



2009 Premier's Women's Summit Women's Leadership in the workplace

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**Steve Knott, Chief Executive
Australian Mines and Metals Association (AMMA)**



AMMA

- Established in 1918
- Largest and most representative lobby group for the resources sector
- Membership includes coal, metalliferous, oil and gas, construction and service providers
- Recognised as the peak employers organisation for resources sector



AMMA Board

President	Eve Howell	Executive Vice President, North West Shelf	Woodside Energy Ltd.
Vice Presidents:	Ian Smith	Managing Director & Chief Executive Officer	Newcrest Mining Limited
	Peter Johnston	Managing Director and Chief Executive Officer	Minara Resources Limited
Directors:	Andrew King	Managing Director	P & O Maritime Services Pty Ltd
	Kim Horne	Executive Director HR and EHS Australia	Alcoa of Australia Limited
	Neil Barrett	Global VP, Corporate Social Responsibility	Sodexo Facilities Services Pte Ltd.
	Ian Ashby	President Iron Ore	BHP Billiton Iron Ore Pty Limited
	Steve Hodgson	President and Chief Executive Bauxite and Alumina	Rio Tinto Alcan Limited
	Ulysses Yiannis	HR Manager - Australia/ New Zealand/Pacific Islands	Esso Australia Pty Ltd and Mobil Oil Australia Pty Ltd
	Seamus French	Chief Executive Officer	Anglo Coal Australia Pty Ltd



Women in Mining

- 18% of workers in the industry are women (previously less than 5%)
- 3% work on site – remote location challenges
- Majority of women are engaged in clerical and administrative roles
- Level of women in management, supervisory and other leadership roles growing off an extremely low base



Ensuring Effective Participation of Women

- Commitment of industry to workplace diversity
- Initiatives in place to empower and advance women in the workplace
- Supports the Calvert Women's Principles by:
 - Eliminating gender discrimination
 - Providing work-life balance and career development
 - Ensuring health and safety of women workers
 - Encouraging women into leadership and key decision making roles
 - Encouraging women to enter non-traditional fields



It's fair and makes good business sense

- Participation of women in the workplace leads to:
 - Increased workplace morale
 - A better public image
 - Improved workplace productivity
 - A normalised workplace
 - More creative problem solving
 - Enhanced innovation
- Women are high performers and receive outstanding results in engineering, science and geology degrees
- Skills shortage requires highly skilled workers



Some Examples:

- Providing PPE specifically designed for women
- Mentoring and networking programs eg. Women in Mining Forums
- Improved on-site amenities
- Improved and targeted recruitment practices
- Career development programs
- Job sharing programs
- Maternity leave and return to work arrangements



Examples (contd.)

BHPB: 18 weeks paid parental leave from 1 July 2009.

Alcoa: Future women of industry program. Targets year 10, 11 and 12 for both professional and mining roles.

Rio Tinto: Hail Creek Mine wins 'Award for Women and Outstanding Equal Opportunity Practice'.

Xstrata: Ernest Henry Mine 9.00 am to 3.00 pm part-time shift, specifically to attract women.

Thiess: Painted trucks pink and have programs specifically recognising women in mining and for women re-entering the workforce.



Legislation Changes

- *FAIR WORK ACT 2009*
 - *New obligation -- Adverse Action*
 - *Protection against discrimination based on marital status, carer responsibilities and gender.*
 - *Equal Remuneration orders for work of equal value*
- *Reviews into pay equity and the Equal Opportunity for Women in the Workplace Act.*

