

## Future directions of Gender in Mining

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### **ABSTRACT – FUTURE DIRECTIONS OF GENDER IN MINING**

Based on an extensive review of the expanding research field of gender in industrial mine work and organizations, our presentation focuses on main findings and future directions of the research field. The findings show that the literature provides nuanced insights into the prevalence of men and masculinities in industrial mine work as related to masculine mining ideals and patriarchal family structures, gendered practices and processes within mining organizations, the strategies of marginalized identities, and counterproductive attempts to increase equality and diversity in mining. Signs of potential change were also identified in the form of empowered women in mining and alternative mining masculinities. Articles focused on women and mining in specific organizations and national contexts dominate the research field, with a more heterogeneous array of articles that empirically and theoretically expand on the earlier literature. Few studies elaborate on intersectionality, various forms of masculinity and the doing of gender within various professions and occupations in mining organizations. Future research should expand the theoretical framework of gender in mining organizations and broaden its empirical base through comparative approaches, quantitative and mixed methodologies, and a renewed focus on the dominant group in mining organizations, i.e., men.