Nordic Mining and the SEARCH for women
- Designing new gender equality interventions

2014-2016
Partners

• The SEARCH-project will be **coordinated by** Eira Andersson at Luleå University of Technology (Sweden).

• The research will be carried out by a **Nordic collaborative research team** including:
  - Eira Andersson, Lena Abrahamsson and Lisa Andersson, Luleå University of Technology (Sweden)
  - Leena Soudunsaari and Helka-Liisa Hentilä, University of Oulu (Finland)
  - Elisabeth Ljunggren, Nordland Research Institute Bodø (Norway).

• **Industrial partners** are; LKAB, Boliden AB, Northland Resources and Dannemora Minerals (Sweden) along with Kunnskapsparken Bodø AS as lead partner for Mineral Cluster North (Norway).
Aim and objectives

• **The aim** of the SEARCH-project is to identify a best practice for new gender equality initiatives in the male dominated Nordic mining industry.

• **The long term goals** are to create attractive, efficient and gender equal work places within the industry and support development of social sustainability in Nordic mining industries and mining areas attractive for both men and women.

• **The scientific objective** is generic knowledge of gender patterns and gender equality initiatives in male dominated organizations in Nordic working-life.
Expected results

• Guidelines for design and implementation of new gender equality interventions – a best practice for gender equality in Nordic Mining.

• The guidelines will be in line with the latest gender and masculinity research, based on the mining industry’s specific challenges, in house and in society.

• We will propose several strategies for gender equality interventions in male oriented settings – a road map for how to “undo” masculinity in Nordic mining.

• The guidelines will facilitate the need and goal of the industry to attract to and retain more women in the Nordic mining industry.
Deliverables

• D1: Facts and figures - gender balance in Nordic mining
• D2: Catalogue of prior gender equality initiatives
• D3: Catalogue of initiatives for social sustainability and gender equality
• D4: Success indicators and challenges in prior gender equality initiatives
• D5: Comparison with gender equality initiatives in similar industries
• D6: Compilation of findings and comparison with the gender research front
• D7: Compilation and comparison with the research front on social sustainability and gender equality
• D8: Preliminary “road map”/ guidelines for new gender equality interventions in Nordic mining
• D9: Research rapport
So far...

- A PhD student has been appointed to the research team at Luleå University of Technology.
- The SEARCH research team has formalized a close cooperation with researchers at Luleå University of Technology focusing on gender equality in the Swedish forestry industry, this to support important knowledge exchange and comparison between the two male-dominated industries (mining and forestry).
- Interviews concerning gender equality initiatives were carried out, with representatives from all of the Swedish industrial partners in the project, between April and August 2014. The results from the interviews were pre-processed during late August together with interview findings from the Swedish forestry industry.
In June 2014, the research partners from Sweden, Finland and Norway were meeting at Luleå University of Technology to closer discuss and plan for the arrangement of the project.

The collection of policy documents and statistics concerning gender equality from the projects industrial partners has been initiated.

A meeting with the industrial partners in the project where carried out in October 2014.
The project onwards…

… will continue according to plan and the collection and analysis of statistics and policy documents continues and the interview findings are going to be processed and analyzed further.