

The Workforce Diversity Imperative



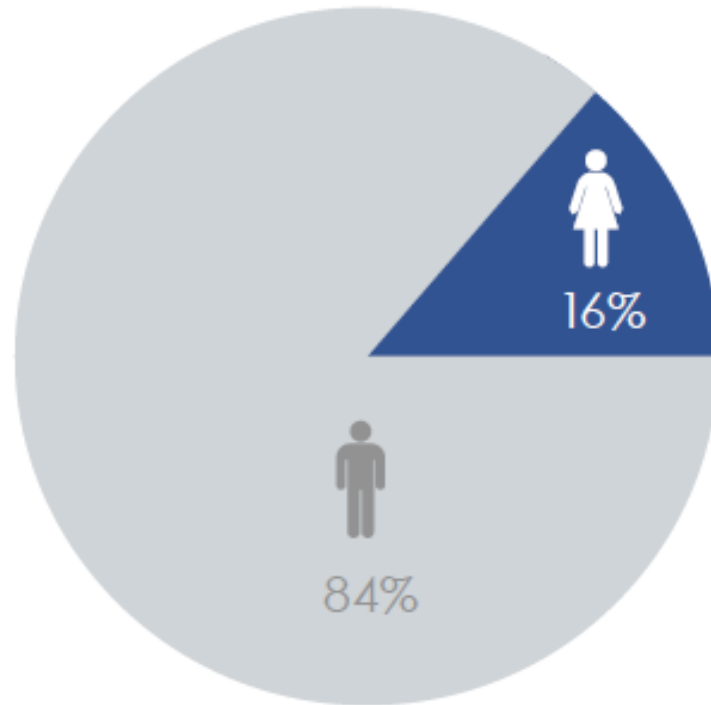


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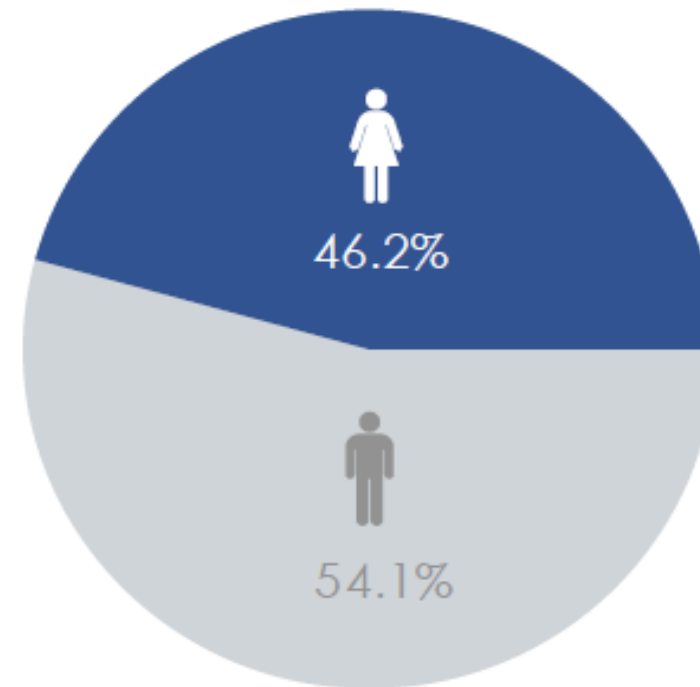
Australian Women in Resources Alliance
Strength through workforce diversity

WOMEN'S PARTICIPATION IN 2015

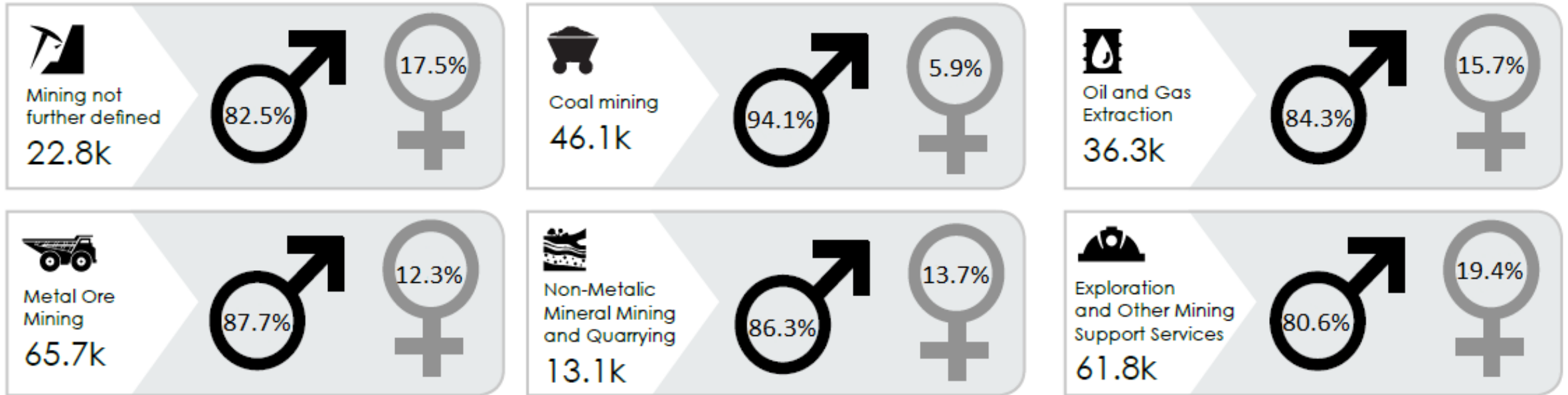
RESOURCES INDUSTRY



TOTAL AUSTRALIAN EMPLOYED WORKFORCE



PARTICIPATION BY SUB SECTOR



**Numbers have been rounded*

Source: ABS Aug 2015 – Labour Force 6291.0.55.003

WHAT DOES OUR INDUSTRY SAY?

“Our company actively searches for the best and brightest, with any kind of discrimination non-existent.”

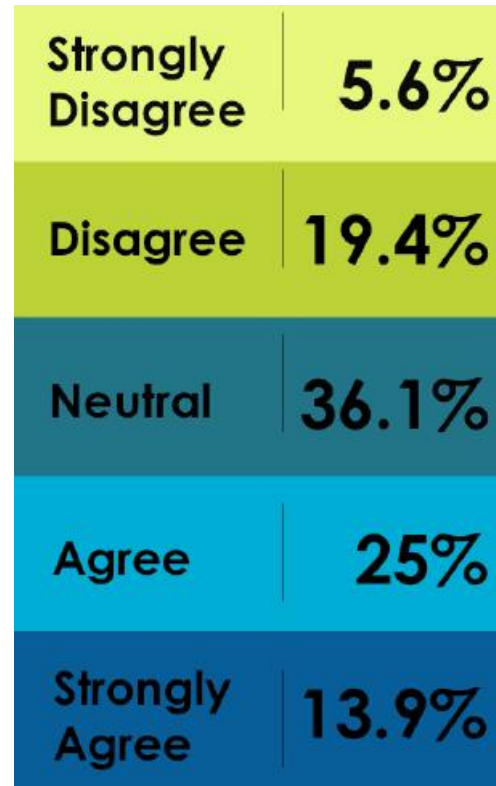
Strongly Disagree	5.4%
Disagree	5.4%
Neutral	13.5%
Agree	48.7%
Strongly Agree	27%

“I do not feel there are any impediments to a woman’s progression in the organisation.”

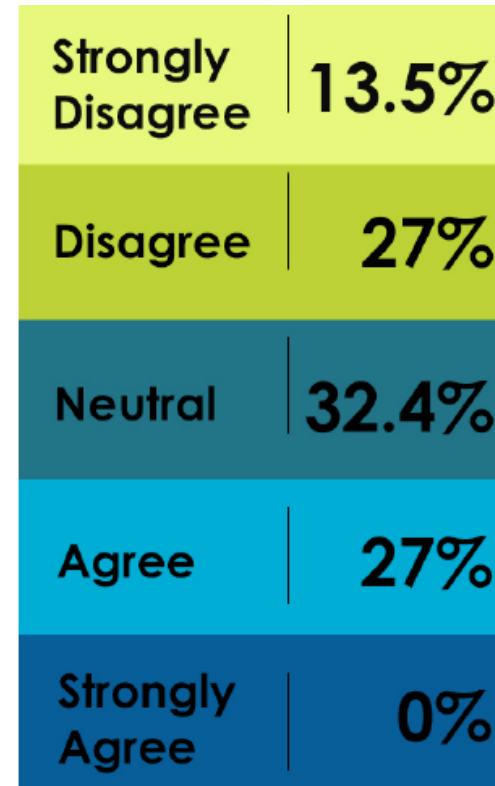
Strongly Disagree	8.1%
Disagree	16.2%
Neutral	24.3%
Agree	40.5%
Strongly Agree	10.8%

WHAT DOES OUR INDUSTRY SAY?

“Work flexibility is important to building and maintaining a pipeline of women in an organisation.”



“There is a strong mentoring and coaching scheme in place to support women into senior roles.”



GENDER PAY EQUITY

Does your organisation have a formal policy and/or strategy on remuneration?

YES - 52%

If yes, please select all that are applicable:
(policy/strategy or both)

 **23%**

Had both a policy and a strategy

 **36%**

Had only a policy

 **41%**

Has only a strategy

Do you have specific targets or goals for pay equity?

YES - 41%

NO - 59%

NO - 48%

If no, please specify why?

 **30%**

Are in the process of implementing

 **40%**

Non-award employees paid market rate

 **10%**

Salaries set by awards or industrial agreements

 **5%**

Don't have capability to undertake

 **5%**

Not essential

 **5%**

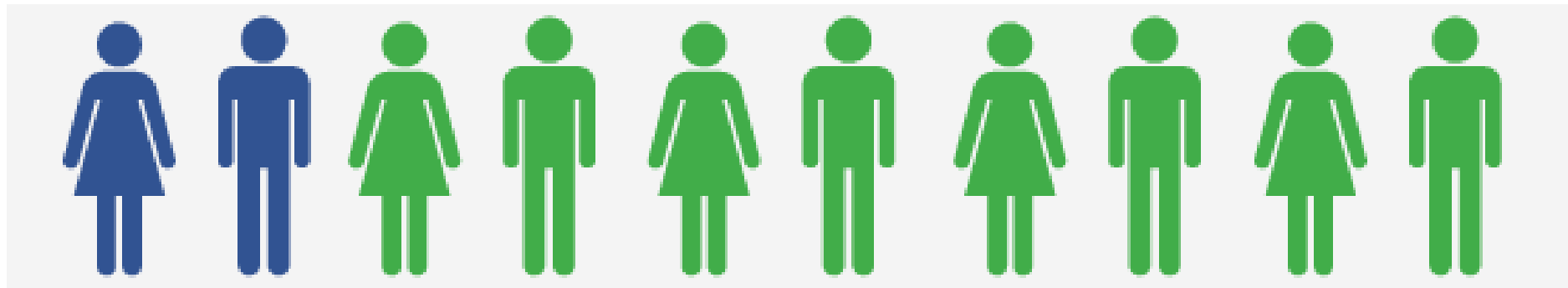
Other

 **5%**

Not enough human resources staff to administer

GENDER PAY EQUITY

Does your organisation conduct an annual gender remuneration gap analysis?



CHANGE IS HAPPENING



Diversity strategies



Diversity & inclusion professionals



Work flexibility



Recruitment targets



Gender pay gap reviews

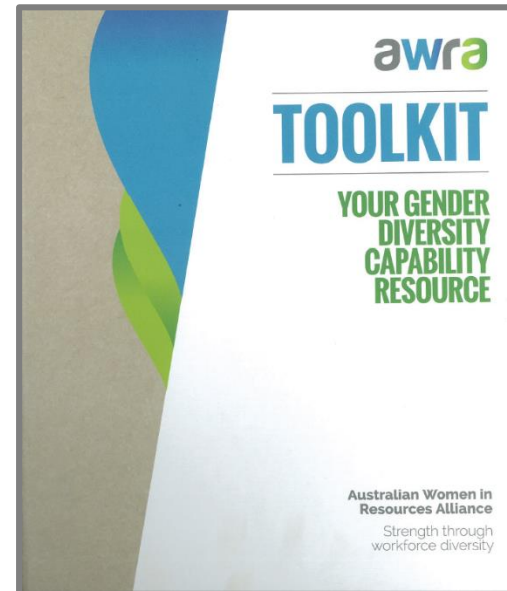


Seeking external help

AWRA: EDUCATION & SUPPORT

Focused on increasing employers' gender diversity capability

- Promote
- Inform & Equip
- Mentoring
- Recognise



Coming soon!

AWRA e-MENTORING

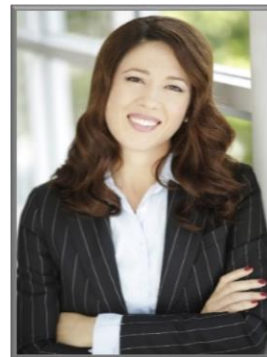
200 e-mentoring pairs matched!

Catherine & Lana



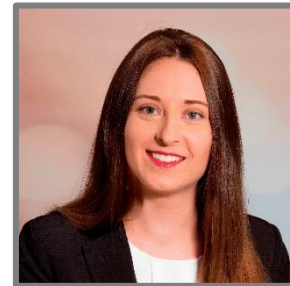
“My main goals were to gain confidence, develop myself and my skill set and learn more about where I would like to take my career.”

- **Catherine Bruneton, Engineer, WA**



“I thoroughly enjoyed sharing some of my experiences and perspectives. It also forced me to reflect on how I manage people in my own teams”- **Lana Van Wyk, Manager Business Analysis, QLD**

Holly & Caoilin



“Having a mentoring partnership allows you to progress very quickly. I learnt a lot about myself during the program, and have a refreshed view on where I want to take my future.”

- **Holly Withington, Database & Modelling Geologist, QLD**

“The AWRA e-Mentoring Program is ideal in its flexible approach, opening the opportunity to those in remote locations or others whose work/life load has proven difficult.”- **Caoilin Chestnutt, Business Development Manager, QLD**



AWRA RECOGNISED™



- Incorporates 'Global Diversity and Inclusion Benchmarks'
- Organisations undergo assessments of policies, practices and procedures
- AWRA stamps reflect achievements in gender diversity best practice
- Organisations receive feedback and direction to improve their diversity strategy

OUR GOAL

25%

women's participation in
the Australian resource
industry by

2020

Discover more: www.awra.org.au