



awra

Australian Women in Resources Alliance
Strength through workforce diversity

AWRA NEWSLETTER

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Welcome to the December 2012 edition of the AWRA newsletter.

This edition looks at the new Workplace Gender Equality Agency and reporting requirements under the new legislation, an update on the AWRA e-Mentoring program and upcoming AWRA events.

AWRA in Action

The AWRA Reference Group and AMMA/ AWRA Special Interest Group (SIG) met in Perth on 23 October. The Reference Group workshopped some exciting activities being rolled-out under the AWRA banner.

Attendees of the SIG discussed emerging gender diversity issues in the resource industry including unconscious bias, pay equity and Dad and Partner Pay.

Three meetings of the Special Interest Group will be held in 2013, the first of which will be on 27 February 2013 in Brisbane. For those unable to make the meeting in person, teleconference facilities will be available.

To learn more about the AWRA Special Interest Group, or to register your interest to participate, please contact awra@amma.org.au.

Upcoming AWRA Events

AWRA/Women on Boards workshop - 14 February 2013 Brisbane

AWRA has teamed up with Women on Boards to present a four-hour interactive workshop 'On Track for Success' followed by a networking lunch. This practical

session will assist women to identify and achieve their career goals, including planning for future board positions.

Topics covered in the workshop will include – managing your career, doing yourself justice, about directorship, directorship opportunities and next steps.

The workshop is expertly presented by Women on Boards, with the content developed from many years assisting thousands of women to overcome challenges and realise their career aspirations. All participants will receive a copy of the presentation slides and handouts.

The cost of the workshop is \$350 (inc GST) and includes morning tea and a networking lunch.

Places are limited. Click [here](#) to register.

AWRA one day conference – 14 May 2013 Melbourne

The inaugural AWRA Conference will be held on 14 May 2013 at the Crown Conference Centre in Melbourne.

Held in conjunction with the AMMA National Conference, the AWRA Conference will, for the first time, bring together leaders from Australia's resource, construction and allied industry employers, academics and political decision-makers to discuss and debate the evolving role of women in resource employment.

A program of keynote presentations, lively panel sessions, workshops and case studies will focus on practical solutions to assist employers to attract

and retain a diverse workforce, and address issues surrounding workforce practices and organisational change.

To learn more on how workforce diversity can meet your organisations workforce needs and achieve greater productivity, register for this impressive new event for the resource industry.

Email awra@amma.org.au for further information.

AWRA is offering a limited number of sponsorship opportunities for this event. To discuss sponsorship benefits for your organisation, please contact Clint O'Brien on (07) 3210 0313.

AWRA e-Mentoring Program update

The finishing touches are being made to the AWRA e-Mentoring Program, with the first intake of mentors and mentees due to commence in February 2013, followed by further intakes throughout the year.

AWRA has been inundated with expressions of interest, and is always looking for more people to join the program – especially if you are a man or woman with the experience and desire to mentor.

For more information or to register you interest, please email awra.e-mentoring@amma.org.au

AWRA has recently engaged Melissa Richardson, an experienced mentor, mentoring consultant, and businesswoman to provide support, expert advice and guidance to the AWRA e-Mentoring Program.

Prior to consulting in coaching and mentoring services, Melissa's business experience spans various roles in marketing, and marketing strategy and

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research, including that of Marketing Director at Unilever.

Over the last fifteen years, she has founded and worked with a number of associations providing mentors for female executives, and consults to a variety of industries on organisational coaching and mentoring strategy, as well as supporting and administering internal mentoring programs.

Melissa brings a wealth of hands-on experience and expertise in e-mentoring. Her company, Horizons Unlimited, is the Australian partner for Clutterbuck Associates in Europe, and works with leading international mentoring and e-mentoring expert Professor David Clutterbuck.

We welcome Melissa to the team.

Workplace Gender Equality Agency update

The Equal Opportunity for Women in the Workplace Act 1999 has been replaced by the Workplace Gender Equality Act 2012 (the Act), after legislation amending this recently passed in the Senate and received Royal Assent.

Under this new legislation, the Equal Opportunity for Women in the Workplace Agency has been renamed the Workplace Gender Equality Agency (the Agency) and the reporting requirements of organisations with more than 100 employees (relevant employers) have altered. The reporting period of 2012-2013 will be a transition year. There are no changes to the reporting requirement of a workplace profile, but the new notification and access provisions under the Act will apply. Employers will be required to make these reports available to employees and shareholders and to notify relevant unions when the report has been published. Unions and employees will be given an opportunity to comment on the information.

For the 2013-2014 reporting year, the new reporting requirements will be fully operational with employers required to report against a set of standardised gender equality indicators (GEI). These include the gender composition of the workforce and governing bodies; equal remuneration between women and men; availability and utility of employment

terms, conditions and practices relating to flexible working arrangements for employees; and any other matters specified by the Minister in a legislative instrument.

The precise matters for each GEI will be determined by the relevant Minister in consultation with the Agency and other stakeholders. Relevant employers will continue to be required to comply with the new notification and access requirements and reports must be signed by the CEO.

There will be new consequences for non-compliance starting in the 2013-14 reporting year, enabling the Agency to name a non-compliant employer in a report to the Minister or in a newspaper. Non-compliance can also affect a company's eligibility to compete for contracts under the Commonwealth procurement framework and also their eligibility for Commonwealth grants or other financial assistance. The Agency no longer has the capacity to waive reporting requirements of compliant employers as they did under the previous Act.



Image courtesy of OZ Minerals

For the reporting period 2014-15, the relevant Minister will set industry-based "minimum standards" for the GEIs, against which relevant employers will have to show adequate performance, or else adequate sustained improvement, in order to comply. AMMA will be leading consultation with the Minister for the setting of these standards for the resource industry.

For further information about the new legislation, see www.wgea.gov.au.

To be involved in future consultation, please contact the AWRA Program Manager on awra@amma.org.au or (07) 3210 0313.

2012 Australian Census of Women in Leadership

On November 27 2012 the Agency released the 2012 report of The Australian Census of Women in Leadership. In the past the Census measured the number of women in board and senior executive positions in ASX 200 companies, but this year's Census extended to include ASX 500 companies.

Some of the findings contained in the Census include that:

- ✔ Women hold 12.3% of ASX 200 directorships – up from 8.4% in 2010 – but only 9.2% of ASX 500.
- ✔ The increase in the number of ASX 200 directorships held by women is substantial (46.4% increase on 2010), and is the first significant increase since the Census commenced in 2002.
- ✔ The Materials sector (which includes mining) accounts for a considerable proportion of the Australian Economy and has one of the lowest proportions of female directors.
- ✔ Two-thirds of ASX 500 companies have no female executives; Australia has the lowest percentage of female executives compared to countries with similar governance structures.
- ✔ Only 12 ASX 500 companies have female CEOs.
- ✔ Women are under-represented in the pipeline to senior leadership, especially in crucial line management roles. Men hold 2,148 line positions in the ASX 500 compared to 141 women.

For further information on the Census click [here](#).

Supporting Women Scholarships

The Supporting Women Scholarships are a Queensland Government initiative that opens doors for women to undertake study and ultimately employment in fields such as engineering and geological science.

Applications for these scholarships recently closed.

AWRA is calling on industry to partner with AWRA and the Queensland Government to provide further opportunities for the scholarship recipients and assist in the development of future workforces. Assistance could include providing work experience or vacation work and/or graduate positions; site tours; extending invitations to attend industry or professional networking events; and work shadowing for a day or two.

Any organisations interested in supporting scholarship holders should contact the AWRA team on (07) 3210 0313.

2012 Telstra Western Australian Businesswoman of the Year

Congratulations to Julie Shuttleworth, General Manager of Barrick Gold's Granny Smith Mine, who was recently named the 2012 Telstra Western Australian Business Woman of the Year. Julie was also awarded the Hudson Private and Corporate Sector Award and the Nokia Business Innovation Award.

Julie has worked as a metallurgist for 18 years in the gold and copper mining industry in Australia and overseas.

Since 2010 she has led a team of 700 people at the Granny Smith Gold Mine and in 2013, she will drive the mine's multimillion dollar open pit project expansion.

She previously ran a mine site with 2000 employees and also led Barrick's Buzwagi Gold Project in Tanzania from feasibility study to operation.

Julie's leadership and ingenuity was recognised for her work to minimise the difficulties mineworkers face when changing tyres on underground mobile equipment in confined spaces. She sponsored a project to develop a low profile tyre handler that removes the need for people to be around the tyre while it is positioned for changing.

Congratulations to Julie for her well-deserved achievement.

MCA/AICD Scholarships update

The Minerals Council of Australia (MCA) recently awarded three Australian Institute of Company Directors (AICD) scholarships to women working in the mining industry in order to complete the Company Directors course. The scholarships are a positive initiative to encourage female participation on mining company boards.

43 applications were received, with the scholarship winners being:

- ✓ Vanessa Torres – Vice President - Group Planning, BHP Billiton
- ✓ Karin Baxter - Superintendent - Process Control and Improvement (Mining), Daunia Mine, BHP Billiton Mitsubishi Alliance
- ✓ Sabina Shugg – Mining Manager, Momentum Partners

Congratulations to the scholarship recipients.

AHRI Diversity Awards

The Australian Human Resources Institute (AHRI) has recently opened applications for its 2013 Diversity Awards Program.

The AHRI Diversity Awards recognise both the outstanding individuals and organisations that have demonstrated excellence in the contributions they have made to their business and the HR profession, specifically in the area of diversity. The award categories include – Diversity Champion CEO, Inclusive Workplace of the Year, Sir Ken Robinson Award for Workplace Flexibility, Gender Equity in the Workplace, Indigenous Employment and Age Diversity in the Workplace.

The awards are open to AHRI members and non-members, and applications close on 15 February 2013. For further information about the awards and how to apply click [here](#).

Other Events

In celebration of International Women's Day, the National Association of Women in Construction (Vic/Tas), together with Engineers Australia and the Australian Institute of Project Management will host an afternoon high tea and workshop on 8 March 2013 in Melbourne from 2:30pm – 6:00pm. For further information click [here](#).

Also on International Women's Day the Queensland Resources Council will host the QRC International Women's Day Breakfast in Brisbane, where the Resources Awards for Women will be presented. The Awards, run in association with Women in Mining and Resources Queensland, include categories such as Gender Diversity Champion Award, Rising Star Award and Best Company Initiative. Click [here](#) for further information on this event, and to access entry forms for the awards.

AWRA in the Media

The AWRA initiative recently featured in an article titled '[Diversity an opportunity for everyone](#)' in the December 2012 issue of the Courier Mail's 'BOOM' lift out.

Further media interest in the AWRA e-Mentoring program was gained in the [Daily Liberal](#), the [Forbes Advocate](#), the [Pilbara News](#) and the [North West Telegraph](#).

As interest in gender diversity gains momentum in the resource industry, AWRA receives media requests for profiles of women working in resource, construction and allied industry roles. If you have an inspirational woman in your workplace who can promote the benefits of a career in these industries, please contact Kylie.Sully@amma.org.au.



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