

The background of the slide is a blurred aerial night view of a city, showing numerous lights from buildings and streets. The sky above the city is a mix of blue and orange, suggesting a sunset or sunrise. The text 'SIP | STRIM' is centered in the upper half of the image.

# SIP | STRIM

Strategic Innovation Programme for the Swedish Mining and Metal Producing Industry

# Gender and Diversity in STRIM



STRATEGISKA  
INNOVATIONS-  
PROGRAM

**SIP | STRIM**

# STRIM Research and Innovation Agenda

(new updated version presented 2016-05-24!)



STRATEGIC RESEARCH AND INNOVATION AGENDA FOR THE  
SWEDISH MINING AND METAL PRODUCING INDUSTRY (STRIM)



STRATEGISKA  
INNOVATIONS-  
PROGRAM

SIP | STRIM

# Agenda- Areas

Exploration

Resource characterization

Mining

Mineral processing

Metallurgy and Recycling

Reclamation and Environmental Performance

Attractive Workplaces

**Gender and Diversity in Mining**

Social license to operate



STRATEGISKA  
INNOVATIONS-  
PROGRAM

**SIP | STRIM**

*“Today the overall gender pattern of the mining sector is characterized, more or less, by male stereotypes – in all parts of the business clusters, in society and mining communities as well as in education, research and innovation”*

STRIM Agenda 2016





Foto: Okänd,

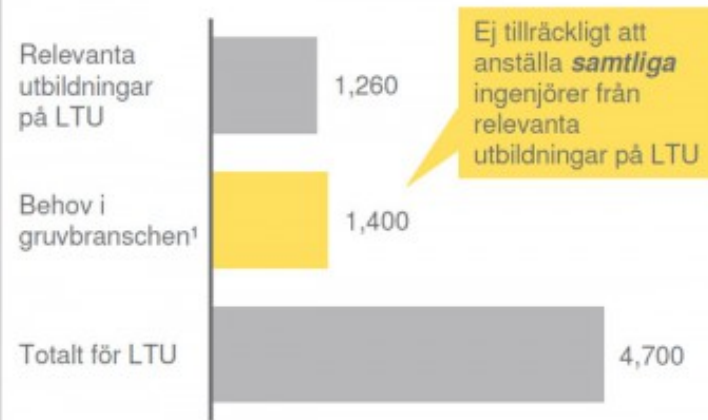
Upplandsmuseet

*Gruvarbetare vid Ramhälls gruvor, Olands Kommuns Bildarkiv  
[www.digitaltmuseum.se](http://www.digitaltmuseum.se) Idnr:OLA0690*



**SIP | STRIM**

### Examination och behov av ingenjörer<sup>2</sup> Tusental, 2011-2015



<sup>1</sup> Antagat att 10% av de nyanställda är ingenjörer, baserade på intervjuer  
<sup>2</sup> Högskoleingenjörer och civilingenjörer

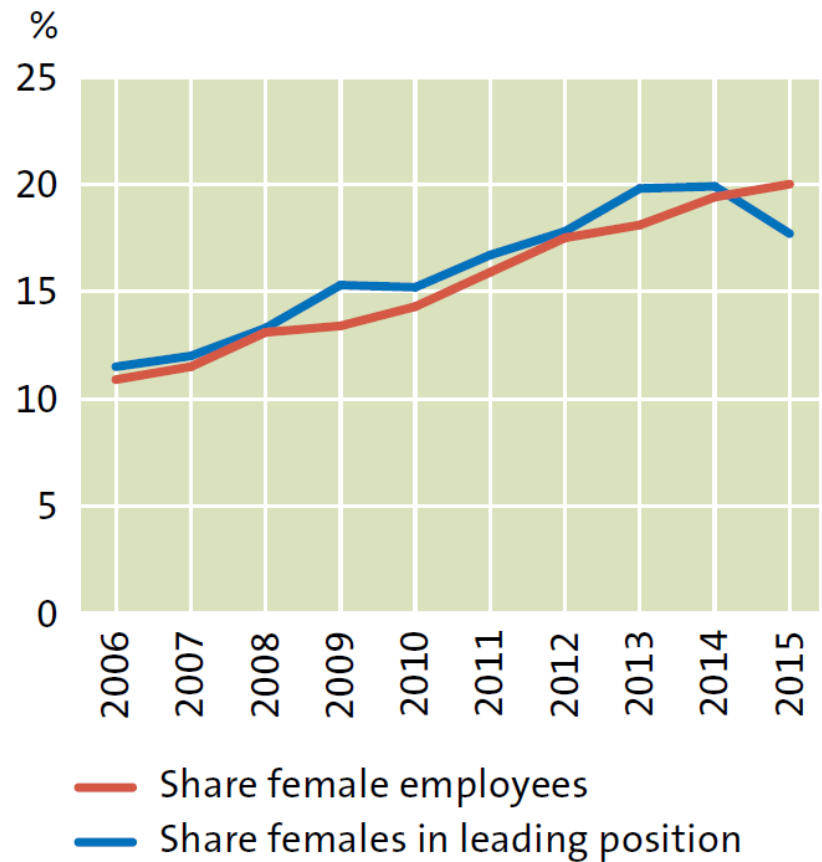
### Attraktiva arbetsgivare enligt ingenjörsstudenter

1	Google
2	IKEA
3	Ericsson
4	Vattenfall
5	ABB
6	ÅF
7	Astra Zeneca
8	SWECO
9	McKinsey & Company
10	Microsoft
-----	
51	Electrolux
52	Nokia
53	BAE Systems
54	LKAB
55	SKF
56	Skånemejerier
57	Handelsbanken
58	Coca-Cola
59	Svenska Kraftnät
60	St Jude Medical

Källa:  
Swemin 2015

Källa:  
Arbetsförmedlingen  
2016

- Anställningsbehovet i gruvbranschen motsvarar **samtliga ingenjörer från de relevanta utbildningarna på LTU utexaminerade mellan 2012 och 2025 – eller 5 procent av samtliga utexaminerade ingenjörer från KTH och LTU tillsammans** under samma period.
- Utmaningen accentueras av att gruvbolag idag inte ses som tillräckligt attraktiva arbetsgivare. På Universums årliga ranking av potentiella arbetsgivare för civilingenjörer hamnar inget av gruvbolagen på de första 50 platserna.

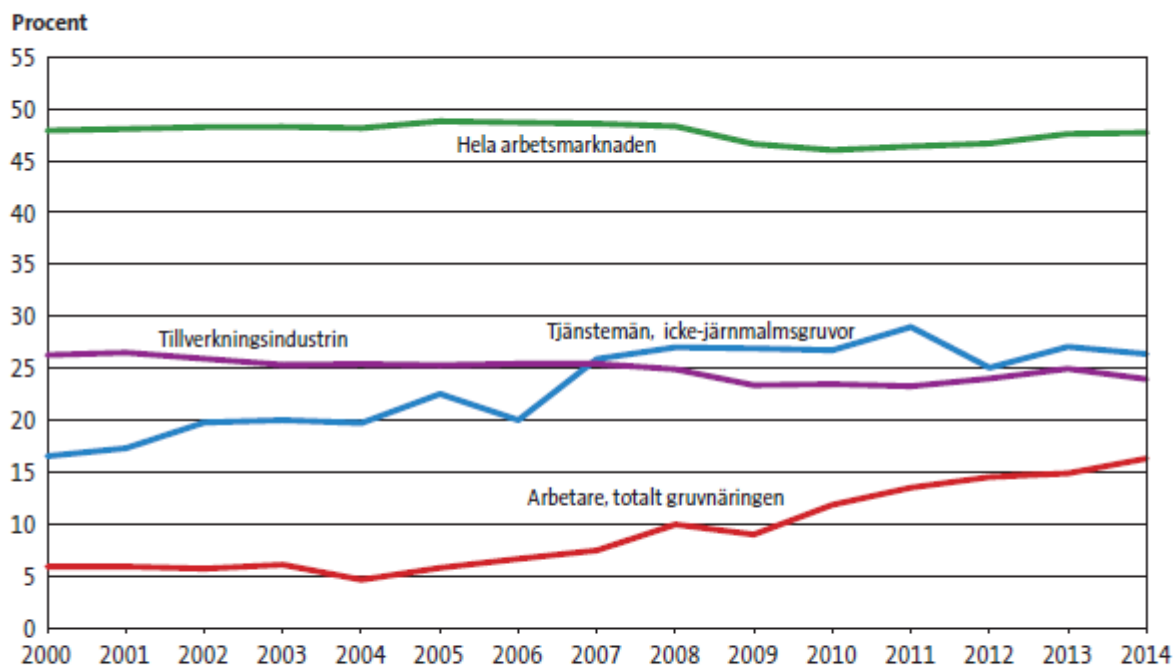


Källa:  
LKAB/STRIM  
Agenda

Figure 4-13. The development of the gender mix of employees in LKAB during the last decade shows a steady increase in female employees.



Diagram 13. Andelen kvinnor i gruvnäringen, industrin och hela arbetsmarknaden.  
*The proportion of women in the mining industry, the industry and the entire labour market.*



Andelen kvinnliga arbetare i gruvnäringen har stadigt ökat med tiden och ligger nu på 15 procent. I hela tillverkningsindustrin är andelen betydligt högre, ca 25 procent, och för arbetsmarknaden i stort har kvinnors andel nästan nått 50 procent. Den gula linjen visar att nästan 40 procent av nyanställda arbetare är kvinnor. Kvinnliga tjänstemän har högre andel än kvinnliga arbetare och ligger på ca 25 procent.

Källa:  
Bergverksstatistik  
2014

# Gender and Diversity in Mining Vision

- Meet the future challenges of capacity building as well as productivity, for an internationally competitive and socially sustainable mining industry.
- Establish critical, integrated and applied gender research in the Swedish mining industry as a field of excellence.
- In 2030, Swedish mining is well known for being world-class at breaking ore and gender patterns, creating and sustaining gender equal organisations and workplace cultures based on diversity for efficiency, productivity and innovation as well as prosperous regions and attractive mine communities in collaboration with local players in society. In 2030 the Swedish mining sector is:
  - World leading in mining and gender equality.
  - Competing with attractive, gender equal and culturally diverse workplaces for efficiency, productivity and innovation.
  - Generating prosperous mine regions and socially sustainable development in communities characterised by openness and tolerance for all women and men.



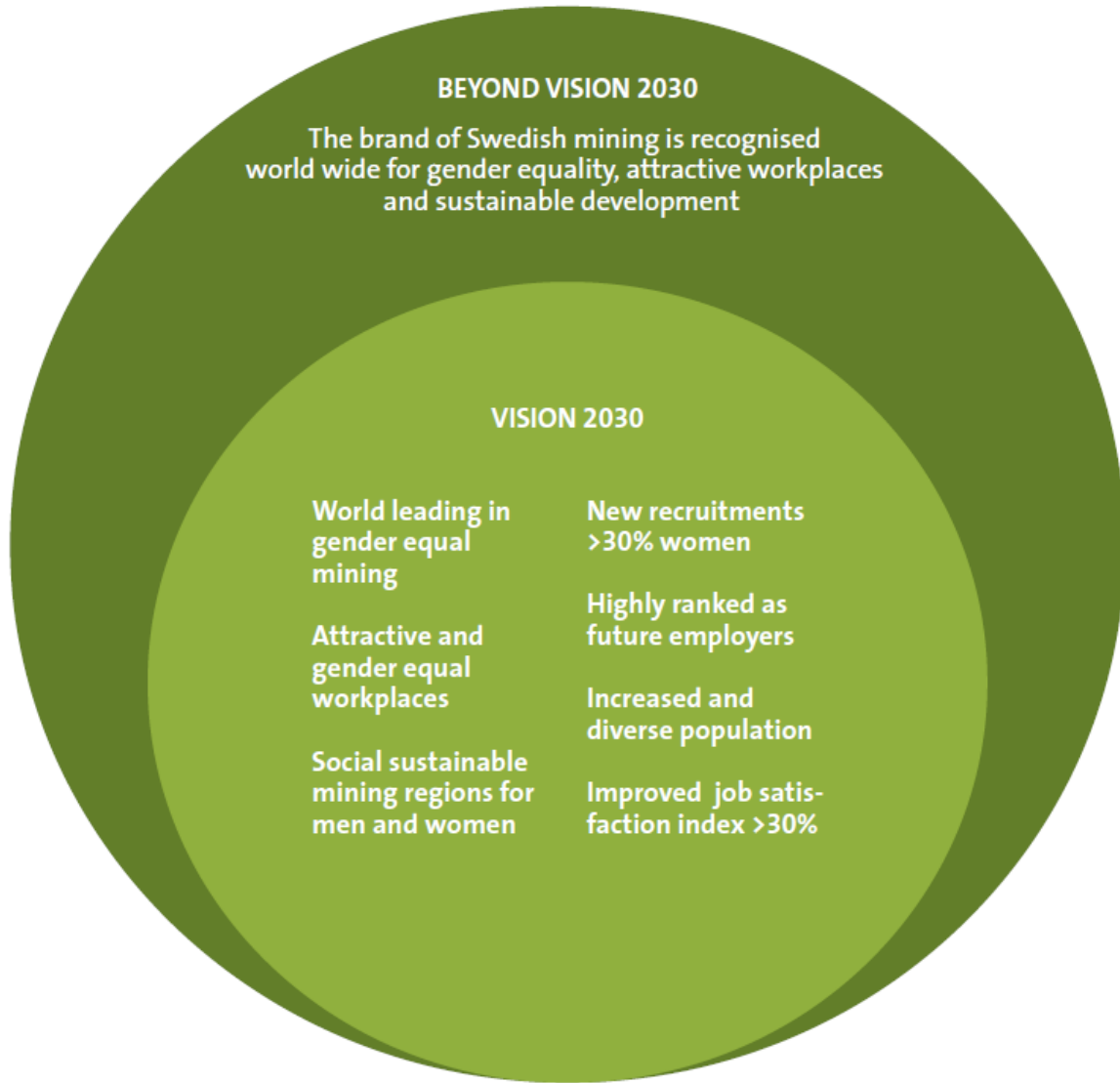


Figure 4-12. Vision 2030 and Key Performance Indicators for *Gender and Diversity in Mining*.

# Actions

- Form visions, policies and research that can contribute to a more gender equal diverse and socially sustainable development of the mining industry.
- Develop systematic gender divided statistics in industry, clusters, education and academia etc.
- Evaluate the mining companies diversity and gender equality related activities to support best practice.
- Develop versatile and gender aware strategic recruitment, promotion and retention practices in the industry.
- Encourage collaboration between industry and society for attractive, diverse and gender equal mining communities that are also flexible to change.



# Expected impact

## Technical

- Improved implementation of new technology, lean and safe production
- Creativity and innovativeness in organizational and technological development.

## Economical

- Improved competitiveness through diverse capacity building.
- Flexibility to change and development within the industry and to societal progression, locally and globally.
- Reduced vulnerability due to a gender-segregated economy and labour market.
- Sustainable economic growth in rural regions in Sweden.



# Expected impact

## Social

- Improved competence recruitment – thanks to possibilities to attract all sorts of skilled people to the industry, both men and women.
- Safe, healthy and attractive mining workplaces based on modern leadership.
- Enable more women to stay in mining regions and creation of additional employment opportunities for men and women.
- Prevent fly-in-fly-out societies.
- Attractive, sustainable and creative mining communities for men and women with entrepreneurial cultures



# Projects Gender and Diversity in Mining

- Attraktiv gruva –för alla, 2014 (Zinkgruvan, Boliden, Creamus, Askersunds kommun, SveMin, Jernkontoret, Hedemora Näringsliv AB)
- Attraktiv råvaruförsörjning, 2014 (Kobolde och partners, SWEREA Mefos, SGU, Sandvik, Boliden)
- Undoing gender in the innovation system of the Swedish mining industry, 2015 (LTU)
- Strategiskt projekt 2016-2017





*Photo: Atlas Copco*



STRATEGISKA  
INNOVATIONS-  
PROGRAM

SIP | STRIM



# SIP | STRIM

Strategic Innovation Programme for the Swedish Mining and Metal Producing Industry