

A perspective on the Future of Work and Mining - Post Covid

How to prepare?

ADDRESS: AMIHRP VISIT TO DIGIMINE
PROF. FT CAWOOD: VISITING PROFESSOR AND HOST

Wits Mining Institute

Date: 27 September 2021

UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG



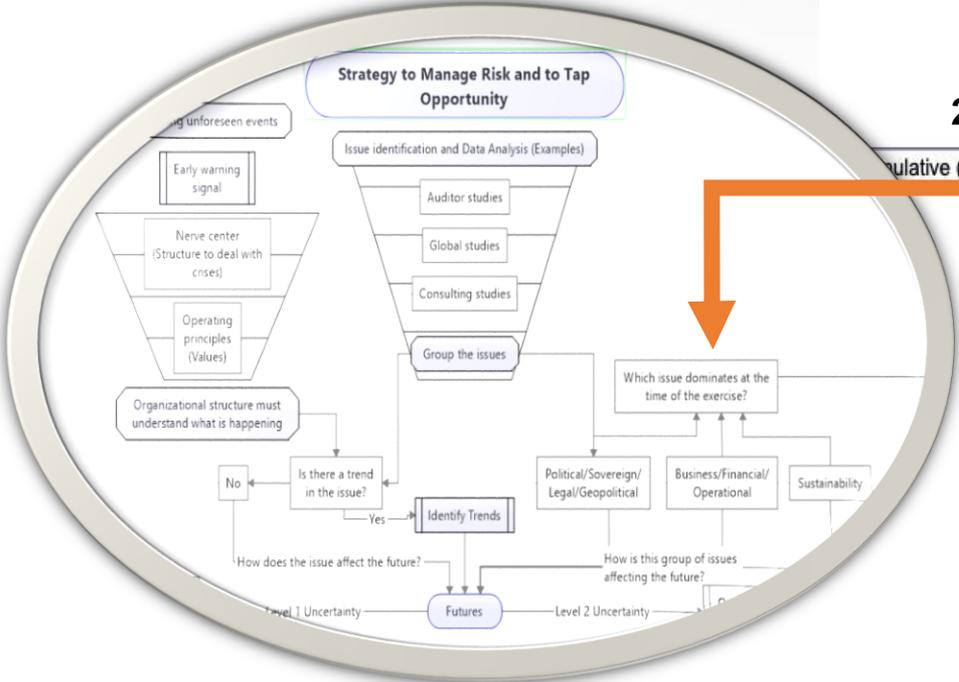
The presentation focusses on **two specific issues:**

1. Looking at the future of mining

2. Preparing for the FoW - Technology is now 'normal'

A new structural shift with the FoW a sustainability imperative, rather than simply a business issue

Issue/Trend Analysis

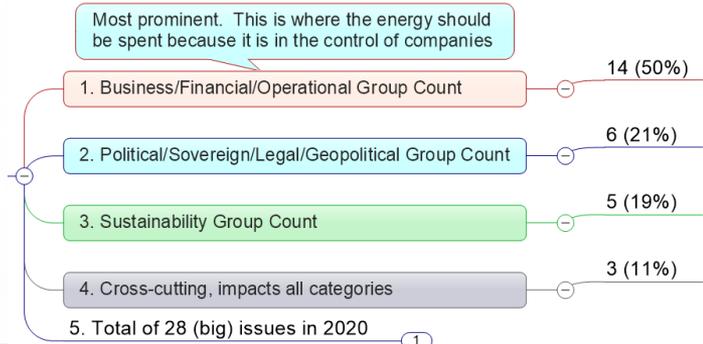


2021

Cumulative (All trends (2021))



2020



Some 2021 Issues

Costs of **COVID-19**

Social inequity

Geopolitical tensions

Spread of diseases difficult to control

Vaccine roll-outs

Carbon emissions

Company focus on ESG

Data on communities

Extreme weather

Regulatory environment

Smart spaces

High-tech zero harm

Automation

Cyber attacks

Unacceptable AI

SMEs losing value chains and skills

Illegal mining and black markets

Demand for mineral products

International trade costs and delays

Real-time supply chain and cross-border movement

Government revenue shortfalls

Continued rise of China

Governments are gaining control

Gap between “haves” and “have-nots”

Youth disillusionment

Mismatch between population growth and jobs growth

Longevity and the ageing workplace

Women participation and gender parity

From work-place to work-from...

Skills clusters, rather than corporate offices

New leadership approaches

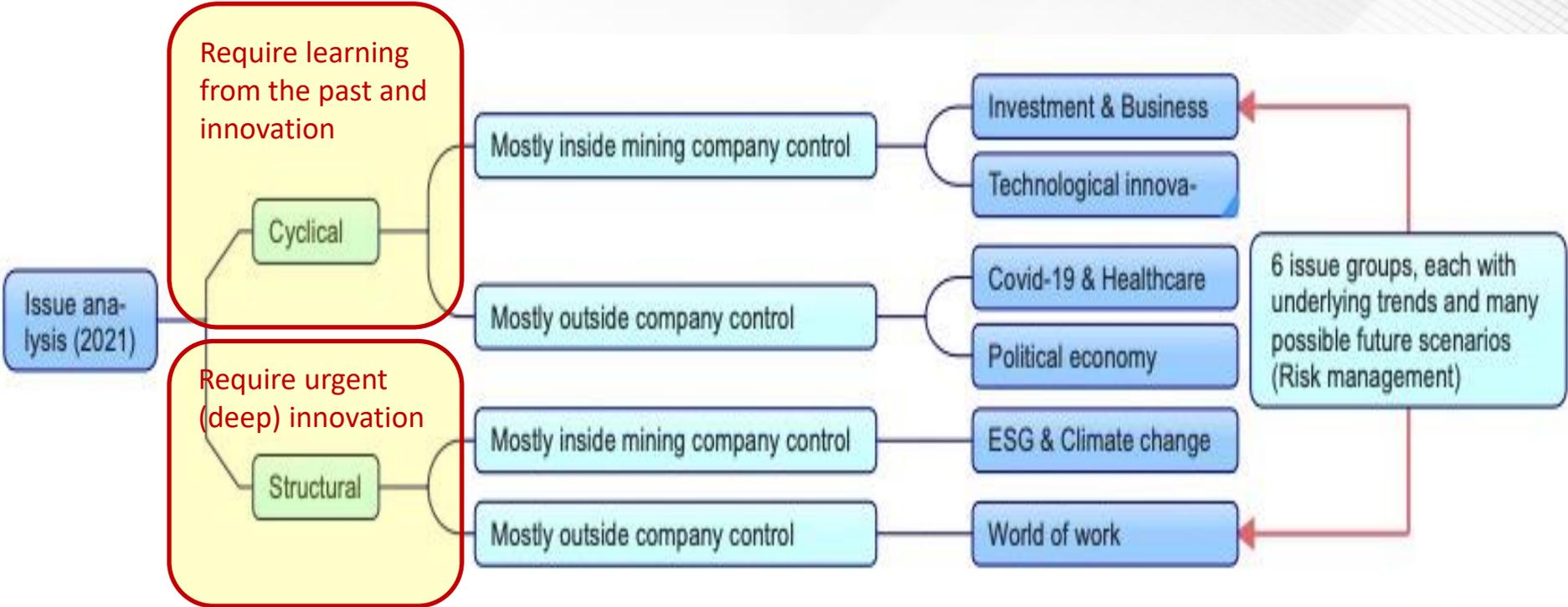
Job market for blue collar skills is inflexible and local

Humans losing their workplace viability

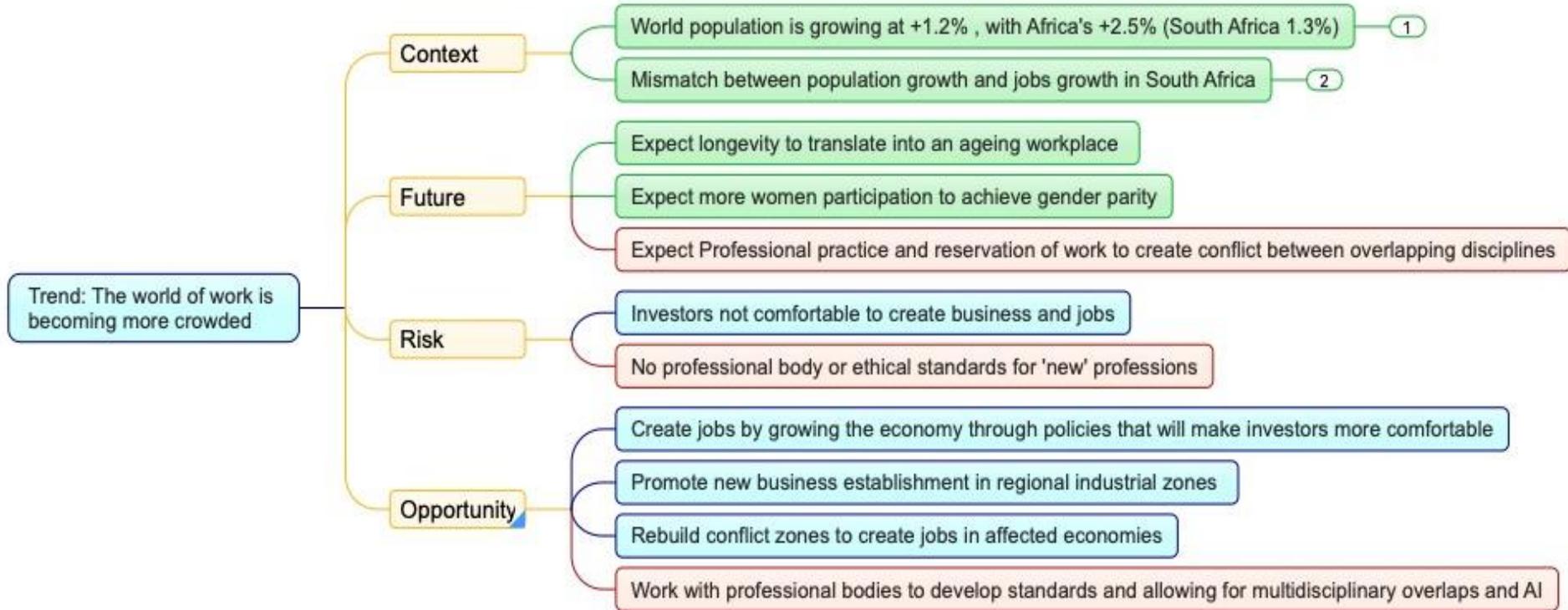
Unemployable school leavers and graduates

Jobless youth

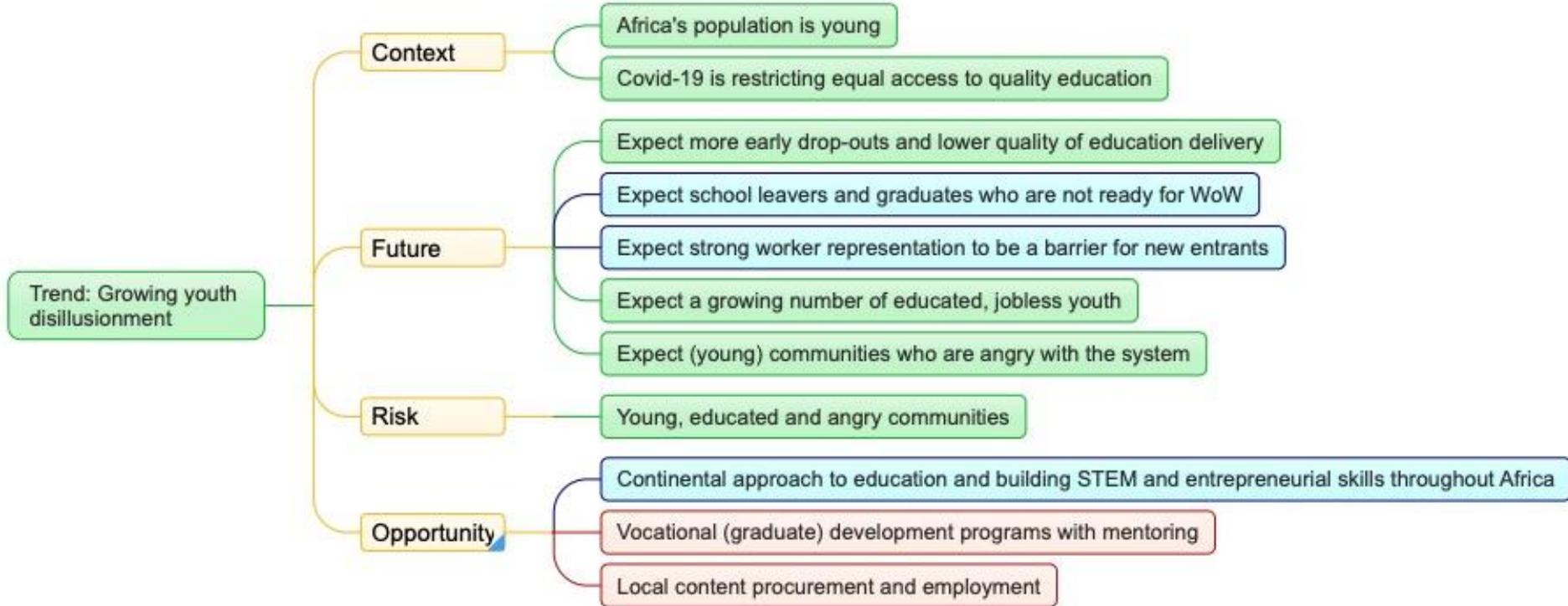
Issue analysis



FoW – Some trends (1)



FoW – Some trends (2)



FoW – Some trends (3)



The post Covid-19 return to a new WoW

Returning to the new world of work is a global short-term priority for all economic sectors

How to prepare?



The post Covid-19 return (1)

Some pointers on Safety and Health

- Prepare for employee health checks to assess Covid-19 impact on wellbeing, mental health and depression
- Prepare for rigorous testing, social distancing and quarantining
- More stringent workplace safety and health to prevent spread of infectious diseases (Entire economy)
- PPE long-established in mining sector
- Reduce face-to-face time
- Reward good health along with work performance

The post Covid-19 return (2)

Some pointers on Work-place and work-space

- Prepare for connected work-spaces where work-place staff can work with remote staff
- Promote flexible work-spaces, as opposed to a work-place desk
- Create virtual teams with more flexible work options
- Prepare for a mindset of 'at-work-space' working from any place
- Identify (and support) skills clusters that are regionally/internationally integrated instead of corporate offices
- Develop protocols to deal with migration to areas further away from traditional employment hotspots

The post Covid-19 return (3)

Some pointers on Skills for work-space readiness

- Communication refresher courses
- Support community education and skills development programs
- Introduce learning and development programs aligned with the new WoW and Strategy plans for workplace readiness
- Calibrate existing skills requirements with the new WoW
- Re-think the vocational streams for work-place-and-space competence
- Develop new leadership approaches to take account of the new WoW
- Partner with training, education and professional bodies for a just (and ethical) ethical transition into the new WoW



Thank You

www.wits.ac.za/wmi/

UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG



WITS MINING INSTITUTE