

## **The Justification for Pillage: Human Resources Management in a Gold Mining Multinational (Ghana)**

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On the basis of an ethnography of a white South African expatriated community in Ghana, this paper analyses the way in which employees justify their participation in this type of industry at a time where NGO's, activists and local population are more critical and more aware of their consequences. Focusing on the strategies by which "harm multinationals" perpetuate their damages, our investigations show that some of them use racism as a tool in order to facilitate the management of human resources and to maximize their profits. This observation raises many questions. How does it work concretely in a postcolonial context? Which type of apparatus and discourses are mobilized? How do they play with the racial habitus of employees? What can we learn from this statement to understand better the mining sector and more broadly the operating of multinationals in Africa?