stakeholder groups and further putting into cognizance the values as well as needs of its stakeholders in its strategic decisions and day-to-day operational procedures. Issues that impact CSR activities within the Nigerian society, which are critical to organizations, are noted to include environmental protection, employee rights, human rights, supplier relations, and community engagement (Ajadi, 2006).

These issues are, no doubt, directly or indirectly significant issues that impact the occurrence of slavery within organizations, specifically manufacturing firms and firms operating within the mining and agricultural sector in Nigeria (Ajadi, 2006). Ajadi (2006) suggests that within the African continent, CSR issues that are given the highest priorities include economic responsibility, followed by legal and ethical responsibilities, in that order. Helg (2007) outlines that in terms of CSR, which is adopted within the African continent, there is a high priority towards philanthropy, and this could be linked to socio-economic needs within a variety of indigenous societies in Africa and because of the dependence of the African society on foreign aid.

Further suggestions by Helg (2007) indicate that in Africa, the priority towards the legal responsibilities in terms of CSR is low, and this is due to a lack of effective legal structure as well as governance structures. In terms of ethics and its impact on the CSR agenda in the African region, it is noted that this influences the CSR agenda least, and this does not mean businesses operating in Africa are un-ethical, but there is less emphasis on business accountability outside the organization's shareholder's interests in the region (Ajadi, 2006).

2.12 Theoretical Framework of CSR in Nigeria

With regards to the Nigeran business environment, it is identified by Amaeshi et al. (2006) that CSR is practiced as corporate philanthropy, and this is noted to be focused on ensuring that issues on socio-economic developmental changes within the country are addressed. It is further noted that organizations based in Nigeria, including multinationals, view CSR based on philanthropic points of view as a means through which the organization could give back to society (Amaeshi et al., 2006).

Suggestions by Beske and Seuring (2014) identify that in developing countries with socio-economic issues, particularly in West Africa, CSR is seen by private organizations as a means of complementing governmental institutions with regard to partnering in providing for members of the society. While this could be suggested as the reason for organizations in Nigeria adopting CSR, arguments by Amaeshi et al. (2006) suggests that organizations in Nigeria make a lot of profits, justifying their reasons for engaging in CSR; it illuminates the legitimacy gained by the organizations, consequently influencing the perceptions of members of society on the firm's contribution to society. Jackson (2004), in identifying critical elements which drive CSR activities by organizations in Nigeria, identifies the following factors as critical variables which impact CSR in the country:

- Compared to other social capital failures, the extreme costs associated with business corruption.
- The shortcomings of the country's government-controlled economy in terms of failing in accentuation of the country's development.
- Historical and recurring conflicts occur in the country's northern and Niger-Delta regions.
- The population of the country, which is noted to have its key majority below 25 years of age, and the government's ignorance towards the youth's prosperity and success is critical to business prosperity within the country (Jackson, 2004).

As this study aims to understand the role of organizations and CSR in mitigating the continued occurrence of MDS, the section which follows explores literature relating to CSR and its impact on MDS continuity.

2.13 CSR and MDS

There is an interrelationship between CSR and the effectiveness of supply chain management with regard to the focus on the sustainability of an organization (Beske and Seuring, 2014). For instance, it is suggested that CSR and supply chain is important to organizations as it impacts the strategies they adopt. CSR impacts ventures' ability to select a strategy for direct engagement and collaboration with suppliers (Beske and Seuring, 2014). Suggestions by Sancha et al. (2015) identify that while actions that encourage supplier development in terms of social issues could impact ensuring that positive effects of the performance of the suppliers are felt, these actions could result in significant economic hardships for the organization as a whole. In agreement with suggestions by Crane (2013) with regards to MDS within supply chains outlines that there has been continuity in terms of the existence of the norm within supply chains or organizations irrespective of the cultural cognitive systems, normative systems, and prevailing regulative systems which various institutions have adopted to reduce its practices. Based on this, it was further stated that it is essential that socio-economic and cultural contexts are put into consideration in terms of considering actions that impact the occurrence of MDS within supply chains, with suggestions identifying a range of variables or conditions which could lead to an emergence of the problem within supply chains (Crane, 2013). The implication of this is that organizations play a key role in the mitigation of the continuity of MDS within their supply chains, although it can be suggested that depending on organizational size, there may be an extent to which organizations could take actions relating to mitigating MDS in the supply chain.

Agreeing with the prior arguments, Crane (2013) suggests that smaller organizations have a limitation with regards to capturing value, a population size that makes them disadvantaged, as well as characteristic features of geographic isolation, which are significant institutional elements that drive the occurrence of MDS within the supply chain. Sancha et al. (2015) suggest that one factor that impacts the continuity of MDS within supply chains is the notion of contract employment. This is because organizations incorporate third-party contracts in the

recruitment of employees at the different levels within their supply chain, making it difficult to monitor the activities relating to MDS within their operations (Sancha et al., 2015). With third-party employees, it is difficult for organizations to explore the working conditions and payment terms and the level of vulnerabilities faced by these employees in terms of exploitations faced. This mitigates organizations' effectiveness in controlling MDS activities (Sanchaz et al., 2015). What this implies is that challenges relating to third-party recruitment and employment of miners complicate the monitoring capability of organizations relating to activities of MDS and, as a result, facilitate the continuity of MDS-related activities. Due to the importance of understanding the issues relating to third-party recruitment and complexities associated with monitoring exploitation facilitated by third-party contracts, the section which follows would consequently have these issues.

2.14 Contract Employment in Supply Chains

Pagell and Shechenko (2013), reiterating the components of supply chains, identify that the concern in supply chains is towards physical materials flow in terms of being moved from one place/party onto another. It is noted that when considerations of the supply base of a firm are done, the usual case is that not all suppliers are perceived to be important as a result of the nature of the services which they provide as not being considered as principal to the components of the products (Haake and Seuring, 2009). For instance, within the automobile sector, the suppliers who are responsible for ensuring the delivery of resources, including office consumables, electricity, and other less significant components which eventually become a product part, are considered less significant than suppliers of components that are physical elements of the vehicle and as a result monitoring of activities relating to practices of MDS should be more focused on these "significant suppliers" (Haake and Seuring, 2009). While this indicates that for MDS reduction, policies for organizations should focus on "significant suppliers," it could be argued that this could be peculiar to specific regions; for instance, the Nigerian mining sector has been identified in this study to be comprised of artisanal miners who could be considered as "less significant" suppliers for this sector comprise a larger segment of the mining sector, and the segment where MDS related activities are prevalent.

OECD (2015) also identifies that when considerations are being made of forced labor and MDS in supply chains, the major elements of the supply chain, such as gang-masters and contract

employment agencies, are usually superficially removed from the supply chain. It is suggested that in terms of contract employment within supply chains, third-party firms are usually responsible for employing workers that work within supply chains, but as a result of these workers being employed through third-party agents, there is no accountability of the organizations in respect of ensuring MDS practices are mitigated through these agents (OECD, 2015). This explains the lower level of visibility of MDS victims employed by suppliers and the challenges regarding the capacity of employers to ensure that forced labor and MDS, as well as other CSR issues which arise within the supply chain, are mitigated (OECD, 2015).

Considering the peculiarity of the supply chain within the Nigerian society, this is identified to be characterized by features such as outsourcing from major organizations to un-registered suppliers, which are not documented by the government (Arroyo et al., 2006). Moreso, the nature of the mining sector being riddled by artisanal mining activities could also be argued to enhance the thriving of actions of MDS activities in society and organizational accountability as it relates to MDS.

In agreement, Aaronson and Wham (2016) identify that transparency within the supply chain is essential for the development of an effective supply chain network, and this could inadvertently lead to a reduction in the occurrence of slavery within the supply chain. Consequently, it would be essential to explore issues relating to transparency, such as legislation and illegal actions within supply chains, crime, and opacity as these, and as such, exploring illegality would enhance the research's depth. The sections which follow provide more depth and insights into these issues.

2.15 Illegal Practice in Supply Chains

Martlew (2007) identifies that with regards to ethics and sustainability issues in supply chains of organization, the code of practice which is specified by the organization or adopted by the organization describes the standard conduct which organizations should adopt to facilitate effective organizational procedures. The codes of practice regarding the organizational supply chain are such that they specify to suppliers the local legislation which should be followed to ensure compliance with legislative requisites (Vogel, 2008).

When there is a failure of the supply chain of an organization to meet requisite standards, organizations could take different actions to mitigate issues of MDS, including adopting different strategies such as cessation of trading activities with the supplier or developing plans which ensure that non-compliances are upgraded to requisite standards (Vogel, 2008). This agrees with the suggestions of Goebel et al. (2012), which indicates that if there is a breach being attained by supplier firms relating to local legislation on MDS, typical responses that the organizations could adopt against suppliers include using organizational capital against such practices and informing relevant enforcement agencies. Phillips and Lin (2009) identify that for MDS practices such as child labor within the supply chains, actions that organizations could make to mitigate this and other closely related forms of MDS ethical policies could be applied to ensure accountability of the supply chain, including working along with enforcement agencies in mitigating its recurrence.

Simas et al. (2014), however, identify that forced labor is serious malpractice, and if it is found within supply chains, the practice adopted by organizations in terms of ensuring that "improvement notices" are issued is not a realistic means through which the issue should be dealt with. It is argued that discovering forced labor is a serious criminal issue, and organizations should have an unequivocal stance in ensuring that regulatory authorities and legislative arms of government are informed in order to ensure that such third-party organizations within the supply chain face justice and, furthermore, the organization needs to cease commercial alliance with the third-party firm if found to be guilty (Simas et al., 2014). While these studies indicate that organizations could take individual actions or work with law enforcement in mitigating the continuity of MDS-related activities, these studies did not consider the context and complexity of the supply chain in the mining sector and the developing countries where corruption and issues of effective working with law enforcement exist. It can, however, be suggested that organizational accountability coupled with the effective improvement of legislation would help in the mitigation of MDS issues within developing states. ILO (2017) emphasizes that forced labor is a critical issue in terms of legal gravity for organizations that knowingly engage in these activities, as they amount to criminal behavior. As such, organizations that engage in the act are liable for the organization's reputational damages (ILO, 2017). Having discussed illegality within supply chains, it is

necessary to explore the challenges of the opacity of MDS and organizational accountability. The next part of this thesis will address this issue.

2.16 Victims Visibility and MDS

Datta and Bales (2013) identify that the opacity of victims of MDS describes the depth of potential invisibility of visibility of the victims to stakeholders fighting to mitigate the continuity of the issue, including law enforcement and other relevant agencies who have been laden with the responsibility of preventing the occurrence of the scourge. Simas et al. (2014) find that organizations dealing with suppliers that adopt MDS practices are likely to encounter high levels of deceit or denial of actions of MDS or forced labor, and due to this, the use of auditing as well as certification procedures could be an issue in detecting the occurrence of the issue within supply chains.

Further suppositions by Bales (2002) indicate that MDS within supply chains happens in a manner that is episodic or transient and, as a result, might not reflect conventional employment interrelationships between the victims and the stability of the employment provisions adopted, making it more difficult for the issue of slavery to be identified. Datta and Bales (2013) suggest that the issue of MDS as against normal perception should not just be considered as an event but as a continual process, and as a result, there are broader elements that prevent victims within supply chains from contacting authorities. These broader elements include fear of harassment against family members and retribution, consistent fears about legal status and deportation, and complex psychological fears regarding issues such as a corrupt and untrustworthy system which could ultimately lead to a worsening condition in their slavery (Datta and Bales, 2013). This implies that among the approaches which organizations adopt with regards to ensuring that MDS compliance is attained, such as the use of questionnaires and audits which are pre-notified, would not be ideal in mitigating the reduction of the occurrence of MDS within supply chains. Further to this, the generalizability of prior studies does not allow for cultural and socio-economic values challenges associated with developing countries to be considered, which are challenges that impact the removal of opaque, illegal structures which help criminal gangs involved in MDS with its continuity in the mining sector.

Mamic (2004) indicates that the practices which are most employed by organizations with regard to mitigating MDS within organizations globally include the adoption of audits by monitoring organizations and employing certifications by third-party organizations. In agreement, suggestions by Andersen and Skjoett-Larsen (2009) indicate that implementation of supplier audits by organizations either in an announced or unannounced fashion to ensure labor standards of employees working within high-risk industries could help in curbing MDS. It is, however, identified that within the context of Nigeria, audits are usually only implemented by large organizations such as multinationals and not local organizations due to several systemic issues in monitoring local organizations, including limitations in authority given to NAPTIP, the agency responsible for monitoring and preventing incidences of MDS in Nigeria (NAPTIP, 2018). NAPTIP can only effectively monitor practices by organizations if legislation allows for ease of access of the organization in assessing conditions of MDS within organizations; the powers granted to NAPTIP only allow for them to investigate social issues like MDS if evidence or whistle-blowers provide insights into conditions within an organization (NAPTIP, 2018, Zorzini et al., 2015).

In another paper, Huq et al. (2014) agree with the logic of this researcher by identifying that the use of audit and monitoring approach in tackling opacity of victims of MDS includes misleading documentation being pushed by corrupt officials, particularly in poor countries. Furthermore, it is indicated that mock compliance, which results in organizations undertaking standard activities through "eye-service" only during periods when inspections and monitoring are being implemented, is another issue that affects opacity (Huq et al., 2014). This highlights some challenges faced within developing nations and Nigeria's mining sector, which could impact the continuity of the issue, emphasizing the complex nature of MDS and actions to mitigate its continuity in developing states. New (2015) indicates that identifying MDS is a complicated issue when compared to other social issues due to the active deceit and invisibility with which the phenomena operate. As a result, the codes of practices and legislation instituted to identify and deal with the criminal act have reduced the likeliness of effectiveness (New, 2015). Crane et al. (2013), however, suggest that extension of monitoring activities to contracting agencies that are outside of the scope of typical audits by governmental established departments helps in targeting high risks industries like the agriculture, manufacturing, and mining sectors with regards to mitigating the continuity of MDS activities.

Gold et al. (2015) indicates that the use of technology through monitoring account statements and patterns of the deposit without withdrawal of funds but a transfer of same to dedicated accounts has helped in overcoming the issue of opacity in countries like Canada. These modern techniques, however, would not be effective in the context of this study due to issues such as the lack of available infrastructure for effective monitoring of activities within Nigeria (Amaeshi et al., 2006). This means that for developing states in Nigeria, it would be necessary to improve the available infrastructure before the use of the same for monitoring the activities of MDS could be effective.

2.17 Cultural traits in Nigeria and Impacts on MDS

Suggestions by Jackson (2004) indicate that it is important to understand the cultural traits manifested in a locality to identify the socio-cultural values and behavioral traits that impact the issue of MDS in the country. For instance, as highlighted by Hofstede's work on cultural dimensions, key issues could give further insights into economic psychology in the region (Jackson, 2004).

The Hofstede Centre (2018) identifies that in Nigeria, with regards to two cultural dimensions, which are collectivism vs. individualism and power distance, Nigeria is noted to be a highly collectivist society while the power distance in the country is noted to be high. In terms of power distance, this is noted to describe the extent to which differences in social status impact decision-making; being highly power distance suggests that people in the country have high regard for people in authority, while having a highly collectivist society implies that society is highly cohesive (Hofstede Centre, 2018)

Jackson (2004) indicates that in the West African region, key cultural traits which are evident include deference to ranks, sharing, personal relations, and sanctity. Sharing is noted to be strongly associated with culture as the human need for security justifies it; individuals who share their wealth could always expect repayment if ever there is a need that arises, while deference to rank is noted to relate with power distance between employees and employers as employers tend to play a hierarchical or paternalistic role towards employees.

It is noted that relations between intra-groups within the Nigerian society could be egalitarian, which differs from group-to-group relations, which are sometimes decided by hierarchical structures (Trompenaars, 1993). It is also noted that in Nigeria, the thought pattern of

members of the society is one of strong consensual thinking and one where members of the society strive towards unanimity, although this most times leads to discussions that are never ending rather than solutions (Utomi, 2010). Jackson (2004) notes that in Nigeria, the cultural requisites to ensure that people are recognized in terms of their value and as part of the society sometimes contradict the western perception that the people should be regarded as essential elements to facilitate the organization's objectives from being met. Trompenaars (1993) identifies some cultural dimensions within society that impact the perception, or the way regulations and rules are perceived in some societies, including the particularistic culture. It is noted that in cultures that are particularistic, the perception is that members of such societies see relationships as significantly important when compared to the fact that legislation should be applicable to all members of the society, and the culture within the Nigerian society could be described as moderately particularistic.

In a similar light, Utomi (2010) described Nigeria as a society that is highly inscriptive in terms of cultural traits as people in the society are given a status based on their achievements, career-wise, and from who they are as well as where they hail from, based on family background. Furthermore, the culture in Nigeria is such that members of the society believe in the external locus of control; this describes the belief that what happens to individuals is beyond their control and that a higher "power" controls everything that occurs in life (Utomi, 2010). Individualism and collectivism are cultural dimensions that influence how a society or culture behaves (Hofstede Centre, 2018). In individualistic societies, the trait is that members of such societies prefer working alone, while in collectivist societies, the attitude of such societies is to work in groups; Nigeria is identified to have a high collectivism score ratio.

Hofstede (1991) suggests that the perception of Nigerian managers with regards to the understanding of their roles in their organization is such that they focus on the social relations in the organization rather than the tasks being performed in the organization, indicating that managers in Nigeria have a tendency of being collectivist in nature. Although collectivism describes the practice of a society giving group priority to societal issues rather than individual priorities, this theory on culture could be said to be argued to be inapplicable within the context of MDS issues. For instance, a highly collectivist society would work together to adopt means to prevent MDS irrespective of socio-economic issues, but with the prevalence of MDS

within the mining organizations and mining communities, it could be argued that the collectivist cultural dimensions do not apply to this context.

Legalities are also important issues to consider as a country's legislation, and how this enforces this, especially prosecuting criminal offenses, could also mitigate its continuity. The next section thus considered this important in exploring the issue as this would enhance the research's capacity to identify the failure and successes associated with the legislative system and its impacts. Particularly with the way it enhances or decreases the occurrence of the problem of MDS within supply chains in Nigeria.

2.18 The Legalities of MDS in Nigeria

In Nigeria, individuals that are particularly vulnerable as victims of MDS include people from communities that could be described as rural, individuals having little educational qualifications or none, and these individuals are subjected to being trafficked into slavery, sometimes ending up working within supply chains of organizations (ILO, 2017). With regards to how victims are recruited, it is noted that in regions of the country where there is a high percentage of poverty, the vulnerability of victims is explored by offering women, young people, and children the promise of a better life compared to the lives which the victims endure, and as a result, these victims are trafficked to urban parts of the countries and in some cases, abroad to work or partake in forced labor (ILO, 2017). This, however, makes it important for the legalities and enforcement of legalities to mitigate the issue to be assured. However, there are more complexities as it relates to the issue of legislative efficiency in the issue. For example, it is noted that within supply chains in Nigeria, a common reason for the justification of MDS or exploitative labor is based on the victimizer's justification of the little benefits or wages which the slave receives, albeit ignoring the criminality which is associated with slave labor or forced labor within supply chains in the country (Amnesty International, 2018). This despite the country ratifying Article 2 of the ILO Forced Labour Convention (No.29), 1930, as it relates to the definition of forced labor within the country to ensure that all active participants in the act, specifically organizations and victimizers, are of their illegal functions (ILO, 2018). The definition of forced labor based on this act is as follows:

“All work or service which is exacted from a person under the menace of any penalty and for which the said person has not offered himself voluntarily.”

According to Amnesty International (2018), it is suggested that MDS within organizations and human trafficking are interrelated, as trafficking results in forced labor, although the two concepts cannot be equated as other elements such as forced prostitution are strongly associated with human trafficking. The Palermo Protocol of the United Nations in agreement suggests that within supply chains, human trafficking and practices which are denoted as being slave-like and servitude are evident, and the role of human trafficking in driving MDS is underestimated (United Nations, 2018).

Nigeria has also noted to practice the cultural notion whereby people from poorer backgrounds in the rural regions are sent to live with relatives in the urban communities for the cycle of poverty to be reduced (NAPTIP, 2018). This cultural practice in the past aided in improving the wealth of these families, but there has been a growth of abuse of the system, resulting in vulnerable youths being exploited following their transition to urban environments with regards to being driven into MDS (NAPTIP, 2018). This has resulted in children being involved in forced labor on farms, mining centers, and manufacturing industries; it has also resulted in victims (both children and young people) being exploited in various forms of abuse or slavery and remaining enslaved or being trafficked into prostitution and other elements/forms of slavery today.

It is also noted that due to this growth in this cultural trend, the national culture in the country became one where children and youth from rural regions, rather than adopt education to change their economic status, go to the urban regions where they are economically introduced into a system of MDS. This reduces their capacity for economic empowerment and their increase in propensity to vulnerabilities which allow for them to become modern-day slaves suffering from economic labor, mental and physical abuses, and the continuous growth of the modern-day slave industry.

This is contrary to the portrayed agreement of the country in terms of their agreements with the Convention of Abolition of Slavery, 1957, which iterates that elements of debt bondage, forced marriage, serfdom, and child labor, are slavery offenses, and these are clear to be occurring within the cultural context of the country as well as within the supply chain of the organization.

Another important factor that has cut across a lot of the literature explored has identified poverty as an important factor enhancing the thriving of MDS globally. This is because it is an instrument that enslavers use to exploit the vulnerabilities of the victims of the issue of MDS (Adepoju et al, 2011). The following section would consequently be used to explore how this issue drives the occurrence of MDS in Nigeria.

2.19 Poverty in Nigeria

Poverty is a notable factor that influences the vulnerability to which victims of MDS are entrapped (Flaherty et al., 2004). In defining poverty, it is identified that poverty is tagged with regards to relative and absolute notions; absolute poverty is used when referring to notions of biological, basic requisites, while relative poverty is used in the definition of the interrelationship which exists between an individual and the society where that individual lives (Flaherty et al., 2004). Further to this, poverty is a significant variable regarding vulnerabilities of victims of MDS as poverty is not concerned about fundamental needs and resource deprivation but also incorporates being able to partake in society (Flaherty et al., 2004). In Nigeria, the level of inequality in terms of societal and economic influence is noted to be significant, as suppositions from Salai-Martin (2006) indicate that in terms of national accounts, there has been a reduction in the country's per capita since 1970 and significant rise in inequality, making the country a peculiar case in terms of analysis on poverty. It is identified that the number of individuals who live on less than a dollar a day has increased in Nigeria to at least 70%, while the income of the affluent members of the society has been noted to be on the rise (Federal Office of Statistics, 2019). It is further posited that in Nigeria, the income distribution is such that it is bimodal, with a few non-poor who are identified to be separated from the larger population of the country who are noted to be poor (Federal Office of Statistics, 2019). Figure 5 provides statistical data relating to the income distribution in Nigeria.

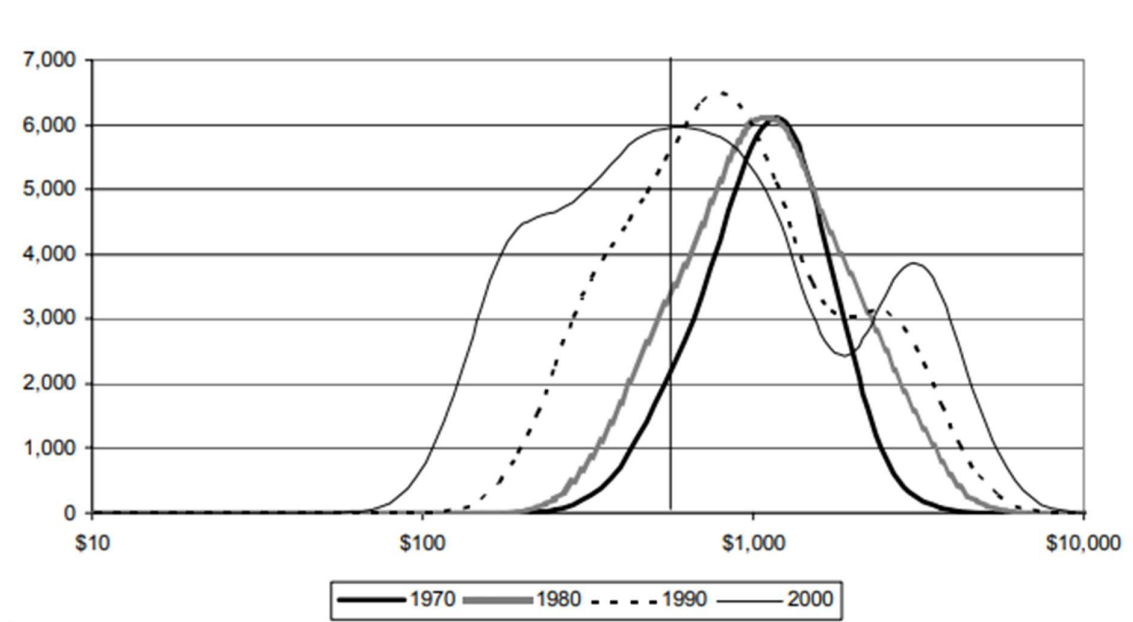


Figure 5 The income distribution in Nigeria between 1970 and 2000. (Subramanian and Salai-Martin, 2003)

The uniqueness of the level of poverty in Nigeria contrasts with the revenues that the country generates from its oil and gas sector as well as its other resources sector; the level of corruption in the country as well as the increased capital flight, and the mass exodus of the middle-class earners in the country is noted to have also influenced the creation of a wide gap between the affluent and the poor in the country (Subramanian and Salai-Martin, 2003).

Adepoju et al. (2011), in a study exploring the vulnerability profile of rural households in Nigeria, identified the characteristics of members of the Nigerian society that can be categorized as poor as follows:

- Individuals who are living below the country's poverty level as well as those that have incomes that are not enough to ensure provision for their fundamental needs.
- People who reside in areas that are noted to be isolated and lack essential infrastructure, including basic services.
- Households, as well as individuals who live on the street or in urban settings as squatters, lack support from the government and other agencies.

- Households are headed by women, particularly pregnant women who are not able to meet their nutritional and health needs.
- Individuals that have no jobs find it difficult to gain employment and lack skills due to illiteracy and no opportunity for chances in education due to the failure of the government's structural adjustment programs.
- Marginalized members of ethnic minorities who are socially, economically, politically, and culturally marginalized (Adepoju et al., 2011).

2.20 Vulnerability and Poverty

Moser (1998) identifies that the importance of understanding the relationship between poverty and vulnerability is critical to examining the issue of MDS because poverty as a socio-economic issue reinforces the vulnerability of members of society, resulting in a continuous cycle of MDS. Reiterating earlier suppositions, it is noted that poverty is perceived as an indicator of the lack of access of individuals to income, resources, and opportunities, but it is noted that there are other variables, including social positioning, which impact the vulnerability of poor individuals in society (Philip and Rayhan, 2006). Some variables based on social positioning which need to be considered in identifying the vulnerability of poor people include geographical location, ethnicity, class, gender, the structure of the community in which these individuals live, and political procedures within the geographical location of the poor among other variables (Philip and Rayhan, 2006).

In defining vulnerability, it is suggested that this is a term that is used in reference to exposure to stress, contingencies, and the difficulty of an individual in coping with these contingencies (Fujii, 2016). Further disaggregating the concept of vulnerability, it is suggested that there are two sides to vulnerability the external locus, which includes the shocks, risks, and stress associated with vulnerable individuals, and the internal locus, which is defenseless, which translates to the lack of the capacity of the individual to be able to cope without resulting in damaging loss (Chambers, 1989). The loss which could occur as a result of the vulnerability of individuals to poverty includes physical weakness, economic impoverishment, social dependence, psychological harm, and humiliation (Chambers, 1989).

There are different forms of vulnerabilities that impact the victims of MDS as a result of their poor status; these are noted to include domestic servitude, labor exploitation, sexual

exploitation, Juju trafficking, and child abuse, amongst others (New, 2015). In Nigeria, it is noted that people who are most vulnerable include those that work within the supply chain of agricultural sectors such as Cocoa Farms, individuals living in rural riverine areas, children from poor backgrounds as well as individuals who are in debt bondage; a form of MDS where families that cannot pay their debt send their young ones to work for their creditors as domestic servants (Okeshola and Adenugba, 2018). Suggestions from ILO (2018) also find that poverty is widespread in Nigeria, and 8 million children in Nigeria are engaged in child labor which is exploitative, and more than 40% of the children who work on the streets as hawkers in the cities are involved in these activities as a result of the vulnerability which poverty has caused in terms of enhancing the probability of exploitation of these individuals. It is also identified that as a result of the potential victims, including poor people's desire to migrate to break away from the cycle of poverty, slave masters exploit this vulnerability by first recruiting their victims and then using coercive measures due to their poor state in enslaving these individuals.

Bales (2000) argues that when poverty is alleviated, it results in the development of unique opportunities, which enhances the capacity for stakeholders in the anti-slavery fight to the reduction of the proliferation of the issue of MDS. In agreement, Besley and Burgess (2003) indicate that a decline in the poverty rate globally may lead to a decrease in profitability with regard to MDS; this is because there would be a reduced number of individuals who could be exploited. It is posited that poverty, as seen in Nigeria, gives rise, just as in other countries, loopholes to other impacts on the legislative system. These suppositions could be backed up by findings by Foudladvand et al. (2022), which identify the failure of the UK's legislative segment in effectively prosecuting MDS due to various reasons, including the complex and failing nature of the legislative system. Expanding further, it was from reports of the National Referral Mechanisms (2019) which distinguished between labor trafficking and forced trafficking, which is also subcategories of MDS, found that 25% of referrals were adults and 56% comprised children, with regards to criminal exploitation. This is because of the serious cases of trafficking incorporating serious deception and intimidation, resulting in less criminalization of other forms of MDS, including those involved in forced labor (Foudladvand et al. 2022). This increases the risk of the victim being rescued through intimidation.

Further suppositions by Besley and Burgess (2003) indicate that it would be difficult for enslavers to find victims if poverty is reduced as their methods of enslavement, including the

use of brutality, would be difficult to be kept underground if poverty is reduced and the visibility of enslavers would make it easier for stakeholders to ensure mitigation of the issue of MDS. Bhukuth (2005) argues, on the contrary, suggesting that while poverty is a significant issue to be considered in terms of how the enslavers recruit their victims, poverty is not the only phenomenon that encourages the growth of MDS, as other variables which could result in more victims of the issue of MDS as including middle-class income workers from the rural arena's being deceived into phantom jobs in the city and losing their resources, while being enslaved. Agreeing with this supposition, it is noted that even for highly educated graduates from college, lack of employment which could result in poverty, are some variables that are among the issues which influence victims of slavery in Nigeria (Okeshola and Adenugba, 2018).

Consequently, it can be suggested that poverty is a significant issue that needs to be addressed as a lack of addressing this issue results in an increase in the demographics of individuals that are vulnerable to slavery due to the poor living standards which come as a result of living in poverty.

It is essential that critical synthesis factors of prejudice, poverty, and the issue of MDS are considered as it would allow for detailed explanations as to reasons for the occurrence of the issue. Doing this would allow the research to identify underlying issues that may invariably enhance the capacity of the study in coming to its conclusions as to factors driving the continuity of the issue within the business environment. The next section discusses the element of prejudice and how it influences MDS continuity/practice.

2.21 Prejudice

Dovidio et al. (2005), citing Allport, suggests that there is not just one single pet theory that can be used in illuminating or describing the concept of prejudice, but there is in existence a variety of perspectives, including socio-structural causes, macro and micro causes as well as individual causative factors which impact on the occurrence of prejudice. Allport is identified to be a notable founder of cognitive approaches to prejudice and posits that prejudice is a result of fundamental and irrational hatred which stems from ignorance as well as ego-defensive characteristics associated with individuals that have a personality structure best described as weak (Dovidio et al., 2005). While it is suggested that there are inconsistencies with regards to Allport's position about prejudice, this is suggested to be due to the

complexities associated with giving a description of the contexts, which indicates that there might be differentials in prejudicial contexts.

Brown (2006) describes prejudice as social psychology. Further citing suggestions by John (1972), prejudice is further described as having prior negative judgments with respect to individuals due to their membership or association with a race, religious group, or significant social organization irrespective of facts that are contradictory to the social perception of individuals belonging to such groups (Brown, 2006). Further notes by Brown (2006) indicate that while most of the descriptions of the concept of prejudice are such that they have negative connotations associated with them, prejudice could, however, take the form of favorable dispositions. This includes describing prejudice when the discourse of styles or food is being engaged; Italian food, Italian leather, and Italian fashion could be positive connotations for which prejudicial dispositions could be described (Brown, 2006).

Putting into cognizance the focus of the research being on MDS, it can, however, be argued that defining prejudice within this context would take a negative perspective. Prejudice, in this case, can be described as derogatory actions or one which incorporates having cognitive beliefs that are exuding of negative impacts of discriminatory behavior towards individuals from a particular social group or based on their association with a social group (Brown, 2006). Stephan and Stephan (2005) suggest that because prejudice puts into cognizance judgments being made by groups that are part of a different social class or strata, prejudice could be argued to stem from dynamic group procedures. In agreement with that, Johnson and Johnson (2000) argue that with regards to why there is continuity with regards to prejudice occurring in society, it is suggested that this is a result of the phenomena being present in societies that are diversified and stratified, and temptations of the gains which could be obtained as a result of deliberately being prejudiced towards minority groups are key issues which drive its continual occurrence. In similar posts, Dovidio et al. (2005) suggest that conflict and increased competition for natural resources are significant factors that can impact enslaver's acts of prejudice towards their victims. Stephan and Stephan (2005) further note that contact between intergroup also leads to arousal of identity issues which inadvertently results in an increased bias towards members of specific groups, although it is argued that contacts between groups that take a cooperative form could lead to a reduction in prejudice (Stephan and Stephan, 2005).

Citing other reasons for individuals being prejudiced, suppositions by Dovidio et al. (2005) argue that personal self-esteem and group status are key foundational reasons that motivate perpetrators of acts of prejudice. Within the context of enslavers of victims of MDS, including those facing labor abuse, it is noted that the drive for societal class status by the enslavers is a factor that drives the motivation of the enslavers (New, 2015). This argument can be compared with Allport's position on the concept, which indicates that differentiating intergroup and identity issues that are not conforming with the ideological stance of prejudiced individuals are factors that could drive the occurrence of prejudice in society (Dovidio et al., 2005).

Considering the historical foundations of race prejudice and its influence on slavery, it is identified that prior to the abolitionist challenge on the legality of slavery, the defense which slaveholders presented was based on the economic arrangement which was sanctioned at that point in time to be legal (Goodman and Rowe, 2014). It is, however, noted that following the abolition of slavery, the argument presented by slaveholders was that slaveholding for the Black race was virtuous based on the destiny providence of Black individuals to be perceived as slaves due to their culture of savagery, devil worship, cannibalism, and licentiousness (Goodman and Rowe, 2014). These posts were further backed up and popularized by research that introduced miscegenation as a term, suggesting that Black people were unfit for freedom (Goodman and Rowe, 2014).

The arguments in support of racial superiority could be suggested to have stemmed from intergroup relations and prejudice in line with Allport's position on how stereotyping of a group could result in psychological responses towards such group and consequently prejudice towards members of such groups (Dovidio et al., 2005).

While the historical context of slavery is noted to differ considerably from today's societal practices in terms of racial thinking being unacceptable, it is noted that the biological and genetic arguments of prejudice have not disappeared but have rather diminished, and within the context of MDS, victims could be argued to be not seen from the point of views of inferiority in a race but one which borders on socio-economic class and bias towards individuals from lower economic, social classes (Kaye, 2007).

The prejudices against victims of MDS within the local context in Nigeria are noted to be based on social class and perception of society about individuals who are members of the groups

within the lower class in society (Kaye, 2007). It is suggested that due to their poverty, society perceives them to be more vulnerable, and consequently, members of the social stratum with more powers that believe they could get away with coercive or exploitative practices of slavery tend to incorporate actions that significantly align with social prejudice against these victims of MDS (Kaye, 2007). Consequently, education of less advantaged intergroup must be facilitated to ensure understanding of actions that align with equality, as this could mitigate the occurrence of MDS in society. When individuals are aware of their social identity, they could gain a sense of belonging within a particular sect of society, which shapes their self-image (Beart et al., 2005), which indicates that social identity with groups on knowledge of equality could inform actions to mitigate MDS. The following section provides some insight into social identity and dominance theory.

2.22 Social Identity and Social Dominance Theory

Tajfel and Turner (1979), in describing social identity theory, suggest that it is established on the premise that individuals strive to achieve a positive self-view and, as a result, use social comparisons with other individuals to proclaim the superiority of their group and members. A key caveat of this theory is that some groups are better positioned than other groups, as their members are in higher/more powerful groups, allowing them to claim superiority (Tajfel and Turner, 1979). The hierarchy in society is noted to comprise hegemonic groups, including economic, political, or military dominance or control over other individuals, including those at the top and hostile reference groups who are at lower points in the hierarchy (Ho et al., 2015). Prejudiced beliefs, including racism, classism, nationalism, and sexism, are suggested to be evidenced by the social hierarchy systems being adopted in society today (Ho et al., 2015).

Suls et al. (2002) note that self-esteem is one of the many reasons that individuals make social comparisons. Unlike social identity theory, social dominance theory does not assume that self-esteem is the critical reason for social comparison. However, it incorporates a variety of assumptions based on evolutionary psychology, such as ingroup cooperation or hypersociality and hierarchically structured social relations (Mazur, 2005). Social dominance theory suggests that group-based rankings exist in society, and these rankings are reinforced by intergroup dominance, such that dominant groups have more privilege and power over subordinate groups (Sidanius et al., 1994). Regarding the definition of social dominance orientation (SDO), this is denoted as the extent to which support is provided to group-based social hierarchies,

which is a measure of support relating to inequality in social groups (Ho et al., 2015). In another paper, Ho et al. (2015) note that some norms, ideologies, attitudes, and behaviors which are consistent within the context of high SDO include militarism, nationalism, political conservatism, and beliefs that legitimize the enhancement of hierarchical structures in society such as internal attribution towards sexism and poverty.

Additionally, within societies with high SDO, the belief is that there is a consistent threat to the status quo, and as a result, this must be upheld (Ho et al., 2015). In societies where high SDO is typical, the characteristics of the society include opposition to social welfare, humanitarian practices, and affirmative action (Ho et al., 2015). Looking at the case of Nigeria, while there is no empirical evidence relating to high SDO in society, assumptions can be made that high SDO is present in society as there is evidence suggesting elements of opposition to humanitarian practices, social welfare, and actions which could reduce MDS related practices (Adepoju et al., 2011, Adesina, 2014).

Pratto et al. (2006) suggests that there is a negative correlation between SDO and empathy, an important emotional factor that reduces prejudice, which could explain why some individuals resist actions against MDS. The explanation provided by social dominance theory suggests that in societies with higher SDOs, policies and ideologies which enhance social hierarchies would be augmented, and societies with lower SDOs would attenuate social hierarchies (Pratto et al., 2006).

While studies have indicated that SDO could predict prejudicial beliefs and norms, no studies have investigated the impact of SDO on MDS. Social dominance orientation and its impact on MDS within this study are examined by considering Nigerian society's power dynamics and inequality. This is because power is identified to have negative impacts on different forms of social attention, and there is a strong relationship between power and SDO as it is a measure that relates to unequal power distribution and social inequality (Ho et al., 2015).

Blader et al. (2016) find that power enhances prejudice and stereotypes, which aligns with the suggestions of social dominance theory. Based on this, individual differences could predict resistance to actions against MDS within organizational and industry contexts. Individuals with high SDOs would exude less empathy because they may not have a basic understanding of the experiences and perspectives of the outgroup member (Pratto et al., 2006). This could result

in individuals in power taking action to prevent effective socio-developmental issues and challenges impacting victims' vulnerability. To understand better how poverty and different forms of poverty influence MDS continuity, the next section explores MDS, poverty, and debt-bondage issues.

2.23 Interrelationship between MDS, Debt-Bondage, and Poverty

ILO (2005) identifies that the occurrence of debt bondage involves individuals offering labor in exchange for loans but also incorporates a loss of control over the conditions to which the individual works and the amount which they are remunerated following work. In normal loans, there are fixed terms of repayment for the capital, which was borrowed, and these are subjected to the most reasonable interest rates. This is unlike what occurs in bonded labor which is identified not to safeguard the interests and security of the borrower; the laborer or individual is noted to be at the employer's mercy, and in cases of MDS, it is identified that violence and acts of coercion are adopted in forcing the victims of this form of slavery to work more than the normal requisite hours (ILO, 2005).

Debt bondage globally is noted to be characterized by exaggerated interest charges, which results in victims of this form of slavery being held captive for several years, and in some cases, the family of the victims of this form of slavery as a result of poverty held after they die in this form of captivity (Weissbrodt, 2002). Globally, it is noted that debt bondage impacts millions of individuals, including "low" caste individuals living in South Asia and Africa (Weissbrodt, 2002). The poor status of the victims is noted to be a reason debt bondage labor thrives as the technique which is adopted by the enslavers is such that, for meager amounts of money, individuals tend to be enslaved (Muico, 2007). In Nigeria, it is noted that debt bondage is not just confined to the mining sector, where it is noted to thrive, but within the rural region and also in a wide variety of practices such as forced labor relating to mining on quarry sites, domestic servitude and in the construction work.

Additionally, it is identified that children are one of the worst victims of debt bondage labor due to poverty. Reports from ILO (2015) note that 126 million children globally are victims of child labor because of debt bondage, although details of the extent to which the forms of labor are not provided in the report. While various statistical discrepancies may reject the estimated population of affected victims, reports from the ILO (2015) investigations into forced labor find that a substantial number of children are in forced labor because of debt, indicating the

significance of how poverty aids enslavers in recruiting more victims in their "trade". Furthermore, it is identified that lack of money, work, and food which are elements exuded by poor members of society, are key problems that impact debt bondage labor; children in Brazil who work as domestic workers in forced labor are usually from poor backgrounds and commenced their journey into slavery at ages as young as five (ILO, 2015). This indicates the extent to which poverty and prejudice could influence MDS continuity because, as a socio-economic issue, it influences the vulnerability of individuals. Due to the fact that corruption is a major contributor to a vicious cycle that generates more possibilities for corruption, the relationship between corruption and modern-day forms of slavery is adaptable and self-expanding (ILO, 2015). Consequently, it would be imperative for this study to examine the concept of corruption, considering its impacts on MDS and the mining sector.

2.24 Corruption

Liu and Lin (2012), in describing corruption, suggest that the legitimacy of public power is dependent on the people in society while the government's function is to execute the sovereign wishes entrusted to them by the people, and corruption stems when there is a deviation of public power from the original track for which it was intended. This definition aligns with He (2003), who notes that corruption could simply be put as the abuse of public office for the benefit of an individual in terms of private benefits. While some schools of thought perceive only government acts in terms of abuse of power, other schools of thought indicate that there are several facets to corruption, including academic corruption, among other forms attributed to the sector for which the act is committed (Otunsanya, 2012). Liu and Lin (2012) note that with regards to corruption in government which could be suggested to be an overlying bearing form of corruption that impacts several facets of society, this is noted to include abuse of power, violation of codes of ethics which have been set/established, acts of bribery, fraud, extortion, among other acts.

Suppositions by Bussell (2015) indicate that while corruption could expand across several segments of a country, including morality, law, economics, culture, and politics, the main body of corruption has continued to expand beyond its initial confines of national institutions to more subjects. Consequently, the diverse nature of corruption must be considered cognizant in defining corruption within the context in which the concept is engaged (Bussell, 2015).

Within the context of the focus of this research, corruption would be viewed in terms of corruption of nationalistic systems and how this has impacted the thriving of MDS. This approach is adopted in alignment with Bussell (2015), which iterates the need to focus on corruption within the context for which it is intended to better explore the content. Like every other country, Nigeria suffers from corruption thriving in its systems and business environment (Otite, 1983). For instance, it is noted that 19th century Britain had significant elements of corruption within its system, as pointed out by Smith (1984), when compared with corruption that was exuded in the pre-Nigerian Hausa segment of today's Northern Nigerian region (Otite, 1983). Suppositions by Omotola (2006) identify that in terms of the perception of some individuals, corruption, particularly in Africa, is a result of adapting the traditional cultural practices which involve the presentation of gifts in order for favors to be obtained. Further suggestions by Omotola (2006) indicate that within the Nigerian society. In terms of cultural association, corruption stems from the obligation of an individual to assist others in need, educate one's relatives and children, organize feasts, and funerals, feed fellow kinsmen, etc.

However, it is indicated that gift-giving within the African context of culture differs from social exchanges like bribes, among other corrupt practices in action. The giving of gifts has been indoctrinated as a form of the modern transaction within the context and has real intentions of perverting rules while being concealed as a form of ancient traditional practice, unlike corruption where demands for resources are often demanded (Otite, 1983).

Nigeria, like many developing African countries, is ridden by several vices and contradictions, with these multifaceted crises noted to incorporate issues relating to good governance, underdevelopment, political violence, communal crisis, corruption, and ethnoreligious violence, amongst others. While Nigeria is Africa's largest oil producer and globally the sixth largest producer of oil and gas in addition to other resources, the country is noted to be one which is rated as one of the poorest globally as the majority of the population of the country lives on less than \$1US daily due to the thriving corruption which exists within the national system of the country (Transparency International, 2017). The country's present crises of corruption are noted to have impacted the system and led to a lot of social issues, including increased unemployment, lower standards of living in the country, devaluation of the currency, poor state of health facilities, increased security risks, poor judicial system and this has inadvertently impacted on the continuity of MDS within the country (Ikubaje, 2006).

While the country's return to democratic rule in 1999 raised the expectations of the public regarding fighting corruption within both private and public organizations and society in general, the consequences of corruption in the country have increased and eaten deep into the social system of the country's organizations (Omotola, 2006). For example, the country was ranked by Transparency International in 2001, 2002, and 2003 and consecutively remained as the world's second most corrupt nation despite efforts of the country to fight the menace of corruption within its systems (Transparency International, 2017). The country's corruption is indicated to be getting endemic, with insights by Transparency International identifying that the country has fallen back from its 130th position in 2009 to its current 148th position as of 2017 out of 180 countries that were ranked (Transparency International, 2017). Although evidence of corruption and reports are not available, there is no doubt that corruption impacts various actions relating to legislative enforcement, operational activities, and rules of practice as it relates to mining and MDS prevention/mitigation.

Zhang and Pineda (2008) find that there is a significant relationship between corruption and MDS, specifically in the form of labor exploitation, in many identified countries, including Thailand, Vietnam, Bangladesh, Indonesia, and the Philippines, where corruption is known to thrive key areas where labor exploitation thrives due to corruption within the system preventing the implementation of justice for exploited workers. Within regions such as the Middle East, it is noted that due to the development of new markets, especially within the construction sector, there has been an increase in migrant workers from lower-income countries (Zhang and Pineda, 2008). These workers often are abused, working under conditions that are not in compliance terms of health and safety requirements, and this is noted to occur due to the corrupt nature of the political atmosphere in preventing media captions of instances of corruption as perpetuated by concerned organizations (Zhang and Pineda, 2008).

Within the Nigerian context, corruption, as it tends to relate to MDS, can be said to occur at transactional levels with law enforcement, and alleged political leaders are noted to wield or herald the affairs of organizations that are in non-conformance with laws on MDS as it applies to business organizations (Okeshola and Adenugba, 2018). This makes it essential for this study to further explore the dynamics of corruption and the extent to which it could affect the continuity of MDS-related activities in the country's mining sector. The following section

discusses management tools and indicator systems to help mitigate MDS. Examining this would help facilitate understanding of present systems used in fighting against MDS and exploring the challenges associated with these systems, which is essential to achieving the research objectives.

2.25 Management tools and indicator systems for mitigating slavery

Existing research from various fields has considered various recommendations from various disciplines on the broader issue of developing indicators that would help in the identification of slave labor within supply chains to ensure that supply chains could be described as slavery-free (Crane, 2013). While it could be argued that the use of these indicators has been so far inadequate, it would be essential to examine the practices being currently adopted to understand the comprehensive conceptualization and ideas behind it to make recommendations on the flaws which are identified within the framework (Pagell and Wu, 2009). It is noted that within supply chains, there exist multi-stakeholders such as non-governmental organizations, and international and governmental firms, although other stakeholders such as the community members and local firms (Pagell and Wu, 2009). Suggestions by Wieland and Handfield (2013) identify that suppliers' environmental and social performance may be improved as a result of supplier development and by de-commoditization, which may be attained by providing privileged conditions and long-term relationship status to suppliers.

Furthermore, it is indicated that while supply chains must be made transparent but within industries such as food, textiles, manufacturing, and mining, this Transparency is difficult to attain (Wieland and Handfield, 2013). Suggestions by Seuring and Muller (2008) indicate that actions that organizations can take include monitoring supplier firms to ensure that risks of activities of modern-day slavery are minimized in terms of the human capital working within such firms. It is suggested that when monitoring of suppliers is effectively done, and documentation of reports on supplier activities is effectively implemented, it could result in increased collaboration between suppliers, which in turn results in improved performance of the supply chain in terms of social, economic, and environmental sustainability (Seuring and Muller, 2008).

Suggestions by Muller et al. (2009) indicate that when third-party certifications and standards are incorporated as policies to ensure Transparency of organizations with supply chains, it

enhances and facilitates traceability of the materials used in the supply chains, activities that were implemented by the business in its production process and consequently ensuring the long-term sustainability of the organization. It is also suggested that the adoption of supplier sustainability assessment systems as well as reward systems are a means to ensure that suppliers are incentivized to work in compliance with standard requirements in terms of labor treatment, allowing for increased and sustainable performance of the organization (Stiller and Gold, 2014).

Lund and Lingreen (2014) suggest that these practices of ensuring Transparency could be classified as a compliance-based segment of supply chain management sustainability which is focused on the control and monitoring of organizations by major distribution firms, as well as a collaboration-based paradigm of supply chain management which is aimed at ensuring the establishment of multi-stakeholder actors in a network in control and responsible for leverage of complimentary capacities to ensure the sustainability of the supply chain.

Grimm et al. (2014) identify that while the organizations play a significant role in tackling the issue of MDS within supply chains, the difficulty associated with taking on this issue is suggested to be a result of accountability incongruence, which society ascribes firms as the power of the firms in terms of control over suppliers has limits to direct suppliers. It should also be reiterated that sustainable practices in supply chains do not have significant impacts due to the nature of the activities of MDS being actively hidden (Tachizawa and Wong, 2014). For example, as a result of slaveholders making a lot of profits from their activities, their susceptibility towards incentives such as offering premium prices to ensure social standards would not be effective (Tachizawa and Wong, 2014).

It is also noted that due to modern-day slaveholders' strong intentions regarding ensuring the nature of their business venture and practices are hidden. It is difficult for financial and operational indicators of financial performance to be detected as they would be fragmented within multi-tier supply chain platforms (Gold et al., 2015). McGrath (2013) identifies some indicators of slavery within the supply chain regarding conditions of sustainable supply chain practices being followed, including poor protection of workers due to poor accountability, inadequate enforcement, and high poverty rates among enforcement employees. Other indicators include social acceptance relating to exploiting workers, increased discrimination between specific groups of employees, and a high percentage of minorities or migrants within

the workforce (McGrath, 2013). Other indicators of MDS within the supply chain include the production zone being located within conflict regions and an increased proportion of lower-level skilled labor within the organization (McGrath, 2013).

While using such systems could develop a guide in identifying the risk for the occurrence of slavery, the identification of MDS within supply chains depends on the context through which investigations are conducted (Rush, 2007). For instance, within the ethanol production sector in Brazil, it has been identified that incidents of MDS are exuded within geographical areas with fewer produces as a result of the domination of the plantations within the local community for work relating to agriculture (Rush, 2007). Areas, where the employment is external agents are conducting labor are also noted to be regions where the presence of MDS is identified to have been exhibited in the Brazilian ethanol sector (Rush, 2007). Nigeria similarly suffers severe socio-economic challenges, including within its legislative enforcement units, which impacts accountability relating to the use of these indicator systems for mitigating MDS continuity. It would be useful to explore MDS in different forms and the dimensions with which it could occur. So, the next sections provide insights into various forms of MDS, including exploitation and human trafficking.

2.26 Other forms of MDS; Human Trafficking and Exploitation

ILO (2005), in describing human trafficking, identifies that it incorporates all kinds of exploitation, mostly non-consensual. This implies that when people are exploited, irrespective of if transporting these victims is incorporated, it could be designated as human trafficking. Bales (1999) identifies that since exploitation which takes non-consensual forms, is primarily illegal, criminal justice plays a significant role in mitigating human trafficking. Lackzo and Gozdzak (2005), however, identify overlap with regard to the context of consensual exploitation, and this could be within a context where victims of MDS are made to agree to work arrangements that could best be described as exploitative. Further, it is noted that addressing consensual exploitation could be facilitated through legislation and organizations adopting policies where this is prevented amongst its suppliers, as consensual exploitation has significant negative impacts on the efficiency and equity of an organization (Lackzo and Gozdzak, 2005).

Wertheimer (2005) notes that human trafficking as a form of MDS consistently occurs due to the lacking frameworks which facilitate engaging discussions of the concept within the business

environment. Exploitation is a term that could be used when referring to overarching themes of human trafficking, bonded labor, forced prostitution, economic exploitation, and other forms of slavery (Wertheimer, 2005). Reiterating earlier suggestions which identify that exploitation could occur in both consensual and non-consensual forms and expanding on this, it is noted that when exploitation follows a format that is non-consensual, elements of fraud, deception, and coercion are exuded compared to consensual exploitation where individuals are exploited because of their lack of access to economic opportunities (Surtees, 2005). It can be suggested that with regards to the supply chain sector and the form of exploitation that occurs there, these are resultant mainly because of a lack of victims' access to economic opportunities (ILO, 2005). To understand the concept of exploitation, the section which follows delves further.

2.27 Exploitation

Clert et al. (2005) identify that exploitation and human trafficking are inter-twined subjects as human trafficking is a sub-set of forced labor that incorporates adopting exploitative techniques, and human trafficking incorporates victims being moved.

It is clearly understood that forced labor and human trafficking are forms of MDS, and in general, the specific nature of exploitation depends on the nuance in terms of the environment and means through which it occurs (Clert et al., 2015). Four distinct dimensions could be used in categorizing the environment for exploitation, including identifying who the exploiters are. Regarding this, it is noted that individuals involved in exploitation within the context of MDS include private agents, although forced military services and prison work could be described as state-enforced exploitation (Omelaniuk, 2005).

In terms of the nature of gains that are obtained as a result of exploitation and why the act is continually implemented by its perpetrators, suggestions by Omelaniuk (2005) suggest that exploitation mainly involves profits from labor and prostitution, and in some instances, acts such as forced marriages, psychological exploitation, and organ removal could be committed by the agents responsible for the act. Exploitation could occur in the same communities where the victims reside, or there could be trafficking of the exploited victims to other regions in the country or to other bordering countries as well as internationally, where the victims cannot communicate with society due to language barriers and remain isolated (Bales, 2007). In terms of the degree to which exploitation could be described as consensual, suggestions by Bales

(2007) indicate that while exploitation in many forms could be a result of acts of deception and coercion, other forms of exploitation, including prostitution, could be consensual and this is usually resultant from lacking economic means to take care of oneself or their family. Threats adopted as a means for coercing victims of exploitation could be through the use of "hard" threats, including threats to the lives of the victims or threats against their family and/or the family's property. Non-consensual means through which victims of exploitation are coerced include furnishing these victims information that is misleading in a bid to misinform the victims of their privileges or rights, resulting in the dependency of the victims on the perpetrators of these acts of exploitation (European Commission, 2004).

Bales (2007) also note that softer threats could be used when its perpetrators are undertaking activities of exploitation, and these include non-wage payments, reduction of some financial inducements, and exclusion from social activities isolation. European Commission (2016) notes other softer methods used in the exploitation of individuals include ensuring that the rights of these individuals are denied, ensuring these individuals are denounced to the governmental authorities, members of their family, and religious authority. It is noted that because of this isolation from authorities which the enforcers of these exploitative acts implement on the victims, it is difficult for these victims due to lacking socio-economic opportunities to escape from these forms of exploitation (European Commission, 2016).

From these, it is clear that exploitation could take various forms, including consensual and non-consensual means. Considering this study, the exploited individuals or victims of MDS are those working within the supply chains for Nigeria's mining, agriculture, and manufacturing sectors. Consequently, the victims of exploitation in this case in Nigeria would be mostly child labor victims, indentured servitude and abduction victims, and bonded labor (NAPTIP, 2018).

2.28 Scope of Human Trafficking in Nigeria as it relates to Supply of Slaves

There exist within the Nigerian context two segments of human trafficking, including both internal and external dimensions (Bowman and Kuenyehia, 2003). It is further identified that human trafficking in both dimensions has significant impacts not just on the victims but also on the economic development of the country, as these victims would have been significant contributors to the country's image and fabric in terms of socioeconomics (Bowman and Kuenyehia, 2003). Putting this distinction into cognizance is vital in emphasizing the impacts human trafficking as a concept has on the country because the focus on human trafficking is

usually on external dimensions rather than the internal dimensions, which equally impacts the cycle of trafficking in the country.

2.29 Internal Dimension of Human Trafficking in Nigeria

Within the Nigerian regional context, it is noted that the human trafficking internal dimension comprises circumstances where young men, women, and boys are trafficked from the rural regions of the country to the urban areas, and the trafficking is facilitated by agents exploiting victims through organized criminal networks (Kalu, 2011). It is noted that what occurs within the internal dimensions of trafficking in Nigeria is these criminal networks procuring these victims for the elite members of the society; in some cases, the victims work as domestic servants, while in most cases, they end up as victims of more severe forms of slavery including bondage and child labor where, they could be distributed to working for little or no pay within the Agriculture, Mining and Manufacturing sectors (Kalu, 2011). The success of the criminal networks in terms of facilitating the thriving of the trafficking industry is noted to be resultant of the criminal networks taking advantage of the ancient African tradition whereby people from poorer communities move or send their children through the help of agents or relations to urban or developed areas in order to break out of the cycle of poverty. The demographics of trafficked victims in Nigeria are noted to comprise people between the ages of 15 and 25 primarily, although younger cases of victims between 12 and 14 have recently been identified (UNODC, 2006).

With regards to how these victims of human trafficking are treated, UNODC (2006) identifies that maltreatment, denial of fundamental rights, including the right to healthcare and freedom, enforcement to engage in work under de-humanizing conditions in factories, various types of assaults, including sexual abuse are some of the conditions which the victims of trafficking within the Nigerian internal dimension experience. Human trafficking is also noted to have some cultural underpinnings in terms of support for the practices within the West African region; It is noted that in Niger, which is a bordering country from Nigeria, cultural practices allow for the purchase of human trafficking victims in a ceremony called *wahiya* and some victims of this are Northern Nigerian nationals (UNODC, 2006). The ceremonies make it possible for girls to be bought as slaves and work as servants in different industries while being exposed to physical abuse by their masters physically, sexually, and psychologically. The

characteristics of the country's internal dimension for human trafficking evidence that the commodification of human beings within the country is quite severe and needs to be dealt with.

2.30 External Dimension of Human Trafficking in Nigeria

There have been significant concerns regarding Nigeria's external dimension of human trafficking, and this is as a result of the depth to which the activities are implemented and facilitated by the country's failing system and because of the effect of this dimension on the corporate image of the company to investors (Okogbule, 2013). The external dimension of the country's human trafficking incorporates victim trafficking between Nigeria and other countries. Victims are noted to fall into this dimension of human trafficking because of the offers that the intermediary of the traffickers presents to the victims (Okogbule, 2013).

Victims of Nigeria's external dimension of human trafficking at the initial stage are made to be signatories to documents where they are indebted to the slaveholders; these signed documents identify that the victims must repay the expenses which are used in the transportation of the slaves before release (Okogbule, 2013). In some cases, victims are coerced by making them swear to fetish deities to never reveal the identity of their enslavers or repercussions may befall them; this is noted to significantly impact several of the victims breaking out of the cycle (Okogbule, 2013). Additionally, the victims are exploited because of their illiteracy as most of the victims. Specifically, those who fall under the legal categories are minors, and their lack of education about the validity of their contracts with the enslavers even years after trafficking still makes them vulnerable to remaining in captivity (Idris, 2017). This is the same for victims of the practice who are adults; the contractual documents, even though not acceptable within any courts, are falsely presented to the victims who, because of their illiteracy, are muddled with fear which have been imposed upon them by the enslavers, continue in the cycle of slavery due to the fear of the repercussions that may follow if they broke the contractual agreements (Idris, 2017).

Other features within the external dimensions of human trafficking are the conditions the victims are exposed to, including health risks such as diseases, sexually transmitted diseases, and psychological trauma (Akor, 2011). This is because the victims following their bondage are

forced into acts that take a toll on their health and psychologically impact the way they socialize with the world (Akor, 2011).

2.31 The Role of Law Enforcement in Mitigating Human Trafficking

It is noted that the fight against MDS and indeed human trafficking comprises three key issues, prosecuting traffickers, protecting the interests of trafficked individuals, and preventing instances of trafficking (Krahmann, 2005). It is noted that both national and international partnership between key stakeholders in the security sector is essential to bolster counter-trafficking and anti-slavery efforts (Krahmann, 2005). Core actors that play a significant role in the security sector, which could help prevent the occurrence of trafficking and incidents of MDS, include the military and the police, immigration services, and personnel in the Judiciary (Krahmann, 2005). In defining the security sector, it is noted that this incorporates core actors in the security industry, judicial personnel, oversight bodies for security management responsible for ensuring security sector accountability, and non-statutory organizations (Krahmann, 2005). In defining counter-trafficking security measures within the Nigerian context, it is suggested that considerations of state-run social actors, protection agencies that have been established by the government such as NAPTIP and Non-governmental organizations are considered as these actors play a significant role in securitizing and preventing coercive practices (NAPTIP, 2018).

While the partnerships of international organizations play a significant role in the implementation of policies for counter-trafficking and anti-slavery, coercive actors, including the armed forces, immigration, police, and the judiciary, are significant elements in pressuring traffickers and regard to ensuring that trafficked and enslaved individuals are free (Krahmann, 2005). Further suggestions by Krahmann (2005) suggest that collaborative efforts of adopting good security responses, which include integration of efforts between coercive actors and other agencies, including parliament, private organizations, the media, and parliament, among other NGOs, is essential to ensure the activities of traffickers are reduced. Tittel-Mosser (2018) suggests that a security sector that is poorly governed has a significant impact on the ease of operations of human traffickers in both internal and external dimensions. As such, it is essential that a security apparatus that enhances the framework for accountability of its agents in terms of ensuring that security is provided and more pressure is put on traffickers need to be

incorporated. This can be done by ensuring that border guards, prosecuting officers, and police investigative officers, among others at the frontline of the fight against traffickers, are provided with training and equipment to help implement their functions (Tittel-Mosser, 2018).

2.32 The Need for Businesses to Tackle MDS

A variety of reasons, including imperatives of moral and human rights, why the business sector needs to implement prompt action to tackle the issue of MDS in its supply chains. Quarshie and Salmie (2014), for example, note that several NGOs are implementing investigative reports in different regions, industrial sectors, and supply chains, and the increased dissemination of information because of technological development would make it difficult for unethical practices to be hidden.

Lovejoy and Falola (2003) note that the conditions of Nigerian workers within production facilities are "slave-like," and workers are not treated due to their vulnerability of being poor. ILO (2015) also recognizes that there is a dis-alignment between corporate social responsibility and MDS, which could significantly impact an organization's well-being and brand value. This could suggest why in organizations that are guilty of being aware and involved in incidents of MDS in Nigeria, most of the firms have been medium-scale firms rather than multinational or large-scale firms (Lovejoy and Falola, 2003).

Lake et al. (2016) emphasize that it is essential for a business to respond to the growing threats of MDS as there have been increased market pressures on firms with regards to ensuring assurances to the market about being complicit or involved in forced labor or slavery in its supply chains, noting that involvement could do some severe reputational damage to firms found wanting. Lake et al. (2016) further cites a study where 97% of firms, based on a corporate perspective, feared reputational risks as their fundamental fears if slavery were identified within the supply chain as it could significantly impact the brand name of the company negatively. It could be argued that while western brands, including Tesco and Walmart, may be significantly affected if the conditions within their supply chain are not in alignment with requisites for compliance, the same may not be accurate for organizations in Nigeria as a result of the reasons such as competitive nature of the market, poverty, lack of education and lack of accessibility to opportunity, thus keeping the victims to consistent susceptibility to the continuous cycle of slavery (Andersen and Skjoett-Larsen, 2009; Okeshola and Adenugba, 2018).

Suggestions by Gold et al. (2015) indicate that besides from the negative brand images which could come from firms that are found engaging in acts of slavery within their supply chain, there could also be positive incentives that would allow for firms to take actions to ensure their supply chain tackles the issue of the modern-day slave trade. For instance, products that are certified ethical by organizations, including Fairtrade, attract the eyes of customers who would not mind paying a higher price to ensure that the ethics are upheld with regard to the manufacturing process, which leads to product development (Quarshie and Salmi, 2014).

Another reason for businesses to tackle incidents of slavery within their supply chain includes improving regulatory practices from the government, and the lack of organization's following actions could result in the government getting more involved in the regulation of behavioral operations within the corporate sector.

ILO (2015) identifies that some red flags that organizations could use in detecting if their suppliers are involved in actions that make them complicit in MDS include identifying evidence of poor working conditions and lack of freedom of employees within supplier sites, workers in supplier sites lacking financial records or personal possessions, suppliers controlling the passport or other identification document of employees, signs of malnourishment and physical abuse of the workers, etc.

Several definitions of employee engagement describe it as the intellectual as well as the emotional commitment of an employee to their organization (ILO, 2005). Putting into consideration the nature of employee engagement as having a complex and multifaceted construct, with regards to the focus of this study, which is on MDS within the mining sector in Nigeria, employee engagement for this study refers to the emotional attachment of employees within the context of organizations in the mining sector.

Giving insights into the structure of the business environment and why businesses need to implement actions to mitigate the issue of MDS, it is noted that in the lower end of the supply chain, the mining, agriculture, and manufacturing practices of MDS are noted to be perverse. The lack of engagement of employees or "slaves" within the supply chain is evident (The Guardian, 2017). There has, however, been little or no government support to help implement legislation against illegal practices, resulting in lower employee engagement. The Guardian (2017) cites an incident in Nigeria where KGEM Manufacturing corporation, a firm that

engaged in an illegal action to up its production, engaged; the operational condition within the firm includes under-paying and overworking the employees, lack of health and safety structures and lack of consideration of engagement policies for "employees" which are undocumented casual workers.

The ILO (2006) identifies that in developing countries, using daily workers in the manufacturing sector is not uncommon, but this practice increases the risks and vulnerability of people to abuse, exploitation, and other forms of MDS. The situation is similar within the mining sectors of Nigeria exist; in Plateau state, within the middle belt region of the country, there have been reports from the mines where organizations have engaged/participated in child labor, which is a form of MDS, exposing children to conditions which are harmful to their health in a bid to extract tin from the mines (Lovejoy and Falola, 2003). Okeshola and Adenugba (2018) identify that in the agricultural sector, incidences of MDS exist as young boys are forced to engage in farming practices without being allowed to interact with other parts of society. It is noted that in all three industries, there exists the issue of poverty which the organizations use to exploit the vulnerability of the victims of MDS (The Guardian, 2017; Aljazeera, 2013; Okeshola and Adenugba, 2018). It is noted that in developed countries, different angles to MDS exist. For instance, within the proverbial *sweatshops* in the US, victims of slavery are forced to engage in the production process while completed products are sold to major retailers (Miller, 2015). In developing countries, such as Nigeria, event production companies and organizations which are not opaque to the legislative enforcement actions engage in MDS. This is a result of the weakness of these institutions in enforcing MDS legislation due to their own institutional challenges (Chukwuma, 2004). This makes it essential for drastic actions to be taken with regard to the business sector in enforcing suppliers to work in compliance with legislative requisites regarding the issue of MDS (Okeshola and Adenugba, 2018). Victims of MDS are sometimes wrongly prosecuted for their involvement in the practice, and this negatively impacts actions to mitigate the continuation of the issue (Schwarz et al., 2016). The next section discusses victim criminalization and how it influences MDS continuity.

2.33 Criminalizing Victims and Impact on MDS

Two methods facilitate criminalization the victims of MDS, including instituting consequential offenses, which are noted to be crimes committed by victims as part of the services for which they are recruited, and status offenses which are best described as crimes that are committed

based on the status for which they have been recruited as modern-day slaves (Francis et al., 2010). Expanding further, it is noted that victims of MDS could be forced by their enslaver to undertake criminal actions to comply with the same part of their duties as slaves; these criminal actions could include fraud in terms of not following compliance as against health and safety requisites; this is noted to comprise the consequential offenses (Francis et al., 2010).

With regards to status offenses, which are adopted by enslavers in holding their victims, it is noted that using techniques such as providing documentation that is fraudulent and important for the immigration status of victims, among other forms of techniques, are used by victimizers to monitor and control their victims as well as ensure the continued entrapments of victims as slaves (Kanis et al., 2010). This implies that victims who are usually un-willing participants in criminal activities which are implemented and driven by slaveholders are re-victimized by the system, which does not do enough to protect them from the act of slavery, and this impacts the continuity with regards to the cycle of MDS in society.

Kanis et al. (2010) emphasize the essence of ensuring that victims are non-criminalized for offenses or crimes committed during the circumstances for which they are enslaved as the principle of non-criminalization affirms that victims of MDS should be treated as victims rather than criminals. This is to prevent re-traumatization of the victims so as to gain insights into the opaque and hidden actions of MDS criminal syndicates and consequently allow for the identification and consequent mitigation of the scourge (Kanis et al., 2010).

Sherwood-Johnson (2013) identifies that due to the vulnerability of the exposure of the victims to MDS in the form of physical and sexual abuse, as well as the psychological torture and lack of education about how legislation works, most of the victims of slavery are afraid to speak out for being criminalized. The BBC (2017) identifies some comments from victims of MDS in the UK as including "I was too scared to leave," and "I was afraid that I would be arrested," as some of the reasons given by victims when questions of why they tend not to seek help from the police are posed to the victims. It is identified that the criminalization of victims not only makes the victims guilty of crimes that are committed because of their status as slaves but also is a means for dis-incentivization of victims with regards to enhancing the capacity for the long-term end of the scourge of slavery (Schwarz et al., 2016).

De-criminalization of victims is also essential as in situations when victims are rescued, there is a continuous attempt of traffickers to re-instate the victims into the cycle of slavery through adopting highly threatening acts of intimidation, and lack of decriminalization of victim's crimes could lead to complexities with regards to the duress put on the victims in escaping the issues (Schwarz et al., 2016). Sherwood-Johnson (2013) suggests that victims of MDS also, due to their involvement in drugs, as seen in some cases during the period they are slaves, tend to be treated as criminals involved in drugs despite their lack of say as to the use and abuse of drugs, and this impacts on the capacity of the victims in getting out of the cycle. It is noted that within the Nigerian society, the perception of society about drug users is one whereby the circumstances through which the users of drugs are not put into cognizance prior to societal pre-judgment, which results in ostracization of the victims (Okogbule, 2013). Decriminalization of victims is also necessary because, based on various reports, the public sympathy towards victims of MDS is lacking (Lake et al., 2015), and this lack of sympathy impacts the victims being exposed to being exploited and re-traumatized by the victimizers.

NAPTIP (2016) identifies the cases where victims of forced labor in Nigeria are made to work in plantations where drugs are produced, and following police raids of such plantations or factories, these victims of MDS are arrested alongside the enslavers. It is noted that due to the increased corruption within the system as well as the interloping actions between law enforcement and some of the criminal guards, there is continuity with regards to crime and continuous let-down of victims, which prevents victims in the region from seeking help and eluding the cycle of slavery (Sherwood-Johnson, 2013). Criminalization of victims can be suggested to play a significant role in increasing the vulnerability of the victims as it increases the fear and pressure of the victims with regards to protecting the actions or activities being implemented by the enslavers due to fear of retribution if they go against the victimizers (Kanis et al., 2010). Table 1, which follows, summarizes the key themes and authors reviewed in this study.

Table 1 Literature Review Main Themes & Key Authors

Subject/Theme	Key Authors	Summary
Definition of Slavery	Rowbotham (1998)	The study defines slavery as the movement and recruitment of individuals by coercion, force, and abuse to exploit these individuals.
History of Slavery	Encyclopedia of Slavery (2018), Britannica (2018), Lovejoy and Hogendorn (1993)	This theme discusses the history of slavery in Nigeria, identifying that since the 20 th century, between 2 million and 2.5 million individuals were slaves, and highlights the importance of examining the history of slavery and its links with MDS in the country.
Slavery Abolition	Miners and Roberts (1988), Falola and Heaton (2005)	This theme discusses the abolition of slavery, identifying that despite the abolition of slavery practices, several conditions have facilitated the continuity of the scourge until the 21 st century. This theme also provides insights into the abolition of slavery in Nigeria

Demand for Slaves	(Craig, 2013), Wall et al. (2014), (Kara,2011)	This theme discussion highlights the demands of victims to facilitate that slavery. It explores the role of demand in facilitating slavery continuity.
MDS	Weele (2015), Ganeshan and Harrison (1999), Idris (2017), Ould (2014), Hodal and Kelly (2016), Verite (2014), Okogbule (2013), Gold et al. (2015)	This theme expands on the core of the research, which is MDS. It explores critical factors which influence slavery within the context of Nigeria's high-risk industries, including agriculture, mining, and manufacturing sectors.
Slavery within the Business Context	Quarshie and Salmi (2014), Martlew (2016), and Allain et al. (2013)	This discusses slavery within the business environment, identifies the role of business in mitigating slavery, and explores reasons why some organizations are partisan
Corporate Social Responsibility	McIntosh (2003), Hawkins (2006), Akture and Jaldin (2005), Helg (2007), Amaeshi et al. (2006), Besk and Seuring (2014)	This section highlights the importance of CSR and how organizations' CSR could influence MDS.
MDS at the back end of the organization's supply chain	Pagell et al (2013), Haake and Seuring (2009), Plant (2008), Arroyo et al (2006), Phillips and Lin (2009), Bales (2002)	This theme identifies MDS within the context of Nigeria's mining, agriculture, and manufacturing sectors.

Poverty	Flaterty et al. (2004), Salai-Martin (2005), Subramanian and Salai-Martin (2003), Philip and Rayhan (2004), Okeshola and Adenugba (2018)	This theme highlights that poverty is a significant factor in influencing MDS occurring, particularly within developing countries.
Prejudice	Dovido et al (2008), Brown (2008), Stephan and Stephan (2004), Johnson and Jonson (2000), Boag (2015), Carnelly and Boag (2018)	This theme discusses prejudice as a major factor influencing MDS's continuity in Nigeria. It expatiates prejudice and its links with the enslavers. It explores how childhood and past experiences could influence MDS.
Corruption	Li et al (2011), Otunsanya (2011), He (2003), Bussell (2015), Otite (1983), Omotola (2006)	This theme discusses corruption as a systemic issue that globally impacts slavery in Nigeria. It further explores corruption within the context of the Nigerian State, illustrating its impacts on stakeholders in MDS, such as Policing, NAPTIP, and other regulatory bodies empowered to prevent MDS in Nigeria's mining industry.
Human Trafficking	Lackzo and Gozdziak (2005), Wertheimer (2005), Clert et al (2005), Omelaniuk (2005), Bales (2007), Bowman and Kuenyehia	This discusses human trafficking, among other forms of MDS, expanding on the various forms of MDS and

	(2003), Kalu (2011), Okogbule (2013), Kanis et al, (2010), Quarshie and Salmi (2014), Simpson (2006)	the context within which they exist in the industries that this research examines.
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2.34 Conceptual Framework

The conceptual framework as developed by the researcher identifies the critical themes explored by the literature. Putting into consideration the questions, the research objectives, and key themes to be explored based on the literature, the conceptual framework as developed by the researcher is noted to be as follows:

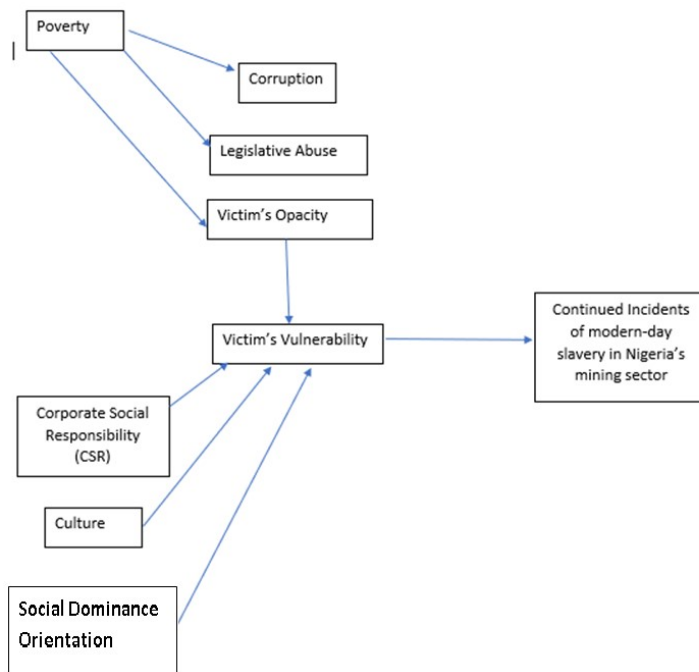


Figure 7 Conceptual Framework

The conceptual framework, as illustrated in Fig 7, indicates that poverty, corruption, prejudice, legislative abuse, and opacity of victims result in increased vulnerability of victims within Nigeria's mining sector. It also suggests that culture, CSR, and prejudice are factors that increase victims' vulnerability, leading to continued incidents of MDS within Nigeria's industries. The suggestion from this conceptual framework aligns with key literature, for instance relating to poverty which indicates that poverty is a significant factor that increases the vulnerability of victims and, consequently, the propensity for MDS to occur (Flaherty et al.

2004; Subramanian and Salai-Martin, 2003). In agreement with suggestions by Besley and Reynal-Querol (2014) argues that enslavers will not find it easy to exert coercion on victims if these individuals have access to basic human amenities, including good shelter, food, security, and a working "system."

Similarly, concerning other factors, including prejudice, effective working legislative systems, and CSR, a literature review identifies that the term prejudice results in differentiation of intergroup, which fuel's identity issues that may result in differentiation of ideological stances (Perry et al., 2015). Prejudice also relates to social dominance theory which is about acknowledging that society is constructed in a stratified and hierarchical manner, such that everyone is trying to be on the highest strata. Hence, they dominate lower groups, even if this requires them to step on others to rise through hierarchies (Sidanius et al., 2004). Nigeria, as a developing country, exudes disproportionate power distance in society, within the political elite, and this could be linked to its prior history being under military dictatorship; the country was under military rule between 1966 and 1999, having an interregnum between 1979 and 1983 (Etebom, 2021). Over the years, there has been continued and inappropriate resource disbursement in the country due to corruption which could be linked to social dominance, making it an important issue to examine MDS and its continuity in the Nigerian mining and extractions industry.

In terms of legislation, Amnesty International Report (2019) suggests that while there are laws to fight MDS, most of these laws are not effective specifically within developing countries due to the lack of adequate legislative enforcement systems and delays in court processes. It is also indicated that this significantly impacts the enslavers continuing in their activities and continued victimization of vulnerable people (Amnesty International Report, 2019). It can be thus argued that the lack of adequate legislative enforcement could increase the vulnerability of victims as the perpetrators of the issue of MDS would continue gaining confidence in implementing their activities.

Additionally, in developing countries like Nigeria, most CSR activities focus on infrastructural development rather than MDS, which results in ignorance of the issue (Osei-Kojo and Andrews, 2018). This may inadvertently result in an increase in the vulnerability of the victims to MDS. Sancha et al. (2015) indicate that organizations could tackle social issues through their CSR issues and consideration of the suppliers and the activities that occur within the production

sites for raw materials they use in their production/service process. Lack of consideration of the seriousness of the issue of MDS may result in increased vulnerability of victims and consequently result in the continuity of the cycle of MDS. On this basis, examining institutional/organizational role in preventing or reducing the continuity of MDS was another unique issue to examine.

The key questions posed by the research, including how business models facilitate the continuity of MDS within Nigeria, would be answered by looking at the conceptual framework developed by the researcher. The second key question posed by the research on the identification of the main issues which influence the continuity of MDS with the Nigerian business sector would also be answered based on the conceptual framework. Furthermore, the framework would also improve the insights provided by the research relating to the strategies which could be used by organizations in mitigating the occurrence of MDS within their supply chain and business environments, which is the third research question.

Overall, the conceptual framework would serve as a beacon to enable the research to explore the theme of MDS within Nigeria and allow for the research to identify gaps in research relating to the concept and contribute further insight into the phenomenon.

2.35 Gaps

The findings from the literature reveal that several gaps exist with regard to the available extant literature on MDS. Most of the literature reviewed stemmed from a significant context of journal articles published on MDS from the "Western Eye," as against a homogeneous perspective (Quarshie and Salmi, 2014; Martlew, 2016; Besk and Seuring, 2014; Allain et al., 2014).

Gaps that were identified within the literature include gaps relating to how MDS is influenced by poverty and gaps relating to CSR's influence on MDS within the Nigerian mining sector. Furthermore, in reviewing the study, it was identified that there are gaps relating to social dominance orientation and its influence on the continuity of MDS, gaps relating to the organizational role in mitigating MDS continuity, and gaps relating to legislation, corruption, and how these factors influence MDS continuity.

The study aims to contribute to this gap by providing an insight into the concept not only from a homogeneous standpoint but also from an insightful point providing insight into the concept

of MDS and examining key themes, and identifying significant issues which influence the continuity of the occurrence of the issue of MDS in Nigeria. This would facilitate further functional, practical benefits as the insights provided would help make recommendations to government and industry stakeholders on how to help mitigate or reduce the cycle of MDS within the Nigerian society.

With regards to the critical literature and themes examined, these conceptual studies suggested that poverty influences the continuity of the scourge of MDS and also plays a role in increasing the vulnerability of the issue (Flaterty et al. 2004; Salai-Martin 2005; Subramanian and Salai-Martin; 2003; Philip and Rayhan; 2006; Okeshola and Adenugba; 2018). It is also indicated by the ILO (2018) convention No. 182 that poverty helps in fueling the worst forms of MDS in the form of child labor across several industries. Poverty also helps in inducing debt-bondage, the forced labor which increases the vulnerability of individuals (ILO, 2018). The 2002 Global report on MDS indicates that as of 2002, the total number of modern-day slaves was 8.4 million (MDS Report, 2012). This number has since grown to 15.2 million children as of 2018 (ILO, 2018). The literature review found that there were no empirical investigations relating to how poverty fuels MDS within. The study questions developed would help explore this theme in identifying the significance of poverty within Nigeria as a factor in fueling the continuity of MDS in the country, as the literature review reveals significant gaps relating to poverty and MDS.

Furthermore, the literature review reveals gaps in literature relating to corruption and MDS continuity as no studies have been done which directly examine the relationship between corruption and continuity of MDS. For instance, an examination of prior studies on MDS indicates that corruption and lack of adequate legislative structures and enforcements impact the continuity of human trafficking, but no specific papers address corruption within the context of MDS practices on sites where mining occurs or in the context of forced labor (Li et al.; 2011; Otunsanya, 2011; Bussell, 2015; Otite,1983; Omotola, 2006; NAPTIP, 2018). According to the Global slavery index (2012), it is emphasized that in most developing countries, there is continuity in the growth of corruption because of lacking legislative accountability. However, most studies did not explore how corruption facilitated the continuity of MDS and was not directly focused on how the impact of corruption on business attitudes towards dealing with MDS. In this study, these gaps are further explored to facilitate the

achievement of the research objectives relating to understanding how critical issues like corruption and ineffective legislation, if dealt with, could help make recommendations to reduce the continuity of the issue in Nigerian society.

Furthermore, the literature review revealed organizational factors as essential elements that could drive the continuity of MDS-related activities and the role of regulatory enforcement in mitigating the continuity of MDS activities (Ajadi, 2006). However, it was noted that most of the studies were conceptual and did not empirically did not examine MDS within the context of the practices occurring on sites but in the context of human trafficking, which is beyond the scope of this study. This study, however, directly fills this gap by identifying the role of organizations in mitigating MDS continuity with regard to practices that can be adopted to mitigate the occurrence of the issue.

The last major theme examined by the literature relates to corporate social responsibility and MDS. Based on the review of different publications, it was noted that a new strategy that incorporates business enterprises incorporating policies to support the message of MDS has been on the increase in a bid to ensure accountability of business organizations with regards to complying with legislation on MDS (McIntosh et al., 2017; Helg, 2007; Amaeshi et al., 2006; Beck and Seuring; 2014).

McIntosh et al. (2017) indicate that CSR could include conducting activities that help organizations in identifying slaves that work for them within their supply chains, facilitate review of governmental policies on slavery, and help fight slavery by facilitating training for managers in identifying victims working within the back end of its supply chains and refrain from working with suppliers that are involved in activities of MDS. The review of the literature within the context of Nigeria only revealed that no article directly examined the nature of CSR and its impact on MDS continuity. Still, however, articles identified the characteristics associated with CSR in Africa and noted how the features of CSR in Africa were prioritized over other developmental challenges (Amaeshi et al., 2006). This study would consequently fill gaps relating to directly addressing the role of CSR in mitigating MDS in Nigeria's mining sector. This will help facilitate recommendations of the study to mitigate the continuity of the issue in Nigeria and contribute to extant literature within the area of MDS.

2.36 Summary

The literature review has explored the MDS within the context of the Nigerian mining sector. In exploring the issue, it identified the definition of the subject based on different definitions by different authors, in addition to exploring the different forms of MDS and underlying factors which cause its occurrence. From the review, it is identified that various factors influence the continuity of MDS, such as corruption, legislation, the nature of the crime of MDS being hidden, weak organizational attitudes towards dealing with issues of MDS, poverty, and culture. The review also identified that social desirability and social dominance orientation influenced the continuity of MDS within the Nigerian mining sector.

Overall, the chapter identifies that various factors influence MDS and its continuity in the Nigerian mining sector and suggests that several interlinked underpinning factors influence the continuity of the issue. In the concluding section of the literature review, the critical gaps surrounding available extant literature on MDS in Nigeria's mining sector are identified. The gaps include a lack of available literature exploring the relationship between poverty, corruption, culture, legislation, and MDS. Additionally, the study identified gaps in the literature regarding the role of organizations in mitigating MDS within the mining sector and the lack of available studies exploring how social dominance orientation /social desirability influences MDS and its continuity. The findings from this chapter provide an understanding of the issue of MDS and set the context for the next chapter, which identifies the methods, procedures, and justifications of techniques for exploring the concept of MDS and achieving the research aims.

Chapter 3- Methodology

3.0 Introduction

This chapter explains the research methods chosen for this study. It provides the rationale for the selected approaches and elaborates on how the methodology addresses the research aim and objectives. Reiterating the focus of the research, the research explores the concept of MDS in relation to the supply chain of businesses in Nigeria.

In terms of why the methodology is essential and central to the research, suggestions by Saunders et al. (2016) indicate that the methodology provides insights into the philosophical underpinnings of the research and also helps justifications behind selected techniques adopted in the research in a bid to ensure the reliability of the research data.

3.1 Research Problem

Evidence today identifies that within the Nigerian business environment, specifically within the agriculture, mining, and manufacturing sectors, MDS thrives (Adesina, 2014). The study explores MDS within Nigerian society, specifically within the mining industry context. It explores the impact of corporate social responsibility, among other factors influencing MDS in the country.

Haider (2017) notes that there is a significant appearance of MDS within the mining sector. Some evidence of MDS within the different sectors that increases vulnerability include factors such as poverty, lack of education, lack of access to basic social amenities, and fundamental structural basic amenities being absent within their region of residence (Haider, 2017)

Consequent to this, the research strategies and philosophies which would be adopted in the study need to put into consideration the difficulties which are posed by the nature and context of the investigations being undertaken.

3.2 Research Philosophy

The methods which are followed in implementing this study are based on the researcher putting into cognizance philosophies that align with the context of the research and the questions which the study posed, in addition to being able to identify means through which the research could find resolutions to the issues (Antwi and Hamza, 2015). Suggestions by Denzin and Lincoln (2011) indicate that when one fails to understand and consider

philosophical issues which are the foundations of a study, it could negatively impact the effectiveness and quality of the research's outcome. Putting into consideration the philosophy of the study would allow for the researcher to identify the research's nature, the required evidence, and the best means of collecting such evidence in addition to the best methods of interpreting such data, in a bid to resolve the questions which are being investigated by the study (Denzin and Lincoln, 2011).

This means that the research philosophy describes the manner the world/social phenomena are perceived by the researcher, which influences the means through which the study is implemented, the research design, and the research outcomes (Denzin and Lincoln, 2011). Saunders et al. (2016) indicate that the research philosophy relates to ontology which describes the nature of reality, and epistemology, which is a description of what is reckoned to be knowledge that is acceptable within a specific area of study.

Consequently, for the researcher's biases to be unmasked, reduced, and recognized, a deep insight relating to the philosophies underpinning the study must be understood (Saunders et al., 2016). Bryman (2008) indicates that the choice of epistemology or ontology of research impacts the selected methods, and this influences the guidelines regarding the instruments to be used and the design to be incorporated into a study.

3.3 Ontology

The ontology serves to inform the methodology on the nature of reality and what social science is, which differs from epistemology, which is concerned about what, how we know, what is known, and where knowledge should be sought with respect to the knowledge the study is concerned about (Bryman, 2008). Understanding ontology and epistemology is essential to developing an effective research design that is adopted in the research process (Saunders et al., 2016). This is because the methodology is a research strategy that allows for translation of the epistemological and ontological principles while a research activity is being implemented. Mason (2002) identifies objectivism and subjectivism as two critical aspects of ontology that are accepted by researchers within the domain of business and management. The approaches are noted to be at different ends of the spectrum, although various potential combinations involving the two philosophical positions could be adapted within a study (Mason, 2002). Wahyuni (2012, pp70) identifies that the objectivist paradigm perceives reality as "being external, objective, and independent of social actors." Objectivism advocates that in studying

social reality, methods used in natural sciences in collecting data and facts accurately could be applied in testing hypotheses and confirmation of knowledge (Wahyuni, 2012, pp70). This differs from subjectivism, which describes the position that social phenomena are developed as a result of actions and perceptions relating to social actors. In subjectivism, the reality is constructed socially and subjectively, which could change due to consistency in revisions relating to reality (Saunders et al., 2016). Objectivism has its basis on facts, which are non-biased in nature, and as a result, there are limitations in terms of interactions between the researcher and the research participants, as this influences the research outcomes (Easterby-Smith et al., 2004).

Subjectivism argues that social phenomena and entities exist due to social actors. It has its basis on opinions and is biased such that it is dependent on perceptions and sentiments, requiring the researcher to have a close relationship with what is being researched (Saunders et al., 2016). Additionally, in an objective approach, the tools used by researchers include questionnaires and structured interviews, among other methods in the data collection approach, while for subjectivism, semi-structured interviews and other tools which facilitate in-depth comprehension of MDS through personal interaction with participants are followed (Wahyuni, 2012). In this research, two approaches to knowing are adopted to facilitate the achievement of the research aims. In doing this in this study, the objective method is used in identifying a list of factors that influence MDS, and its continuity based on the perception of participants, while the subjective approach allows for an in-depth comprehension of issues relating to MDS and factors which influence its continuity.

Regarding the manner in which this study is conducted, it is noted that a range of factors influences MDS and its occurrence within different industries in Nigeria, particularly the mining sector. The literature reveals that several factors, including poverty, corruption, and failed legislative systems, among others, influence the continuity of slavery (Adesina, 2014). It is further indicated that for the understanding of the underlying factors which influences the oppression of individuals, there must be recognition of the causes of the factors, as this would enable actionable decisions to be made to create a resolution to those issues.

Consequently, this study commenced from a positivist perspective in terms of the ontological position. In doing this, the study examined the factors which influence MDS and its continuity within the Nigerian mining sector using surveys and questionnaires (Okogbule, 2013).

Easterby-Smith et al. (2004) identify that the positivist paradigm facilitates research investigations by using objective techniques such as quantitative techniques through employing scientific and proven means such as questionnaires and surveys. Further to this, the philosophical paradigm indicates that the existence of the social world is objective, and as such, only knowledge which is established by using scientific tools can be accepted (Saunders et al., 2016). The use of the positivist stance within this study facilitates the prevention of researcher bias and provides an accurate understanding of general perceptions about factors that influence the continued occurrence of MDS in Nigeria by eliminating the researcher's influence (Saunders et al., 2016). The use of this stance would allow the researcher to document metrics of the social reality under investigation (Saunders et al., 2016). This is because the positivist paradigm is founded on the principles of rationality, reasoning, and veracity which are based on information that could be obtained by experience and observation, which would be undertaken within this study through the use of surveys and statistical analysis (Saunders et al., 2016).

3.4 Epistemology

Anderson and Skjoett-Larsen (2009) identify that epistemology describes the beliefs relating to the ways in which knowledge is understood, generated, and used in a manner that is valid and acceptable. In agreement, Creswell (2009) suggests that the epistemology of research is identified to be related to the forms of knowledge and the nature of knowledge; epistemological assumptions are related to inquiries about the way knowledge could be developed, communicated, and obtained. Sources of knowledge could include intuitive knowledge, authoritarian knowledge, and logical and empirical knowledge (Creswell, 2009). Expanding on these sources of knowledge, intuitive knowledge within the context of the study's epistemology may stem from the researcher's intuition and perceptions relating to the concept of MDS, while authoritarian knowledge, which is incorporated into this study based on information obtained from experts, research paper and books (Creswell, 2009). Logical knowledge refers to the development of new knowledge by applying logical and critical thinking, while empirical knowledge is dependent on facts that are objective, have been developed, and could be demonstrated (Creswell, 2009).

This study followed a pragmatist epistemological position which combines positivism and interpretivism. This is because interpretivism posits that the social world could be developed

through meanings, and those meanings are premised on the experience of individuals that have worked in industries where MDS is prevalent (Saunders et al., 2016). Furthermore, suggestions by Gemma (2018) indicate that when interpretive perspectives are put into play, it supports the capability of the research in exploring MDS, as the paradigm is premised on not having to impose perspectives that are pre-conceived on the research participants. This is useful to the study's understanding of the issue under investigation as it allows the participants to provide insights into the phenomena based on their precepts and experience, using their own terms (Gemma, 2018). Saunders et al. (2016) indicate that applying the interpretive philosophy in an investigation facilitates understanding various perspectives of issues being examined from individuals who are in the position of a "social actor." The interpretive position is identified to lend itself to a qualitative approach because it allows for consideration of the exploring a multitude of realities and analysis of the same because the complex social phenomenon cannot be validated by using statistical means within, as is the case in positivist traditions (Saunders et al., 2007).

Denzin and Lincoln (2011) identify that while the weakness of interpretivism is that there cannot be a replication of the results, the use of this approach would allow for the research to gain deep meanings associated with the concept of MDS, thus facilitating the achievement of the research's main objective (Smith et al., 2009).

Positivism is an approach that follows techniques adopted in natural sciences and, through a biased-free and detached observational method, allows for identification and examination of the phenomenon being investigated by providing an explanation in an objective manner (Saunders et al., 2016). In adopting positivism, issues relating to reliability, causality, replication, validity, and generalizability, similar to that experienced in natural and physical sciences, can be examined (Creswell, 2008). In adopting positivism in this study, the ontology would attempt to equate the reality of MDS issues within the mining sector by observing and recording the perceptions of participants from the mining sector. Jancowicz (2005) identifies that the positive approach in research is practical on the basis that the research attempts to arrive at a reality that is objective, and for this to happen, the use of scientific methodologies and approaches can be applied. The ontology which underlies positivism is that specific phenomenon do occur, and through collecting data, the use of a deductive mechanism could be used to prove that facts exist, and this identifies with reality in an objective manner

(Jancowicz, 2005). Regarding the epistemology which underlies positivism, this has its basis in the belief that feelings and emotions cannot be put into cognizance as evidence, and due to this, it should not be accounted for during research (Jankowicz, 2005). Due to this weakness associated with the positivist paradigm, this study employed a pragmatic philosophy because of its ability to facilitate consideration of subjective issues relating to MDS, i.e., interpretive paradigm, and also consideration of objective insights relating to MDS, i.e., the positivist paradigm, and issues which facilitate continuity of MDS in Nigeria's mining sector.

Expanding more, it is identified that the pragmatic philosophical paradigm is applicable to studies that follow a mixed research approach, i.e., studies which adopt the use of two tools in providing answers to the questions which are posed (Creswell, 2009). The pragmatic approach commences with research questions for which answers are to be provided, followed by the identification of the ideal means to find the answers to the questions posed (Creswell, 2009). Pragmatism is identified as arising out of the circumstances, actions, and consequences and not conditions as the antecedent (Creswell, 2009). Rather than focusing on the methods adopted, the use of this stance within this study allows for the research to explore the issue of MDS within the mining industry in Nigeria by exploring subjective and objective approaches.

Suggestions by Punch (2014) emphasize the significance of pragmatism in allowing for an understanding of deep phenomena through exploration of the issue being investigated through elaboration by differing paradigm-driven approaches. This means that in adopting the pragmatist stance, positivism and interpretivism would be combined, which is a route that has clear benefits for the study in terms of allowing for well-rounded research and one which supports the methods which would facilitate the achievement of the research objectives (Punch, 2014).

Furthermore, several studies relating to MDS investigations have adopted a pragmatic approach, including Christ and Buritt (2018). It is suggested that because of the use of a pragmatic approach in this study, insight could be generated regarding addressing the MDS issue in the business sector. This is because adopting pragmatism in describing actions did not result in the denial of reflexivity and the importance of the role to the research but allowed for the situation of same within concrete action situations (Christ and Buritt, 2018).

However, it is noted that this research focuses on ensuring knowledge justifications and implementation of a search for new facts and facilitating ease of understanding based on the subjectivity and objectivity of the perspectives provided on the subject matter being investigated. The pragmatic approach is adopted in this study because it facilitates a holistic and rich insight into the investigation being conducted (Christ and Buritt, 2018). This would be achieved by combining logical, authoritarian, empirical, and intuitive knowledge of the area of MDS in the Nigerian mining sector in a bid to facilitate answers to the questions posed by the study.

3.5 Deduction versus Induction

In deductive research, the framework is designed in a manner that enables the research to move from a general to a specific approach; it is also known as the top-down approach and commences with a theory based on the area for which the study is being conducted, following which there is a narrowing of the study to the specific hypothesis which could be tested (Saunders et al., 2012).

With regards to induction, this could be described as the converse for the deductive approach and works by transitioning from specific observations to broader theories as well as generalizations (Myers, 2008). Induction commences with specific measures as well as observations, following which regularities and patterns are detected, the hypothesis could be explored, and finally, inferences made about theories posited (Myers, 2008).

Prior studies, including an investigation into human trafficking, undertaken by Al-Zoubi (2015) incorporated the use of induction with suggestions that this was done because, in induction, the key expected outcome is generating theory, as induction allows for making inferences based on empirical data collected. Arguments by Veal (2006) indicate that most studies have elements of both induction and deduction because of the rarity of the data collection process not being implemented without having some initial information about the subject area. Relating this suggestion to this study on MDS, it is noted that because of theoretical analysis of the phenomenon being investigated, and subsequent development of original conceptual frameworks, the philosophy of the study could factually be described as partly deductive and inductive. (Veal, 2006).

Ultimately, as this research is concerned with exploring specific observations with regards to MDS practices occurring in Nigeria’s mining sector, the section which follows justifies the choices of the philosophies and approaches, which are followed through contextual consideration of the nature of the research on the sector.

3.6 Philosophical Implications for the Study – MDS in Perspective

The discussions preceding this section explored insights relating to the philosophy this study would adopt. The summary for the philosophical position of the research is identified as follows:

Table 2 Research Philosophy Summary (Developed by Researcher)

Philosophy	Pragmatism (interpretivism + Positivism)
Methods	Mixed Methods (Quantitative + Qualitative)
Approach	Induction/ Deduction

Using an interpretive philosophy allows for the study to explore the perspective of the miners about the experiences they have had in relation to MDS within the business environment. This is because the use of an interpretive perspective is rooted in the suppositions that the social world is developed because of meanings, and within the context of this study, these meanings are rooted in victims/ individuals that have insights relating to experiences of MDS (Saunders et al., 2016). Furthermore, individuals are perceived as the main players in the research; they are perceived as minds rather than objects, and as such, their feelings, understandings, thoughts, and interpretation regarding the issue of MDS as experienced by them within the mining industry is the main subject of research.

As the main quest of the study is to explore the issue of MDS within the mining sector in Nigeria, it would be identified that the "people" working within the sector are responsible for fluid operational activities within organizations in the sector, and as such, they recognize the issues and competencies which are undertaken in the sector. Ontologically speaking, this study perceives MDS as influenced by a variety of factors, including poverty, and lack of organizational competence, among other factors, and this could influence the continuity of the scourge within the mining sector. For these to be explored, adopting an interpretive

ontological stance would help facilitate insights based on the experiences of the critical individuals (miners) working within the industry.

Veal (2006) also indicates that in interpretive approaches, when incorporated in studies, the perceptions relating to interpretations of the social world are identified to be historically situated and culturally developed. While the researcher is of the opinion that the existence of the social world exists in an independent manner, it is believed that this can only be accessed through the interpretations of the participants of the study. This is because there is continuous construction of reality by people, and this is based on the values that are socially constructed (Saunders et al., 2016; Creswell, 2013). Consequently, the use of an interpretive philosophical stance is essential within this study to understand the factors which influence the continuity of MDS within Nigeria's mining sector.

Furthermore, the interpretive paradigm allows for understanding rather than just trying to find a casual interpretation which implies that events that are similar could have different understanding or meanings in varying cultures. What is perceived to be applicable within the Westernized culture differs or may not be perceived as appropriate within other cultures. This is the position within several African cultures and in Nigeria. Consequently, the factors which influence the continuity of MDS within the mining industry in Nigeria may vary from that of the Western context, and using an interpretive approach would help this study in developing meanings based on participants' insights about the subject of investigation (Easterby-Smith et al., 2004). It is further argued by Easterby-Smith et al. (2004) that using an interpretive approach allows for a study to undertake an assessment of a variety of levels of meanings, such as the social, organizational, and individual meanings relating to the concept of MDS in Nigeria. Moreso, the study combines the interpretive philosophy with positivism, which enhances the research outcomes in terms of the ability of the outcomes to provide deeper meanings relating to MDS and further facilitate reliability, validity, and generalizability of the research results (Creswell, 2008; Saunders et al., 2016).

The incorporation of a pragmatist philosophical stance would facilitate the development of research questions which would then allow for the study to measure explanations relating to the concept of MDS and gain deeper meanings of the concept (Saunders et al., 2016). Furthermore, it is noted that pragmatists indicate that an essential factor that influences decisions on epistemology and ontology of a study is the question that the research poses

(Saunders et al., 2016). This is because pragmatism allows for the combination of both positivistic and interpretive stances while single research is being conducted, depending on the research question's form (Creswell, 2009).

3.7 Research Design and Methodology

Various factors influence the strategy which research follows, but this is mostly informed by the researcher's worldview (Creswell, 2009). Other factors which are considered in the choice of a strategy to be used in a study include the social reality's complexity and the questions being asked by the study (Saunders et al., 2016).

Three distinct techniques could be adopted in the collection of data and in analyzing the data which has been obtained in implementing a study, and they include quantitative, qualitative, and mixed research methods, with each technique noted to have its distinct strengths and weakness (Bell and Bryman, 2007). For this study, the use of a mixed research approach is used because it was determined to be the most applicable means which would help facilitate the research in achieving its aims.

The next section explores the three different methods which could be used in research and in addition to their strengths and weaknesses and justify the chosen approach for this study, which is the mixed research method.

3.8 Research Method

This study adopted the mixed research method approach, which incorporates the use of both qualitative and quantitative approaches in no equal proportion in the research (Creswell, 2009). This study used this technique because of its consistency with the research objectives in terms of facilitating neutralization occurring between the research philosophies considered in this study, including positivism and constructivism (Saunders et al., 2016).

The adoption of a mixed approach was beneficial to studies in terms of facilitating the collection of data from a variety of sources and enriching the quality of the research outcomes (Saunders et al., 2016). Additionally, the adoption of the approach was helpful in terms of aiding the mitigation of limitations that are aligned with both qualitative and quantitative approaches, such as generalization of outcomes as it applies to quantitative studies and bias as is seen in qualitative studies (Yin, 2003). This enhanced the ability of the study to obtain a quality of information that is richer regarding the issue of MDS (Yin, 2003).

It is also indicated by Saunders et al. (2016) that when the use of mixed methods is adopted, the outcomes which are attained in the investigations, specifically with regards to the validity of the research, facilitate the reliability as well as validation associated with the research, inadvertently resolving the issue of research bias as it relates with the strictly qualitative approach. An important question that may be posed is why the study chose to follow an approach of integrating both quantitative and qualitative methods. Creswell and Clark (2007) suggest that integration within the context of research relates to the use of qualitative and quantitative data and the analysis of the same to enrich the study such that shortcomings of one method are enhanced by the other. The study selected two integration methods, including sequential and concurrent research designs (Creswell and Clark, 2007; Morgan, 1998).

For concurrent design, the methods which are adopted in the study are not dependent on one another but would be employed in the same period (Creswell and Clark, 2007). The main purpose of the use of concurrent design is to facilitate the comparison of the qualitative and quantitative forms of data at the research's phase of analysis in a bid to determine if the data collected through both forms of methods result in similar results or are contradictory to one another (Creswell et al., 2011). The sequential design could follow two approaches, including the exploratory sequential design and explanatory sequential design. The explanatory sequential design involves a study collecting and analyzing qualitative data, after which the findings obtained from the qualitative data are used to inform the quantitative data collection procedure (Ivankova et al., 2006). For this study, an explanatory sequential design was followed; this involved a procedure whereby the collection and analysis of quantitative data are done, following which the findings are used to inform the qualitative data collection and analysis (Ivankova et al., 2006). Figure 7 identifies how the sequential approach would be applied in this study.

Creswell et al. (2011) identify that the fundamentals upon which the sequential design is premised are that the use of quantitative methods of data collection could be used in designing the procedures which are used in data collection. Further, the use of this design is of merit in facilitating richer insights based on the results provided by the quantitative data (Creswell and Clark, 2007). In applying the sequential explanatory design, the researcher implemented a survey for the target population, i.e., miners in Nigeria, following which semi-structured interviews were used to gain insights on the issue of MDS from the miners.

Figure 8, which follows, illustrates the approach used in this study in collecting the relevant data to achieve the research aims. It identifies that the study follows a mixed methods research approach and highlights the steps taken in obtaining both quantitative and qualitative data. Quantitative data is first obtained and analyzed. The findings from the quantitative study are then analyzed and explored further using qualitative approaches. Following the analysis of the qualitative findings, inferences are drawn based on both qualitative and quantitative findings.

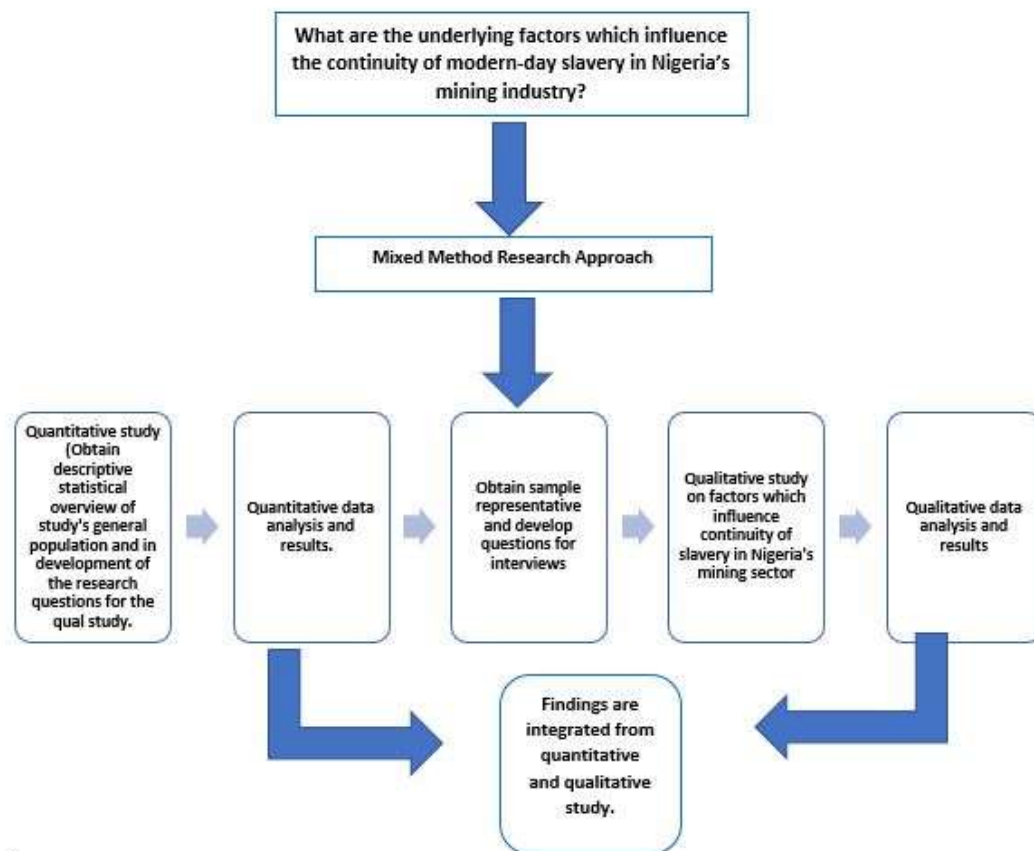


Figure 8 Research Process (As developed by the researcher)

3.9 Research Tools

The use of the right research instrument is important as this will help facilitate the collection of data relevant to the study, thus allowing for the investigation to make relevant and accurate deductions (Saunders et al., 2012). A variety of methods could be used in research for collecting data, including the use of tools such as questionnaires, observations, interviews, and focus groups (Holloway and Wheeler, 2002). The tool selected in research is dependent on the

approach which is used in the research; some tools are more adapted towards qualitative research while others are adapted to quantitative studies (Holloway and Wheeler, 2002).

3.10 Qualitative Instrument - Interviews

For qualitative approaches, some tools which could be used include interviews, focus groups, and observational methods, while for quantitative research, the tools which are incorporated include using surveys, questionnaires, etc. (Saunders et al., 2016).

There are different forms of interviews, including structured, semi-structured, and unstructured interviews. This study would not incorporate structured interviews due to its limitations in flexibility, as incorporating this would not allow for deep insights into other questions, which may lead to exploring further issues which influence MDS in Nigeria (Brinkmann and Kvale, 2015; Saunders et al., 2016). Unstructured interviews, also sometimes described as discovery or informal interviews, are characterized as guided conversations on the phenomena being investigated (Brinkmann and Kvale, 2015). These interviews have features of being open-ended in nature, with the questions being posed to the participants having no specific order and questions being added or missed as the progress of the interview continues (Brinkmann and Kvale, 2015). The use of unstructured interviews was, however, not suitable for this research as the area of MDS is a "deep" one, and it may be difficult to manage time and focused probing if this form of the interview was adopted; un-structured interviews are often time-consuming and could extend the capacity of the research to be completed within planned time (Saunders et al., 2016).

This study made use of semi-structured interviews. These are noted to be the most widely adopted interview methods incorporated into research investigations relating to the exploration of different phenomena, as they allow for an in-depth collection of thoughts and flexibility, which comes with a characteristic guide that enables the research to be within the focal area of interest (Saunders et al., 2016; Brinkmann and Kvale, 2015). In a study by the Walk Free Foundation (2020, pp4) on MDS within the Pacific region, semi-structured interviews were used to obtain in-depth information on MDS and its various forms, vulnerabilities, victims, and sectors at risk in the Pacific region, and this facilitated the development of knowledge of MDS within that region. Similarly, in studies by Crane et al. (2021), which focused on confronting models of MDS, the use of interviews was employed because the tool facilitated

the study's ability to gain deeper meaning based on lived experiences of the issue being investigated by experts on MDS from different sectors.

Sekaran and Bougie (2015) note that the use of semi-structured interviews is suitable as the features in this form of the interview includes the use of a guide that is clear in terms of the instructions the interviewer would follow, enhancing the reliability and comparability of the data collected. Similarly, semi-structured interviews were used in studies by Hynes et al. (2018), which focused on examining MDS within the context of vulnerability to human trafficking in Vietnam, Albania, The U.K, and Nigeria. This facilitated the study's ability to provide qualitative accounts illuminating and explaining contextual factors responsible for creating vulnerability with regard to the context of trafficking as a form of MDS.

Saunders et al. (2016) identify that in the development of semi-structured interviews, observation is done by the researcher in addition to informal pilot interviewing, which allows for the researcher to be able to develop a reliable question to facilitate deeper meanings of the issues being investigated (Saunders et al., 2016). Additionally, semi-structured interviews are characterized by having questions that are open-ended in nature, and this allows for the development of depth which is essential for the attainment of the research aims and objectives (Saunders et al., 2016). Consequently, based on the nature of the research in terms of requiring detailed investigations into MDS, the research being implemented used semi-structured interviews because of their advantage in enabling the study to achieve its key objectives.

The selection of this form of the interview was due to the merits of interviews in giving insights into social questions and aiding in understanding behavioral sciences (Bryman and Bell, 2015). Interviews were also advantageous due to their nature in enhancing the collection of insightful data and exploring core concepts of social research being undertaken (Bryman and Bell, 2015). The selection of interviews rather than focus groups which are advantageous for their dynamic nature in enabling research to explore deeper insights of the phenomena being investigated, was because in conducting focus groups, the sample size requirements usually require for the research participants numbering at least 12 participants to be present at the same time. This would not have been possible due to the sensitive nature of the study being undertaken.

3.11 Quantitative Instrument – Questionnaires

Suggestions by Saunders et al. (2016) describe questionnaires as documents that could either incorporate questions that are closed or open-ended in nature, sent out to respondents to facilitate the provision of answers useful for gaining insights into the phenomena being investigated. The distribution of questionnaires could be done by postal methods, emails, adopting online platforms, or face-to-face methods (Saunders et al., 2016). The difference between questionnaires and interviews as tools is that in the completion of questionnaires, there is no direct interaction between the researcher and the research participant, reducing the propensity for the occurrence of bias.

For this research, in the design of the questionnaires, the profile of the sample in terms of age groups, frequency of occurrence, experiences, procedures, attitudes, behaviors, and predictions of the respondents was considered (Wisker, 2008). Further to this, in the development of the questionnaires, the researcher put into account the capacity of the questionnaire to facilitate the provision of answers to the questions that the research posed (Wisker, 2008). This agrees with Saunders et al. (2016), who emphasize the importance of ensuring that the research tools adopted are suitable for providing answers to the questions posed by the study. Further, there was a distribution of the questionnaires in a "pilot survey" using social media platforms to establish the perception of usability and clarity of the questions being posed to the respondents (Wisker, 2008). The adoption of questionnaires was noted to be of merit in research as it allows for the collection of data from many respondents, allowing for an increased propensity for generalizability of the data and reliability tests to be conducted on the phenomena being investigated (Saunders et al., 2016).

3.12 Pilot Study

Teijlingen and Hudley (2002) describe pilot studies as mini forms of full-scale research and refers to the feasibility studies conducted in the research process and the specifics relating to pre-testing of the specific research instrument. While pilot studies are not a guarantee of successful outcomes in research, they are noted to be useful in increasing the chance of success in a research study. Tashakkori and Teddlie (2003) identify that pilot studies could be incorporated in both quantitative and qualitative studies, and as this research would be utilizing the mixed research approach, the use of this tool would be applicable for both phases of the research. Hundley et al. (2000) indicate that pilot studies are useful in testing the

research procedures and for the identification of practical issues in implementing the procedures being incorporated into the research. In terms of the reasons why pilot studies were carried out in this study, the use of the technique aided testing the adequacy of the instruments which are being used in the study (Saunders et al., 2016). Furthermore, employing them helped in identifying the study's feasibility and in the improvement of the development of the protocols which were incorporated into the research (Saunders et al., 2016). Two pilot studies were conducted in this investigation. Undertaking these pilot interviews facilitated the development of the final research questions. The pilot study aided the research in identifying unclear questions and refining them same before commencing the data collection.

3.13 Sampling Strategy

As the aims of the research incorporate understanding the reason for the continuity of MDS within the Nigerian mining sector, it is important to understand the characteristics associated with the scope of the sample. Consequently, this study provided insights into the population, the location, and frame of the participants, in addition to the characteristics which are associated with the sample, including the age and number of years working within the mining sector. Furthermore, it is not possible to implement a survey of the population of the organizations which are involved in mining in Nigeria because about 2 million Nigerians are noted to be involved in artisanal mining activities, albeit with unregistered organizations, and these miners are responsible for producing 90% of the outputs of mineral in the country (Federal Office of Statistics, 2019).

The primary idea behind the adoption of sampling is that through a selection of a few elements from the population, the researcher may be able to make general inferences about the whole population being explored (Saunders et al., 2016). The population element describes the participant or object being measured by the study and describes the analysis unit adopted in the study (Saunders et al., 2016).

A variety of steps needed to be followed in the development of a research sample. Within the context of the study, considerations were made relating to answering questions posed by Sekaran and Bougie (2013), which highlight key questions which need to be considered in the sampling procedures. The questions posed are as follows:

1. What is the population being targeted in the study?

2. What sampling frame is being considered for the study?
3. What sampling type would facilitate the capability of the research question being answered?
4. What sample size is required in the development of the sample?

Figure 9 illustrates the process the researcher followed in developing the sample frame for the research.

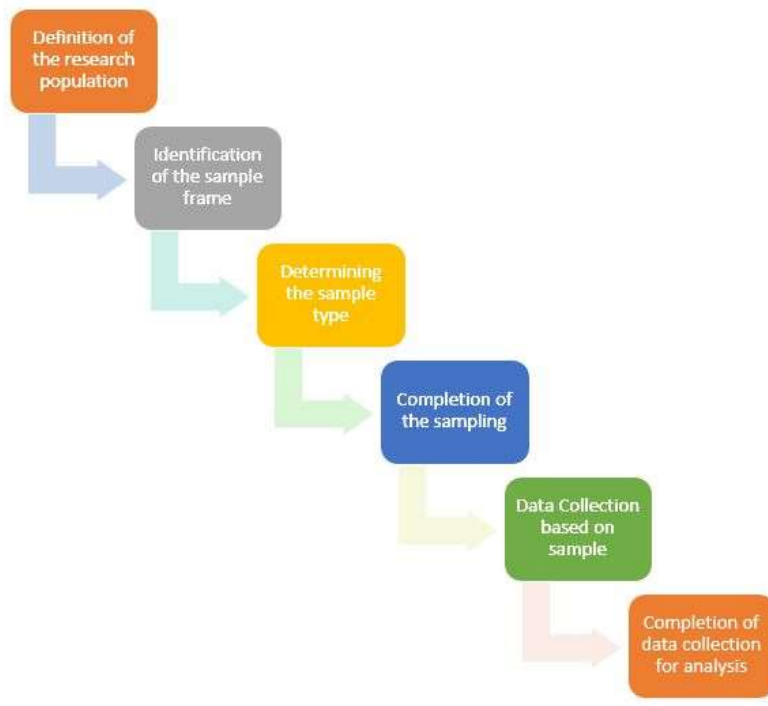


Figure 9 Research Methodological Approach - Adapted by the researcher based on suggestions by Saunders et al. (2016).

In describing sample population and frame, Ghauri and Grounhaug (2005) indicated that population is used in referring to the net/total number of individuals within a category, event, or things that are of interest relating to the researcher's investigation/ focus. This aligns with descriptions by Saunders et al. (2016) which describe the population as the unit from which the selection of a sample occurs. Contextualizing this definition as it relates to the study, the population refers to the total number of miners present within Nigeria's mining sector and are currently or previously implemented mining activities. This differs from the research frame, which refers to the frame for excluding participants that may not meet the inclusion criteria for the study (Bryman and Bell, 2015).

For the research population to be decided, several factors were considered by the researcher for them to meet the criterion for being included within the research's population. The section which follows expands on the inclusion criteria used by this study.

3.14 Inclusion Criteria

1. The individual must have worked within the mining sector for a minimum of 5 years.
2. The individual must have worked for a firm that is based in Nigeria.
3. The experience should be with an organization involved in international business procedures such as exports, a joint venture with international partners, or direct investment into mining activities.

3.15 Purposive Snowballing Sampling

With regards to the qualitative sampling strategy, which was used in the study, non-probability sampling methods were incorporated in the study due to their characteristic convenience, judgmental-ness in terms of ensuring that the respondents are conforming to criteria aligned with the research objectives as well as the quota requisites of non-probability sampling methods (Saunders et al., 2016). The use of purposive sampling incorporates the selection of a sample, having a purpose in mind. This allows for the predefinition of groups on which the research is focused (Saunders et al., 2019). With regards to this qualitative aspect of the research, the selection criteria were that participant characteristics incorporated being experienced working within Nigeria's mining sector.

Additionally, the sample comprised retired members of the mining sector. With regards to snowballing, this involves identifying individuals within the research meeting the inclusion criterion, allowing them to make recommendations about others that meet the sample criteria. While this may not lead to the representativeness of the sample, the use of this technique allows for the recruitment of participants from the mining sector where the difficulty of accessing participants is evidenced due to the nature of the study (Saunders et al., 2016). It is also noted that the issue of non-generalizability is not succinctly found to be detrimental as the study aims at exploring the experiences of practitioners or retired individuals from the mining sector in a bid to understand the phenomena of slavery and its occurrence within the sector. While the use of the purposive sampling technique does not recommend a definitive

sample size, it is argued that adopting a sample numbering ten research participants would be appropriate for a study (Ritchie et al., 2003).

Furthermore, Ritchie et al. (2003) suggest that the sample size should be determined by the intensity with which there is contact with the research participants as well as the depth of insights that the study intends to uncover. Consequently, the extent to which the researcher relates with the participants decreases the sample numbers usually required to obtain rich insights. Emmel et al. (2015) further argue that the adoption of smaller samples within an investigation allows for the study to obtain rich insights because the researcher would be able to obtain more information from individual participants as more time with the participants is spent when smaller samples are adopted in studies. This study's decision to incorporate the use of a sample size that small aligns with the strategies and nature of the study, whereby there is no significant concern for statistical representation, as the study seeks to understand and identify principal factors which influence the MDS within Nigeria's mining sector.

Also, due to the characteristics of the study being focused on investigating a critical social issue in the country and the fears that surround openly discussing such issues, recruiting many participants is difficult as a result of the sensitivity of the research topic. Due to the fear that participants would not want to be involved in the study due to its sensitivity, the researchers recruited only participants that had retired from the mining sector. Doing this was to ensure that bias that relates to participants' experience of MDS within the mining sector was reduced and to ensure that detailed, in-depth data based on participant experiences with MDS-related events was captured by the study to enhance the quality of the research outcomes. Furthermore, in recruiting 10 participants in the study, it was ensured that the sample size reached a point of saturation, which is the point where no further interviews were necessary. Saturation was illustrated by ensuring that the qualitative data obtained was a substantial representation of the full dimensionality relating to participants' experience of MDS within the mining sector and was evidenced by cumulative frequencies associated with codes and code meanings developed from the analysis of the data provided by participants. Hennink et al. (2017) identify that small samples are effective in qualitative studies and can reach saturation, which is the benchmark for adequate sampling in qualitative studies. This is because data adequacy, which is more about the capacity of the sample to provide nuanced and rich

information regarding the issue being studied, is the focal point in qualitative studies rather than the sample size (Hennink et al., 2017).

In selecting the sample for this study, considerations were made of recommendations posited by Emmel et al. (2015), which indicated that a minimum of six participants are required for the implementation of qualitative studies. Similarly, Ritchie et al. (2003) suggest that in studies where an insightful amount of data is needed to be obtained from the participants, as in this research, keeping the sample size small improves the depth of the quality of the data obtained. Suggestions by O'Reilly and Parker (2013) indicate that, unlike quantitative methods, which are used in the establishment of the statistical significance through sampling several elements which have been predetermined, in qualitative sampling, predetermined sample size is not usually adopted. This is because there is no formal criterion for the determination of sample sizes and consequently lacks rules which stipulate if the sample size is large or small for research. This indicates that the richness of the obtained data is more significant than the number of participants recruited within a study.

Furthermore, citing recommendations by Creswell (2007), in conducting case studies, it is recommended that between 3 and 5 participants are incorporated in the research, while at least ten research participants would be sufficient for phenomenological studies. It is further noted that in phenomenological studies, the participant numbers could be between 6 and 12, while in ethnographic forms of research, the participant numbers range between 30 and 50 participants (Creswell, 2007). It is further argued that in qualitative research, it is rare that the number of participants is large, further justifying the study's selection of 10 participants as appropriate in facilitating deeper meanings relating to the subject of MDS in the Nigerian mining sector. Studies by Monciardini et al. (2019), which focused on organizational dynamics and compliance with the UK MDS Act in the Food and Tobacco Sector, adopted a similar sample size in which 10 participants were recruited due to the difficulty in recruiting more stakeholders due to refusal of several participants. Despite the small number of participants, the study showed that with ten interviews, qualitative insights regarding organizational responses with legal requisites and organizational dynamics relating to compliance with MDS legislation were obtained. On this basis, 10 participants were recruited for this study. The section which follows provides insight into the research design adopted in this study. It is

important to provide insights into the research design, allows for the understanding of how the methods followed in the study match the aims of the research, and also facilitates the collection of high-quality data and use of appropriate methods in the analysis of the data (Saunders et al., 2016).

3.16 Research Design

This study followed a sequential explanatory design because of its characteristics of allowing for a study to obtain insights relating to understanding the intervention impacts and unintended consequences (Tashakkori and Creswell, 2007). With regards to how the sequential explanatory design was implemented within this study, this was done by firstly undertaking the quantitative context of the study where the surveys of miners within the Nigerian mining sector would be done. The results obtained were then analyzed and used to develop questions for the study's second phase, which is the qualitative phase of the study, where interviews with retired miners were done. The last step in the sequential explanatory design within the study context was integrating both quantitative and qualitative research data.

In a study by Acquah et al. (2021), a sequential approach was followed in investigating the dimensions of culture and its impact on supply chains. The use of the sequential approach allowed the study to explain the nuances of how culture influences supply chains based on quantitative and qualitative findings (Acquah et al., 2021). Similarly, this study adopts this method to facilitate understanding of the implication of the quantitative and qualitative findings. The next section identifies the procedures followed by this study in recruiting participants.

3.17 Research Participant Recruitment

Regarding the quantitative study, research questionnaires/surveys were distributed online using Qualtrics online survey distribution tool. In distributing the surveys, it was ensured that information about informed consent was passed to the participants. This was done by providing an online consent form which was made available on the Qualtrics platform for participants to read before agreeing to participate in the study. It should be noted that using the online survey platforms; it was impossible for an oral explanation of the study to be done or oral consent to be obtained.

To circumvent this, the first page of the survey after the email link is opened by the participant was designed to present an online consent form, a copy of which has been uploaded to the appendix section of this document. Participants were then able to grant consent by selecting the tick box option appropriate to giving consent.

The research used a purposeful sampling recruitment method in the distribution of the online surveys. The decision to use this sampling method was based on the belief of the researcher that community recruitment would help facilitate the collection of the required data to answer the research questions. In using purposive sampling, the researcher wrote to the Nigerian Mining and Geosciences Association administrator on Facebook, an online social media platform for workers in the Nigerian mining sector. The administrator assisted in the distribution of the survey links to mining professionals available on the platform. It should be noted that 1800 mining professionals in Nigeria were registered as active on social media. By targeting all these professionals in the group, and at a confidence level of 95%, a margin of error of 5%, the ideal size of the population of respondents required for the survey would be computed to be 317 respondents using the Qualtrics online sample calculator tool.

Through the researcher's collaboration with potential participants in this network, the steps which were followed by the study include contacting individuals to ensure they met the inclusion criterion.

Participants were identified to be registered from the following regions. Table 3 Identifies the research sample frame.

Table 3 Research Sample Frame

Region	Participants Meeting Inclusion Criteria
Lagos	237
Ogun	445
Oyo	458
Ondo	155
Population Size	1,295 miners

At a confidence level of 95%, the population size of 1,295 miners meeting the stated criteria, and a margin of error of 5%, the proposed ideal sample size was computed to be 297.

The computation used in deriving the sample size was based on suggestions by De Vaus (2014). It should, however, be noted that the assumptions which are underlying with regards to the study are that the researcher would be able to attain a 100% response rate. The study utilized the Z value in the table 4 iterated below in computing the sample size.

Table 4 Research Sample size computation

Level of Confidence	Z-Value
90% – Z Score	1.645
95% – Z Score	1.96
99% – Z Score	2.576

With regards to the qualitative research, purposive snowballing sampling techniques were also adopted, as previously stated in participant recruitment for the interviews, due to the relevance of this method in identifying the critical individuals on which the research is focused, thus allowing for the research to make relevant deductions (Saunders et al., 2016).

The interview participants were also provided with consent forms which will highlight the ethics of the research in ensuring their anonymity and informing participants of their rights to pull out of the research at any time. The interview participant comprised retired miners because of their experience and perceived knowledge of these groups of individuals about the intricate happenings within the mining industry relating to MDS. The selection of the retired miners also was to ensure that the research is in line with ethical principles relating to participant safety, as exposing participants currently employed in the industry to interviews may influence participant bias and adverse risk to participant's livelihood. Saunders et al. (2016) emphasize the importance of ensuring that the research does not negatively impact the participant's way of life.

3.18 Quantitative Data Analysis

This research followed a mixed approach, and consequently, the analysis procedures incorporated into the study involve the use of both quantitative and qualitative analysis procedures. With regards to the quantitative analysis, the research employed the use of SPSS to analyze the data collected using questionnaires. To ensure clarity of the data incorporated into the study, the use of descriptive analysis was adopted in exploring and describing the data presented, while univariate analysis procedures, graphs, and tables were adopted in identifying the characteristics associated with the data collected. This agrees with suppositions by Saunders et al. (2016) which identifies the merits of software such as SPSS in the analysis of research data; the adoption of SPSS would enhance the capacity of the research in identifying and screening the data collected with regard to ensuring the identification of outliers, normality, linearity, collinearity among other variables which help in evidencing validity and reliability of the data collected.

Expanding on the quantitative analysis, the use of frequency tables were employed adopted in presenting the data of the study. A pilot study was incorporated to foster the data's validity and reliability in a smaller sample. For the reliability of the collected data to be done, the Cronbach's alpha coefficient is calculated for each variable being measured using SPSS. The α coefficient, which is the resultant, was computed for all the variables being analyzed using SPSS. The α coefficient specific to the reliability would range between 0 and 1. An α score greater than 0.7 was considered as being acceptable and an indication of good internal consistency relating to the items within the scale.

With regards to the statistical techniques which would be incorporated into the SPSS software, this study determined that the use of linear and multiple regression techniques was appropriate for the examination of the interrelationship between one dependent variable (MDS) and a variety of independent factors relating to the impact of slavery. The section which follows provides insight into the multiple regression analysis processes.

3.19 Multiple Regression Analysis

The use of multiple regression analysis is adopted as a statistical procedure in investigating the relationship existing between independent predictors or variables and dependent variables (Saunders et al., 2016). In terms of the analysis of slavery and the perceptions of slavery within the different industries, the questions designed were such that subscales were used in

identifying the impact of various themes such as poverty on the continuity of slavery within the Nigerian business environment. Suggestions by Pallant (2010) indicate that using multiple regression would allow for a study to obtain insight into all subscales and the relative contribution of a variety of variables that make up the individual subscales.

3.20 Qualitative Data Analysis

For the qualitative analysis, Nvivo software was adopted to aid the coding process through which critical themes of the study, pointed out by the research participants, which influence the recurrence of MDS, were identified. Thematic analysis is used in the analysis of the qualitative data. In thematic analysis, the data is evaluated by pinpointing, examining, and documenting the themes or patterns identified from the collected data (Creswell, 2011).

From the themes, important data which are significant to the issue of MDS and its continuity, as well as significant issues which may impact the victims, were identified. Nvivo was used in facilitating data reduction into groupings that are meaningful (Grbich, 2007). The data analysis process for the qualitative data was done in three phases: first familiarizing oneself with the data, encoding the data, and interpreting the data. With regards to the thematic analysis procedures, Nvivo was used to aid the researcher in the initial generation of codes after the research data collected had been transcribed and imported into the software.

Before commencing the coding, the researcher ensured that a sense of the data collected was made by listening to the audio recording while the transcript was being examined. Initial coding within this research was meticulously done by exploring segments and re-reading the transcripts from the interviews before thematic segmentation was completed. The next step the study took involved applying the codes to the different thematic segments to facilitate the study's capacity to be open to a variety of analytic possibilities, thus enabling the identification of meanings to the themes (Bills and Mills, 2011).

The study then adopted consistent comparative techniques to establish analytical uniqueness; here, data were compared to identify the differences and similarities of respondents' suggestions. The initial data, which is obtained because of the interviews, need to undergo comparison with the transcript during the analysis process, and this was done by comparing with other interviews. In a comparison of data, it is noted that this detailed comparison of

codes against other codes and the meaning of units against codes. It also involves a comparison of the various categories which the themes identify (Saunders et al., 2016).

The comparison process of the codes allowed for the study to define unique points of view rather than one-sided views which the participants aligned with, and this was important within the research in ensuring a detailed analysis, as per the requirements of interpretive research (Saunders et al., 2016).

Analytical sense of the materials obtained from the research was identified using features of Nvivo which allowed for the identification of frequent and significant codes which occurred at the commencement stage of the coding process. Braun and Clark (2012) indicate that the procedures which are adopted in coding are usually seamless and fast, particularly with software; hence adopting focused coding techniques within this study would help the study in identification of the work's theoretical direction, making it a significant step to be taken within the study.

Additionally, word frequency analysis and the use of "wordle maps" to show commonalities between central themes which emerged from the data set would be done using Nvivo. The use of the software was then incorporated in the review of the themes, following which key themes were named and defined. The reviewing of themes was essential to ensure that an overall structure was formed in the analysis process, which allowed for clarity of the analysis (Braun and Clarke, 2012). Fig 10, which follows, identifies a mind map illustrating the data analysis process followed in this research.

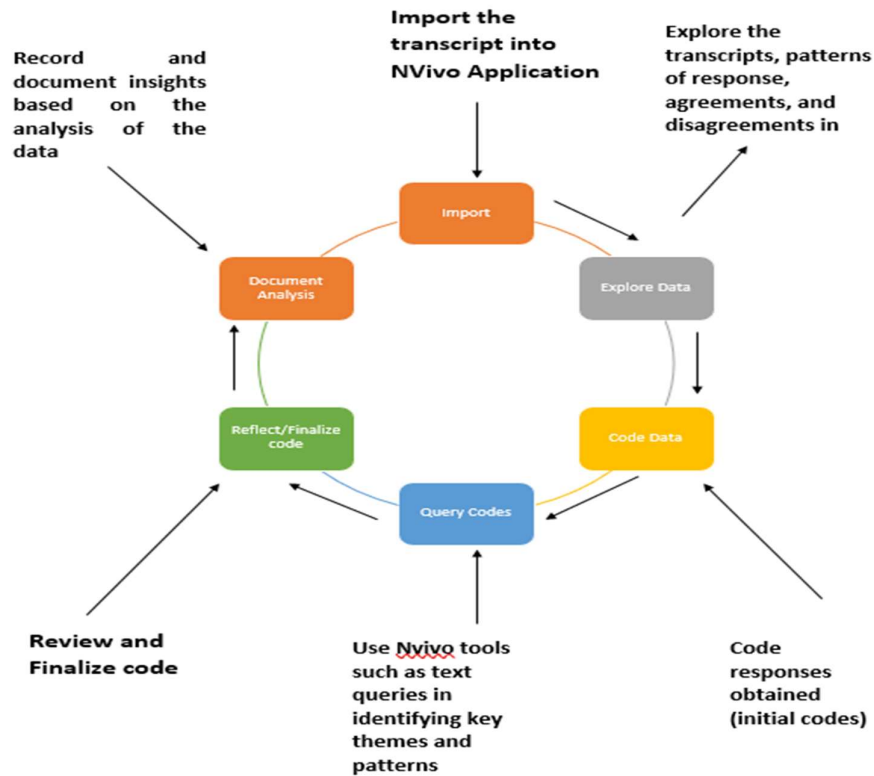


Figure 10 Mind Map illustrating coding and analysis process using Nvivo

3.21 Place and Source of Data Collection (Research Site)

The research site where the data was collected is the West African nation of Nigeria, where the researcher aims to meet with stakeholders within the mining sector from where the participants were being recruited. The targeted individuals included retired miners from Nigerian mining firms that are registered mining organizations under the Nigerian Ministry of Mining and Steel registration schedule.

The decision to interview retired miners was based on the belief that in interviewing retired miners, the participants will be more willing to participate in the interviews due to the non-conflicting issues such as the risk of job loss which may affect their decisions to engage and even influence the bias participants in terms of responding to the questions being posed by the investigation.

There are a variety of stakeholders that have both indirect and direct relationships with the investigation being conducted, and these stakeholders are identified as follows:

- **Regulatory Organizations:** These include regulatory authorities mandated with the powers in Nigeria to fight the scourge of trafficking amongst other forms of MDS in Nigeria. These regulatory bodies include the NAPTIP and the Nigerian Civil Defense Authorities. These organizations are noted to function within ensuring civil safety, mitigation continuity of all forms of trafficking internally and externally, and identification of incidences of MDS for central referencing of same to partner agencies, including the Police.
- **Government Entities:** These include law enforcement, children's services, health services, local governments, state government, and Federal government agencies, which are responsible for providing both physical, economic, budgetary, and resource support as well as tools to organizations and the members of the public to help facilitate and mitigate the continued occurrence of MDS within the Nigeria society.
- **Consultants:** This includes experts, researchers within the area of MDS, human trafficking prevention, and NGOs that have their primary area of focus on the mitigation of MDS, among others.
- **Contractors:** These include partners of the Nigerian government that are working with relevant agencies to ensure that the government aims and mandate regarding mitigation of the continued occurrence of slavery are attained.
- **Suppliers:** Suppliers are partners of organizations that work in the supply of products/resources from the rural areas to the urban areas where they are used and whom most times ignore the evidence of MDS within their environment.
- **International Partners:** This refers to agencies/organizations including ECOWAS, Institute of Public Policy Research, International Labour Organization, Women Trafficking and Child Labour Eradication Organization, and Violence Against Children, among other agencies which are working together with the Nigerian government with the aims to facilitating the continued occurrence of the scourge of MDS.

Within this research study, the characteristic profile of the stakeholders was put into cognizance in the development of the interview questions, allowing for the research to pose

relevant questions to key research participants on the concept of MDS within the different industries being examined.

3.22 Secondary Research Data

In defining secondary research, it is identified that this is a form of research implemented via literature review. It incorporates using relevant sources for data collection through tools including journals and academic literature, publication reports by government or agencies, magazines, study reports conducted on the relevant subject, television, and other media which are of the descriptive form (Saunders et al., 2016). Thus, it can be implied that secondary data collection is done through various means and helps structure the justifications and evidence related to specific questions and objectives of the research (Saunders et al., 2016). With regards to this study, the methods which are identified below were adopted in the collection of specific secondary data:

3.23 Journal Articles

This is used in reference to data sources that come in the form of data that has been published. The data relevant to this research were extracted using this source. This form of data comprises research papers from various fields and disciplines but remains relevant to the investigation being conducted (Saunders et al., 2016). The access to these articles was done using an online database that provides access to the publication sites. The journal articles are considered credible sources of data that have been peer-reviewed by experts within the investigated field (Creswell, 2013). These sources of data can further be considered as sources that are scholarly and based on a further description by the academic industry. These forms of data allow for research investigations to have more authenticity (Creswell, 2013). A sizable portion of the data utilized in the literature review chapter of this document was collected by adopting the use of journal article sources.

3.24 Books

Saunders et al. (2016) identify books as credible, effective, and reliable means to collect secondary data for a study/investigation. The employment of books allowed various topics relevant to the investigations to be explored. These sources of data were crucial in ensuring the provision of detailed insights into the phenomena being investigated. This research made use of paper books and e-books as part of its sources in the development of the secondary research; using e-books allowed for access to the most recently published items and records

of secondary research sources, which allowed for a holistic view to be undertaken with regards to the investigation being conducted (Saunders et al., 2016; Creswell, 2013).

3.25 Government Reports

The use of government reports and data from governmental agencies in this study allowed for clearer and deeper insights into policies that exist and are concerned with the mitigation of the occurrence of MDS. It allowed for detailed information regarding foreign exchange rates, financial information on the region of primary investigation – Nigeria, with regards to economic fluctuations, as well as estimated and empirical statistical data, which are external but played a significant role in exploring themes such as poverty and MDS (Saunders et al., 2016). As a result of the adoption of this source, the investigation was able to explore both qualitative and quantitative published data information.

3.26 Newspapers

Newspapers are a source of current information relevant to the area of investigation. In using news sources, this study considered interviews relating to MDS from leading media sources, which were current discourses, explicitly addressing the topic of investigation. This source is also the cheapest for collecting data (Creswell, 2013). In prior times, access to newspapers was through the print format, but since the advent of the digital age, the most up-to-date news article and sources are available using various websites, which was used in exploring relevant research information (Creswell, 2013).

Identifying key examples of newspapers and how they were adopted, this research explored articles relating to MDS practices in the mining sector to understand current happenings relating to the practice.

With regards to the secondary research methods and their employment in this study, the employment of secondary methods provided detailed means of reviewing extant and current literature and published data relating to the issues being examined. The adoption of the secondary or desk research methods enhanced the capacity of the researcher to relate with comprehend the problems being addressed and understand the depth of the issue (Saunders et al., 2016; Creswell, 2013). Adopting this technique also allowed for an in-depth comprehension of the key issues under investigation and the research to be conducted with this knowledge. The key merits of the adoption of desk research methods include the economic nature of this form of data collection when put into comparison with strictly empirical research,

as it allows for economic savings when compared to empirical methods, which require the strict collection and use of primary data, which comes at an economical cost (Saunders et al., 2016). The employment of secondary data in the study was also important to ensure that data of more relevance to the area of focus of the investigation is collected.

3.27 Ethical Considerations

When research is being conducted, ethical requirements were considered. Not following the ethical requirements could lead to adverse effects on the participants and issue bias, impacting the reliability of the research and defeating the purpose for which the research is being undertaken (Saunders et al., 2012). For a study that is concerned or focused on the sensitive topic of slavery, ethics need to be considered as organizations will also require the study to evidence protection of their image and, as such, to prevent bias of participants in answering questions in a bid to protect their organization's image, ethics need to be incorporated to prevent bias (Breakwell et al., 2000).

Ethical actions which were taken to meet the ethical research requirements include ensuring that informed consent was obtained from participants prior to the investigation being undertaken, ensuring that participants were informed that the data they provided would be used anonymously, and ensuring that data collected was stored on secured storage devices such as hard-drives and accessible using a password only known to the researcher (Saunders et al., 2012).

It also ensured that ethical approval was obtained from the institution convening/guiding the research, i.e., Birmingham City University, to ensure risks with the research were minimized. Barraket (2005) suggests that when a study is being implemented, important ethical consideration includes ensuring informed consent is obtained, preventing access of data by unauthorized individuals by storing research data collected through securing the same using a password on the chosen storage device.

3.28 Honesty and Integrity

Sekaran and Bougie (2013) suggest that honesty is an essential ethical consideration that needs to be addressed when studies are being undertaken. Honesty needs to be exuded within all segments of the research, including when it comes to explanation of the purpose of the study to participants of the research, documenting the findings of the study, and in the citation of

ideas that were not original to the researcher. Honesty and sincerity were incorporated into this study to ensure moral codes are upheld and to facilitate consistency in the actions and thoughts of the researcher. Accordingly, actions like data fabrication, misrepresentation, and lack of integrity would be avoided to ensure honesty in the research (Sekaran and Bougie, 2014).

3.29 Objectivity

While the research is qualitative, albeit subject to some form of quantitative data analysis, being qualitative indicates that there would be subjectivity in the study; this has been avoided by preventing bias through the research analysis and design process (Sekaran and Bougie, 2014).

3.30 Conducting the Investigation (Quantitative Study)

Participants completed questionnaires online regarding MDS. Before the commencement of the survey, participants were required to read and consent to the agreement regarding the study. Following this, participants completed questions regarding different issues, including personal/demographic information, understanding of MDS, and varied factors relating to MDS, including corruption, culture, organizational factors, and poverty. Participants were further thanked following completion of the survey, and a debriefing sheet was provided following completion.

When the non-response rate is high, it could result in misleading results as the samples only represent participants that complete the survey (Kelley et al., 2003). Zikmund et al. (2012) suggest that when there is a higher rate of response to surveys, there would be a reduced effect of errors and bias on the sample. One of the challenges in this study was getting a high response rate, and this could be because of the current global Health Pandemic, Covid-19, which affected all participants and the overall data collection process in one way or the other. Further to this, Blumberg et al. (2005) indicate that there is a low response when it comes to questionnaires, usually not more than 35%, when compared to response rates used in other qualitative research techniques like interviews and focus groups.

With more than 1295 mining companies based in Nigeria and a confidence level of 95% of the population size in addition to an allowance for a margin of error of 5%, the proposed sample size was identified as ideal for this study as 297 responses. Of the participants invited to

complete the questionnaire, 98 participants completed the survey. This response rate reflects various elements, such as the current global pandemic, which prevented access to the internet and is needed to complete online surveys.

3.31 Conclusion

This chapter explored the methodology this study adopts and why the design adopted in the study would help achieve the research's objective. The methodological justifications considered the literature review that the study implemented. The chapter also provides details on the design that this study adopts, as well as the procedures for sampling, data collection, and analysis methods, considering the research objectives. Justifications for the decisions to follow the selected approaches were also highlighted within this chapter.

The chapter commenced by providing insights relating to various strategies and methodologies which were followed in general and emphasized the importance of consideration of philosophical stances which govern the research process. Following this, the chapter explored a variety of philosophical paradigms, including epistemological and ontological stances of the research, illustrating the appropriateness of an interpretive ontology and a pragmatist epistemology in this study. The chapter notes that the study follows a mixed method approach.

The chapter then justified the tools/instruments which would be used in the study, indicating that the questionnaires used in the quantitative phase of the study would be used in informing the development of research questions for the qualitative segment of the study that would be implemented using interviews. Furthermore, the sampling techniques, participant recruitment, and data analysis procedures that would help facilitate the research's capability of achieving its key aims have been justified within this chapter. In the next chapter, the findings obtained from the study are presented.

3.32 Summary

Table 5 Research Methodology Summary

Research Philosophy	Pragmatism
Research Approach	Induction/deduction
Research Methods	Mixed Research Methods
Research Design	Sequential Methods
Research Instrument	Phase 1 – Online questionnaire distribution Phase 2 – semi-structured interviews Purposeful Snowballing sampling techniques
Research Analysis	Stage 1 – SPSS analysis of questionnaires Stage 2- Nvivo/Thematic Analysis
Ethical Considerations	Participants Consent. Use passwords to prevent unauthorized access to research data. Access forms to go through organizational gatekeepers. Use of mood repair tactics in ensuring that the interview does not have negative impacts on the participant’s post-interview.

Chapter 4 – Quantitative Findings

4.0 Introduction

This chapter aims to present the findings obtained because of the data collection process that the research implements by using questionnaires.

The chapter is organized in the following way: three main sections will be used in the presentation of the findings. The first segment would highlight the cross-tabulations and a descriptive analysis of data obtained from individuals in the mining sector, collected using questionnaires. Following this, a discussion finding is presented. In the previous chapter, the data collection methods and the methodology to be employed in this study were discussed. The discussion provided a deep insight into the methods the study employed, in addition to the justifications for selecting the approaches selected. Summarily, the research methodology chapter provides a foundation for the empirical segment of this study.

Reiterating the study's focus, the research investigates MDS in Nigeria's mining industry and the challenges associated with mitigating the continuity of MDS, the role of business organizations in mitigating the continuity of the issue, and its impact on the country. For the study's aims to be achieved, the study examined the perception of stakeholders within the mining sector in Nigeria, including retired and current employees in the country's mining sector.

This chapter presents the descriptive analysis and findings obtained from the sample of participants working in different locations in the country's mining sector. The next section describes the demographic characteristics of the participants and the scales used in the analysis process. Furthermore, the characteristics of the respondents, in addition to the quantitative findings, are presented in this section.

4.1 Participant's Demographics

When the participants' demographics are understood, it leads to a better understanding and appreciation of the research respondents. Further to this, it is essential that the participant's demographics are understood, as this allows for the exclusion of variables deemed superfluous relating to the factors that could impact the relationship between the antecedents and outcomes examined in a study. Boyle and Shields (2018) identify in their report on MDS and

women's economic empowerment that demographic characteristics, including gender, impact the perception of MDS, consequently understanding demographic information, including gender impacts on the perception of the understanding of the issue of MDS.

Within this section, the analysis will examine the relationship between independent and dependent variables in the study.

4.2 Personal Characteristics of the Respondents

In this section, the personal characteristics associated with the respondents are identified. The analysis of the personal characteristics of the respondents gives general insights relating to the mining sector. The characteristics analyzed include gender, employment status, and the years of experience associated with the participants.

4.2.1 Respondent’s Experience in the Mining Sector

With regards to the demographics of the participants, it is noted that 32.08% of the participants have worked in the mining industry for at least a year, while 15.09% of the participants have worked in the sector between 1 and 2 years. 18.87% of the participants have worked in Nigeria's mining sector for 3 and 4 years. Table 6, which follows, summarizes the rest of the demographics based on participants' work experience in the mining sector.

Table 6 Participants Demographics (Number of Years in the Mining sector)

Number of Years in Industry	% Of Participants
At least one year	32.08%
1 to 2 years	15.09%
3 to 4 years	18.87%
5 to 6 years	9.43%
7 to 8 years	3.77%
9 to 10 years	1.89%
10 to 11 years	1.89%
18 to 19 years	5.66%

4.2.2 Participants' Gender

Further to this, 72.41% of the participants are noted to be male, while 27.59% of the respondents are noted to be female. The customs could explain the gender distribution within the Nigerian society, which has a persistent notion that men have the basic responsibility for providing for the family financially, compared to women, where the traditions of society expect responsibility on the home front (Pyramic Research, 2009). Further to this, the mining sector is perceived as a male-dominated industry, explaining the distribution of the gender of the respondents.

4.2.3 Participant's Characteristics Based on State of Location

As identified in the methodology chapter, the Nigerian State is noted to comprise 36 different states and one capital territory, with various mining organizations dispersed around the country. Consequently, this study examined the demographic location of the respondents to the survey. From the responses, it is noted that most of the participants responded from Lagos State, which is then explained by the location being the country's commercial capital, with more mining organizations having their administrative and operational functions being conducted from the state. Furthermore, it can be suggested that as the most developed part of the country in terms of access to telecommunications facilities and internet services, the responses being significantly high from this region is expected. Other respondents originated from states where mining activities were prevalent, including Kaduna, Ondo, and Delta states, where different organizations undertake various mining operations.

As the study used a 5-point scale, the midpoint is 3. Consequently, the values as 0-2.5 would be designated as "low", 2.6-3.5 as "moderate", and 3.6-5 as "high" scale points. This is done to ease the interpretation of the scores along the measures used in the study.

Table 7 Descriptive Statistics: Global and subscale level attitude toward Modern Day Slavery (MDS)

Variable	N	Mean	Standard Deviation (SD)
Global MDS	50	3.60	.40
Corruption	50	3.52	.67
Culture	50	3.41	.51
Poverty	50	4.30	.54
Organizational factors	50	3.55	.41
Legislation	50	3.21	.71

The values in Table 7 indicate that as a whole group, the participants' responses were moderate across all measures except those examining their view that poverty is a key factor in the continuance of MDS in the mining industry in Nigeria. When considered within the "global" construct (all subscales combined, the participants indicated a moderate response. The standard deviations are noted to be all small, indicating little variance in responses across all measures.

4.3 Exploratory Analysis

Correlations were conducted to explore whether the variables were significantly related to one another and whether poverty is significantly related to the other variables.

Table 8 Correlations between all subscales:

Variable	1	2	3	4	5	6
1 Year in Industry	--					
2 Corruption	-.128	--				
3 Culture	.127	.524**	--			
4 Poverty	-.116	.551**	.595**	--		
5 Organisational factors	-2.39	.401**	.239	.581**	--	
6 Legislation	-.203	.441**	.120	.595**	.458**	--

Note: ** $p < .001$

From table 8, it is indicated that there is no relation between years in the industry and any measure of factor influencing the continuance of MDS in the mining industry. The findings indicate a significant relationship between the different subscales of the MDS measure: - participants who held the organizational structure as culpable for the continuance of MDS within the mining industry in Nigeria were also significantly likely to report that corruption, legislation, and poverty were also highly culpable for the continuance of MDS within the mining industry in Nigeria.

However, there was no relation to culture also being a factor in this participant group. Participants who viewed corruption as culpable for the continuance of MDS within the mining industry in Nigeria were also significantly likely to report that legislation, poverty (and as previously identified organizational structure), and unlike the previous group that culture is also culpable/plays a vital role in the continuance of MDS in the mining industry in Nigeria.

Participants who felt that poverty is culpable/a key factor in the continuance of MDS within the mining industry in Nigeria were also significantly likely to report that culture (and as identified in the two previous summaries, both organizational structure, and corruption) is contributing to the continuance of MDS in the mining industry in Nigeria. However, no relation emerged toward legislation being a factor when viewed by those in this participant group.

Participants who reported that they held legislation to be culpable for the continuance of MDS within the mining industry in Nigeria, as identified previously, were also significantly likely to help both organizational structure and corruption as culpable but did not hold either poverty or culture as playing a role.

Participants who reported that culture is culpable for the continuance of MDS within the mining industry in Nigeria were, as previously identified, significantly likely to report that both corruption and poverty were also responsible factors. However, neither legislation nor organizational structure was reported as having a role to play.

Overall, these results indicate that when considered at an individual subscale level, each interacts with at least one other factor. This merits further exploration in future research projects to identify whether this was a simple cohort effect or whether there are any substantive relations/differences between those structural factors (organizational structure, legislation, and corruption) and those more persona-level factors (culture, poverty).

4.4 Univariate Analysis

An ANOVA analysis examining that the longer someone has been working in an industry, the more they hold the industry culpable for the continuance of MDS was conducted. Global MDS was the Dependent variable, and total years in the industry was the Independent Variable.

($F_{8,50} = .87$ $R^2 = .14$ $P = .55$ $N = 50$)

Table 9 Univariate Analysis - Examining Length in Industry and Capability for MDS continuity.

Year Group	N	Mean	Standard Deviation
1-4 years	37	3.57	.37
5-9 years	4	3.86	.24
10+ years	9	3.49	.388
Total	50	3.57	.371

Overall, there is no significant difference in how much participants hold the industry culpable for the continuance of MDS based on how long they had been working in the industry $F(2,50) = 1.47$, $R^2 = .06$, $p = .24$.

From table 9, it is illustrated that when comparisons are made between the lengths of time participants have worked in the industry and their reporting that the industry (as a whole) is culpable for the continuance of MDS, no significant effects emerged.

4.5 MANOVA Analysis

As indicated at the beginning of the analysis, it was identified that overall, as a group, the participants reported high scores on the impact of poverty on the continuance of MDS in the mining industry in Nigeria. Consequently, a MANOVA analysis was done to examine the significance of the difference between each subscale of the MDS measure. Again, years in the industry were the Independent Variable, and the Dependent Variables were each subscale (corruption, legislation, poverty, culture, and organizational structure)

$F(2,50) = 1.47$, $R^2 = .06$, $p = .24$.

Table 10 MANOVA Analysis examining the significance of the difference between each subscale of the MDS measure.

Year Group	N	Mean	Standard Deviation
1-4 years	37	3.57	.37
5-9 years	4	3.86	.24
10+ years	9	3.49	.388
Total	50	3.57	.371

Overall, there is no significant difference in how much participants hold the industry culpable for the continuance of MDS based on how long they had been working in the industry.

Table 11 BootStrap for pairwise Comparisons

Year Group	Year Groups	Mean	Standard Deviation	CI bound	Lower	CI bound	Upper
1-4 years	5-9 years	3.57	.37	-6.84			.095
	10+ years						-1.97
5-9 years	1-4 years	3.86	.24	-0.95			.684
	10+ years						-0.72
10+ years	1-4 years	3.49	.388	-3.52			.197
	5- 9 years						-8.16

Based on 985 samples

Table 11 illustrates that when comparisons are made between the lengths of time participants have worked in the industry and their reporting that the industry (as a whole) is culpable for the continuance of MDS, no significant effects emerged.

The bootstrapped pairwise comparisons do show the significance of the difference in reporting of culpability between the lengths of time that a participant has been in the industry. If you look, you will see that this is between those who have been in the industry 5-9 years and both

1-4 and 10+ years, but no significance emerged when the last time (1-4y) is compared to the longest time (10+y). As this is based on the Bootstrapped sampling ($n = 985$), which was used to circumvent issues of normal distribution in your small sample, it does evidence that with a much larger sample, a significant effect would emerge.

4.6 Multivariate Tests

The Multivariate Tests identify the actual result of the MANOVA.

There was no statistically significant difference in reports of Nigeria's mining industry's culpability for the continuance of MDS based on the length of time that participants had worked in the industry, $F(10, 86) = 1.18, p = .32$; Wilk's $\Lambda = 0.77$, partial $\eta^2 = .12$.

As the sig value ($p > .05$), ratings of culpability for continuity of MDS are not significant. Therefore, it can be concluded that the ratings of the industry's culpability for the continuance of MDS are not dependent on the number of years that participants have worked in the industry ($p = .32$)

4.7 Discussion- Quantitative Findings

The purpose of this section is to discuss the quantitative results obtained because of this study. It will be recalled that the research aims at exploring MDS within the Nigerian mining sector and the factors which impact MDS continuity within the Nigerian mining sector.

Questions were posed to participants about their attitude towards MDS practices in the mining sector, the factors which impact MDS occurrence, and the role of organizations in taking actions to mitigate the continued occurrence of the issue. The results illustrated that, on average, participants currently working in the mining sector have a moderate attitude towards MDS as a continuing issue in Nigeria. After examining the different variables considered by the research at the sub-scale level, it was identified that poverty is the only significant factor affecting MDS continuity. At the same time, other measures indicate a moderate attitude presented by the participants towards MDS in Nigeria.

Results illustrated that, on average, participants working in the mining sector have a moderate attitude toward MDS as a continuing issue in Nigeria. When examined at a subscale level, only attitude driven by the view that poverty is a crucial contributor to the continuance of MDS was significant. From the findings, all participants score midpoint across all measures, which indicates a moderate attitude of the sample towards MDS activities in Nigeria's mining sector.

This could be because the respondents currently work in the mining sector, and based on social science research, social desirability bias could influence responses received in a study. Social desirability bias could be described as a form of response bias that enables survey respondents to provide a response to the questions asked in a way perceived to be favorable to others; it could take the form of under-reporting of lousy behavior or over-reporting of good behaviors. For this study, it can be argued that response to the questions could have been impacted by fear. This could include fear of cabals, criminal syndicates, loss of jobs, and organized criminal groups, which the participants may believe could impact them if found out, although participants were assured of the security of the information provided.

Hodkinson et al (2020) in their study on MDS as an agenda, indicate that MDS's continuity is a political issue driven by the failure of governmental stakeholders to provide fundamental requisites, such as the rule of law and human rights, including security. The lack of government intervention could result in heightened fears of the victims and decreased visibility of evidence of MDS. Hodkinson et al. (2020) suggests that in the UK, there are guidelines such as language-specific information to support whistleblowing on MDS and also support victims of MDS, and these were instituted as guidelines in alignment with the UK's MDS Act. The lack of similar protective guidelines to facilitate whistleblowing and other forms of support in the Nigerian legislation could thus be argued as an influential factor regarding the social desirability issues that influenced the responses received in the study. In agreement, Bloch et al. (2014) indicate that within organizational settings, a heightened sense of insecurity to resist and call for collective actions is facilitated by the system's failure to ensure the protection of victims of MDS. Further insights discussing the various factors examined in the study are identified in the following sections.

4.8 Poverty and MDS

Poverty is noted to be linked with equity and human rights, as the concept is noted to have led to increased discrimination and social marginalization as impacts on its victims. Poverty also leads to disparity in standards with which individuals are treated, and as such, poverty impacts equity of opportunity, including justice and living standards with which people are living.

Kaye (2007) identifies that poverty thrives in countries where there is a disruption in law and order, which increases the vulnerability of individuals living within such an environment. Citing examples, Kaye (2007) notes that using a sample of 1000 villages in India, over two million

bonded laborers in India, who were victims of MDS became bonded due to poverty; 81% of the laborers obtained a loan due to lack of finance to facilitate their daily needs being met.

Putting into consideration, the characteristics of the economy in Nigeria and the extreme level of poverty being suffered by the high population of the country, the level of poverty in the mining industry/operating environment in Nigeria could be argued to increase the vulnerability of an individual level which drives the continuity of MDS. Furthermore, Nigeria's mining environment is characterized by several small-scale mining organizations, several of which operate on mining sites located in rural and the most under-developed parts of the country. As a result of the absence of large-scale organizations in the sector, it is difficult for organizations to make long-term commitments in terms of creating long-term opportunities which help bring people out of poverty and reduce their vulnerability to being exploited.

Baba et al. (2016) note that in Nigeria, unemployment is a key factor that contributes to poverty and that there is inequality in terms of distribution of income in Nigeria, which has propelled the increase in dimensions relating to poverty in the country. Additionally, the inequality in income between members of society living in urban and rural areas is high, making individuals living in rural areas more vulnerable to poverty.

Kaye (2007) suggests that an important way through which MDS could be ended is through its prevention and further identifies that slavery and poverty incorporate the exclusion of individuals from social and economic justice. Putting into cognizance the findings from this study, it can be implied that when the issue of poverty is addressed through the provision of opportunities, people in Nigeria's mining sector become less vulnerable to MDS practices, as addressing the issue of poverty is a crucial step to slowing the supply of victims of MDS within the industry.

4.9 Social Desirability Bias and MDS

Although accuracy in estimations relating to the scale of understanding the scope of MDS is critical to mitigating its continuity, determining the accuracy is inherently challenging. This is because in discussing issues such as MDS using quantitative methods, social desirability bias, where respondents consciously or unconsciously present a desire to respond in a socially desirable way, becomes a significant challenge. In this study, respondents have posed questions relating to their knowledge of MDS practices within their current industries, which

is considered an illegal activity and culturally frowned upon to discuss. The quantitative study inquires on MDS practices within the mining sector in Nigeria and factors which facilitate such acts; concepts presumed as inappropriate things to publicly discuss due to fears of violent repercussions, including adverse outcomes such as loss of jobs.

From the responses obtained from the quantitative outcomes, poverty is the only significant variable, and the social desirability concept could explain this. Social desirability impacts the responses obtained from research participants and is a concept that describes the art of individuals seeking to represent themselves positively (Leary et al., 2015).

Leary et al. (2015) argue that social desirability bias could result from the nature of the data collection procedures or settings adopted in a study. Further to this, the degree to which the respondent seeks to present themselves in a favorable light and the nature of the topic being investigated in terms of being a socially accepted topic of discourse impacts the kind of response that a participant may present in an investigation (Leary et al., 2015).

Social desirability is also often perceived as incorporating two key factors: impression management and self-deception. With regards to self-deception, this describes the tendency to give a positive impression of oneself as a result of factors such as anxiety, and self-esteem, among other motivations, while impression management is used in describing the preference of an individual in positively presenting oneself, manifested through deliberately providing biased answers to questions posed.

In a report by the Corporate Justice Coalition (2017) on MDS reporting, it is identified that challenges in MDS research include obtaining data on sensitive issues, including practices of MDS are not discussed and identified as a result of fears associated with risk mitigation relating to the issue. For example, because people believe that discussing issues of MDS, mainly when they work in organizations where the practices are followed, could lead to negative outcomes for them, such as losing their jobs or violent repercussions to their families, they may decide against presenting information in a way which is fully true.

Considering the nature of this study is on MDS and specific cultural characteristics such as the high-power distance of the Nigerian culture (Hofstede Centre, 2021), this may have impacted the responses presented by the participants in terms of being brutally honest in their responses, and this may have impacted on the moderate outcomes for all other variables

except poverty. Furthermore, the unemployment rate in Nigeria is noted to be 9.01% which is at its highest in its years. This is despite the fact that the supply of labor is growing, and there is decreased demand for labor. Having the knowledge that they work in a country where unemployment is high and where it is believed that getting a different job may be difficult, participants may have decided against providing information that they believe may impact their organization or may put them at risk for unemployment. Even though the participants were reassured of anonymity in responses and informed that the responses were for purely academic purposes, this may have impacted the outcomes relating to the inaccurate representation of reality relating to MDS practices in the mining sector.

4.10 Limitations

There are limitations to the current research, which have to do with the small sample. Discussing MDS with individuals is challenging because the issue is hidden, and the perception from the general population that openly discussing the issue could lead to criminal syndicates or groups targeting a participant. The global pandemic made it difficult to recruit participants. Consequently, it would be recommended that the same investigation be performed with larger samples for future studies. It is predicted that rather than a change to the results obtained, and the results would be strengthened.

4.11 Conclusion

The study examined factors influencing MDS and its continuity in Nigeria's mining sector, including corruption, culture, poverty, organizational factors, and legislation.

The findings from the study show that across all measures and constructs examined, and a moderate response was indicated by participants except in the case of the examination of poverty in relation to MDS continuity. Poverty was identified as the only significant factor which influences MDS continuity. This means that poverty is perceived as the only significant factor influencing MDS's continuity in Nigeria's mining industry. Looking at the research questions generated, the generalized insights provided by identifying the factor perceived to be most important in influencing MDS continuity. Furthermore, it confirmed the themes which emerged from the literature that identifies that all the factors examined had some form of impact on the continuity of MDS (Okeshola, 2014; Flaherty et al., 2014; Subramanian and Salai-Martin, 2003)

Additionally, the findings show that participants who saw organizational factors as a factor that influenced MDS continuity were also most likely to indicate that corruption, legislation, and poverty were culpable for MDS continuing in Nigeria's mining sector. In this participant group, however, it was identified that culture was not perceived as a significant factor that impacts MDS and its continuity in the Nigerian mining industry.

Furthermore, it was found that in the participant groups that perceived corruption as culpable for MDS' continuity, legislation, culture, organizational factors, and poverty were also identified to be significant factors that influence the continuity of MDS. The literature from which the questions emerged also identifies that corruption influences effective legislation and practical organizational approaches to mitigating MDS continuity. Also, the review of the literature identified that corruption influences MDS continuity by impacting the vulnerability of victims, which explains the impact of corruption on MDS and its continuity (Otunsanya, 2012; Bussel, 2015; Ikubaje, 2006). Corruption is also noted to be part of the endemic system, explaining the group's response about why culture influences MDS and its continuity.

It was also identified that within participant groups where poverty was identified as a culpable factor that influences MDS and its continuity in Nigeria's mining sector, there was a higher likeliness that culture, corruption, and organizational factors were perceived by the responses obtained as significant factors which influence MDS and its continuity. The study also identified that for participants groups where legislation was identified as culpable for MDS and its continuity, corruption and organizational factors were also perceived as significant factors influencing MDS and its continuity. The findings, although generalized, aligned with the reviewed literature, which identifies that poverty reduces the vulnerability of victims and reduces the transparency of organizational processes by virtue of poverty being higher and more localized in rural regions where the crimes of MDS are hidden by the organization (Okeshola and Adenugba, 2018).

Furthermore, the patterns identified by the themes explored, i.e., legislation being an essential factor, were noted to impact the organizational approach to mitigating MDS. Furthermore, as identified by the study, Nigeria suffers from extreme poverty levels, which impacts MDS continuity by influencing the vulnerability of victims and organizations in their quest to use legislation as a means to pursue justice. The findings also identified that participants who reported culture as culpable for the continuity of MDS were also likely to report that corruption

and poverty were significant factors that influence MDS and its continuity. Through an ANOVA analysis, it was identified that the industry was more culpable for MDS's continuity.

As the findings only gave generalized insights into MDS and factors which influenced MDS, it became essential to probe these findings further in order to achieve the research aims, which relates to understanding the "hows" and "whys" of the extent to which these factors influenced MDS and its continuity. This prompted the need for a second study where these factors were further explored. In the second study, to explore these factors further, semi-structured interviews were conducted to explore the themes drawn from this study in greater detail. The chapter which follows provides more insights into what was found.

Chapter 5 - Qualitative Findings

5.0 Introduction

This chapter aims to present the findings from the second study, which were obtained based on the data collection process implemented by using interviews.

The chapter is organized in the following way: the interview process is explained, following which the participant's demographics are described. Afterward, the thematic analysis process, which was used in the examination of the experiences of the participants relating to MDS in the mining sector, is done. Following this, a critical discussion examining the implications of the findings is provided.

5.1 Findings Presentation

A qualitative approach was followed to obtain detailed insights relating to the contexts of MDS in Nigeria, including scenarios based on the experiences of the participants. Ten semi-structured interviews were conducted with retired miners from different parts of the country. The selection of the retired miners was because of the difficulty in interviewing current employees in line with an ethical recommendation by the University and research principles. Furthermore, it was the belief of the researcher that interviewing current employees of the Nigerian mining sector would result in biased findings, which could impact the quality of the research outcomes.

Participants were contacted via email, informing them of the research aims and the means through which their data would be used; they were also informed about their rights to participation and withdrawal from the investigation.

Interviews were conducted via WhatsApp video calls and Microsoft Zoom software applications, in line with the COVID-19 recommendations and health and safety guidelines resulting from the Global Health Pandemic. Interviews were recorded using a digital recording device and saved to a computer accessible by passwords known only to the researcher. Transcription of the interviews was done as the researcher progressed, and interview records were subsequently deleted from the digital recording devices in line with ethical principles and guidelines.

Furthermore, the participant's charisma and responses were noted in terms of communication, despite the use of online techniques for conducting the research. For instance, the chronemic communication pattern of responses which describes the pacing and timing of the response of the conversations, was noted, alongside the paralinguistic communication, which describes the variations relating to pitch, volume, and quality associated with voice/sound. Also, *Kinesic* communication which describes the non-verbal forms of communication such as gestures, postures, gazes, and facial expressions, was noted and interpreted during the interview process.

5.2 Interview Process

The interview process commenced after the participants agreed to the research investigation by endorsing the informed consent forms with their signatures.

Prior to the interview commencing, the researcher reiterated the aims of the study to the participants. However, they were presented with the participant information sheet and consent forms which were delivered via email and responded to by the participants in advance of the interview. Participants then verbally re-confirmed their consent at the commencement of the interview. Further to this, the participants were reminded of the confidentiality of the study and that the information obtained from the study would only be adopted for academic purposes.

5.3 Participant's Demographic

The participants were ten retired individuals that had worked in Nigeria's mining sector. Invitations were sent to potential participants that had worked in the Nigerian mining sector, and the criteria were that these participants had a minimum of 5 years of experience in the sector. The recruited participants comprised individuals that had worked in the mining industry in Nigeria between 12 and 21 years. The selection of these participants was based on the researcher's belief that due to their long-standing experience and retirement from the sector, they would be able to provide insights without fear of losing their jobs in their organizations. Nine of the participants were male, while one was female. This is due to the mining sector being dominated by the male gender in Nigeria.

The participant's description and summary of their duties are identified in table 12, which follows:

Table 12 Participants Description

Participant Code	Number of Years Worked	Work Experience	Gender
P001	18 years	Supply Coordinator	M
P002	12 Years	Field Supervisor/Coordinator	M
P003	18 years	Field Resources Quality Check	M
P004	16 Years	Field Engineer	M
P005	12 Years	Mines Coordinator	M
P006	18 years	Mining Engineer	M
P007	14 Years	HSE Engineer	M
P008	21 Years	Mine Manager	M
P009	15 Years	Senior Site Engineer	M
P0010	17 Years	Senior HSE Officer	F

5.4 Thematic Analysis

Prior to the analysis of the data, the thematic design was applied in the development of the research questions. Deductive thematic analysis is followed in this research. The deductive thematic approach describes the process through which data analysis is implemented with some pre-conceived themes based on existing literature or theory (Saunders et al., 2016). Initial themes were developed based on the literature reviewed, and the results obtained quantitative study. Through the quantitative study, factors that influenced the continuity of MDS in the mining sector were explored. The factors investigated included organizational factors, Corruption, poverty, legislation, and culture. The quantitative study findings identified poverty as the only significant factor that influenced the continuity of MDS. Due to the limitations of the quantitative study relating to poor response, which resulted from a myriad of factors, including COVID-19 impacts, the study further explored these factors to provide deeper insights into how these factors influenced MDS continuity. This provided the basis for

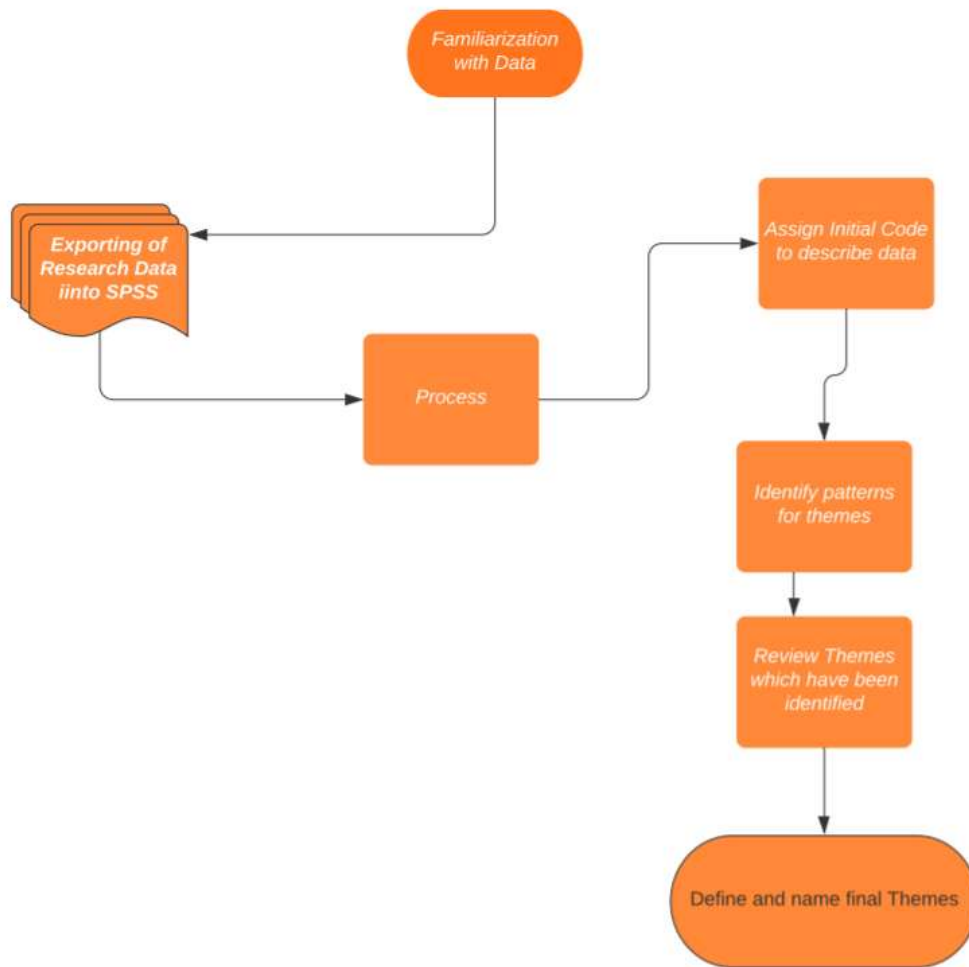
the development of questions posed to the participants in the qualitative study. Following the interviews, coding was used to derive new themes based on the responses and pre-defined themes.

The initial themes developed following coding are noted to be as follows:

- Defining MDS
- Culture and MDS
- Legislation and MDS, Corruption and MDS
- Organizational Role in Preventing MDS
- Poverty and MDS

Further coding analysis was implemented using NVivo software, and new codes were developed from the data obtained from the respondents based on this analysis. In implementing coding in this study, the researcher undertook queries that explored the co-occurrence of themes in addition to using Nvivo tools such as word frequency analysis and text query search query to explore the languages and terms used by the participants. Following this, the queries' details and the themes' mapping were done to identify different categories/codes, which were finally reviewed. Figure 11, which follows, is a flow chart that illustrates the procedures in the coding analysis which was applied to this study.

Figure 11 Flow chart for Deductive Thematic Analysis process



The final codes developed are noted to be as follows:

- Illiteracy and MDS
- Regulation and MDS
- Salaries and MDS
- Social responsibility and MDS
- Colonial history and MDS

The themes were further analyzed to identify those that were common and those that were distinct.

Table 13 Themes based on literature and Emergent Themes

Themes based on literature	Emerged Theme (Based on data obtained from respondents)
Defining MDS	Colonial history and MDS
Organizational Role in Preventing MDS	Corporate Social responsibility and MDS
Legislation and MDS	Regulation and MDS
Poverty and MDS	Illiteracy and MDS
Industry Experience and MDS	Salaries and MDS

5.5 Defining MDS in Nigeria’s Mining Sector

The study aimed to understand MDS in Nigeria’s mining sector. To do this, questions were posed to participants to gain an understanding of conceptualizing MDS in Nigeria’s mining sector. Phung and Crane (2006, pp6) suggest that within the mining sector, victims of MDS comprise individuals within their primes, including young men and women. In a report, the International Council on Mining and Metals (2016 pp9) also identifies that organizations are unwitting participants that enable MDS, particularly within the mining sector.

Further to this, in a report examining MDS within the context of human trafficking in Nigeria, the UK Government’s Home Office (2019, pp15) described the extent of MDS in Nigeria and in mining by highlighting the following:

“As reported over the past five years, Nigeria is a source, transit, and destination country for women and children subjected to forced labor and sex trafficking, and a source country for men subjected to forced labor. Nigerian trafficking victims are recruited from rural areas—especially the country’s southern regions—and, to a lesser extent, urban areas. Women and girls are victims of domestic servitude and sex trafficking, and boys are victims of forced and bonded labor in street vending, domestic service, mining, stone quarrying, agriculture, textile manufacturing, and begging”.

Consequently, this study further examined the definitions and descriptions of MDS within the country's mining sector from the eye of individuals experienced in the sector. Participants

agreed that MDS activities were occurring in the mining sector. In reflecting on their experiences, participants noted that MDS was triggered because of victims' inability to cater to their basic social needs as humans and lack of opportunities to change their socio-economic situation. Furthermore, participants described the nature of the mining sector as comprising low waged-artisanal miners with little or no education and opportunities. The lack of socio-economic opportunities that affect the continuity of MDS in the mining sector could be because the mining sites and regions of the country are in rural areas, where there are few or no opportunities available to the local population.

P001, who worked as a supply coordinator and functioned as a Supply coordinator liaising with artisanal miners contracted as third-party miners working with their organization, describes the nature of MDS in Nigeria's mining sector as follows when questioned about their understanding of the concept. The participant notes that the issue of unemployment in the country and the lack of opportunities that makes it difficult for people to earn a living push people into being victims of MDS. The victims are suggested to undertake jobs that they know provide them fewer opportunities to earn a living and survive.

P001:

"...In my opinion, there is MDS, and this depends on individual understanding of the meaning of the concept... .. because people will really do anything for a living due to the conditions of unemployment in the country..."

Based on the description provided, it is indicated that some of the victims of MDS do not even perceive themselves as victims due to the bare minimum living opportunities the conditions of MDS could present, which means that victims themselves could live in a situation of self-denial of MDS and this was identified to be prompted by socio-economic challenges associated with the living conditions in the country/industry where the investigation is performed.

P002, who worked as a Field Supervisor for 12 years, gave a slightly distinct perspective of MDS using the basis of work experience where their function involved coordinating artisanal miners in terms of negotiating the cost of labor for his firm. P002 worked with an organization that recruited miners as third-party employees. Reflecting on the participant's suggestion, it is also noted that organizations within the mining sector in Nigeria avoid direct recruitment of employees but rather go through the employment of third-party agencies. The reason for doing this is to avoid accountability issues relating to legislative compliance and work conditions being provided to workers in the mining sector.

"... in our operations, we do not get directly involved with the artisanal miners as we hire third-party companies to deal with this... So, we tend to turn a blind eye...on the mines. You can see children who should not be present there, working in conditions which are not ideal for their age..."

The suggestion from the participant indicates their knowledge of the occurrence of MDS and related activities but suggests the use of loopholes by organizations in acknowledging its presence and continuity. The participant also described elements of MDS victims as being socio-economically challenged, which indicates the weak socio-economic structure as a key issue that identifies with MDS victims in Nigeria's mining sector. These weak socio-economic structures impact victims' capacity to overcome vulnerabilities, making them succumb to challenges that make them partake in MDS's activities.

P009 merely acknowledged the occurrence of MDS in Nigeria's mining sector. P009, who has worked in the mining sector for 15 years as a Site Engineer working on equipment and other heavy machinery on sites, emphasized the organization's characteristics that tend not to practice or avoid MDS activities in Nigeria's mining sector.

The following excerpt provides more details from P009:

"...Thankfully, I work with one of the biggest multinationals and can say that within our mining department, there are no issues with MDS. I have heard about its presence from other miners and mine sites in the news, but I did not experience it with the organization I worked with..."

From the suggestions provided, it is indicated that MDS activities were more evident in smaller firms than in larger corporations. A possible explanation for that is that the characteristics of MDS activities in the country's mining sector are such that they are hidden or conspicuously implemented and located in rural areas, and smaller firms can avoid being detected as breaking the rules, unlike larger multinationals that are more. Another possible explanation for these results is that the mining sites are usually located in rural areas with poor information flow, law enforcement presence, and lack of presence of enforcement agencies, making monitoring of practices by organizations challenging to implement. Moreso, other participants agreed that regulatory agencies and their practices impact the continuity of MDS in the sector. The implication of this is that lack of adequate regulatory powers and the nature of the sector being in areas where enforcement is not practical impacts the organization's decision to follow legislation relating to MDS. This no doubt further creates issues relating to victims' ability to escape the cycle of MDS, as the findings support the conceptual premise that socio-economic issues experienced by victims of MDS lead to people working in conditions with limited rights. This influences the continuity of MDS activities in Nigeria's mining sector by keeping victims in a constant state of succumbing to injustices associated with MDS practice.

Furthermore, it is reported that organizations avoid responsibility through agreements with local artisanal miners in the recruitment and employment of workers in the mines, and these workers could be working in conditions of slavery. Furthermore, it is indicated that the nature of the organization could influence its actions toward slavery, with larger organizations at less risk for alignment with MDS activities. Based on these suggestions, this thesis argues that

conceptualizing MDS in Nigeria is influenced by various factors, including socio-economic issues and a lack of organizational responsibility in taking plausible actions to mitigate the issue. Also, the issue of MDS is argued to be pervasive in mining firms without international liability, mainly local firms, and this is due to the organization's knowledge of navigating through local legislation and law enforcement, which is weak in the country.

Additionally, the perception of the victims of MDS could be argued to influence the notion of the continuity of the problem, as indications from the participants imply that while poverty is an underlying issue, many of those working under conditions of slavery do so as they lack other opportunities and as such are taken advantage of due to a failing system. Moreover, the weak legislative and regulatory powers such as law enforcement are identified as weak and riddled with corrupt practices, like bribery, and because of this, MDS is noted to continue unchecked within the Nigerian mining sector.

5.6 Culture and MDS in Nigeria's Mining Sector.

Okyere (2014), in a study investigating the relationship between culture and slavery, identifies that certain cultural attitudes are tied to MDS, including the legacies and practices and norms as followed by groups, individuals, or tribes. This study posed questions to participants on their perceptions about culture and its relationship with the continuity of MDS in Nigeria's mining sector. The findings indicate that culture is an underlying factor influencing slavery but does not directly align culture as a core factor that allows MDS continuity in Nigeria's mining sector. Expanding on this, the findings indicate that culturally, forms of slavery such as domestic servitude are pervasive, and this is due to economic survival needs. Expanding further, the following is noted:

P001, a supply coordinator for 18 years in the Nigerian mining sector, suggests a strong power culture in Nigeria where people from a higher social echelon treat those from lower status in society badly. The social disparity and high-power culture are reflective of the nature of society where there is a lack of opportunity for a majority of the citizens, and a few people in power are regarded with high respect, based on perceptions that respecting them may provide some form of advantage or opportunities.

"We have this strong power culture where those in power treat people lower than them poorly. There is this culture of a hierarchy of people being in charge and others being in servitude. Compared to pre-colonial times, it is now a culture of indigenous people being forced into servitude of other indigenous people, and this is because the gap between the haves and have-nots has widened... so yes, the culture is a factor which allows or facilitates MDS continuity".

From the suggestions, it can be argued that in terms of national culture, Nigeria is high-power distanced in traditional social practice, and individuals who are within the demographic definition of the wealthy are culturally expected to be served. Thus, socio-cultural practice is noted to be reflective in all aspects of society but does not relate only to MDS in the mining sector. The social stratification of society, resulting in a lack of opportunities, is noted to be so ingrained that people can be relied upon to "know their place", which is reflective as one of the reasons why victims of MDS continue in the cycle.

Participant P001 gives an insight into how power distance could be an enabler for MDS practices and its continuity in the mining sector when questioned on their perception of the impact of culture on MDS' continuity.

"Yes... I think over the years, people have become used to being treated poorly, especially laborers in the mines, due to their poverty... and because of this, their victimized state of mind prevents them from being able to speak out and demand their rights... also culturally, victims of MDS do not speak out as society frowns on them..."

The implication of this is that the culture of the people, which is highly power distanced, is driven by a lack of socio-economic opportunities for the majority, and because this has been engrained over generations, the victimized state of mind and societal stratification influences the choices and cause fear of victims in speaking out against MDS. The participants agreed and particularly highlighted the country's socio-economic situation as a core issue that facilitates the continuity of MDS, indicating that the country's socio-economic situation influences socio-cultural practices, which impacts MDS's continuity within the mining sector in Nigeria. P003 gave a general perspective of how socio-economic challenges affect society, identifying domestic servitude, another form of MDS, where children from poorer backgrounds are sent by their families in exchange for money and an opportunity at education to live with more affluent families, recurs in society. The participant suggested that this social practice of having the poor serve the rich for little or nothing is reflected in practice within the mining sector because of a lack of socio-economic opportunities.

"... although this culture of having people from poorer backgrounds coming to live with the rich is necessary sometimes for the poor to break out of the cycle of poverty... With regards to the mining sector, I can say culture significantly impacts on continuity of slavery due to this reason of social disadvantage."

The implication is that socio-economic challenges affect national culture and socio-cultural norms and practices, which influences the continuity of MDS activities and practices in the country. Expanding on the findings, in alignment with the researcher's expectation based on the literature review, some participants highlighted the role of power distance as a cultural dimension in influencing cultural elements of MDS. From the analysis of the participant's responses, it is evident that the subservient characteristics of the Nigerian national culture where those in authority and economically up the hierarchy could oppress other members of society, create an enabling environment for practices of MDS. This could be resultant of various

factors, including a poor legislative system where prosecution is delayed, and victims of crime take many years to get justice and Corruption within law enforcement which prevents prosecution of crimes of MDS. This supports claims made in studies on MDS in Nigeria by Okeshola and Adenuga (2018, pp42), which suggests

"Porous borders, corrupt Government officials, the involvement of international organized criminal groups or networks, and limited capacity of our commitment by immigration and law enforcement officers to control borders are contributory factors to human trafficking in Nigeria.... Lack of Adequate Legislation and Political Will Lack of adequate legislation and political will and commitment to enforce existing legislation or mandates are other factors that facilitate trafficking in persons...."

From this, it can be deduced that culture is an important factor that influences MDS in Nigeria.

5.7 Legislation and MDS Practice

The study also identified legislation or the legal system as a factor that impacts MDS in Nigeria. All the participants though recognizing the nature of the country's laws in frowning on the issue of MDS, noted that there is a weakness of the legislative system in enforcing laws or prescribing punishment that would prevent others from getting involved in the crime of MDS. Further to this, participants acknowledged the presence of Corruption within the legislative system as well as issues such as delays in the legal process, which facilitates an enabling environment for activities of MDS. This is because these delays in the legislative process frustrate the justice system and do not serve as a deterrent to future offenders of the crime. It is interesting to note that most of the participants agreed that the punishment meted out by the legislative system is weak and does not discourage activities of MDS in the mining sector.

P005, who had worked in the mining sector for 12 years as a site, suggested that because legislative powers in Nigeria are poor, this impacts the ability of the laws to be compelling and plausible. Expanding further, the following excerpts from P005 are noted:

"...I believe our legislative arm is very poor. For cases that are not even that of MDS, like murder cases where there is clear evidence, there are delays in prosecution, etc., which may hinder the effectiveness of the legislation, and this is even worse in MDS where the evidence is not even clear...."

This is because, in ideal scenarios where there is adequate legislation and effective working of the justice system, there would be an increased ability of the legislative system to prevent the occurrence of the crime, allowing for the development of regulatory policies for sectors where activities of MDS are most prevalent. The delays in the legislative system can be suggested to influence MDS continuity in the mining sector due to the perception that there is no legislative accountability and the rarity of sentences meted out to criminals perpetrating acts of MDS. Further, while the legislation is essential in the fight against MDS as it allows for the development of enforcement powers that help enforcement agencies in the fight against Corruption, legislative enforcement agents are noted to be weak in their enforcement duties. Organizations are identified as flouting legislation due to weakness in the laws.

Giving examples, P001, a supply coordinator for 18 years within the mining sector, identified some suppositions, indicating that several loopholes in the legislative system make the legislative system ineffective and practices of MDS continue.

"...Nigeria is unique because we are a nation of laws, but very few people abide by those laws. I mean for the mining sector, for example, the foreign mining organizations may even be more prone to abide by legislation when compared to local mining organizations or licensees, and this is because the local agencies understand how to work the loopholes in the system. They understand how the bribe works... and how to deceive the necessary authority..."

The findings indicate a lack of adequate and effective legislation in Nigeria's legal system enforcing legislation regarding MDS. At the same time, there have been efforts to create new regulations, which are specifically designed to address MDS, with the introduction of the enforcement agencies such as the National Agency for Prohibition of Trafficking in Persons (NAPTIP) and amendments in laws such as the 2003 Trafficking in Persons Law Enforcement and Administration Act. The act was amended in 2005 to increase offenders' penalties. Further, the findings indicate that the penalties associated with MDS offenses are a *slap on the wrist*

and are not stringent enough; these include low fines/penalties associated with offenders and short prison terms/delayed judicial procedures.

P004, a field engineer who worked as a mining Engineer for the mining sector, further provided details of the nature of legislative workings, which highlighted incidents of Corruption, features of bribes, slow prosecution process, and lack of confidence in legislation as issues that are present in the country's legislation and impacts on continuity of MDS activities.

"...The system is very corrupt, including the judiciary... I mentioned earlier that we like laws in this country, and laws are usually in favor of some stakeholders that are benefiting from the failure in the mining sector. The courts are slow in prosecuting people, and sometimes the victims refuse to prosecute due to fear... it's a tiring process... The legislative procedures need a total revamp, and it's a joke... there is absolutely no confidence in the ability of our legislative arm in effectively combating slavery without changes to the whole system itself..."

The findings indicate a weak legislative system, including procedures of delayed prosecution of criminal offenders, poor enforcement of legislation, and weak penalties as factors that influence MDS occurrence and its continuity in the country. Additionally, the victim's internalized fear of pursuing prosecution due to perceived powers associated with the perpetrators of the crime of MDS impacts legislative effectiveness in mitigating MDS in Nigeria's mining sector. Failures in legislation and ineffectiveness of the laws and regulations caused by issues like slow pace of prosecuting MDS crimes can consequently be argued to be an important element which drives the continuity of MDS practices in Nigeria's mining sector.

5.8 Corruption and MDS

The study further investigated the relationship between Corruption and MDS. Ocheje (2001) suggests that Corruption within the Nigerian Public sector is a political problem, and as such, for Corruption to be mitigated, a significant component of the political leadership must intervene to ensure control of the system. Ocheje (2001), in a paper that analyzed the corrupt practices in Nigeria, discussed the efficacy of the country's legislation relating to, *The Corrupt*

Practices and Other Related Offences Act, 2000, specifically to deal with the challenges of Corruption notes that historically, Corruption in Nigeria has become systemic and endemic.

When questioned on their perception of Corruption and its relationship with MDS continuity, participants emphasized that Corruption is a principal issue affecting the whole system and impacts both organizational and enforcement stakeholders' accountability when it relates to issues of MDS. Several participants cited examples of experiences of Corruption and bribery from regulators who are meant to hold licensees in the mining sector accountable for standard practices. This could be due to the high incidents of Corruption in the country, including within the public sector and governmental institutions, which are laden with the responsibility for curbing corrupt acts. Furthermore, the findings indicate that the level of Corruption is so pervasive that corrupt practices influence delays in the legislative enforcement of crimes of MDS.

P008, who had worked in the mining sector as a mining Engineer, gave specific insights about the extent of Corruption, identifying those activities of Corruption were easily perpetuated because of the nature of the mining sector in rural communities. Similarly, other participants agreed that the location of the mining sector in rural regions makes it difficult to monitor corrupt practices by those accountable for mitigating corruption. The participant identified actions of Corruption being perpetuated as including the alleged involvement of law enforcement officers and regulatory agencies in bribery. The following excerpt provides more details:

"...First, the mining activities are performed in rural communities, which makes it difficult for regulatory agencies in performing inspections which are necessary to ensure that everyone plays according to the rules. Also, there is a lot of Corruption in the public sector, which is to enforce the regulations and whose workers are meant to monitor activities in the mining..."

From the participant's suggestions, Corruption in various forms thrives and influences slavery due to the difficulty of legislative enforcement in the mining sector. This could be argued to be because most mining organizations have their sites in regions that are not easily accessible, reducing the ability of stakeholders to audit/ checkmating the practices of activities relating to MDS. Also, there are legislative weaknesses in the enforcement agencies and the Nigerian public sector, which is responsible for enforcing the legislative and industry legislations regarding mining activities related to MDS.

P001, a supply coordinator within the mining sector, was asked about the nature of Corruption with regards to providing details of the nature of Corruption that occurs, and the following was noted:

P001" Corruption is a huge deal because corruption practices allow people who should otherwise be punished because of involvement in MDS to walk away... A lot of greased palms here and there. Bribes are clearly made".

P004, a field engineer, also emphasized Corruption being a significant issue and, when probed, further highlights the issue of bribery which was also identified by other participants when citing examples of the nature of Corruption that occurs in the sector.

P004 "... Corruption is the overall issue which is wrong in the system... Corruption from the top is what prevents actions from being taken if I am being sincere... For example, if money exchanges hands... we as the workers from the organization, are given money during my experience to pay government agents (I don't want to say their name), who are supposed to be enforcers, money to look away when they come to the mine fields... it's not that they don't come to inspect the fields... they do come... but for the money...".

The findings from the study align with findings identified by The Freedom Fund (2016 pp8) which notes that "One of the most obvious areas of industry where corruption facilitates slavery is in the identification, transportation, control and delivery of individuals for labor." The present results are significant in two major aspects, the first relating to identification of the nature of corruption in Nigeria's mining sector being bribes, and the weakness of the law enforcement, due to several underlying issues such as bureaucratic delays in prosecution,

involvement of law enforcement agents in corrupt activities and geographic proximity of the mines being in rural areas. From the results it could be inferred that corruption is an important issue which could impact on the continuity of MDS in Nigeria's mining sector by affecting the effectiveness of regulatory agencies and poor prosecution of corruption related practices relating to MDS.

5.9 Organizational Factors and MDS

Lake et al (2015) identifies that MDS activities and challenges are most likely to be faced by organizations at the supply chain stage, especially in high-risk industries such as agriculture, mining, and manufacturing, particularly at the lower phase of the chain. This is because of the complexity and dynamics associated with the supply chain and the often-hidden nature of the MDS issue, making the issue challenging to identify or address (Lake et al, 2015).

The study also assessed the importance of organizational factors on MDS in the mining sector. This was important to examine, as indicated by studies conducted by Lake et al (2015) focusing on corporate approaches for addressing MDS; this study was conducted using interviews and surveys to examine the issues, and from the investigation, it was found that various enabling factors enhance or prevent the ability of organization in mitigating or addressing the issue of MDS.

Considering the research's objective of examining the organization's role in fighting MDS, participants were questioned about issues which mitigate MDS specifically, strategic, reputational, and human rights risks which could translate to legislative issues for organizations.

Only two participants highlighted that their organizations were strict about involvement in corrupt practices and activities, which could be described as MDS, indicating some level of

change being instituted by organizations in being accountable as to ensuring issues of MDS are reduced and not present within their operational procedures. They identified that reporting and protocol actions were in place to report issues of MDS in dealing with suppliers; they, however, suggested that they do not remember these protocols being used. The fact that they never experienced the protocols for reporting issues of MDS indicates that these organizational policies are only present to ensure compliance with legislative requirements rather than enforcing rules to mitigate actions of MDS. Other participants cited mediocrity or indifference on their organizations' part in dealing with the issue of MDS in the mining sector. Several issues were cited as being the reason why organizational roles in mitigating MDS were not considered as impactful, including Corruption of the system and the alleged involvement of the enforcement agents in activities that enable MDS, and lack of organizational will in pursuing accountability by stakeholders such as suppliers in engaging with practices of MDS.

Citing some excerpts from the participants that highlighted the extent to which stringent policies were put in place in mitigation of MDS activities were suppositions, P006 notes the following:

P006: "...The policy of the organization I worked with retained the right to terminate contracts of suppliers or third-party agencies which are involved in MDS, but for the period I worked there, I do not remember any third-party agent penalized in such a way...."

From the participant's suggestions, organizations in the mining sector in Nigeria have adopted policies that make them unaccountable with regards to holding suppliers and third-party contractors accountable to best practices in recruitment of labor on staff, which impacts the continuity of the MDS issue. This is also possible because the mining sites are in regions where the miners are artisanal and uneducated and could be easily exploited due to socio-economic challenges.

Another participant cites the converse regarding policies put in place from their experience in the mining sector.

P004: "...From my time, I think companies just try not to be involved in the politics of the mining and the recruitment of laborers... the organization is just there to get the resources... I think being more involved and holding third-party agencies and companies..."

P005 also added, when questioned about the organizational role, some issues which impact organizational accountability:

"There is no accountability and too much Corruption. We have the elements to keep everything in check, but because the criminals are aware of the loopholes in the system and the government is not ready to do anything, organizations can't really do anything but look after themselves in a way that is not directly affected by this issue through being involved..."

The indication of this is that while firms in the mining sector have policies that do not accept MDS activities, these policies are only noted to be on "paper", implying the weakness of organizations in implementing policies developed to curb the issue of MDS being practiced in the sector. Furthermore, responses indicate organizations' weaknesses in responding to MDS issues due to the perceived political power held by some of the enforcers of MDS activities and, as a result, a choice not to get involved or take actions relating to CSR and MDS. Additionally, reflecting on the findings, participants identified that presence of third-party agencies on the sites where mining activities take place, and the recruitment of workers via these agencies, provide a more complex challenge for organizations in actively ensuring their workers are not subjected to conditions of MDS. The indication of this is that organizational policies relating to MDS are not effective in mitigating MDS continuity in the mining sector due to a lack of willpower by organizations in adapting to government enforcement monitoring recommendations, nature of organizations in adapting to the presence of MDS in the sector through using recruitment and other loopholes in the system to adapt to the presence of MDS activities. Although the findings from the participants indicate that organizations are doing all

to avoid accountability in dealing with third parties, CSR activities and concerns relating to MDS are not a priority to organizations within the mining sector due to the perception that the political strength to resolve the issues is beyond the scope of organizational power.

5.10 Poverty and MDS

Burmester et al. (2019) note that when individuals are subjected to precarious conditions, including poverty and lack of the rule of law within a nation, this increases the risk of slavery within such States and in institutions. Bekteshi et al. (2012), in an investigation into MDS within the Albanian society, find that poverty exacerbates the vulnerability of women and children to be modern slaves; this is because poverty increases ostracization of these individuals and consequently influences their vulnerability in being preyed upon by criminals involved in MDS activities. This study investigated the extent to which poverty impacts MDS continuity and MDS activities in the Nigerian mining sector. All participants agreed that poverty is a pervasive and key issue that facilitates the continued practice of MDS in Nigeria as a nation and the mining industry. Participants agreed that most of the workers in the mines were from poor rural families with little or no opportunities. Participants also noted that victims of MDS most times do not consider their conditions as being victims, as the level of poverty is so bad that people would work in MDS environmental conditions for an opportunity for any form of earnings. P009, a Senior Site Engineer in the mining sector, was questioned about their perception relating to poverty and its impact on MDS in Nigeria's mining sector, and the following was noted:

"...Poverty is a serious issue as it is pervasive in Nigeria, and because of poverty, people who are victims of MDS remain trapped as this is one of the biggest issues which cause vulnerability of the victims...."

The suggestion resonates with other participants who indicate that the cycle of poverty is one of the biggest challenges faced with regard to mitigating MDS. Some of the reflections of the

participant's statement articulated the idea that most of the rural and mining communities where MDS-related activities take place are of the lower socio-economic cadre/class, ridden with lack of opportunities, education, and government support. As a result of the failed system, the extremely poor members of such communities would do anything to get some earnings to provide for their families, including MDS-related activities; they understand that they should be treated better, but they are left with no options than working in MDS related conditions which are better than starvation. The implication of this is that the socio-economic challenge of poverty impacts the ease to which victims are coerced into the engaging in practices that could be described as MDS.

P005, a mines coordinator, was questioned about the demographics of poverty and their perception of how this impact MDS and the following were suggested:

"...I believe poverty has a powerful influence as most of the victims, if not all in the mining sector, come from poor backgrounds... mostly people from the communities located around the mines. These communities are usually poor, lacking job opportunities, infrastructure, and good health care. This makes them easy targets for agents that hire from the community as recruiters to the mines...."

The indication from this suggestion is that a large population of the demographic of workers in the mining sector are poor, and this is no surprise because poverty is a serious national socio-economic issue in Nigeria. Poverty was suggested to increase individual and group vulnerability within the mining industry to MDS. An explanation for why poverty is a factor which influences MDS continuity in the mining sector could be suggested to be due to the geographical location of the mining communities. The communities where the mining workers hail from are extremely poor communities lacking job opportunities, education, and infrastructures due to lacking government support in these rural regions. These areas are not prioritized for development by the government, hence the lack of government support for socio-economic

developmental activities and increased vulnerability of individuals in the region, and victims of MDS. The long-term ignorance of socio-economic developmental activities is noted to have influenced the poverty in these regions, which influences vulnerability to MDS continuity. Moreso, poverty is driven by various elements; the virtue of these mining sites being located in areas which cannot be easily accessible impacts the effectiveness of legislation in terms of law enforcement turning a blind eye to practices of MDS. This could also be argued to be due to the largely poor wages of enforcement officers; the low wages of these enforcement officers likely increase their own vulnerability to engaging in corrupt practices.

Additionally, the participants were questioned about salaries and wages and the impact on MDS continuity, and the respondents all equally suggested that the salaries were low, citing that low wages and salaries were a commonality in the country's mining sector. Based on the suppositions, it was discerned that the characteristics of wages impact the current scenario in the mining sector as they are not sufficient for the livability workers in the sector. The intersection between poverty, and factors which drive its continuity, like corruption which further impacts on legislative effectiveness can be suggested important issues that drive MDS and its continuity. Due to the extent to which poverty is normalized in the geographic proximity where mining activities are carried out, conditions that enable the thriving of MDS practices continue to exist. On the basis of the findings obtained, it can be concluded that poverty a result of its characteristic, increases the vulnerability of workers to MDS practices, and consequently increase their chances of being coerced into becoming victims of MDS.

5.11 Emergent Themes

These themes emerged from the participant interviews, which were designed based on original themes developed from the literature review on MDS. Analysis was undertaken to understand

the implications of the themes based on the feedback provided by participants. The themes are as follows:

- Illiteracy and MDS
- Regulation and MDS
- Salaries and MDS
- Social responsibility and MDS
- Colonial history and MDS

The following section provides more details on the findings related to these themes.

5.12 Colonial History and MDS

Regarding the conceptualization of MDS, arguments from the literature suggest a link between colonial history and the current existence of MDS in several countries today. Colonialism has resulted in established systems that enabled the socioeconomic conditions that allowed slavery (UKRI, 2018p5). However, the findings from this study slightly contrast with the reports by the UKRI (2018), which finds that colonialist structures are enablers of MDS. When questioned on colonialism and its role in MDS continuity today, indications from some participants acknowledge colonialism as an issue that may have established some structures which create an enabling environment for MDS. Expanding on this, the participants believed that colonialism led to the degradation of natural resources, urbanization, and capital due to the unbalanced trade pattern characterized during the colonial periods.

Giving an example of the perception of the participant is the following statement by P006, which emphasizes colonialism as an issue that may have led to socioeconomic challenges that cause MDS today:

“...yes, in some ways, it gave agency to the introduction of the MDS system because with them came the industrial revolution, which created problems of forced enslavement of the vulnerable within the society.

Over time, there were pockets of things instituted by the colonial bodies which have led to where we are today...".

From the statement, it is noticed that the participants acknowledge the role of colonialism in facilitating structures of MDS present in the country today – colonialism is indicated to have led to the socioeconomic pillages suffered by the country, which has influenced the economic and infrastructural development of the country, which in turn impacts on the mining sector.

Only one participant had a differing view on colonialism. Reflecting on the position of this participant, it is noted that though the participant acknowledged that colonialism underpins some of the challenges being faced in the current socioeconomic situation in Nigeria, it was argued that this was not responsible for MDS due to the length of time which has passed since colonialism.

P006 had this to say about colonialism:

"... historically the colonial powers established slave trade routes and created Nigeria, but we have been independent for 60 years. If we are being honest with ourselves, our governments have just been corrupted and created an environment that allows for crime to thrive. This is why we have MDS still thriving today...."

The suggestions put forward are based on the thought that Nigeria cannot continue to blame historical powers for the continuity of current challenges as an independent nation with its laws and legislation. The participant's suggestions also indicate that it is believed that governmental stakeholders in Nigeria need to be held accountable concerning allowing for environments and conditions which prevent MDS from thriving.

Consequently, based on these finding, in conceptualizing perceptions of MDS within the Nigerian mining sector, it can be argued that colonialism allowed for the establishment of systems that impact the current practice of MDS. This, however, does not directly feed into

the continuity of MDS in Nigeria's mining sector today, as the findings also show that the continuity of the issue of MDS is more closely tied to failed current systems and other contextual factors rather than colonial powers. Therefore, this study suggests that governmental stakeholders must acknowledge their role in mitigating corruption issues and weak legal structures, among other issues influencing MDS and its continuity in the mining sector.

5.13 CSR and MDS

Another intersectionality between emerged themes was based on the interviews and literature review. Expanding further, the findings from the literature suggested that within the Nigerian state, the organizational role in CSR does not provide resources or priority to issues of MDS in Nigeria (Osemeke et al., 2016). Expanding further, Osemeke et al. (2016, p7) note the following: *“The community expects multinational corporations to provide more employments to their indigenes, provide reduction schemes such as hospitals, schools, pipe borne water, electricity, bridges, roads and microcredit schemes”*. This indication from Osemeke et al. (2016) aligns with the suggestions by participants regarding the nature of CSR, as several participants agreed that their CSR focuses on the provision of services such as quarterly community health checks and infrastructure development rather than issues relating to MDS in Nigeria.

When discussing organizational factors and the role of the organization in dealing with MDS, P004 identified that the nature of CSR in Nigeria does not focus on MDS but on other issues such as the provision of water, among other community sundries, which indicates that firms do not see MDS as an issue they should relate with. Reflecting on the participant's suggestions, it is indicated that organizations in the mining sector provide no form of CSRs relating to MDS, such as advice for MDS victims, guidance notes in dealing with MDS activities, and other forms of support information as the issue is not perceived as a top priority with regards to organizational concerns in conducting business. Furthermore, the reasons for lack of organizational involvement could also be linked with expectations of organizations relating to CSR in the country; community expectations relating to CSR are in the provision of basic

amenities rather than dealing with MDS, which influences the proactivity of firms on issues of MDS.

Citing examples, P004 makes the following statement:

"...The organization mainly works to make profits, but there is such a thing as corporate social responsibility. In Nigeria, this is mainly done by organizations by donating to a community that may be a borehole or something of the nature... which is quite disgusting as a form of development..."

Participants agreed on the importance of an organization's role in CSR proactivity and the need for organizations in the mining sector to take more actions regarding issues of MDS. One of the reasons why organizations do not focus on engaging with issues relating to MDS may be because of the normalization of the issue due to socioeconomic challenges. This indicates a need for more awareness about MDS through CSR-related activities. Statements from P003 give further context on participant opinions relating to CSR and MDS.

P003 "organizations in the mining industry need to create awareness about MDS and ensure that it does not partake in cases of MDS. Also, the CSR of firms in the sector should be on issues of human trafficking and MDS, but due to culture frowning on such issues being discussed, especially issues like sexual exploitation and MDS, most companies focus their CSR on electricity, schools, and road..."

Tjilen et al. (2018) suggest that accountability of organizations in CSR issue need to be based on the needs of the community local to where the firm's operations are being implemented, and as such, CSR regarding the mining issues needs to focus on addressing the challenges faced by the local communities and victims of MDS. Ling (2019) suggests that CSR policies of an organization tend to have a positive relationship with the performance of organizations; this is because VSR practices impact community perception, brand image perception, and, consequently, the market performance of the organization.

5.14 Regulatory Enforcement and MDS

With regards to the theme of legislation and MDS, there was found to be an alignment between suggestions from the core theme based on literature that highlights legislation's significant role in mitigating MDS issues. Suggestions from the participants highlight the weakness of the legislative system as impacting effective regulation and impacting the economic viability of the workers in Nigeria's mining sector. Expanding further, the legislation

relating to minimum wages is found to be weak, and there are indications of poor legislative enforcement of regulation which mitigates the extent to which MDS continuity is averted within Nigeria's mining sector. Participants added that the regulatory policies relating to the minimum wage are not enforced as mining organizations do not pay most employees directly working in the mines, but payments are remitted to third-party organizations. Due to the socioeconomic challenges in the country, their knowledge of loopholes in the system, and the vulnerability of victims, these third-party organizations can avoid regulatory enforcement. More so, minimum wage compliance and enforcement have not been possible in Nigeria across many sectors, including the mining sector, with the Federal government admitting that even governmental institutions have not complied with the minimum wage recommendations.

Questions were further posed to participants on the role of regulatory enforcement and its impacts on MDS continuity. All participants decried the strength of regulatory bodies, noting that they suffer from elements of bribery and other forms of corruption. These challenges of bribery and other forms of corruption that plague regulatory agencies and institutions impact the ability of these agencies to implement the functions to which they have been assigned. Indicating that regulatory enforcement is poor and influences the continuity of MDS in Nigeria's mining sector. Some participant findings are identified:

"Our regulatory agencies are just names... in my opinion... we have regulators in the industry, but from my experience, these regulators, when they come for inspection, pay a blind eye to the nature of the standards... there is too much corruption even with the regulators, and this does nothing to help with the issue of MDS..."

The suggestion from the participant indicates the weakness of regulatory agencies in the construction sector, which is riddled with bribery practices, and other forms of corruption, which increases opacity relating to identifying MDS and enforcing regulations to prevent the continuity of MDS in the mining sector.

Another participant, P009, when questioned on the nature of regulatory enforcement within Nigeria's mining sector and its impact on MDS continuity, gave similar suggestions:

"To be honest, in terms of the effectiveness of these operators, they are not that effective. The regulatory standard checks are not done regularly, which is why perhaps there is no compliance on the part of all licensed mine operators in ensuring safety standards are ensured for employees... this could also be why MDS occurs on some sites."

From the indications of the participants, the regulatory agencies and enforcement agencies that are laden with the responsibility of accountability in monitoring practices by organizations are weak due to ineffective monitoring processes and poor compliance checks. The reason for the poor monitoring and compliance based on the suggestions provided is due to corruption and the presence of elements of corruption within these agencies, which leads to continuity of the occurrence of MDS.

5.15 Illiteracy and MDS

Another emerged theme that was identified and aligned with the theme of poverty as a core factor that influences MDS in Nigeria's sector is illiteracy and MDS. Poverty and lack of education brought about limits on opportunities and increased the probability of individuals working in MDS conditions. This is because lack of education increases the vulnerability of individuals due to socioeconomic challenges and other social issues.

Reports from Avis (2020) highlight that amongst the most vulnerable groups to MDS are individuals that have been marginalized economically and socially, including uneducated individuals. This makes sense looking at the excerpts from the study where P008, a Mine Manager who had worked in the mining sector for 21 years, suggested that lack of education serves as a deep-rooted reason for continuity of MDS, as most of the artisanal miners were uneducated, limiting opportunities available for them, and knowledge about their rights and organization's responsibility towards those in their employ.

In their study on MDS, Boyle and Shields (2018) note that when there is a lack of stakeholder support, including governmental support in tackling issues faced by marginalized members of society, such as the uneducated individuals, it impacts their capacity to tackle the issue.

P0010, a female participant who had worked in the mining sector for 17 years as a senior health and safety officer, noted the following about the characteristics of the mining communities and the relationship between illiteracy and MDS:

"...this is noted to be due to lack of resources such as schools and lack of financial capability of members of such communities in funding the education of their children. This results in a continuous cycle of poverty and MDS within such communities."

The indication from the participant suggests that the mining communities where the mining sites are located suffer from a lack of opportunities, including a lack of access to education and schools, which affects the opportunities available to members of the society. This results in a continuity of socioeconomic challenges, which increases the vulnerability of members of society to bring victims of MDS.

P005 adds:

"The population of the mining communities is made of uneducated people, and this is because they most times do not have schools in such communities, and when they do, they are not up to standard or lack required staff, and this influences the opportunities available for members of the community."

From the participant's suggestion, the lack of educational opportunities within the communities where the mining activities occur is due to socioeconomic challenges. The absence of these required educational opportunities influences the continuity of MDS-related activities and practice within the Nigerian mining sector.

5.16 Minimum Wage and MDS

Another emergent theme had to do with poverty and salaries as it relates to the continuity of MDS in Nigeria. The literature review suggested that lack of finances and the inability of victims to cater to their basic needs are significant issues driving MDS continuity. The ILO (2014) notes

that "a higher percentage of forced labor victims than those in non-forced labor were from households in which there had been a decline in revenue". In this study, participants were questioned about the extent to which they perceived wages and salaries were significant drivers of MDS continuity, with all participants suggesting the weakness in the pay scales, benefits, and wages associated with the mining sector, indicating the importance of reviewing regulations regarding wages/labor in the industry.

While this relates with the findings from the theme of poverty and provides insights into why poverty is an issue, it was noteworthy that all participants had the same thoughts about the minimum wage set by the government as being quite meager and not enough to "live on".

More insights are provided by P006, who indicates the following:

"...The minimum wage is quite poor and should be increased. Even at the current rate, it cannot cater to the needs of an average person, not to talk of families... Honestly, the minimum wage needs a review.... And even though there is a standard minimum rate, the practices even of many employers are providing employment for less than the standard rate..."

P001 has similar suppositions with other participants, also identifying the following when questioned on the extent to which the minimum wage being provided is livable:

".... 30,000 is a far cry in a city like Lagos and cannot even pay for transportation of people weekly not to talk of surviving... It's not enough! The problem is even with minimum wage, people are owed salaries for months, and there is no guarantee that paying minimum wage is enough to cater for the needs of an individual..."

The suggestion from the participants indicates that the minimum wage puts members of society in Nigeria in a vulnerable state economically, and this does not empower individuals to break out of the cycle of poverty. The pay scales are argued to be extremely poor and, in some cases, are not even paid to the workers, which reduces their ability to break out of the cycle of poverty, which influences the continuity of MDS in the mining sector.

5.17 Discussions - Qualitative Findings

The purpose of this section is to discuss the findings which emerged based on the data analyzed. Reiterating the aims of the study, the research explores the factors which influence MDS and its continuity in Nigeria's mining sector. The study findings are contributory to available extant knowledge relating to MDS within the mining sector in Nigeria. The findings are also contextual to the body of knowledge relating to understanding MDS and the organization's role in mitigating MDS in the Nigerian mining sector and have policy implications relating to the mitigation of MDS within the Nigerian mining sector.

In developing the themes for the qualitative analysis study, it should be noted that initial themes were pre-defined based on the review of literature and findings obtained from the quantitative section. It will be recalled that the findings from the quantitative study explored different factors, including organizational factors, corruption, poverty, legislation, and culture, and their effects on MDS continuity. The findings from the quantitative study identified poverty to be the only significant factor that influenced the continuity of MDS. Based on this, the study explored these factors further.

The pre-definition of the themes was done in the design of the research guide, which was used in this study. Following the interviews, transcription of the data obtained was done, following which the researcher coded the data obtained. This enabled the study to generate themes of its own that were used in the analysis of the research outcomes. Discussions relating to the indications/findings from the themes are identified in the sections which follow.

5.18 MDS in Nigeria

The findings from the study identified that participants were reflective not only on what they understood to be MDS but also on how they think about the challenges and issues which are underlying MDS in the mining sector in Nigeria and what could be done to reduce/mitigate its continuity (Statement 2). Despite the varied experiences, several of the views of the participants relating to the themes used in the analysis were identical, and where varied, contextual/situational insights as to the reasons for the varied opinions were identified. The findings from the quantitative study resulted in the need to further examine the research questions to gain more insight relating to the research aims, as it was identified that poverty was the only factor identified to be a significant contributor to MDS continuity in Nigeria's mining sector. Other factors were identified to have a moderate impact on MDS continuity,

which makes the findings relating to poverty and MDS a pivotal point to start this discussion chapter from.

5.19 Poverty and MDS

Generally, the findings from the study indicated that all participants perceived poverty as a key issue that enables the continuity of MDS (Statement 22, Statement 23, Statement 24). This further re-emphasized the point of poverty being a serious socio-economic issue in the Nigerian mining sector. The findings also further suggested that both organizations and the government played an essential role in mitigating poverty in the country. This is because through their actions such as economic policies that facilitate establishment and maintenance of the continuity of standards in different segments of the country, the issue of poverty would be reduced. Additionally, through expansion and developments, organizations would be able to employ more individuals who would have the necessary income to prevent them from being vulnerable to the issue of MDS.

Adesina (2014), in a study examining human trafficking as a form of MDS in Nigeria, finds that because over 70% of the population suffers from acute poverty, there is increased vulnerability of individuals, which leads to MDS continuity. Adesina (2014) suggests that poverty is characterized within the Nigerian state by low income, vulnerability to health, low levels of education, social voicelessness, and being prone to mistreatment by institutions and other members of society.

This was reflected in the findings from this study which showed that aside from the low wages and salaries being obtained by workers in Nigeria's mining sector, most of those employed in the sector, particularly those that work in the mines, have low levels of education, and children who are not in school because of lacking opportunities such as schools in their local communities (Statement 26). The lack of educational opportunities for individuals working in the mining sector and their families leaves these individuals below the economic poverty line by reducing their economic opportunities for advancement. This contributes to MDS and its continuity by leaving these individuals at a higher risk of vulnerability in engaging with MDS practices. This is because when there is a lack of education available for children of parents who do not have the opportunity to go to school, it reduces generational employment options for such individuals, which leads to accepting few available opportunities for employment in the sector.

The ILO (2010, p.34), in a report focused on MDS and combating forced labor in Brazil, identified that within the Agricultural sector in Brazil, due to poverty and limited opportunities for employment in rural regions, members of communities are preyed upon by criminals due to their heightened vulnerabilities. As a result of this, debt bondage is noted to be a prevalent form of MDS in Brazil's agriculture sector (ILO, 2010, p.34).

While this research is not focused on MDS in the agricultural sector, the context of poverty being an overwhelming factor that enhances the continuity of MDS also reflects a similar cycle of vulnerabilities being preyed upon by criminals, which results in a continuous cycle of MDS. Looking at the specific context of this study within the much broader sense of the Nigerian mining sector, the responses from the participants indicated marginalization and lacking opportunities as key issues which influence the ability of people from the lower cadre of society to seek income. These vulnerabilities result in them falling into the hands of criminals resulting in their exploitation. Studies by Larsen and Durgana (2017) further confirm the findings from this study by identifying that vulnerability influences the continuity of MDS. It increases the risk of victims being engaged in MDS as a result of their lack of access to necessities of life, including food, shelter, and healthcare.

Furthermore, responses indicated that the mining sites where most of the activities of MDS take place are in rural communities lacking educational opportunities (Statement 25). This results in members of such communities, including their families being unable to break out of the cycle of MDS, as their survival is tied to working in MDS conditions due to extremities of poverty and lack of any other opportunities to earn a living. Furthermore, the lack of education impacts the knowledge of victims of MDS in understanding their rights or taking appropriate measures to prevent being exploited. The US Helsinki Commission (2021), in a report, identifies that education is an important element in preventing the continuous occurrence of MDS because education reduces social vulnerability by providing victims with the relevant knowledge needed for prevention, prosecution, and protection from the prey of MDS victims.

The findings also indicated that recruitment of workers in the mining sector is done informally, as most of the workers lack formal education or skills. Hence organizations recruit employees mostly under third-party agreements (Statement 35). Due to this, there is an underdeveloped management system for the management of risks associated with employees receiving the prescribed minimum wage by the government. The lack of monitoring risk management

systems heightens workers' vulnerability and keeps them in poverty. In agreement, Findings from the Anti-slavery commission (2021) indicate that transparency in business operations and effective monitoring of suspected MDS-related activities are key strategies that are fundamental to preventing the recurrence of the issue. As noted from this study's findings the mining sector is located in rural areas where a large population comprises individuals who are poor. Due to their location, there is poor effective monitoring of enforcement agencies. Moreso, there is higher propensity for activities of corruption in rural regions in Nigeria (Acha, 2010) which further mitigates the effectiveness of monitoring agencies in implementing their roles, impacting organizational accountability. This provides an explanation for the extent to which the practice of MDS is hidden, coupled with the high-power distanced culture of the country (Hofstede Centre, 2021).

Additionally, the participants indicated that another underlying reason for poverty was based on the country's minimum wage is insufficient (Statement 39). Participants identified that the wage is unable to meet the living wage requirements for most families, and in most cases, workers in the lower cadre of Nigeria's mining sector do not earn the minimum wage. From the findings, it can thus be suggested that poverty plays an overwhelming role in driving the continuity of MDS activities in the mining sector in Nigeria, as it presses on the vulnerabilities of an already suffering population. Furthermore, poverty interferes with a multiplicity of factors, including corruption of enforcement agencies laden with the responsibility of ensuring the mitigation of MDS-related activities. The findings align with previous studies by Lebaron (2021), which suggests that low wages employees, due to the challenges faced with poor income and poverty, have higher vulnerability to forced labor and other forms of MDS. Another theme that emerged from the study related to the impact of culture and MDS. The section which follows expands on this finding.

5.20 Culture and MDS

The findings indicated the participant's belief that the national culture of the country influenced the continuity of MDS activities in the country (Statement 6, Statement 7). In a study by Wang (2020) on the impact of culture and power distance on MDS in China, it was identified that power distance is evidenced in society by work cultures where unenforced labor rights are the norm for those who are lower members of society. Other contexts of power distance and its interrelations with MDS identified from the study include the characteristics of the pay

rewards of such societies being low, such that it leads to victims living in constant fear of losing their jobs. Chukwu et al. (2019) note that Nigeria's score on power distance, citing Hofstede's rankings, is 80% suggesting the country is highly power distanced. The implication of this is that people who are in the lower ranks of society are afraid of being vocal or speaking against those in higher authority. As a result of this, it is difficult to ensure accountability and enforcement of legislative prosecutions relating to MDS-related practices as those in lower ranks of society have the cultural preference associated with not pursuing equity against those in higher ranks of society, which include criminal offenders for MDS related practices. Recalling the participant's findings, it is noted that participants reported that workers were expected to know their place when dealing with managers on the sites, and this could be argued to be due to the power-distance culture (Statement 8). Participants also suggested that the power-distance culture influenced other factors of MDS, which inadvertently impacts MDS continuity. For instance, delays in the legislative prosecution of crimes, including corruption and MDS, could be instituted due to bribes and other forms of corruption by upper-class members of society. This has an indelible impact on MDS continuity. Looking at similar studies focusing on MDS within the context of the Chinese work environment, Wang (2020) identifies that due to the high-power distance culture of China, workers are conditioned to be obedient to follow all stipulations by managers and other members of society's higher up, which morphs into a form of MDS. Another interesting finding which emerged from this study has to do with legislation and MDS continuity. The section which follows expands and discusses further these findings and their implications for MDS in Nigeria's mining sector.

5.21 Legislation and MDS

The study identified legislation as being central to the continuity of MDS activities and issues, as it allows countries to harness their state powers in combating the challenge of MDS and provides means through which survivors and victims of the issue get justice (Rogerson, 2020). Legislation is also noted to be essential in prosecuting and procuring compliance by stakeholders, including institutions in denouncing or mitigating MDS (Rogerson, 2020).

The findings from the study indicate that the participants believed that the legislative arm of government is weak (Statement 11). This was argued to be because of different reasons, including the slow pace with which prosecution and justice were received by victims/survivors of the crime of MDS, challenges relating to monitoring issues, and weaknesses associated with

the punitive measures which are meted out to victims of MDS. The Commonwealth Parliamentary Association (2021), in a report examining legislating against MDS, notes that it is essential that incoherence in existing legislation is resolved as this impacts on consolidation and strengthening of solutions.

The weakness of the legislative arm of government in Nigeria can be argued to be a reason for the limitations associated with the state actor's inability to ensure compliance with its MDS laws and enforce labor and social actions to mitigate the continuity of MDS. Looking at compliance issues, for instance, organizations and other actors or stakeholders in the mining sector would observe due diligence and legislative recommendations if the fines and punishments for erring on MDS activities were high.

Additionally, it can be argued that because of the limitations in legislation, there is weakness in terms of organizational accountability and institutional interests in developing mechanisms for reporting and monitoring activities of MDS. This is because it influences the organization's interests in pursuing appropriate actions due to a lack of effective diligence and compliance with requisite checks relating to MDS in the mining sector. In previous studies by Hsin (2020), it was found that legislation is important to MDS because laws that address specific crimes of MDS have been developed to ensure that the series of abuses which are specific to the rubric of the crime are identified. Similarly, reports from the UK Home office (2021) identify that legislation regarding MDS is important as it helps ensure that relevant institutions and agencies are equipped with relevant tools to ensure that perpetrators of the crime are brought to justice. Corruption was also indicated to be one of the underlying issues which undermine legislative effectiveness. The section which follows discusses the findings relating to corruption and its impact on MDS continuity within the mining sector.

5.22 Corruption and MDS

From the findings, different forms of corruption are pervasive in Nigeria's mining sector, including bribery, and misuse/ abuse of power by public officials, among other forms of corrupt activities (Statement 15). Corruption was identified to create an enabling environment for MDS activities, as it creates situations that prevent criminals involved in MDS activities from being held accountable by legislation and other enforcement actors (Statement 16). This is because, as a result of corruption, there is a denial of access to stakeholders, including enforcement agencies, in effectively managing resources needed to effectively implement required actions

such as monitoring and compliance of actors in the industry. Abu and Staniewski (2019) identify that in the Nigerian state, the impacts of corruption have been such that it has resulted in the underdevelopment of many of the public institutions, which accounts for the poverty and mediocrity in different industries and increasing cost of governance. Corruption is also noted to have resulted in increased unemployment, a decline in education, and high unemployment in the country (Abu and Straniewski).

The extent to which corruption is pervasive in the mining sector is reflected by the extent to which corruption thrives nationally throughout the different institutions, in terms of how this has influenced actions and continuity of MDS. The findings from the study indicate that corruption prevents the effectiveness of the different institutions and actors in functioning as it impacts effective operations and reduces opportunities available to victims of MDS (Statement 16). The findings from this research align with findings from Avis (2020), who finds that corruption is an enabler of all forms of slavery, and Rauscher and Willert (2019), who also identifies that corruption enables MDS by preventing the action of stakeholders in enforcement agencies, and this may be as a result of actions such as bribery of such stakeholders. Moreso, from the findings on poverty, corruption is also indicated to be an intersectional element that impacts the effectiveness of enforcement agencies regarding the issues of MDS as it is pervasive amongst the demographics of enforcement agencies. This explains the lax legislative actions towards issues of MDS. From the findings, continuity of corruption could have an untoward impact on the victims of MDS, including continuous participation in MDS related activities, being exposed to violence, mental and physical trauma, among other impacts. This emphasizes the need for organizations to take actions to mitigating the continuity of MDS. Organizational factors were also identified to be important issues that influence MDS and its continuity. The section which follows provides more insight into the findings relating to these factors.

5.23 Organizational Factors

Participants indicated the lack of organizational concern towards issues of MDS overwhelmingly as the norm in the Nigerian mining sector despite structures being in place to mitigate MDS and its continuity, and this may be because of various reasons (Statement 19, Statement 20). One of the reasons is that corruption thrives in the mining sector, and this impacts organizational accountability towards issues of MDS. This is because due to corruption,

senior management in organizations are of the belief that they could avoid regulatory hoops relating to MDS compliance requirements, health and safety requirements, and labor laws. This creates a scenario whereby there is mediocrity exuded by these stakeholders, which prevents accountability in dealing with MDS practices in the industry. This impacts victims as the disruption of MDS is prevented due to corruption of agencies responsible for mitigating the issue.

From the findings from this study, it is also apparent that within the mining sector, organizations avoid accountability where possible when it comes to dealing with issues of MDS. This is because despite compliance requirements and legislation requiring that organizations take appropriate reporting and protocol actions when dealing with issues of MDS, adopting these protocols is hardly ever done, which means that there is a lack of organizational will to ensure compliance requirements are fully enforced. This may be because of weak and, in some cases, "non-existent" punitive actions being meted out to organizations failing compliance requirements for mitigating MDS activities (Statement 14).

Furthermore, the nature of CSR activities by ventures in the Nigerian mining sector is such that MDS is not prioritized within the organization's CSR activities, and this could be argued to be due to the socioeconomic situations in the country (Statement 31). As a result of poverty, lack of community infrastructures, and amenities such as good roads, electricity, schools, and water, the corporate culture relating to social responsibility is focused on dealing with these socioeconomic issues, and MDS is not perceived as a principal concern to ventures. Due to a lack of organizational will to incorporate dealing with MDS as part of its CSR, there is no commitment toward change relating to MDS mitigation at the organizational level in the country's mining sector leading to victims' continued enslavement. The findings of this study align with prior studies by New (2015) which examined the importance of CSR in mitigating the occurrence of MDS. The study found that due to the distinctive characteristics of MDS, the use of conventional CSR practices is ineffective in preventing the recurrence of the issue, and a holistic perspective that addresses MDS by organizations is more effective in the fight against the continuity of the issue.

5.24 Colonial Issues and MDS

The colonial period in Nigeria commenced in the 15th century with activities of the slave trade; slaves were sold in exchange for spices and weapons with British and Portuguese traders until

the abolition of the slave trade (Miers and Roberts, 1988). The colonial period resulted in the exploitation of natural resources, which puts a demand on the under-development of infrastructure and the development of the country.

The findings from the study indicate that from the ten interviews, two participants indicated their difference about colonialism and its influence on MDS continuity (Statement 33, Statement 29, Statement 30); other participants suggested that established structures and systems in the mining sector such as licensing procedures and the treatment of workers in the sector reflected the prior history laid down by colonial history (Statement 27, Statement 28). The reason for the differing view of the participant, citing MDS not being influenced by colonialism, was based on their thoughts that colonial history is long gone and MDS was an issue of today and stakeholders today should be held accountable rather than shifting blames to history.

While this argument for dealing with the issue is valid as the work of Cornelius et al. (2019) highlights that when colonial masters established the Mineral Survey of Southern Nigeria in 1903, the establishment of the sector through these colonial institutions gave avenue to the establishment of the issue of MDS, these problems have since resulted in mining licenses being granted to private syndicates. These private syndicates have been suggested to abuse their powers through utilizing resources in the communities, leading to continuous dilapidation of infrastructure and abusing organizational accountability relating to MDS practices. This explains the perception of the participants that the long history of colonialism may have influenced the current challenges, including socioeconomic challenges which have led to MDS and its continued occurrence within the mining sector.

Furthermore, during the colonial era, the Royal Niger company, which was designated to manage Nigerian mining sites, including the Jos Plateau, is identified as an adopted strategy that was characterized by wages being paid to chiefs to disburse to workers in the mining sector (Miers and Roberts, 1988). The chiefs in these local communities did not pay the miners but rather forced them into activities due to power differences. This facilitated the current status of the mining sector, which is operated mainly by the actions of third-party groups and artisanal miners. According to the 1909 Collective Punishment Ordinance, which was employed by chiefs during the colonial period, Chiefs have authorized contractors that acted as administrators for colonial powers and used their authority despite the awareness of colonial

powers in creating an enabling environment for MDS where workers in the sector today still suffer from abuse (Miers and Roberts, 1988). This aligns with the findings from this study which show that the institutions and systems suffer from historically established structures that enable MDS continuity.

CSR is also an outcome of organizational accountability, and from the results, the characteristic nature of CSR practices was identified to be an important problem that impacts MDS and its continuity in the mining sector. The section which follows provides a more detailed discussion about CSR nature and practices and their impact on MDS continuity.

5.25 CSR and MDS

In terms of CSR and MDR in the Nigerian mining sector, the findings revealed that it is the expectation of community members from organizations to focus CSR activities on more "prominent" issues such as providing employment opportunities to locals, hospitals, good road access, water, and schools (Statement 31). This, however, does not imply that society sees MDS activities as acceptable but indicates that due to the excessive nature of socioeconomic challenges being faced, MDS is still not prioritized within the mining sector. This explains why organizations target their CSR activities towards immunization and health campaigns for local communities' development of roads, schools, and other infrastructures.

The CSR Pyramid framework, as developed by Carroll (1991), provides context to the nature of the level of importance of CSR activities. The pyramid suggests that there are four levels of CSR which are of relative importance, including the economic, legal, ethical, and philanthropic responsibilities of organizations. If this framework is accepted, it can be argued that the relative priorities of CSR in Nigeria differ from the Western expectation explaining why organizations adapt to the societal expectations of CSR. Similarly, Amaeshi et al. (2006) on CSR within Nigeria indicated that CSR in Nigeria differs from the West as they are aimed at resolving peculiar socioeconomic challenges present in the country and are informed by socio-cultural influences, which may not be reflected by Western expectations. This is an indication that CSR nature, as a result of the combination of socioeconomic challenges within the country itself, impacts the ability of organizations to be accorded responsibility relating to MDS mitigation, which impacts the continuity of the issue. Another issue highlighted from the findings relates particularly to the capacity for legislative effectiveness and issues surrounding legislative enforcement against MDS practices, which is discussed further in the section which follows.

5.26 Legislative Enforcement

Part IV of the Trafficking in Persons (Prohibition) Law Enforcement and Administration Act, 2015 was established to criminalize different conducts relating to the exploitation of individuals and MDS (Anti-Slavery law, 2021). Section 22 and 25 of the Act criminalize forced labor, servitude, and other forms of MDS activities, making it an offense for any individuals or organizations to commit such offenses (Anti-Slavery law, 2021). Despite legislation, which is meant to serve as an effective framework to prohibit the occurrence of MDS-related activities and protect victims, the findings revealed that legislative enforcement of MDS statutory provisions is insufficient and weak (Statement 15, Statement 17). Reflecting on the findings, it was indicated by the participants that while the laws are there are present, actions are not being taken to ensure that organizations are accountable for preventing the occurrence of MDS on the mining sites (Statement 13). Weakness of the legislative enforcement was found to be because of the underlying socio-economic challenges including corruption, which impacts the effective enforcement of legislation. This was indicated to be prevalent in public sector institutions in Nigeria, including enforcement agencies. The findings also revealed that because the mining sites are in locations that are far from urban regions where regulatory and enforcement agencies are based, enforcement of legislation is difficult (Statement 14). Additionally, the weakness of the legislation enforcement could be argued to be resulting from the lack of political willpower to ensure accountability in the sector.

For instance, the *National Agency for Prohibition of Trafficking in Persons (NAPTIP)*, the institution designated to enforce legislation in collaboration with the police and deal with issues of MDS since its establishment in 2003, has been identified to be challenged by funding issues and slow litigation procedures, which has influenced its effectiveness in prosecuting parties involved in MDS (Hanafi, 2014). Funding issues such as lacking capital or budgets needed to develop a central database essential for effective investigation purposes and insufficient budgetary allowance to look after victims of MDS impacts on the continuity of the issue. The indication of this is that the lack of political support in deploying effective systems through providing requisite budgetary allowance for mitigating issues of MDS impacts its continuity. Similarly, Okogbule (2013) identifies that when the appropriate political will is deployed, it enhances the effectiveness of the legislative process.

Reports from the UK Gov (2022) on poverty and illiteracy identify that there is a strong correlation between illiteracy and poverty, and literacy is a powerful tool that could mitigate poverty, which no doubt explains the prevalence of the underlying issues relating to MDS in the rural communities, which are largely poor. The section which follows expands on illiteracy and its impact on MDS within the mining sector.

5.27 Illiteracy and MDS

Idris (2017) suggests that education is an important contributory factor that influences the continuity of MDS. This is because lack of educational opportunities and education prevents individuals from making changes to their socioeconomic status, and because of the pressing needs which come with living in society, this increases their vulnerabilities and tendencies to be coerced into activities of MDS.

In this investigation, the findings revealed that most mining sites were geographically in regions lacking access to educational facilities such as schools, which increases the risk for child labor in the fields, as there is a higher likeliness that children not in school go to the mines with parents at a later age (Statement 34, Statement 35). Furthermore, the findings revealed that a lack of literacy limits the knowledge of victims in seeking opportunities or taking actions such as documenting reports, which may be helpful in the fight against MDS. In a report by Toybox (2020) which examined the links between MDS and children in a street situation, it was identified that the use of a child rights approach is essential to facilitating the effectiveness of actors, including the provision of educational opportunities for MDS to end. It was found that this could be done through procedures that allow for all children's rights to be realized and, including ensuring inclusive participation advocating accountability of governments to meet responsibilities with regard to child rights (Toybox, 2020). Oosterhoff et al. (2018), in a study on MDS prevention and responses in Southeast Asia, finds that education helps in reducing vulnerabilities associated with MDS by creating opportunities for individuals indicating that literacy influences MDS by reducing vulnerability associated with the issue. The implication of this to the study is that it is essential that rural regions are provided with opportunities for education and learning through development of schools to reduce the likelihood of more victims being recruited to partake in MDS which takes the form of child labor on the mining sites.

Another factor that interrelates poverty and the continuity of MDS-related activities is the nature of remuneration within the mining sector. The section which follows provides further discussions on minimum wage within the mining sector and its impact on MDS continuity.

5.28 Minimum Wage and MDS

The findings from the study revealed an overwhelming agreement by the participants that the minimum wage in Nigeria is not sufficient to cater to the living expenses of workers, putting them under immense pressure to be coerced into activities of MDS (Statement 39). Additionally, it was noted that most of the workers in the mining sector, in most cases, do not earn up to the minimum wage due to the contexts of recruitment that takes place in the industry; workers on site are recruited by third-party organizations such that payment agreements have been made between organizations and third-party recruitment firms to recruit and disburse payments to the laborers on sites (Statement 41). Due to the lack of opportunities in the towns and surrounding regions of the site, people are easily coerced into working under conditions of MDS, exploited in remuneration, and as a result, have no opportunities of breaking out of the cycle of MDS in the sector.

Boyle and Shields (2018), in a study examining the impact of economic empowerment and MDS continuity, identify that in the UK, there are legislative fines of up to 200% of underpaid pennies, which victims can claim from employers if they evade legal requirements of minimum wage. For instance, between 2017 and 2018, employers were fined by the HMRC £15.6 million because of underpaying 200,000 employees, which led to a fine of £14 million on those employers (Boyle and Shields, 2018). While the figures indicate that the full powers of the law were not applied in these cases for breaching national minimum wage requirements, it can be argued that the enforcement, to some extent, allows for employers to be held accountable for doing what is right.

With regards to the findings from this study, it could be argued that exemptions within the National Minimum Wage Act 1981, under which the Nigerian labor is governed, impact the effectiveness of employees within the mining sector in receiving minimum wage payments. This is because based on the Act, workers who are not on a contract which is commission based with an organization, such as laborers on daily piece-rate, working on commission or seasonally employed individuals. As a result, the framework and guidelines for a minimum wage make it difficult to prosecute or identify exploitation of workers within the mining sector and lead to

continuity in the cycle of MDS. The study findings align with reports from a study undertaken by the Ethical Trade Initiative (2021) examining the importance of a living wage on MDS continuity. The ETI (2021) study identified that when workers cannot access a living wage, this reduces their vulnerabilities to MDS-related activities, as they could be compelled to become bonded laborers and engage in other forms of MDS due to the socioeconomic challenges they face.

5.29 Social Desirability and MDS

In qualitative studies, the emergence of social desirability occurs when discussions arise when discussing topics that are sensitive or when the respondents are exposed to strong cultural or societal behaviors and norms (Grimm, 2010). Further to this, in studies where the characteristics of society are such that its members follow a highly collectivist structure, social desirability tends to affect the nature of responses received (Grimm, 2010). According to Kelly et al. (2013), social desirability also impacts a research's outcome depending on the affluence present in a country and the individual characteristics of the respondents, including their social position, personality traits, and gender of the respondents.

Within this study, social desirability is an issue because it could lead to an overestimation of positive responses, which leads to a questionable outcome. Different approaches have been used in prior qualitative studies in minimizing the impact of social desirability bias in research, including adopting the use of self-administered questionnaires, which facilitates the removal of normative pressures which could impact the answers being posed in a specific manner, using participant observation methods to facilitate triangulation of data, and employing face-to-face interviews for probing and clarifying responses obtained from participants in a study.

This study pertains to MDS practices in Nigeria's mining sector. Nigeria is a highly collectivist nation, and the topic of discourse for the research is one that is considered sensitive in nature, and as a result, it was the expectation of the investigation that social desirability bias would impact the research outcomes. Drawing from the findings obtained from the first study, which followed an empirical approach, it was identified that the only significant variable which influenced MDS continuity in the Nigerian mining sector is poverty, while responses on other variables indicated a moderate impact on MDS continuity. The analysis of the responses revealed that social desirability may have influenced the outcomes of the study.

Consequently, in-depth interviews were conducted with retired miners, who are stakeholders in the mining sector, to understand attitudes, perceptions, and experiences that relate to MDS, and factors that drive the continuity of MDS in the sector. The reflections and experiences relating to data collection and the project relating to social desirability were identified in this study through three key sources, including field notes, email exchange between researcher and participants, and digital recordings of the interview process.

The researcher participated in debrief sessions with the research supervision team regularly for the purpose of discussing the challenges, findings, and issues associated with the research process to enhance data collection. These sessions allowed the researcher to discuss the research protocols, which were recorded in field notes and used to guide the researcher during the research process. Furthermore, the researcher followed individual reflective approaches following the completion of each interview to reflect on the impressions of the interview, activities which occurred during the interview process, and impressions of the researcher relating to the findings obtained.

In this study, tendencies for social desirability were identified based on the responses provided by the participants, the choice of word patterns used, and to some extent, the body language of the participants, although this was limited as virtual interviews were used in this study. The socio-cultural context of the study was used in the interpretation of social desirability associated with responses obtained. With regards to avoiding social desirability avoidance in this research, questions were designed in such a way that they were posed relating to the actions of others' involvement in MDS-related activities. Assurances were also provided to participants relating to anonymity protocols employed by the study, follow-up questions were posed to participants to gain more insights, and examples that enabled participants to recount personal experiences were requested. Further to this, in the recruitment of participants, the research design was such that only retired participants were recruited as it was believed that this would enable the participants to discuss more sensitive issues relating to MDS practices from experience as concerns such as research impacts on their livelihood was reduced as a result of this.

It was, however, noted that despite the measures taken by the researcher in mitigating social-desirability bias impact on the results obtained, the participants were still careful, particularly

when speaking of their experiences and the role of their previous organization in taking actions against MDS. For instance, when discussing the issue of organizational role in mitigating MDS, none of the participants indicated that the organizations which they had worked with had outrightly/directly been involved in MDS practices, perhaps because of fear that identifying this could result in negative repercussions, even though all participants admitted the occurrence of MDS related practices in the industry. Furthermore, the researcher had to probe further when discussing issues relating to corruption and the nature of corruption and its impact on MDS-related practices as the participants were initially providing general accounts of corruption in the sector, which does not provide for depth in the research quality. This may have impacted the details of insights provided by the study and the research outcomes.

5.30 Limitations

Some challenges were faced by the researcher including challenges which come in developing countries such as difficulty in accessing high-speed internet and technical challenges including web-sound/cam challenges, time-lag challenges, and challenges with purchasing internet data for participants so that they could be involved in the study as a result of costs to the participants.

In situations where the participants could not participate in the study due to technical difficulties associated with video calls and internet calls to the location of the participant, telephone interviews were conducted, and *Kinesic* forms of communication were not recorded in these circumstances.

A wide range of platforms could be adopted in conducting online interviews, especially with the conditions under which the study was conducted, given government regulations and restrictions relating to face-to-face contact and university guidelines and recommendations for researchers during the pandemic. Consequently, given the country and the popular software/platform for use being WhatsApp, rather than other options of skype and Microsoft teams which are un-popular, interviews were conducted via this media.

5.31 Summary

In this chapter, the outcomes from the qualitative study have been presented. The section provided details about the procedures and approached the researcher followed in conducting the interviews and the process followed in analyzing the data obtained from the participants.

Additionally, the chapter has outlined the process followed in the thematic analysis approach and elaborated on the theme development process based on the review of literature and findings from the quantitative study. In the next section, discussions relating to the findings are done.

Chapter 6 - Discussion

6.0 Introduction

Recalling the research aims, it is noted that the research focuses on exploring MDS within the Nigerian mining sector and factors influencing MDS's continuity. Two studies were undertaken, the first being a quantitative study aimed at examining the perception of individuals in the Nigerian mining sector relating to the factors which influence MDS and its continuity, and the second being a qualitative study further examining the factors which influence MDS continuity in the Nigerian mining sector.

Through the review of the literature, factors that influence MDS practices were identified to include corruption, legislation, poverty, culture, and organizational factors. Based on this review, themes were identified that were used in the development of the research guide developed to examine the factors which influence MDS continuity in the Mining sector.

The findings of the first study revealed that poverty was the only significant factor that influenced MDS continuity, while other factors were identified to moderately influence MDS continuity. The findings further revealed that social desirability may have influenced the outcomes of the study. Additionally, due to the COVID-19 pandemic, the number of participants' responses recorded was low – 50 participant responses were recorded. Considering the response population and the impact of social desirability, a second study was implemented to further examine the factors that influence MDS continuity as identified in the literature review.

In the second study, qualitative approaches were employed in examining the factors which influence MDS in the mining sector. The use of qualitative approaches was to ensure that deeper meaning is associated with the themes identified in the literature review and to probe further the findings from the first study on the different factors which impact MDS continuity in Nigeria's mining sector.

With regards to poverty which was the only factor identified to play a significant role in MDS continuity in study one, the findings from the qualitative study revealed that participants believed that poverty played a significant role in the continuity of MDS in the mining sector. This is because poverty, by virtue of its nature, impacts on individual vulnerability to partake in MDS-related practices. The study findings revealed that socio-economic conditions in the

communities where mining occurs are such that members of mining communities do not have access to basic social amenities, including job opportunities, due to developmental challenges within their region (Statement 25).

In a study that focused on poverty and profits as being central to forced labor, de Cock and Woode (2014) found that poverty increases risks to individual vulnerability to MDS practices. The paper cited the case of Niger from a study conducted by the ILO on victims of forced labor in the country, noting that in households where there was a decline in revenue, victims of forced labor, a form of MDS was higher. Additionally, de Cock and Woode (2014) noted that access to basic amenities such as food security which is an underlying issue associated with poverty, influenced increased vulnerability towards people coerced into forced labor activities; 9% of victims of forced labor do not have food security compared to 56% having food security. While this study did not consider exact poverty measures such as food security, consideration of the findings from the study, however, supports the notion that poverty is an important factor that facilitates continuity of MDS. This is considering the nature of the industry, which conducts its operations in areas where there is a lack of socio-economic opportunities, i.e., rural communities in Nigeria, and considering the fact that a large population of the country suffers from extreme levels of poverty, which is an overall challenge to the country.

Poverty limits the extent to which economic opportunities are available, and this prompts the continued acceptance of individuals in the region to work in conditions where MDS is practiced. Based on this, the research could conclude that the extent of socio-economic deprivation within mining communities, together with the lack of access to opportunities, prompts members of mining communities to work in conditions of MDS.

In the first study, it was identified that culture moderately influenced MDS continuity in the country. The second study, however, probed the extent to which national culture influenced MDS' continuity explored in deeper detail, and the findings suggested that the nature of the country's culture being power distanced influenced the continuity of MDS because it influenced reporting of the issue. The findings suggested that because the culture of society is such that there is high-power distance, coupled together with socio-economic challenges, reporting MDS-related offenses is difficult as people believe that the power imbalance would not lead to anything being done to resolve issues (Statement 6). The findings also identified

that there are fears that reporting only brings further issues to victims and that the belief was that the system works only in favor of those with higher social standing in society.

Bogasian (2018), in a study on national culture and organizational culture of silence and voice, focusing on MNEs, finds that in countries which are high power distance, including Panama, Guatemala, and Malaysia, the nature of the culture is such that structurally organizations are designed whereby subordinates depend on managers when making decisions. Furthermore, in such cultures, there are key status symbols that emphasize the differences between senior management teams, their powers, and subordinate employees (Bogasian, 2018). Due to such differences, people in lower cadres feel unsafe speaking or contributing to issues openly, which could mitigate the risks of MDS (Bogasian, 2018). The findings from Bogasian (2018) confirms this study's findings which identified that participants believed their opinions and decisions relating to taking actions on MDS were irrelevant. This can be explained by the suppositions from the findings that indicate that decisions to avoid taking action against MDS were based on the belief that victims had no significant powers due to their positions in society, and their complaints may not go heard or could result in negative repercussions. Based on this, it could be concluded that culture influences MDS continuity in Nigeria by impacting reporting of the crime due to power distance issues.

In the first study, legislation was also indicated to moderately influence MDS and its continuity in the Nigerian mining sector. Expanding further, the findings from the study identified that participants who viewed corruption as culpable for the continuance of MDS within the mining industry in Nigeria were also significantly likely to report that legislation, poverty, and organizational structure were factors that influence MDS. The second study, however, provided more emphasis on the impact of legislation, with the indication of the findings suggesting that slow legislative procedures, weak punishments, and lack of political will in pursuing legislation which will detract MDS-related activities from continuing influences the continuity of the issue (Statement 11, Statement 12). This aligned with the findings of the first study, which showed that corruption influenced the extent to which enforcement agencies could implement their duties, prevented the identification of MDS activities within, and facilitated effective monitoring actions. Craig (2014), in a paper assessing the UK's MDS legislation, the importance of legislation in the fight against MDS is noted to be described as being a key instrument used for protecting citizens and organizing society against the

continuity of the issue of MDS. It is, however, noted that in the design of the UK's legislation on MDS, different elements present to mitigate the issue of corruption, such as monitoring structures, enforcement structures, and high penalties, have been drawn as part of the legislation to detract offenders from committing practices of MDS (Craig, 2014). The findings however reveal that in Nigeria, the legislative elements were weak, and as a result, due to the poor structure of the country's legislative arm of government. From this, it can be concluded that legislation is an important element that Nigeria needs to work on to resolve the challenges associated with the continuity of MDS in its mining sector.

The findings also indicated that organizational factors were also identified to have a moderate impact on MDS continuity in the first study. In the second study, however, details relating to the extent to which organizational factors influenced MDS continuity. From the second study, it was noted that due to loops in the regulation of the mining sector, organizations adopted a lax attitude towards tackling the presence of MDS-related activities. This is coupled with the fact that organizations suffer from the impact of corruption, which weakens organizational will to ensure set industry standards are followed in the recruitment process. Additionally, the findings revealed that organizational policies relating to CSR strategies that addressed MDS-related practices are non-existent despite the issue being problematic to the industry.

Idris (2017), examining the role of business in tackling MDS within supply chains, finds that most organizations within the western contexts have monitoring systems that have been put in place in dealing with suppliers atop their value chains relating to forced labor and other forms of MDS. The study notes that despite this, due to the supply of resources being obtained in periodic manners and other suppliers present in the chain, it makes it difficult for organizations to identify the presence of MDS in their activities (Idris, 2017). The findings from this study revealed similar details with only differing suppositions on the nature of the systems present in Nigeria's mining sector. In this study, it was found that the complexities of monitoring were due to the poor database and effective monitoring strategy coupled with the presence of artisanal miners and third-party-recruitment agencies in the sector. Furthermore, organizational willingness to tackle MDS, which is propelled by the corrupt nature of the system, was identified to be a challenge of the issue in Nigeria's mining sector. Based on these findings discussed, it can be concluded that organizational factors play an important role in the continuity of MDS in Nigeria.

This led to the further examination of emergent themes of the study, i.e., the themes derived as a result of the interviews, including CSR and MDS, legislative enforcement, minimum wage and MDS, colonialism and MDS, illiteracy, and MDS and social desirability and its impact on MDS.

The review of the literature further revealed that CSR could play a role in mitigating the continuity of MDS by resolving socio-economic challenges which influence the vulnerability and coercion of victims. The findings of the study, however, reveal that due to the nature of CSR in Nigeria's mining sector being focused on organizations working towards providing basic amenities such as road, water, and health care, as a result of the priority of interests toward socio-economic challenges, MDS is not perceived as important. As a result, these organizations and stakeholders in Nigeria's mining industry do not prioritize CSR to focus on MDS-related activities. Amaeshi et al. (2018), in a study examining the characteristics associated with CSR as perceived by indigenous firms in Nigeria, found that CSR in the country is localized and a socially embedded construct. This is because organizations in Nigeria prioritize their CSR policies toward tackling socio-economic developmental issues in the country. The findings of this study found that organizations in the mining industry apply their CSR towards the development of roads, building schools, and other basic amenities like health care centers in the mining communities. From this, it can be concluded that because organizations in the mining sector do not prioritize issues of MDS, the issue would continue to be overlooked as insignificant.

Colonialism and MDS were other themes that emerged from the second study. The findings, however, revealed that while colonial structures may have led to the current structure in the mining sector, which governs the recruitment and operations of mining sites, colonialism was not believed to play a significant role in the current trends happening in the sector. Adeyeri and Adejuwon (2012), in a study on the implications of colonial rule on Nigeria's development, identified that colonialism influenced Nigeria's economic underdevelopment by supporting the importation of end-products to colonial powers using resources of Nigeria and staving off declining domestic consumption in colonial states. These economic policies in having an economy that is externally dependent are still evident today throughout all Nigerian institutions and facilitate continuity of colonial economic policies, which affect the country's socio-economic status (Adeyeri and Adejuwon, 2012). With the findings obtained, it can be

argued that colonialism could only be linked to MDS in the sense that it may have resulted in the overall economic developmental challenges being faced by the country, but however, it does not relate to the accountability of stakeholders today in ensuring legislation relating to MDS practices are followed.

With regards to legislative enforcement, the findings from this theme indicated that overall, there is weakness in the enforcement of legislation relating to MDS in the Nigerian mining sector. For instance, the findings indicated that several legislative enforcement agencies had been designated to deal with issues of MDS, including enforcement agencies designated to ensure compliance relating to minimum wage, compliance relating to operational practices on mines, and specific agencies which specifically address issues of MDS including human trafficking issues – NAPTIP. The findings revealed that weakness was due to poor monitoring structures, which influenced the extent to which corruption could be prevented or mitigated. Furthermore, the mining sites were found to be such that they were in communities where access to education was limited and, in some cases, not present. Within such communities, the study identified that as a result of the lack of access to education, there are limited opportunities for residents of such communities, and this increases their chances of being coerced into MDS-related activities. On this basis, it can be concluded that the lack of schools or limitation in access to education limits opportunities for members of mining communities, increases their vulnerabilities to MDS, and influences the continuity of MDS in the Nigerian mining sector.

Additionally, it was identified that the set minimum wage is hardly sufficient to deal with the basic amenities of the needs of workers in the mining sector, like other industries in the country. Despite this, the findings also indicated that most workers in the mining sector, especially those that work on sites, earn less than the minimum wage due to organizational policies of not directly hiring workers for the site. Organizations were found to only hire experts that were paid well for site supervision positions, while for laborers that work on the site, employment/recruitment is through third-party agencies or artisanal mining organizations. These third-party agencies were noted to pay laborers less than the minimum wage due to hoops in the system, which prevents monitoring and ensuring compliance with minimum wage laws. Moreover, the legislation in Nigeria does not favor contract and part-time workers, and because most of the workers on mining sites are contractual employees who are employed

through third-party agencies, this influences the extent to which wages can be monitored by organizations and workers paid wages which could help bring them out of the cycle of poverty. This impacts on continuity of socio-economic issues such as poverty, which influences the vulnerability of individuals to being coerced into working in conditions of MDS.

The findings of the first study also indicated that aside from poverty, no other factors were found to be significant that influenced the continuity of MDS. The reason for other factors not being found to be significant was linked to phenomena of social desirability. The subject of MDS is one sensitive topic to discuss, and because there may be perceptions that being linked to MDS and highlighting one's knowledge of the illegal practice may result in negative aspersions being cast on the participant's morality, and this may impact the outcomes provided by respondents. Furthermore, in the second study, social desirability was noted in some of the responses provided, particularly when discussing issues relating to organizational role in mitigating MDS, due to fears that there could be a negative repercussion associated with providing details of experiences of the issue. While actions such as probing further into details to ensure participants were fully engaged in providing insights into the issue of MDS practices, it could be concluded that social desirability influences the accurate reporting of MDS and because accurate reporting of MDS is essential to understand the extent to which MDS related practices are present and the unique challenges of MDS in Nigeria's mining sector.

The section which follows discusses the conclusions and contributions of the study.

Chapter 7 - Conclusion

7.0 Introduction.

Seven main conclusions could be drawn from the findings of this study. The conclusions relate to the nature of MDS activities and factors which influence the continuity of MDS within the mining sector in Nigeria, which is the central focus of the research. The conclusions also relate to the role of organizations in taking actions to mitigate the continuity of MDS-related practices within the mining sector in Nigeria.

Nigeria alone hosts a significant amount of minerals, including cobalt, gold, zinc, iron, oil, and gas, amongst other resources, which are enticing for foreign investors that establish subsidiaries for mining or obtain licenses to undertake exploration activities in the country. With the amount of wealth combined with poor regulation, there is increased corruption which has pronged the mining sector and has contributed to the continuity of MDS-related activities in the country.

In chapter one, the concept of slavery in Nigeria and the historical context of slavery was used in facilitating the exchange of minerals for goods and services from Europe and America was introduced (Nzewunwa, 1983).

In chapter two, the concept of slavery as it applies to various industries in Nigeria, business response to MDS, and factors that impact MDS continuity, in addition to other relevant literature, were reviewed. From the review, it was identified that two key gaps in literature exist, including gaps relating to CSR and its impact on MDS continuity and gaps relating to factors that influence MDS within the context of Nigeria's mining sector. In Chapter 3, the methods followed to collect the data relevant for the study were identified and justified, while in chapters 4 and 5, the analysis of the quantitative and qualitative data was presented and discussed. In chapter 6, a general discussion of the study was done.

Based on the analysis of the findings, which were presented in chapters four and five, there are several key findings that relate to the research questions posed at the inception of the study. All the conclusions are discussed in detail, but summarily, they are identified as follows:

- 1) Poverty is a significant driver of the continuity of MDS in Nigeria's mining sector.

- 2) Corruption serves as an enabler for MDS through derailing institutions accorded with the responsibility of accountability for effectively implementing their functions.
- 3) The weak legislative segment of the government and weak punitive measures in place impacts the continuity of MDS in Nigeria's mining sector.
- 4) The Weak regulatory enforcement procedures enable MDS.
- 5) Poor national minimum wage influences the continuity of poverty and indirectly vulnerabilities which expose individuals to coercion into MDS.
- 6) CSR-related activities of organizations are not designed to focus on MDS, and organizational commitment towards mitigating efforts of MDS is weak and influences MDS continuity in the mining sector in Nigeria.
- 7) Social Desirability influences the reporting and continuity of MDS in Nigeria's mining sector.

All the conclusions drawn relate to understanding MDS within the context of the Nigerian mining sector and understanding the role of organizations and the actors which impact the nature of CSR in the Nigerian mining sector and how these influence MDS continuity. It will be recalled that these issues were the pertinent key aims of the study as identified in Chapter 1.

In the section which follows, the conclusions of the study are expanded upon, following which recommendations are made for future studies.

7.1 Conclusion 1: Poverty is a significant driver of MDS in the Nigerian Mining Sector

Findings from the quantitative study revealed that poverty serves as a driver for MDS in Nigeria. The findings aligned with the findings from the qualitative study where the participants agreed that poverty levels nationally, and specifically within the rural regions where mining activities occur, impact victims' vulnerabilities and their being coerced into working under MDS-related conditions. The Nigerian National Bureau of Statistics (2020) identifies that 40% of the population, an estimated 83 million Nigerians live in poverty, with a projected increase in the population of those living in poverty to 90 million or 45% of the population by 2022. The indication of this is that a significant number of the population continue suffering exposure to vulnerabilities because of a lack of opportunities, including access to decent jobs, economic imbalance, and the overall socio-economic challenges they face.

Obiora et al. (2010), in a study on the challenges of mineral stewardship in Nigeria, noted that the revenues which are generated from the mining sector do not benefit local communities as they should be, and the overall social development within the country. The challenges of various loopholes in the mining sector, including poor legislation, corruption, and lack of organizational concern, continue to allow for human rights abuses because of enhanced vulnerabilities which are resultant from poverty. Poverty impacts MDS through negative effects on the vulnerability of victims; it is difficult for victims to escape the cycle of MDS due to other factors such as corruption of enforcement agencies which serve as an enabler for MDS, poor justice system which affects victims' decision to pursue justice, and a highly-power distanced culture which puts victims at a disadvantage in terms of social desirability bias.

7.2 Conclusion 2: Corruption serves as an enabler for MDS through Derailing Institutions

While the findings from the quantitative study revealed that corruption played a moderate role in the continuity of MDS in Nigeria's mining sector, indications from the qualitative study revealed that corruption overwhelmingly exists within the Nigerian mining sector and plays an indelible role in facilitating MDS' continuity in the sector. Provisions of the law identified in the 1999 Constitution Article 34.1(b) criminalizes MDS-related activities under articles 23 and 24 of the ratified 2015 Trafficking in Persons (Prohibition), Enforcement and Administration Act.

Obiora et al. (2010) note that the characteristics of the Nigerian mining sector are such that enforcement agencies, including anti-corruption bodies and modern courts, are in existence and operational, with the purpose of acting as a panacea against corruption, various factors, including political willingness to undermine efforts against corruption and challenges of transparency within the extractive industries impacts on continuity of corruption. Corruption is noted to influence MDS continuity by paralyzing institutions that serve to hold stakeholders in the mining sector accountable for ensuring preventive measures against MDS-related activities. This is because corruption undermines the ability of stakeholders to be transparent in their attitude towards fighting issues of MDS.

Several underpinning reasons for the existence of corruption within the Nigerian mining sector exist, including limited access to the extractive industries, which prevents transparency and creates an enabling environment for grand corruption. Another reason is that the country, while democratic in structure, could be described as an authoritarian system. Fjeldtaad and Isaksen (2006) indicate that levels of corruption in authoritarian systems of government are

high. Statista (2021) finds that in terms of global measurements relating to the democracy index, Nigeria ranks at 4.1 points, classifying the country as a hybrid democracy. With this ranking, the country is close to being designated as an authoritarian nation, where governmental functioning, political participation and culture, and civil liberties are ranked low.

The study also identifies that in an organizational role, corruption impacts risks towards organizations that are operational in Nigeria's mining sector. This may be because when organizations pay bribes to enforcement agencies, this reduces the organization's disdain towards regulatory compliance, thus proliferating the continuity of disdain towards the due process in the mining sector. The indications of the qualitative findings align with the findings from the quantitative study, which shows that participants that viewed corruption as culpable also indicated that this influences organizational structure and attitudes towards MDS.

The indication of the cursory analysis implies that corruption impacts on continuity of MDS by influencing enforcement and countervailing structures to mitigate the continuity of the issue. The findings also imply that corruption influences MDS by impacting organizational willingness to take action against MDS due to the perception by mining ventures that corruption imposes a "tax" on their business activities. The lack of organizational accountability affects victims by enabling the thriving of artisanal mining which is characterized by various elements associated with the practice of MDS. Based on this, it is the belief of the researcher that it has been shown that corruption is an important element that influences the effective governance of Nigeria's minerals extracting sector and the continuity of MDS. Furthermore, the findings of this study have shown that corruption affects MDS continuity by reducing effectiveness of law enforcement and regulatory agencies which has a negative impact on and there are several critical problems that impact the effectiveness of combating MDS.

7.3 Conclusion 3: Weak legislative segment of the government and weak punitive measures influence MDS Continuity

While the findings from the survey indicated that legislation is perceived as a moderate factor that impacts MDS continuity, it was also found that individuals that perceived legislation as a factor also reported corruption and organizational factors as significant issues that drive MDS continuity in the mining sector in Nigeria.

Findings from the first study corroborated with indications from the qualitative study, which identified corruption of enforcement agencies and officials as an explanation of the weakness of the legislative arm of government in taking actions to mitigate the continuity of MDS. Expanding further, while the legislation to mitigate actions of MDS has been passed, the lack of will by the political class to enforce legislation due to corruption within the mining sector, including bribery of public sector officials, negatively influences legislative initiatives and actions. This consequently prevents the effective protection of victims.

Furthermore, the weakness of punitive measures, such as weak fines and short jail terms which are issued to corporations and individuals that perpetrate actions of MDS, do not aid compliance with legislation by organizations, and this mitigates enforcement mechanisms and accountability towards MDS and continued impacts on victims. Compounded with slow legislative proceedings for prosecution of crimes of MDS, the findings from the study have shown that the overall legislative will and power in mitigating continuity of MDS is failing, and this facilitates an enabling environment for the continuity of the issue. This study has shown that loopholes in the legislative system impact the long-term effectiveness of the enacted Laws and their ability to prevent the continuity of MDS.

7.4 Conclusion 4: Weak regulatory enforcement procedures enable MDS Continuity

The findings from the study gave the implications that there are several challenges associated with enforcement that impact the effectiveness of legislation, including the weakness of regulatory agencies in addressing the issues of MDS. This may be a result of the presence of multi-actor agencies, including the Police and NAPTIP, Mines Inspectorate Department (MID), and the Mining Cadastre Office (MCO), which have assigned responsibilities in upholding legislation regarding MDS, resulting in complexities associated with setting out guidelines in mitigating due to overlapping responsibilities. Furthermore, the lack of transparency in the mining sector as a result of the characteristic nature of the location of mining activities being restricted to rural areas makes it difficult for enforcement agencies to effectively implement their functions in mitigating MDS. This is because of the limited resources designated to the agencies, which do not allow effective assessment of ventures operating in the sector, coupled with poor monitoring actions, which affects the ability for issues like bribery and other forms of corruption to occur. This influences organizational attitudes towards issues of MDS, as the impact of corrupt agents/representatives of enforcement agencies serve as a risk cost to firms

as it imposes an illegal "tax" on organizational profits. It also leads to continued victimization of individuals to practices of MDS in the Nigerian mining sector. From this, it can be concluded that there need to be changes to the current legislative enforcement framework to ensure venture compliance and mitigate the occurrence of issues relating to bribery and other forms of corruption, which could affect the effectiveness of multi-agency actors. This will help prevent continued victimization of individuals in relations to MDS practices in the mining sector.

Furthermore, it is the opinion of this study that there need to be several areas of improvement relating to regulatory enforcement against issues of MDS. It is essential that frequent monitoring and checks be conducted on registered mining sites to ensure accountability towards operations being implemented. Furthermore, undertaking frequent and transparent dialogue processes between organizations and enforcement agencies will help in reducing practices of corruption, thus enhancing the accountability of both organizations and enforcement agencies towards MDS mitigation.

7.5 Conclusion 5: Poor national minimum wage influences the continuity of MDS

The study found that poor national minimum wage policies set by the Federal Government, impact the challenges faced by low-income workers, including workers in the country's mining sector. This is because the purpose of minimum wage is to ensure the essential needs of employees, such as housing, education, clothing, food, and recreation, are satisfied while considering the cultural and economic development of a country. The minimum wage is also meant to be representative of the lowest wage that employees should receive by law, irrespective of the means of remuneration or the employee's qualifications. Further to this, the minimum wage is supposed to be upheld by law, enforceable based on appropriate codes or sanctions, and functions in addressing ensuring the right to dignity within work environments. Because the minimum wage is hardly enough for workers in the mining sector, they suffer poverty which increases the vulnerability of victims to MDS practices.

Aminu (2011), in a study focusing on the impact of minimum wage on low-income workers, finds that the national minimum wage standards influence an increase in poverty incidence in the country. This is because the minimum wage growth trail growth associated with the price index, impacting workers purchasing power and, inevitably, their standards of living (Aminu, 2011). From the study, it was also identified that the minimum wage standards also increase

unemployment rates, although there are no specific insights as to the relationship between unemployment and minimum wages (Aminu, 2011).

In this study, the analysis revealed that the current minimum wage set by the government does not suffice to provide for the essential needs of the workers. The lack of changes to the minimum wage may be linked to the current decline in the country's economy; the economy declined by 1.8% and slipped into recession between 2020 and 2021. Second Schedule, Part 11 of the 1999 Constitution of the Federal Republic of Nigeria (FRN, 1999), suggests that the country's minimum wage legislative authority is exclusively held by the federal government. This means that the government can make changes to the wage such that low-wage workers would be protected. The findings from the study showed that minimum wage policies are not honored in the mining sector, particularly to laborers in the mines, due to non-contractual obligations by organizations to artisanal miners or third-party employees working in the sector. Because most of the workers working in the mines do not have contracts with the organizations but are employed via a third-party agent that does not follow regulations on minimum wages, and as a result of socio-economic hardships, workers in the mining sector get coerced into working in conditions of MDS.

The implementation of good minimum wage review policies would help to ensure that the wage being paid to workers corresponds to rising prices of commodities in the markets and overall costs of living. This helps protect workers from existing vulnerabilities and coercion into opportunities where MDS-related activities occur.

Additionally, changes need to be made to current minimum wage regulations relating to contractual and part-time workers as the policies were suggested to prevent organizational accountability when it comes to contract or third-party workers. Legislative actions need to be implemented to ensure organizations are held accountable for preventing the occurrence of MDS within their places of operation, irrespective of if the employees are directly employed or not. For instance, in the UK, Section 54 of the 2015 MDS Act makes provisions for compliance guidelines organizations have to follow on reporting actions that have been taken to ensure mitigation of MDS within supply chains or businesses (Legislation.Gov.UK, 2021). The compliance guidelines for the UK MDS Act, 2015 makes provisions for organizations to be held accountable by ensuring that business implement risk assessments and reviews for potential MDS activities and ensure anti-slavery clauses are within contracts with third-party

suppliers/contractors (Legislation.Gov.UK, 2021). It also ensures organizations' accountability by ensuring that personnel and third-party employees are trained about MDS risks and actions and by ensuring that organizations adopt anti-slavery procedures and policies. Adopting a similar compliance guideline within the Nigerian mining sector would help ensure organizational accountability towards MDS and its related activities, as it would result in alleviation of socio-economic challenges faced by workers and reduce vulnerabilities associated with coercion into MDS.

As earlier indicated, the study finds that poor national minimum wage negatively influences the continuity of poverty, and this indirectly increases vulnerabilities associated with individuals being coerced into MDS in the mining sector.

7.6 Conclusion 6: CSR Policies are not designed to focus on MDS, and this influences the Perception of the Issue

The findings from the study revealed that the nature of CSR Nationally and across all industries in Nigeria is such that they are unlike the West, where concerns related to MDS and other human rights abuses. This is due to the socio-economic conditions of the country, which prioritizes other issues such as the provision of good roads, potable water, and community health care centers and schools as the main CSR focuses of the organization. New (2015) on CSR and its limits with regards to MDS find that the nature of CSR initiatives that exist today is anti-MDS in nature as they enable mechanisms that allow the continuity of MDS. Giving examples, it is identified that while most CSR policies relating to MDS give the indications that corporations are working to reduce the problem, the commercial nature of business and profits/trading terms generate conditions that force MDS-related activities (New, 2015). In this study, it was identified that the organization's concern towards issues of MDS was negatively influenced by the imposition of illegal "tax" such as bribes on business ventures, thus increasing risks of unaccountability towards issues of MDS. Furthermore, it was also identified that the mining sites where MDS-related activities occur are in rural regions, which suffer from socio-economic challenges, thus reducing the priority of MDS-related CSR activities.

The UK MDS Act, 2015 Compliance guideline framework is noted to provide guidelines that organizations adopt as a set of tools to guide their MDS-related activity narrative. New (2015) suggests that the use of such frameworks may give the appearance that ventures are implementing coherent actions that may indicate that effectual policies have been deployed

to mitigate issues of MDS but is a deflection from organizational responsibility. This realization implies that adopting a similar framework and compliance requirements may not necessarily affect organizational accountability towards MDS in the Nigerian mining sector. However, it does bring to the fore the issue of transparency and its importance in ensuring organizations are held accountable for their CSR policies. When organizations are forced to provide greater detail of provenance relating to CSR declaration, it will help ensure that ventures take at least modest steps in practice towards their CSR promises. Within the mining sector in Nigeria, it is noted that unlike the standards used in the UK, there are no compliance guidelines, and this could be because there are multi-agency actors such as the police, NAPTIP, and Ministry of labor, accountable in one way or the other for mitigation of MDS related practices. As a result of this lacking compliance guide, there is a lack of transparency of organizations in declaring actions taken against MDS-related activities by ventures. It is therefore recommended that organizations take actions that allow for accountability relating to CSR activities and that CSR actions, particularly by organizations within the mining sector, be encouraged and geared towards identifying issues of MDS. Park and Hye (2020) suggest that transparency is a key principle of CSR as it facilitates the disclosure of details relating to a firm's activities and allows for stakeholder awareness relating to rational decisions to be made in maintaining a good relationship with the community. Positive CSR actions, including compliance with legal and moral responsibilities, enhance social development (Park and Hye, 2020). Reflecting on the application of this to this study, the conclusion which can be drawn is that organizations in Nigeria's mining sector need to be encouraged to adopt transparency in their CSR procedures as this is fundamental to enhancing social development and actions against MDS in the country.

7.7 Conclusion 7: Social Desirability influences the reporting and continuity of MDS

The findings also indicate that social desirability influences the continuity of MDS by impacting the reporting and the opacity of MDS-related activities and, by extension, the extent to which legislation and enforcement agencies could impact MDS continuity. To the knowledge of this researcher, prior studies have not considered social desirability as it relates to the continuity of MDS, although studies have been done on the measurement of social desirability within the context of child labor in the agriculture sector in Cote D'Ivoire (Jouvin, 2021). In this context, it was found that when discussing issues of child labor in the agricultural sector, social desirability influenced the responses and the study outcomes because it affects the biasedness in

responses in discussing the issue (Jouvin, 2021). This was found to be due to challenges associated with the structure in communities in developing countries and cultural expectations and prohibition relating to discussing certain issues, including MDS-related practices such as abuses and other illegal activities occurring (Jouvin, 2021).

In this study, social desirability bias within the mining sector is driven by fear resulting from vulnerabilities of poverty and power distance culture. This fear can be suggested to affect the desire for individuals' responses obtained from the participants in the study. Noting this, in the qualitative study, the research attempted to mitigate social desirability and its impact on the research outcomes by recruiting retired employees for the qualitative study based on the perception that since they are already retired. It was the belief of the researcher that, as a result of their retired status, they would not be afraid to give more details relating to MDS-related activities in the mining sector. However, bias cannot be eliminated when a qualitative study is being undertaken (Yin, 2011).

Reflecting on the literature examined and the findings obtained from the participants, some of the social challenges experienced in Nigeria include poverty, slow legislation, and corruption, which leaves an impact on the attitude of members of the community toward reporting the crime of MDS. Within the organizational contexts, the study findings indicated that most organizations do not have set-up standards and protocols which are followed in reporting crimes of MDS, and the fear of reporting the nature of activities that constitute MDS for fear of losing their jobs may affect decisions to report MDS occurrence in the mining sector. Furthermore, the findings indicate that fear of organized criminal groups and violent repercussions toward victims of MDS may affect their decisions to report the crime of MDS in the mining sector. This may be due to the belief of victims that following reports to designated enforcement agencies about the occurrence of the issue, no actions would be taken with regards to mitigating its continuity because of the extent to which corruption is present in the legislative arm of government. Based on the findings, it can be concluded that social desirability bias which describes the tendency to underreport behaviors and attitudes which are undesirable and relating to MDS in Nigeria's mining and extractions sector, influences MDS continuity by preventing opacity of details and information relating to MDS. Additionally, social desirability influences MDS by impacting on reporting accuracy of suspected cases of MDS,

which prevents the accountability of organizations and law enforcement agencies in taking actions to mitigate the issue.

7.8 Social Dominance Theory, Right Wing Authoritarianism, and MDS

To ensure that wealth and power are maintained, the political elites and higher-up members of society develop social inequality and, in a simultaneous manner, create social structures which prevent the opportunity for upward mobility of those within lower cadres of society (Room, 2012). This is the assertion of social dominance theory which suggests that the existence of inequality today is driven by beliefs that are maintained and developed as a result of social hierarchy (Romm, 2012). As found by the study, within the Nigerian mining sector, and indeed culturally, there is a higher power distance, which is resultant of social inequality. As noted from the findings, the workers within the Nigerian mining sector lack access to opportunities resultant of the lack or presence of poor institutional facilities such as schools, hospitals, and economic opportunities for development, despite the availability of resources that could mitigate the existence of these social inequalities in the country. The findings suggested that the political elite lacked the will to take action to mitigate the imbalance in social inequality. Due to this, it could be suggested that social inequality is widespread and affects social, economic, and political relationships at global, local, and individual levels (Romm, 2012). Social inequality is suggested to result in negative outcomes, including poverty which influences the vulnerability of individuals to working in MDS conditions.

Sidanius et al. (2004) find that within the context of social dominance theory, individual discrimination and institutional discrimination drive group oppression, i.e., institutions such as banks, government organizations, and powerful individuals are allocated resources in a disproportionate manner to members within privileged and dominant groups while directing things which are undesirable such as dangerous work among other things of disdain to members of groups that are less powerful. Due to the nature of institutions which allows for them to allocate resources on a scale that is larger than individuals and in a more stable manner, social dominance theory argues that institutional discrimination is one of the most significant factors which creates, maintains, and facilitates group-based hierarchy (Sidanius et al., 2004). Social dominance theory suggests that group discrimination takes a systematic form because social ideologies govern the actions of both individuals and institutions (Aiello et al.,

2019). What this implies is that beliefs and knowledge legitimize discrimination and allow individuals to act in behaviors that suggest are endorsed and shared by people.

Suppositions by social dominance theory also indicate that individuals benefiting from social hierarchy have the most important reasons to do all within their means to ensure it is maintained and, as a result, should have a social dominance orientation that is higher (Aiello et al., 2019). This means that the preference of individuals is towards egalitarian or non-egalitarian relationships among groups.

Right-wing authoritarianism is noted to have its foundational basis in authoritarian personality and expresses motivation for social order and security, which is driven by threats (Saunders and Ngo, 2017). This implies that a key characteristic associated with authoritarians is that their objective is to ensure the protection of ingroup values, traditions, and norms, which could be facilitated by using prejudicial means (Saunders and Ngo, 2017). Right-wing authoritarianism is also noted to be a predictor of prejudice towards individuals from different outgroups and is described as generalized prejudice (Saunders and Ngo, 2017).

The scale used in right-wing authoritarianism serves as a measure of the extent to which individuals have a preference for deferring authorities already established and show aggressive attitudes to individuals in outgroups when the aggression is sanctioned by the authority and aligns with traditional values endorsed by the authority (Saunders and Ngo, 2017). Theoretically, there are reasons to suggest that right-wing authoritarianism aligns with attitudes towards MDS. Members of political elites that are directly or indirectly involved in MDS as a group could be perceived as challenging moral norms and established legislation and regulations relating to MDS. The difference between Right-wing authoritarianism and social dominance orientation is that the focus in social dominance orientation is on outgroups and relations between groups, while in right-wing authoritarianism, the focus is on submission to ingroup authorities and relationships within those groups (Aiello et al., 2019; Romm, 2012; Saunders and Ngo, 2017).

Considering the suggestions of social dominance theory and right-wing authoritarianism, it is essential that more is learned about the implication of these theories to the continuity of MDS. This is because, looking at the focus of this research, elements of social dominance orientation and right-wing authoritarianism are highlighted as some underlying issues behind MDS. While

the focus of this study was not to examine these constructs, it is recommended that future research directions explore social dominance theory as it relates to MDS in order to make recommendations to mitigate the continuity of the issue in different industries.

7.9 Contribution of the Thesis

This thesis has made a significant theoretical contribution to the available extant literature on MDS. It would be useful to recall at this point that the following research questions were posed by the study:

- What is the nature of MDS in Nigeria's mining sector?
- What are the factors which influence the occurrence of MDS in the Nigerian mining sector?
- What is the role of organizations in the Nigerian mining sector in mitigating the continued occurrence of MDS?

The study was able to provide answers to all these questions by first highlighting that several factors influence MDS in Nigeria, including poverty, corruption, weak legislative enforcement, CSR not focused on MDS-related activities, poor minimum wage, and social dominance orientation.

These factors were further explored, and the finding of the study showed that poverty is a significant factor that drives the continuity of MDS. Poverty is also a significant causative factor that increases the vulnerability of individuals and the extent to which they could be coerced into partaking in MDS. There are scant studies on the impact of poverty and MDS and the mining sector, as most literature on MDS is focused on evaluating the issue from the perspective of human trafficking rather than other forms of MDS such as child labor and forced labor, which are other forms of MDS. In answering the questions posed, the findings of the study showed that due to the underlying socio-economic challenges, which are associated with poverty, MDS would continue in the mining sector in Nigeria. This is because due to poverty, there is increased vulnerability of members of the society and, indeed mining community to be coerced into engaging in practices of MDS. This finding is consistent with prior empirical studies, which indicate that poverty on the whole influences the vulnerability of individuals to

partake in actions of MDS. Thus, the findings from this study have made an important contribution to MDS and poverty.

Additionally, the outcome of the study contributes to the literature on MDS by identifying the role of other factors such as corruption, legislation, regulatory bodies, policies on national minimum wage, CSR, and social dominance on the continuity of MDS in the country.

The study also identified that corruption is a significant factor that influences the continuity of MDS through a weakening of the institutions laden with the responsibility of enforcing legislation governing MDS prevention and because corruption undermines transparency and countervailing structures which have been put in place to mitigate MDS. This finding is consistent with existing literature which finds that corruption prevents effective monitoring of systems and structures which have been established to mitigate the continuity of MDS.

The study also found that legislation is a factor that influences the continuity of MDS. While the study established that there are available governing policies and legislation that have been laid down by the Nigerian constitution to prevent MDS continuity, the lack of will by the political class, coupled with the slow pace of legislation, weak punitive measures, and corruption within the legislative system were identified to weaken the current legislation governing MDS related activities. This aligns with the available literature on MDS, which identifies that legislation is a central factor that allows for stakeholders, including the government, to take relevant actions to prevent the continuity of MDS.

The study also found that poor regulatory enforcement influences the continuity of MDS within the mining sector. From the findings of the study, it is noted that due to issues such as the location of mining sites being in rural regions, corruption within enforcement agencies, and lack of accountability by organizations, the enforcement of industry regulations and legislation is difficult, which allows for the continuity of the issue of MDS. This finding is consistent with available extant literature, which suggests that the opacity of industry-related MDS practices is due to the nature of the industry's activities being hidden, preventing ease with which these activities can be identified and reported by relevant stakeholders to prevent a recurrence.

Also, it was found by the study that the meager minimum wage policies set by the government impact the socio-economic status of people in the mining sector, and due to the nature of the mining sector being dominated by artisanal miners working as third-party employees to the

organization, there is lack of accountability of organizations regarding facilitating minimum wage being obtained by workers. This was identified to influence the continuity of MDS by increasing the vulnerability of workers in the sector. The finding is consistent with prior studies, which suggest that social inequality leads to negative outcomes which can coerce individuals into MDS-related activities due to their increased vulnerabilities.

Also, the study found that CSR of organizations in the sector influence MDS continuity as the nature of CSR in the mining sector in Nigeria and across organizations in Nigeria does not focus on accountabilities relating to MDS activities, as it is not perceived to be a significant social issue being faced in the sector. This is consistent with previous extant literature on CSR needs and application within the African region, which suggests that CSR in Nigeria focuses on basic socio-economic needs such as food, accessible roads, potable water, and basic developments rather than issues such as MDS, which is not the same within Western scenarios.

Another contribution made by the study was regarding the influence of social desirability on reporting of MDS-related activity, consequently influencing the continuity of the issue within the mining sector. The study found that due to lack of access to opportunities as a result of an imbalance in social inequality, which is a result of actions of the political elite and those in power, social relationships are affected at the local, individual, and organizational levels which affect the reporting of MDS and prevent actions from being taken to mitigate continuity of the issue. While prior studies have not considered the impact of social desirability and right-wing authoritarianism on MDS, this study was able to contribute to extant available literature by identifying how these factors influence MDS reporting and continuity in the Nigerian mining sector.

The study also made significant contributions in relation to the methodological approach used by combining qualitative and quantitative methods in collecting the data. For instance, unlike existing studies, which have either used quantitative or qualitative methods, this study triangulates both methods. For the quantitative approach, data analysis, including regression, was employed in identifying the relationship between MDS, poverty, corruption, legislation, organizational factors, and culture. The use of pilot tests in the qualitative study aided the researcher in designing appropriate interview questions to further explore the findings from the quantitative data and thus gain a deeper understanding of the different factors, emergent themes, and MDS practices in the Nigerian mining sector. Furthermore, prior studies have only

focused on MDS within the context of human trafficking rather than forced labor, child labour, and other forms of MDS practices that are covered in this study. The methods used in this study are an important contribution to the exploration of factors that influence MDS and its continuity in Nigeria's mining sector; mixed method approaches allowed for both generalized and in-depth insights relating to the issue of MDS within the mining sector, enhancing the depth of quality of research outcomes.

7.10 Limitations

There are several considerable limitations that were faced by the study. First, the sample size of the participants was small. This was due to a number of factors, including the current global pandemic and the nature of the study. The data collection was done during the COVID-19 pandemic, which made it difficult for participants to partake due to accessibility challenges because most of the participants were away from work, making it difficult to respond to online surveys and IT-based technical challenges, which prevented the completion of some responses. The nature of the study examining a socially charged issue also impacted participation in the qualitative study due to fears of perceived repercussions which some participants believed may result from the interview, despite assurance from the researcher that all ethical principles had been followed to protect their responses and assured anonymity. Further to this, the responses of the participants, including body language responses, which could have provided further insights relating to the study findings, may have impacted the quality of the research outcomes.

Despite these limitations, the research design followed, which involved combining the results obtained from the quantitative studies with the qualitative studies, nonetheless enhanced the validity of the research results by facilitating the deeper exploration of the issues of MDS. For instance, the findings from the quantitative study showed that poverty was the only significant factor that impacts MDS and its continuity, but a deeper exploration of other issues using the quantitative study also highlighted other underlying issues which impact MDS and its continuity. There were also limitations relating to examining the subject of MDS due to limited publications on MDS, particularly within the mining sector and in Nigeria. Despite these limitations, the study relied on reports from vetted organizations, including the UN and other public institutions, and some recognized international NGOs while being critical of their suppositions.

Furthermore, with regards to the recruitment of participants, there were limitations associated with this due to the nature of the issue of MDS. As a result of the ethical issues and complexities associated with discussing with current workers in the mining sector for the qualitative study, including the perceived bias relating to their responses, the research design was adapted to circumvent this. To do this, workers who were retired from the sector were recruited. While this may have impacted the quality of the outcomes, the strategy, however, provided results that provided insights relating to MDS practice.

7.11 Future Directions for Research

Based on these contributions, it is recommended that future studies should be conducted with larger samples. The researcher predicts that if this is done, the results obtained could be strengthened. Additionally, examining the impact of social desirability and right-wing authoritarianism on MDS continuity is another interesting aspect of research that should be considered, as no study has been performed to explore the impact of these factors on MDS continuity.

In terms of practical recommendations made based on the findings, it is recommended that stakeholders adopt a human rights approach to poverty elimination and development, as this focuses on the identification of the needs of members of mining communities. This further allows for the reduction of their vulnerabilities which helps fight the opacity of MDS. It is also recommended that organizational policies for ventures in the mining sector are geared towards social development and community development, which reduces vulnerabilities and chances of more people being victimized, thus influencing the continuity of MDS in the mining sector. Another recommendation made to industry stakeholders in mitigating the continuity of MDS is that corruption needs to be combatted, and this needs to be evidenced through a political will, as argued by Obiora et al. (2010).

Furthermore, it is also the recommendation of this research to stakeholders that support be provided to ensure that amendments to legislation are changed such that organizations are held accountable for effectively wielding and implementing their responsibilities as to MDS prevention in its supply chains.

Other practical actions which could be taken by the government include changing policies regarding minimum wage, i.e., the minimum wage needs to be equitable and facilitate the

ability of employees to live in appropriate living standards. This would help reduce the levels of vulnerabilities of individuals working in the sector by reducing the levels of poverty and consequently mitigating the continuity of MDS in the mining sector.

7.12 Research to Ph.D. as a Personal Learning Journey

Undertaking the Ph.D. research full-time means intense study times, where one must consider several issues to contend with, making the process of accumulating knowledge, the purpose for which the study was undertaken more complex

Several aspects of the researcher's development are related to the consequence of the study and the research purpose. For instance, gaining research skills through attending workshops and seminars was essential to gain the nuance needed for wider aspects of learning associated with the research process. Software workshops to gain knowledge of the use of analysis software such as Nvivo and SPSS were essential as these were tools the researcher would need to complete the research process and as a result, gaining knowledge of this was essential to the researcher's development and research outcomes.

Reflecting on the initial motivation and drive to conduct my study, this was based on genuine interests, which stemmed from an academic trip to visit practitioners fighting against human trafficking on a master's degree trip in Germany. Following the trip, I did a minor investigation into MDS practices in Nigeria and found that no studies had been done in the region and decided to dedicate my time to studying approaches that could aid in mitigating issues in the mining industry. This is because available media publications usually highlight the mining industry in its examples of MDS-related activities and practices in the country.

By identifying the challenges of MDS and the extent to which it is pervasive in the mining sector in the country and identifying the factors which influence MDS continuity, this study has been able to identify different issues which interrelate and influence the vulnerability of victims and the continuity of MDS related activities within the Nigerian mining sector.

7.13 Research Phase 1

In this phase of the research, which was the first year of research, I was focused on clearly ensuring that my research aims and research objectives, and questions were clear. This was done together with the PGCR certificate program, which I believed helped sharpen my research skills. At this stage of the research, I was highly motivated as I did not have as many significant challenges. However, the key thing I learned in this phase of the research based on the advice

from my supervision team was to ensure I used simple and concise language in academic writing. As someone who previously wrote non-academic forms of documents for organizations, where more complex and complicated languages were the norm, I had to re-learn how to ensure that my terms and issues were clearly defined and critically discussed to ensure that all segments relating to the research were identified and understood by all.

7.14 Research Phase 2

This phase, also the second year of the research, was where I completed my literature review for my study, where I had to go through extant available literature relating to MDS. A challenge during this aspect of the investigation was that MDS-related articles are very few, and within the context of Africa or Nigeria, in which the study is focused, there are few or no papers available on the study. A conceptual framework was developed by the researcher to guide this phase of the research, whereby all the concepts which were perceived as central aspects of the study were identified, clarified, and linked with other relevant aspects considered by the researcher to be important.

From the review of the literature, several gaps in literature were identified, some of the gaps were based on the fact that only conceptual studies have been conducted relating to MDS-related practices, and no specific studies have been done within the context of the Nigerian mining sector. Other gaps, however, identified by the research included gaps relating to CSR and its role in mitigating the continuity of MDS and gaps relating to poverty, organizational role, and their impact on the continuity of MDS in the Nigerian mining sector.

This phase of the research further bolstered my development as a researcher as I was provided the opportunity to disseminate my research at a conference at Tennessee State University, USA. I was able to engage at the conference with other academics examining MDS in different contexts at the conference and gain from the feedback provided at the conference where I presented my research, which was helpful in enhancing my confidence and knowledge in the subject area. I concluded this phase of my study by making an initial ethics application to commence my field study. However, this was declined until phase 3 of the study.

7.15 Research Phase 3.

At the inception of my third year, I was worried that my ethics application had been turned down twice due to some issues of concern by the ethics board relating to my methods and approaches to ensure the protection of the research participants and myself, based on ethical

principles. The period was, however, stressful as a researcher as I felt stuck and believed that I was not making any progress during that time. Through the guidance of my supervision team, however, I re-applied for my ethics, considering all instruction and feedback provided by both my supervision team and ethics board and clearly writing to the ethics board and identifying how I had applied all the recommended feedback which has been provided. Following this, I was approved to commence data collection, which is when covid1-9 occurred, affecting the data collection process as my travel plans were delayed. Furthermore, I suffered a loss of family during the period and got sick during the pandemic. I, however, returned straight to work after I got better and maintained consistently engaged with my supervision team during the period to gain feedback and provide them with regular updates on my work.

At the commencement of my research, it was my belief that I would have more free time to travel and have more time to do more exciting activities as I would not deal with the usual intricacies of a non-academic career, but this romantic notion was not the reality. The program was tedious and involved deep examination and insertion of oneself into their research, such that there never really is enough time.

While I did my best to avoid burnout, the pressures of being an international student lacking any sources of funding/scholarship or finance, having lost a parent during his academics, made the process challenging. My decision to never give up, however, can be linked to support morally from family, friends, and the supervision team, who helped me get through my weak times by advice and other means.

Finally, I would conclude this thesis by citing the quote from Kevin Bales.

"It surprises people that there are actually a very large number of slaves in the world today—our best estimate is 27 million. And that is defining a slave in a very narrow way; we're not talking about sweatshop workers or people who are just poor. We're talking about people who are controlled by violence, who cannot walk away, who are being held against their will, who are being paid nothing".

With the underreporting of MDS and social desirability, which was found to impact MDS, this study's findings should be further examined or replicated in other industries as the challenges relating to MDS span across several industries and remain a significant issue for our world today. The last part of my reflection would be on myself transforming and enjoying the pleasure that I worked to achieve my Doctorate honors.

7.16 Reflexivity

Johnson and Duberley (2003) describe reflexivity as the examination of the belief of the researcher, their practices, and judgments on the process of the research, and how these beliefs may have impacted the research outcomes. Reflexivity also incorporates the questioning of the assumptions of the researcher on the research outcomes and requires the acceptance and openness that the researcher is part of the study undertaken (Johnson and Duberley, 2003).

Reflexivity facilitates the ability of the researcher to maintain distance, observe, and putting into consideration their decisions and research practices, nearly from the perspective of an objective third party.

With regards to this study on MDS in Nigeria, as the researcher hails from the country and has underpinning preconceptions relating to MDS, this impacted the researcher to distance themselves from these beliefs. For instance, in reviewing literature on MDS particularly as it had to do with the impact on victims, and other traumatic experiences of victims resulting from the scourge, the researcher experienced emotions of sadness, anger and sometimes pain due to realization of the fact that the concept being investigated was the lived experiences of other individuals. The review of literature involved the researcher recounting ordeals of victims, and in some cases watching documentaries, which were sometimes graphic, to obtain detailed insights about the issues being explored. Some of the documentaries included media files relating to organ-harvesting and modern slavery, modern slavery episodes and the fate of African slavery victims in Libya among others. The documentaries, papers and publications reviewed reminded me of the fact that millions of victims are still being held as modern slaves, including women and children and it was heartbreaking to be reminded of this fact. I was however more motivated as a result of these learning experiences to continue with my research due to its importance to Nigeria, and humanity at large.

To ensure that these experiences did not affect the investigation, several strategies were employed by the researcher including taking breaks from the research, when required, speaking to supervisory team for support and practicing mood repair exercises. Mood repair exercises involved the researcher thinking of happy memories, and experiences to circumvent the negative emotions resultant from undertaking the investigation. Taking breaks was also important to enhance my ability to have a different perspective into the issues being explored

and to facilitate work-life-balance, which was important to ensure delivery of quality research outcomes. Additionally, I listened to music for mood attenuation, exercised to engage/activate endorphins and other stress management techniques.

There were some other challenges faced during the research including the issue of obtaining ethical approval for the study. As a result of the nature of the research and ethical concerns relating to interactions with victims, the research had to be designed in such a way that there was no direct interaction with victims of MDS. This was due to insurance liabilities associated with directly engaging with victims as there would have been a need to offer pastoral care and support to victims if the research had been conducted in a manner that there was direct interaction with victims. Moreover, the principles of ethics required that it should be ensured that participants and the researcher were protected and should not be harmed as a result of the study. Consequently, to prevent any ethical dilemmas, these risks were put into consideration and several ethical applications were made to the university ethics department before approval was eventually granted. Initial ethics applications were refused due to concerns about participant personal identity being revealed, considering the nature of the research and amendments were made to the ethical principles regarding this research by ensuring anonymity of personal details of participants, security of participants data and participant recruitment processes.

The researcher was also aware of potential power dynamics and biases as a researcher when interviews were being conducted. In undertaking the interviews, I was sensitive to the ethics of care relating to discussing the issue of MDS. One specific issue which arose during the interview with a participant following posing questions relating to personal experiences of MDS was that the participant, rather than responding to the question, took the chance to air personal grievances.

Interviews usually take the form of dialogic procedures, and the participant airing their personal grievances rather than answering questions took control of the dialogue, which challenged the researcher's sense of control during this instant. As I was not sure of the best reaction to this scenario as a researcher in challenging or directly responding to the participant's personal grievance, I took action to regain control by steering the conversation to the interview schedule. This was done in order to avoid personal biases which may have agreed

with the participant's inclination/positioning. This facilitated the study's ability to gain deeper meanings which were not based on the researcher's biases.

Within this study, reflexivity was achieved through procedures such as journaling and bracketing preconceptions of the researcher.

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9.0 Appendix

9.1 Interview Guide

MDS Concept

1. What is your understanding of the concept of MDS?

This question was developed in order to establish the research participant's knowledge depth regarding the concept being investigated.

2. What is your perception of organizational involvement in MDS?

This question was developed in order to get an insight into the participants views regarding firm's being involved in MDS.

3. There is existence of MDS within Nigeria's mining industry. True or False?

This question was developed to gain insight about the participant's awareness of the scourges occurring in their industry.

- b. what actions are organizations in the mining industry taking if any to help prevent the occurrence of the issue?
- c. Can you give an insight about peculiar scenarios of MDS in Nigeria's mining sector?

Regulatory Policies, Legislation and MDS

4. What are the policies in dealing with third party contractors which organizations in Nigeria's mining sector adopt?

- b. what are the characteristics of the policies and what are the strengths and weaknesses of these regulatory policies?

This question was posed to identify if standard policies are being taken by corporate firms in dealing with suppliers involved in acts of MDS.

5. In dealing with suppliers, what is the normal scenario in the supply chain?

6. What are the characteristics associated with these supply chain structure and its impact on compliance with MDS laws?

This question was posed to gain insights into the legislative stance of the organization based on government guidelines.

7. In an event that it is found that there is non-compliance of the supplier with legislation and policies regarding MDS, what actions would be taken?

- b. Are there any examples of actions which have been taken in the past?

- c. What are the policies which have been set with regards to dealing with non-compliance or participation in actions which align with MDS?

Corruption and CSR Impacts on MDS

8. Corruption helps in preventing the visibility of evidences of MDS in different industries. What monitoring and control techniques are being adopted by your organization in ensuring that the supply chain is transparent?

This question was asked to determine the position of the organization with regards to monitoring and controlling the actions which the suppliers take regarding the phenomena being investigated.

9. What CSR actions do you have in your organization relating with mitigation or MDS?

This question was asked to identify the participant's insight about the firm's CSR action relating with the concept of MDS.

10. What organizational contributions could help in reducing the continued occurrence of MDS?

This question was posed to assess the level of CSR contribution of the organization to issues of MDS.

11. What trainings or tools were you provided to help in identifying victims of MDS while working in the mining sector?

This question was developed to gain insight about the participant's knowledge on MDS and access to information relating with MDS issues.

12. Money is a significant factor which influences victim's vulnerability to MDS. What policies did your organization take in ensuring that the financial obligations of the employees are met?

This question was taken to identify the organization's level of dedication in meeting the financial obligations of its employees as this would reduce vulnerability of the victims.

13. What is your perception of the impact of the minimum wage which the government set on the issue of MDS?

14. Money is a significant factor which influences victim's vulnerability to MDS. What policies have your organization taken in ensuring that the financial obligations of the employees are met?

This question was taken to identify the organization's level of dedication in meeting the financial obligations of its employees as this would reduce vulnerability of the victims.

15. What is your perception of the impact of the minimum wage which the government set on the issue of MDS?

Social Dominance Orientation and MDS

16. What is your thought regarding the discourse that MDS is a problem which is facilitated due to high power distance and social gaps getting wider?

17. Do you believe that the people who commit these acts of enslaving other do so because of their past experiences?

9.2 Quantitative Analysis Scale

Scale

1 = Strongly Agree: 5 = Strongly Disagree

High score = High upholding views of culpability of subscale in continuance MDS

1. I have an understanding of the concept of MDS. (ORG) R
2. MDS exists within the Nigerian Business Environment (ORG) R
3. Organizations within different sectors take proactive steps in minimizing occurrence of MDS (ORG)
4. Organizations have the capacity to minimize the occurrence of MDS in Nigeria today. (ORG) R
5. Organizational transparency influences the occurrence of MDS in the Nigerian business environment (ORG) R
6. The legal system in Nigeria is empowered to regulate organizations in terms of operational practices to mitigate MDS in the country. (LEG)
7. High unemployment rates in Nigeria contributes to the continued occurrence of MDS in the country. (POV) R
8. Corruption is a significant factor which influences the continued occurrence of MDS within organizations in Nigeria (CORR) R
9. A strong presence of initiatives to drive awareness of MDS within organizations in Nigeria exist. (ORG)
10. Organizations work closely with suppliers in different sectors in minimizing the occurrence of MDS within Nigeria (ORG)
11. Organizations in Nigeria while recruiting low-skilled workers from third party agents take adequate measures to ensure that these employees are not victims of MDS? (ORG)
12. MDS occurs in Nigeria's mining sector (ORG) R
13. Stakeholders in Nigeria's mining sector comply with regulation/legislation regarding MDS (LEG)
14. Organizations work with law enforcements in ensuring compliance with MDS legislation as it applies within Nigeria's mining sector. (ORG)
15. Violence towards employees is present in Nigeria's mining sector (CUL) R

16. Children of school-age work within Nigeria's mining sector. (CUL) R
17. Exploitation of workers is a common practice within Nigeria's mining sector. (POV) R
18. There is presence of payment monitoring systems to facilitate management of employee salaries within Nigeria's mining sector (CORR)
19. Workers in Nigeria's mining sector are provided with adequate security/ freedom to go about their daily activities. (CUL)
20. Culture is a significant factor which influences the continuity of MDS within Nigerian business environment (CUL) R
21. Differences in social class/status influences the occurrence of MDS in Nigeria's business environment (POV) R
22. I would report individuals or organizations involved in acts of MDS if the victims are not from the same tribal affiliation as me (CUL) R
23. Employees are generally aware of stakeholders to contact when the need to report the crimes of MDS arises (ORG)
24. Childhood experiences of the perpetrators of the crime of MDS influences their continued actions of enslaving other people (CUL) R
25. The local community is alone in the fight against MDS within Nigerian mining sector (CORR) R
26. There is transparency in the legal process to fight MDS within Nigerian business environment. (LEG)
27. The legislation needs to be changed to increase the punishment meted out to criminals involved in MDS as the current legislation is weak. (LEG) R
28. There is adequate government support for law enforcement/regulatory agencies to act in minimizing the risk of the occurrence of MDS within the Nigerian business environment. (LEG)
29. My thoughts about the victims of MDS is that they have a choice to break out of the cycle but they have made the decision to remain "slaves" (CUL)
30. The culture within Nigerian society is prejudiced towards victims of MDS (CUL) R
31. Workers in Nigeria's mining sector are exposed to a conducive working environment which meets HSE legal requirements (CORR)

9.3 Interview Statement Excerpts

Legend

MDS In Nigeria

Culture and MDS

Legislation and MDS

Corruption and MDS

Organizational Factors and MDS

Colonial History and MDS

Poverty and MDS

CSR and MDS

Illiteracy and MDS

Minimum wage and MDS

MDS in Nigeria

Statement 1 P001: *"...In my opinion there is MDS, and this depends on individual understanding of the meaning of the concept... ... because people will really do anything for a living due to the conditions of unemployment in the country..."*

Statement 2 P001: *"...In my opinion there is MDS and this depends on individual understanding of the meaning of the concept. In a sense you could have people who earn no salary working almost non-stop and that person lives with a family for eons until the person needs to go... this is in sense one aspect of slavery but it could also be a case of where individuals do not have the power to cater for themselves and as such they come to work in the mines in exchange for shelter and food from their employers... this may be in itself helping the said "slaves" but the perception of the west about this will be one of slavery as they are not getting paid but to the victims this may be seen as a chance for a better life. Well, all in all, MDS is covert and present..."*

Statement 3 P002: *"... in our operations, we do not get directly involved with the artisanal miners as we hire third party companies to deal with this... So, we tend to turn a blind eye...on the mines, you can see children who should not be present there, working in conditions which are not ideal for their age..."*

Statement 4 P009: *“...Thankfully, I work with one of the biggest multinationals and can say within our mining department, there are no issues of MDS. I have heard about its presence from other miners and mine sites in the news, but I did not experience it with the organization I worked with...”*

Statement 5 P008: *“...in some situations where we had laborers who come from the local communities to work on site... these laborers are not directly employed by the company.... But in some scenarios during my experience, there were children on site working but... this can be more related to the economic situation in the country... and I don't believe any form of MDS...”*

Culture and MDS

Statement 6 P001: *“...We have this strong power culture where those in power treat people lower than them poorly. There is this culture of hierarchy of people being in charge and others being in servitude. Compared to pre-colonial times, it is now a culture of indigenous people being forced into servitude of other indigenous people and this is because the gap between the haves and have-nots has widened... so yes the culture is a factor which allows or facilitate MDS continuity...”*

Statement 7 P002: *“...I think we have a culture whereby people who are higher class in society are looked up to by those who are poor and unfortunate. Sadly, this is evident not only in mining sector but in our family lives... Most of us grew up with helps or servants who were not paid but lived with us just for having a food over their head and food and in exchange worked and treated perhaps unfairly. This culture is same in the mining environment where you see the poor being oppressed and who due to their poverty and perhaps notion of culture which encourages “worship” of those in higher positions continue to exhibit practices of MDS to victims. So yes, culture of worship for the high class which is in Nigeria influences continuation of MDS...”*

Statement 8 P004: *“...Culture is significant... many of us don't like to hear this but our culture is fundamentally one which praises those who are successful and looks down on those who are poor... You see it in the mines where these poor people who maybe are not aware that this condition of work is slavery and not normal still even hail their enslavers calling them names like “boss” “chief”...So our culture where people like to worship those in power is enhanced maybe the way people reason about what is normality or what should be the ideal way to live*

because still till today its one of the things which upsets me the most... these young kids praising their oppressors for a few hundred nairas on the mines..."

Statement 9 P009: "...Well, we have a sub-servient culture, where people like to be praised. The rich and successful are praised and even sometimes, the poor from the society sent to live with the rich in order to have a chance at life through schooling and education, even though during those times they may be treated poorly. Of course, this is not the general truth, but slavery is part of the culture. People have been known to own slaves and servants or have servants work for them... these servants don't have freedom or free will to move about..."

Statement 10 P003: *"... although this culture of having people from poorer background coming to live with the rich is necessary sometimes for the poor to break out of the cycle of poverty... With regards to the mining sector, I can say culture significantly impacts on continuity of slavery due to this reason of social disadvantage..."*

Legislation and MDS

Statement 11 P002: *"...I believe our legislative arm is very poor. For cases which are not even that of MDS like murder cases where there is clear evidence, there are delays in prosecution etc., which may hinder the effectiveness of the legislation, and this is even worse in MDS where the evidence is not even clear..."*

Statement 12 P009: "...The legislative is slow in prosecuting any forms of cases including murder and other serious offences. I do not think it will be effective in combating MDS even though the law has been put in place. We have many laws but enforcing the law through the courts or justice system is difficult in Nigeria due to many issues like corruption and delays in bureaucratic process within the legal system..."

Statement 13 P001: *"...Nigeria is unique in the sense that we are a nation of laws but very few people abide by those laws. I mean for the mining sector for example the foreign mining organizations may even be more prone to abide by legislation when compared to local mining organizations or licensees and this is because the local agencies understand how to work the loopholes in the system. They understand how the bribe works... and how to deceive the necessary authority..."*

Statement 14 P004: *“...The system is very corrupt including the judiciary... I mentioned earlier that we like laws in this country and laws are usually in favor of some stakeholders that are benefiting from the failure in the mining sector. The courts are slow in prosecuting people and sometimes the victims refuse to prosecute due to fear... it’s a tiring process... The legislative procedures need a total revamp and it’s a joke... there is absolutely no confidence in the ability of our legislative arm in effectively combating slavery without changes to the whole system itself...”*

Corruption and MDS

Statement 15 P008: *“...First the mining activities are performed in rural communities which makes it difficult for regulatory agencies in performing inspections which are necessary to ensure that everyone plays according to the rules. Also, there is a lot of corruption in the public sector which is to enforce the regulations and whose workers are meant to monitor activities in the mining...”*

Statement 16 P001: *“...Corruption is a huge deal because corruption practices allow people who should otherwise be punished because of involvement in MDS to walk away... A lot of greased palms here and there. Bribes are clearly made”.*

Statement 17 P002: *“Corruption in my opinion is the core of the problem. Both the criminals and the government agencies which are supposed to uphold and ensure the protection and safety of the community are involved... there a lot of money exchanging hands which allows for the loopholes to continue in the mining sector... In all my time while working in the sector, I can count the amount of times which government agencies came to monitor activities and it is not that much... and this is because they are paid off by some powers to just look another way.... I think empowering the enforcement agencies in the mining sector with more powers rather than collaborative working with police for prosecution will help in reducing the issue of MDS...”*

Statement 18 P004: *“...Corruption is the overall issue which is wrong in the system... Corruption from the top is what prevents actions from being taken if I am being sincere... For example, if money exchanges hands... we as the workers from the organization are given money during my experience to pay government agents (I don’t want to say their name), who are supposed to be*

enforcers, money to look away when they come to the mine fields... it's not that they don't come to inspect the fields... they do come... but for the money..."

Organizational Factors

Statement 19 P006: *"...The policy of the organization I worked with retained the right for terminating contracts of suppliers or third-party agencies which are involved in MDS but for the period I worked there, I don't remember any third-party agent penalized in such a way..."*

Statement 20 P005: *"...There is no accountability and too much corruption. We have the elements to keep everything in check but because the criminals are aware of the loopholes in the system and the government is not ready to do anything, organizations can't really do anything but look after itself in a way that it is not directly affected by this issue through being involved..."*

Statement 21 P004: *"...Mainly the fact that organizations are severely dependent on artisanal miners from the local communities and nearby villages who are mostly vulnerable individuals that have already been recruited by third party agents the organizations work with... This makes it difficult for organizations in making direct conditions for labour and perhaps determining those that work in the fields..."*

Statement 22 P008: *"... I think organizations need to work closely with government agencies in combatting the challenge of MDS. It is understandable that not all companies have strong relationships with the government but for my organization, there was close working with the government agencies, and this helped us in ensuring that regulatory compliance and standards are met..."*

Poverty and MDS

Statement 23 P009: *"...Poverty is a serious issue as it is pervasive in Nigeria and because of poverty, people who are victims of MDS remain trapped as this is one of the biggest issues which cause vulnerability of the victims..."*

Statement 24 P005: *"...I believe poverty has a very strong influence as most of the victims, if not all in the mining sector come from poor backgrounds... mostly people from the communities located around the mines. These communities are usually poor, lacking job opportunities, infrastructure, and good health care. This makes them easy targets for agents that hire from the community as recruiters to the mines..."*

Statement 25 P004: *"...Poverty is important factor to consider, and I think is quite pronounced in the mining community. It is quite sad that these communities where all these resources are obtained from are very poor people... They can't afford to eat and live because they are far from development in the urban town centers... sometimes their villages are inaccessible in some seasons, and we can't even work during those periods... So, these people are vulnerable... they are uneducated... pause... hungry to do any job... and so this makes them easy victims to work with these agents on the mines..."*

Statement 26 P008: *"...Generally, miners can be classed into two broad categories, the artisanal miners and the skilled/professional miners. The artisanal miners who are the majority of miners in Nigeria are relatively poor, while the professionals range from Middle Income to rich..."*

Colonial History and MDS

Statement 27: P001: *"...yes, in some ways, it gave agency to the introduction of MDS system because with them came with industrial revolution which created problems of forced enslavement of the vulnerable within the society. Overtime, there were pockets of things instituted by the colonial bodies which have led to where we are today..."*

Statement 28 P006: *"... historically the colonial powers established slave trade routes and created Nigeria, but we have been independent for 60 years. If we are being honest with ourselves, our governments have just been corrupted and created an environment which allows for crime to thrive. This is why we have MDS still thriving today..."*

Statement 29 P008: *"...of course not... colonialism is different. Colonialism was about economic pillage and yes there were elements of slavery present in colonialism, but MDS is different... they are not tied... historically we can blame colonialist for poverty and the economic issues which increased the vulnerability in our communities but the issue of MDS we cannot really link to the colonialists as we need to own our issue..."*

Statement 30 P004: *“...I don’t know why we always end to blame to colonialists... the British had their own part in forming Nigeria which was a culture of people from many tribes into one nation... this was fundamentally wrong... because the country was formed for profit sake... but I think our different individual cultures in the country informs slavery more... for example in the Eastern part of Nigeria, till today there are still outcasts and slaves which are widely known... and no one marries from such families... because they are tagged slaves... this is different from the culture in the west.. where slavery takes another form... labour... children from poor families sent to work for the rich in exchange for food and life and sometimes an education... the culture in the north is different... so I don’t think colonial history will separate our different cultural links to slavery attitudes...”*

CSR and MDS

Statement 31 P004: *“...The organization mainly works to make profits but there is such a thing as corporate social responsibility. In Nigeria this is mainly done by organizations by mainly donating to a community maybe a bore hole or something of the nature... which is quite disgusting as a form of development...”*

Statement 32 P003: *“organizations in the mining industry needs to create awareness about MDS and ensuring that it does not partake in cases of MDS. Also, the CSR of firms in the sector should be on issues of human trafficking and MDS, but due to culture frowning on such issues being discussed, especially issues like sexual exploitation and MDS, most companies focus their CSR on electricity, schools, and road...”*

Statement 33 P005: *I don’t know if that is entirely correct because even before the colonial rulers came, we still had a culture of enslaving those that were downtrodden in society or those that are not well off. Colonial history played its role, but I don’t agree that it is entirely the core enabler for MDS in Nigeria.*

Illiteracy and MDS

Statement 34 P0010: "...this is noted to be due to lack of resources such as schools and lack of financial capability of members of such communities in funding the education of their children. This results in a continuous cycle of poverty and MDS within such communities."

Statement 35 P005: "The population of the mining communities is made of uneducated people, and this is because they most times do not have schools in such communities, and when they do, they are not up to standard or lacking required staff, and this influences the opportunities available for members of the community"

Statement 36 P007: "...I believe it is a combination of elements, but extreme poverty increases the vulnerability of victims such that they are not even aware what should be the normal working condition as they have been used to working in a system which is not providing these safe working conditions. These issues impact on the continuity of MDS... Also, there are no opportunities for education in so many of the communities where these mining activities take place and this affects MDS continuing in such communities...."

Statement 37 P004: "...Their vulnerabilities exposed them to the current condition as norm... most of these victims are aware that they are poor and they are not as good as they want to be but because of the situation they find themselves, they mostly accept working on the mines in those conditions as a chance at life..."

Statement 38 P008: "...This could be... because in the rural communities where most of our sites were, there were poorly funded schools or no schools at all, which meant children from those communities had to come to work on the sites with their parents most times..."

Minimum Wage and MDS

Statement 39 P006: "...The minimum wage is quite poor and should be increased. Even at the current rate it cannot cater for the needs of an average person not to talk of families... Honestly, the minimum wage needs a review.... And even though there is a standard minimum rate, the practices even of many employers is providing employment for less than the standard rate..."

Statement 40 P001: "... 30,000 is a far cry in a city like Lagos and cannot even pay for transportation of people weekly not to talk of surviving... It's not enough! The problem is even

with minimum wage, people are owed salaries for months and there is no guarantee that paying minimum wage is enough to cater for the needs of an individual...”

Statement 41 P007: *“...Most organizations in the country do not follow the minimum wage rule. I think it’s just set by the government as a guidance, but it is not really followed by organizations.... Even so much that the minimum wage if applied to the mining sector and enforced, even though it may go a long way in reducing issues of vulnerabilities, the current minimum wage which is 30,000 naira does not really cover the needs of individuals to live in a month...”*

Statement P008: *“... Laughs.... The minimum wage is quite small. It cannot allow for people in major cities survive on their own, not to talk of with a family. In small towns it may be okay, but still things are expensive and let’s not deceive ourselves, 32,000 naira or whatever the amount it is now..., it is too small to meet the needs of people, so people will still continue to work as forced slaves or in conditions of MDS...”*