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GENDER EQUALITY IN THE MINING INDUSTRY – NAVIGATING CHALLENGES IN THE FIELD AND IN TECH

Building my career in Marketing & Operations within the nickel mining industry, while also developing basic skills in Cybersecurity, I often experience firsthand how gender stereotypes remain a real challenge. For example:

- In the field: When coordinating field operations, I am required to be detail-oriented in handling the nickel loading process—from stockpile locations to barge loading at the port—and managing the issuance of barge documents. Yet behind the scenes, there is an unspoken assumption about who is “supposed” to master the field or the technical details.
- In the boardroom: There are also moments when women’s voices in meetings are overlooked or reduced to “administrative work.” For instance, when presenting complex data from field coordination that directly impacts the smooth delivery of nickel shipments, some senior male colleagues seem more engaged only when the same idea is repeated by a male peer.

Such situations reflect gender bias in the workplace, where women’s contributions are sometimes not recognized on the same level as men’s.

This is why it is crucial to build an inclusive work environment where every contribution is valued based on competence, not stereotypes. With diverse perspectives, teams become stronger and company performance improves.

Today, as many companies accelerate the Digitalization and Industry 4.0, women’s roles are still often marginalized. Skills like cybersecurity are key to protecting company data from digital threats, yet they are still perceived as “masculine” or irrelevant for women—worsening the “broken rung” that hinders women’s career advancement.

#LinkWomen #GenderEquality #Inclusivity #WorkplaceInclusion #DiversityInWorkplace
#WomenInMining #MiningIndustry #NickelMining #TechInMining #Cybersecurity

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