

Roadmap for attractive, inclusive and safe mining work

Project leader

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Partners

LTU, LKAB, Boliden, BDX

Project duration

2022 – 2025



Together for attractive mining work!

A roadmap based on knowledge of how mining work is developing and affected by changes such as digitalisation, new skills, increased safety and more gender equality.

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Goals of the project

Researching the mining work of the future

How **automation** changes **mining work** and **skills** demands.

How a **learning organisation** in a green and digitalised mine could look like.

The relationship between **gender equality** and **safety in the workplace culture**.

Methods that stimulate a safe and inclusive mining culture **throughout the supply chain** – and the whole workplace.

Roadmap for attractive, inclusive and safe mining work (“Attract”).

A research project (2022–2025) at Human Work Science at Luleå University of Technology financed by the strategic innovation program *Swedish Mining Innovation* (a joint venture by the national research funds Vinnova, Formas and the Swedish Energy Agency).





TILLSAMMANS

FÖR ETT ATTRAKTIVT GRUVARBETE

EN FÄRDPLAN



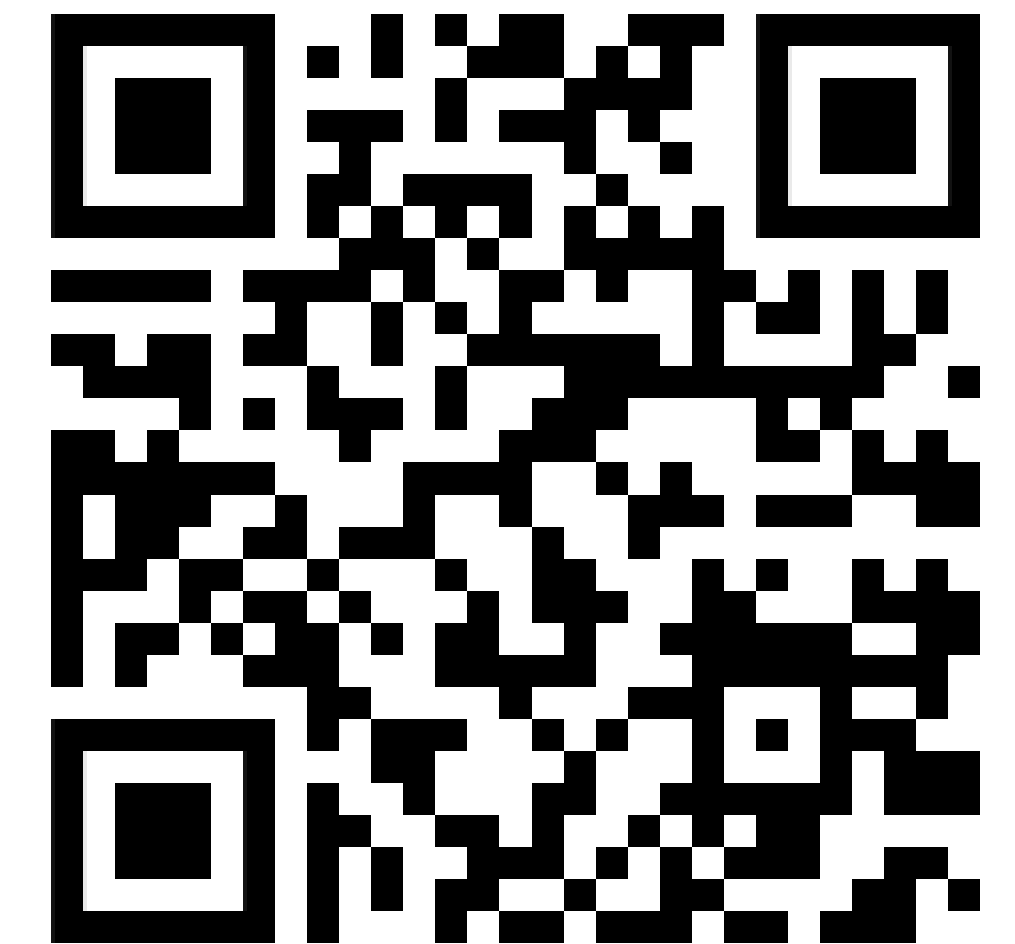
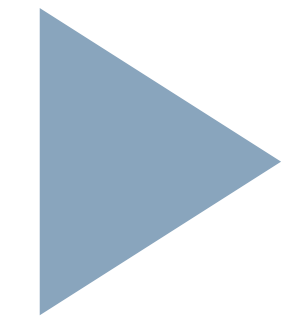
JÄMSTÄLLD
KOMPETENSSTRATEGI



FYRA HÖRNSTENAR FÖR
ATTRAKTIVA ARBETEN



GRÄNSÖVERSKRIDANDE
SAMVERKAN ÄR NYCKELN



Results so far

Automation (autonomous vehicles) changes the work of (some) operators.

The new technology increases the need for learning organisation (for mining workers).

Collaboration between contracting companies (suppliers) and mining companies is a challenge.

Safety processes are well established and work, but there are exceptions – When things malfunction. When it comes to the others. When there is no time.

Workplace culture and inclusion is about all professions, positions and companies at the workplace.

Safety has been more clearly integrated into the ordinary production processes than gender equality – both within each company and in the collaboration between contracting companies and mining companies.

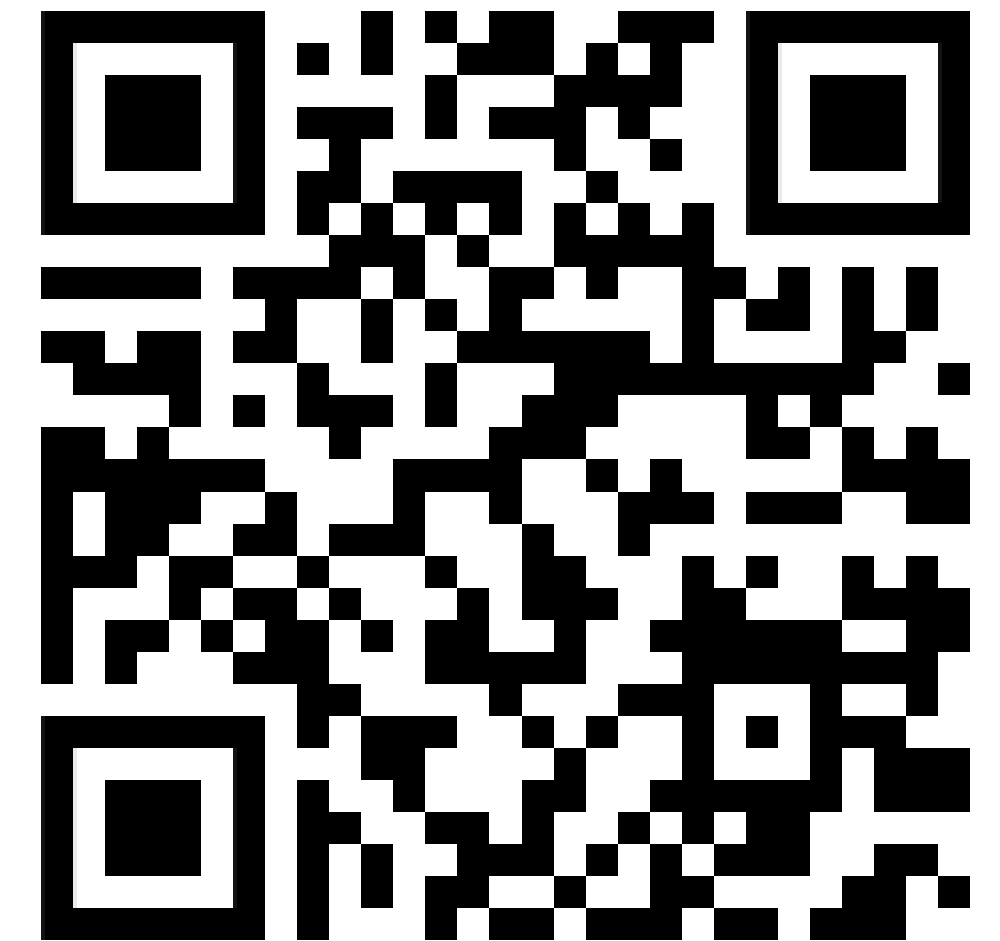


Conclusions.

An important conclusion from the project is that the mining sector and its actors need to work together in new cross-border constellations, within and between companies and with the surrounding community, to make the mining industry and mining safer and more developing, inclusive and sustainable.

At the same time, we note that there is a need for continued research and development that refines and nuances knowledge about mining and its importance for the sustainable, green and digital transition.

The project's results will support the sustainable development of the Swedish mining sector. Knowledge and methods that put people at the center of the development of both technology and organizations are important pieces of the puzzle to meet the challenges arising from the green and digital transformation of the Swedish mining sector and sustainable development in local communities. This includes using gender and diversity theories as tools to design workplaces, organisations and societies.



Mining innovation for a sustainable future