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

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SEARCH - Partners

- The SEARCH-project is **coordinated by** LTU (Sweden).
- **Nordic collaborative research team;**
  Eira Andersson, Lena Abrahamsson and Lisa Andersson at LTU (Sweden)
  Leena Soudunsaari, University of Oulu (Finland)
  Elisabeth Ljunggren, Nordland Research Institute Bodø (Norway)
- **Industrial partners;**
  LKAB
  Boliden AB
  (Northland Resources and Dannemora Minerals) (Sweden)
  Kunnskapsparken Bodø AS as lead partner for Mineral Cluster North (Norway)
• **Activities** – mapping of gender structures and analyzing prior and ongoing gender equality initiatives in the male dominated Nordic mining industry.

• **Aim** - identify successful approaches and a best practice for new gender equality initiatives

• **Long term goals** - to achieve attractive, efficient and gender equal work places within the industry and support development of social sustainability in Nordic mining industries
Women's position in mining

• Women are here but seen as deviant - **contrasting**
  
  “Women bring something new to the table” – engineers are detailed and accurate; workers are safety oriented and more careful with the machinery

• Women are situated at “women’s jobs” or as single women (tokens) among many men – **gender segregation**
Learning examples - two initiatives

• *Women at work* (Boliden) focus on women's careers
  – Career strategies
  – Arena for women to meet
  – Women role models
  – Women's minority problems in male settings (from individual perspective – to structural understanding) etc.

• *Future Mining Culture - on equal terms* (LKAB) focus on workplace culture and male norms
  – Focus on the majority (i.e. men)
  – Workplace gender analysis
  – Dialog about problematic male ideals/stereotypes ex. macho masculinity
  – Personal motives for men to change etc.
Guidelines for future work

• Gender equality initiatives targeting women's exposed minority position and support of collectivism among women

• Gender equality initiatives targeting norm criticism – norms of leadership, professional competence, effectiveness, social norms or safety norms etc.

• Gender Mainstreaming (GM) - Mainstreaming means that a gender perspectives and attention to specific goals are central to all activities (policy development, strategic decisions, research, resource allocation and planning of projects etc.).

• New practice for gender equality work - lack of documentation, objectives, evaluation etc. in prior initiatives. A need for a project model, as a base for “continuously improvements”
Tentative model/practice for managing gender equality work

- Analysis
- Objectives
- Planning
- Monitoring
- Action /Project
- Evaluation
Evaluation and how to go further…

• The Nordic research collaboration was positive and will continue
• LTU recourses were dominant
• Data collection was concentrated to Sweden – limited access to Finland and Norway
• Lesson; research-industry collaboration is based on trust and long relationships

• Further dialog about Gender Mainstreaming (GM) in Nordic mining
• Testing/implementation of the the project model for gender equality work (in Swedish mining first…?)
• Study the numerical variation of the gender balance between mining sites according to technical/organizational and societal variables – but there is a need for gender divided statistics
• Communication strategies to the industry (Finland, Norway)?
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