



Rosebery mine increases number of women workers

By **SEAN FORD**

ROSEBERY miner MMG is dramatically lifting the proportion of women it employs.

The proportion of female employees and contractors at the Australian-based international miner increased from 16 per cent in 2012 to 21 per cent in 2013, MMG said in its latest annual sustainability report.

It said increasing the proportion of women in all work groups across the company remained a high priority.

The proportion of females at Rosebery was 15.9 per cent of the 487-strong workforce.

In MMG mines, women were particularly strongly rep-

resented in corporate operations, holding nearly 58 per cent of 636 positions, and at the Dugald River mine development project in Queensland (58.5 per cent).

The company's analysis of pay rates for employees paid in Australian dollars found men averaged more pay than women in all work categories.

Overall, male employees averaged annual salary of \$145,731.

Female employees averaged \$113,776.

The disparity was "generally not the case on a like-job for like-job comparison", the report said.

"Gender pay analysis conducted during the annual salary

review indicates that women achieve the same salary review adjustments as men.

"Our My Performance review process is gender neutral and focuses on market rate remuneration for like-for-like roles and experience."

National resource industry employer group AMMA said the industry was committed to building "a pipeline of female talent".

AMMA welcomed the Abbott Government continuing funding of "a successful online mentoring program for women working in mining, oil and gas" called the Australian Women in Resources Alliance (AWRA).