



Australian Women in Resources Alliance
Strength through workforce diversity

AWRA NEWSLETTER

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Welcome to the October 2012 AWRA newsletter.

This month's newsletter looks at the AWRA e-Mentoring Program, Caltex Australia's BabyCare initiative, the new Telework website and upcoming events.

AWRA e-Mentoring Program

The AWRA e-Mentoring Program has received a large number of expressions of interest since the last newsletter. The program is supported by the Australian Government through the National Resources Sector Workforce Strategy and is set to launch in the final quarter of 2012. The program will be offered free-of-charge to women in the resource, construction and allied industries.

Factors that make mentoring so important for women in these industries, such as remote locations, complex rosters and the shortage of other women, often make it difficult for them to access mentoring programs.

The AWRA e-Mentoring Program will overcome these problems by using technology to allow participants to take part regardless of their location. The e-Mentoring software platform includes integrated chat, email, internet telephony and video conferencing, as well as providing tools, tips and guidance for making the most out of a mentor-mentee relationship.

With the support and guidance of a mentor specifically matched to their needs, participants will develop their knowledge and skills, access professional development opportunities and work through personal and employment challenges.

Expressions of interest are open to women interested in being involved in the program as a mentee. Men and women are being sought to share their experience and wisdom as a mentor.

AWRA will endeavour to partner all applicants with a mentor or mentee and expect to commence the first round of participants in the coming months, with further intakes throughout 2013.

To express your interest in this program, please email awra@amma.org.au with your name, organisation, contact details and reasons why you would like to participate as a mentor or mentee.



In Focus - Caltex Australia

The June edition of the AWRA newsletter focused on Caltex Australia's Women in Leadership program. Caltex has recently announced another groundbreaking initiative, Caltex BabyCare, which will provide financial and practical support to new parents returning to work after caring for a newborn child, and make Caltex an even more attractive prospective employer of women.

Recognising the challenges involved in returning to work after caring full-time for a baby, Caltex Australia Chairman, Elizabeth Bryan said the package provides employees returning to work with both the practical support and flexibility to make the transition easier.

"Returning to work after caring full-time for a newborn baby can be a challenging time both emotionally and financially for our employees," Ms Bryan said.

The initiative provides a very real benefit to Caltex as experienced, skilled employees return to work and contribute to the company's success.

The package includes 3% quarterly bonuses to a primary carer once they return to work up until the child's second birthday to help offset costs such as childcare. Other highlights include up to \$1500 of emergency childcare through the Dial-an-Angel service; and the introduction of nursing mother's facilities at major Caltex workplaces from 2013. The initiative complements the company's existing policy of paid parental leave.

"Support will also be available from 'Work-Life Links' to assist parents identify suitable longer-term childcare options upon returning to work," Caltex Australia Group Manager for Employee Relations and Diversity, Marie Irwin said.

Ms Irwin believes that the package is the first of its kind in Australia.

Flexible Work Practices

Offering flexible work arrangements such as flexible hours and telework is an effective strategy to attract and retain employees as it provides them with a more adaptable and balanced way of working. Further, enabling staff to work remotely can also improve business productivity.

'Telework: Bringing home the benefits of a new way to work' - a new website for employees and employers - has been

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developed by the Australian Government with the goal to double the country's level of telework by 2020 to ensure at least 12% of employees have the arrangement with their employers. The introduction of the National Broadband Network (NBN) will have a direct impact on the potential take-up of telework.

The government's aim to increase the take up of telework is part of its National Digital Economy Strategy, which aims to position Australia as one of the world's leading digital economies.

The website provides employers and employees with the information, tools and resources required to successfully take-up and support telework. It also provides a return on investment tool to calculate the potential savings a company could make by implementing a telework program.

National Telework Week, 12-16 November, will see information events across Australia. [Click here](#) for more information.

CME Women in Resources Awards 2013

Nominations are now open for the Women in Resources Awards for 2013, presented by the Chamber of Minerals and Energy of Western Australia (CME), a valued partner in the AWRA initiative.

Entry is open to all Western Australian resources sector companies including contractors associated with industry. Nominations close 5 November 2012 and winners will be announced at a breakfast presentation ceremony on 8 March 2013, coinciding with International Women's Day.

For further information about the award categories or to nominate [click here](#).

Women in Resources Networking Events

The Women in Resources Networking groups regularly hold networking and information events across Australia.

Women in Resources Victoria are holding an Oaks Day Breakfast on 8 November in Melbourne from 8:30-10:30am. Attendees will enjoy breathtaking views from the 89th level of the Eureka Tower, and hear from best-selling author, CEO/ Founder of the Global Courage Institute, Margie Warrell. [Click here](#) for further information.

Other Events

- On 25 October the National Association of Women in Construction (NAWIC) are hosting the NAWIC: SA Awards for Excellence in Adelaide. For further information [click here](#).
- The Queensland Resources Council and AusIMM are hosting a 'Hard Hats & Tiaras- Resource Sector Ball' on 2 November at the Brisbane Convention and Exhibition Centre from 6:30pm until late. [Click here](#) for ticket information.



Updates

Equal Opportunity for Women in the Workplace Agency

The Equal Opportunity for Women in the Workplace Amendment Bill 2012 was passed by the House of Representatives in June. The debate began in the Senate in September, however, this was adjourned and is expected to resume in the next month.

On 27 November, EOWA will launch its 2012 Australian Census of Women in Leadership. The census measures the number of women in board and executive positions in companies listed on the Australian Stock Exchange (ASX). Findings in previous years have shown an under-representation of women in Australian corporate leadership.

In the past the census covered the top 200 listed companies (ASX200); however this year it will be expanded to include the ASX 500. [Click here](#) for further information.

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Implementation of the 31 recommendations that form the National Resources Sector Workforce Strategy (NRSWS) has progressed significantly, with governments and

industry working in partnership to help address the skills and labour needs of the resource sector.

At their 25 July meeting, the NRSWS Steering Committee endorsed 14 recommendations as 'Actioned' and agreed to publish the implementation activities of these recommendations, as the July 2012 Progress Report. The progress report is available [here](#).

Media and Communications

The AWRA initiative recently featured in a [Weekend Australian](#) article titled 'Wanted: women in hard hats' which also included AMMA members Chevron and Caltex discussing workforce diversity initiatives in Australia's oil and gas sector.

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.

AWRA is also compiling case studies from organisations who have implemented practical and effective diversity solutions. Specifically, we would like to know the reasons behind the initiative, what was done and how, and the outcomes and benefits that were achieved as a result. To showcase your organisation's successful gender diversity practices contact Elsbeth.Meredith@amma.org.au.

Upcoming Events

Planning is well under way for the AWRA 2013 May Conference in Melbourne. Our program will be released before the end of the year and we are looking forward to learning about ground-breaking and inventive diversity solutions in the resource, allied and construction industries.

A call for papers has been released and can be accessed [here](#). Abstracts must be provided by 16 November 2012 to be considered for the conference program.

