



‘The right man in the right place’

The consequences of gender-coding of place and occupation in cooperation processes

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Grip, L. & Jansson, U. (2021). ‘The right man in the right place’ – the consequences of gender-coding of place and occupation in collaboration processes. *European Journal of Women’s Studies*. doi:[10.1177/13505068211042725](https://doi.org/10.1177/13505068211042725)



Background

- Collaboration to ensure welfare and safety for citizens and economic sustainability
- Method & case
- Aim: to contribute with knowledge of how conceptions and gender-coding of places and occupations affect sustainable and well-functioning collaboration processes.



The places of the cooperation

- ***The fire station***

We are not pushed aside anymore [...] When we say that we are based at the fire station, they're like oh, are you up there? It sort of raises the status. (Nursing staff, home-care service)



Sometimes there is some muttering [over the nurses], like 'Didn't they bring out the waste', 'Aren't they gonna do the dishes'. (Rescue service staff)



- ***The car***



The places of the cooperation

- ***The scene of an accident***

Now we've found out that they [the nursing staff] are going to be called out for stuff like FIR [first rescue resource] and in our opinion that's completely screwed up. [...] [T]hey're not trained to do it. The training they get is not good. There are ladies who are over 50 years old, are they going to arrive and close off a road, perhaps throw in extinguishing grenades? On the motorway? (Rescue service staff)



The fire fighters are not out on the streets at night, but we are. We are maybe the ones that are most often out on the streets, in the whole municipality. They [the employer] want to make use of what we can do. In the end, we are trained in health care, more than the fire fighters are. (Nursing staff, home-care service)





The places of the cooperation

- *The home*

I'm not here to take care of old people, I mean it's the women who are employed to do that. Then let them do it. (Rescue service staff)



They [the nurses] do the nursing stuff in homes, the caregiving part. We don't have that caregiving part in our work. (Rescue service staff)





Conclusions

- Collaboration challenges ideals about organization, content and division of work
- Reproduction of differences between the sexes
- Reproduction of gender coding of places
- The resistance of the fire fighters towards this collaboration hinders effective security work
- To achieve a sustainable collaboration these issues need to be addressed!

Thank you for your attention!

