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# WIMNet News

Quarterly Newsletter for AusIMM Women Mining Professionals

## **MINING GENDER PAY GAP & THE AUSIMM CONGRESS**

The AusIMM Remuneration & Employment Survey Report 2007, released in May, has revealed a significant gender pay gap in the mining industry.

The Report shows that at senior management level males are earning almost 25% more than their female counterparts, with an annual average base salary of \$201,992, compared with \$154,846.

Controlling for hours of work, males still earn more per hour than women at every level except for graduate level, where women earn slightly more. This may be due to companies wishing to increase gender diversity by seeking to entice female graduates with higher salaries. However once professionals progress through to more experienced levels, an escalating pay gap emerges, ranging from a 5% difference in pay per hour for a young professional at Level 2 to a 20% difference in pay per hour for a senior manager at Level 5.

Following the release of the Survey Report, the Chair of WIMNet, Sue Border, gave a presentation on the findings at The Annual AusIMM Congress in Brisbane. The presentation put forward possible reasons behind the gender pay gap and can be viewed at the WIMNet homepage (<http://www.ausimm.com.au/main/policy/wimnet.php>). Several women attending Congress confirmed that there are indeed systemic barriers to women progressing in the industry.

The AusIMM President Peter McCarthy identified addressing these issues as a priority during his term.



Above (L-R): Sue Border and Alison Keogh of WIMNet at The AusIMM Congress

The WIMNet held an extraordinary meeting following Congress. Members discussed critical issues surrounding the pay gap, and suggested strategies to address the issue which included the following:

- Collating a generic PP presentation for AusIMM member companies, encouraging them to embark on their own investigation and where/if possible, to remedy discrepancies. .
- Issuing a press release on the findings to mainstream and mining media.
- Undertaking a joint survey with other industry bodies to investigate gender pay gap across a wider spectrum of industries.

The media release and PP presentation can be accessed from the women in mining page at: <http://www.ausimm.com.au/main/policy/wimnet.php>.

The AusIMM Remuneration and Employment Survey 2007 is available from [The AusIMM Online Shop](http://www.ausimm.com.au/main/policy/wimnet.php)

### ELECTION 2007: TAX RELATED COSTS OF CARING TO BE TAX DEDUCTIBLE

In the lead up to Election 2007, The AusIMM has prepared a list of five policy priorities, together with recommendations, which has been submitted to all major political parties. A key policy priority is to increase women's participation by making carer expenses tax deductible.

View the full list of Election Priorities at:

<http://www.ausimm.com.au>

View a media release on the issue at:

<http://www.ausimm.com.au/main/policy/media.php>

### FOR WOMEN, PAY NEGOTIATIONS CAN BEAR A SOCIAL COST

Imagine a well-groomed, highly qualified man assertively asking for a higher salary and benefits. Now imagine a woman doing the same. Linda Babcock and her colleagues at Carnegie Mellon University want to know whether these two scenarios elicit different reactions, and why women are less likely to ask for better pay. On average, women make \$16,000 less than equally qualified men but are less likely, in general, to try to negotiate their salaries. According to Babcock, women describe being more anxious than men about negotiating. Her studies show that their anxieties might be justified: Negotiating for higher pay can come with a cost for women. Read more at

<http://www.npr.org/templates/story/story.php?storyId=12529237>

### THE COURIER MAIL: BALANCE IS KEY FOR LIFE AT THE TOP

No one saw this slim, affable 49-year-old American coming. The first female and first non-South African to be chief executive officer of the giant Anglo American mining corporation in its 89-year history, Cynthia Carroll knocked a number of highly regarded male contenders out of the ring.



In Australia briefly to inspect the company's massive central Queensland coal mining operations, she also found time to have a chat with a few locals, Prime Minister John Howard, Opposition Leader Kevin Rudd and Queensland Premier Peter Beattie among them. Read more at: <http://www.news.com.au/couriermail/story/0,23739,22167273-3122,00.html>

## UPCOMING EVENTS

### WIMWA

**Date:** 31 August 2007

**Venue:** The Old Swan Brewery, Perth

**Conference Organisers:** Oxiana

**Time:** 5:30pm

**Dress:** Smart Casual

Catch up with other industry professionals and listen to hear founding Director and Current Managing Director and CEO, Mr. Owen Hegarty speak on how Oxiana remains one of the fastest growing mining companies – his secrets to success and what makes Oxiana different. RSVP by August 24 to Carmen Palencia at [carmen.palencia@oxiana.com.au](mailto:carmen.palencia@oxiana.com.au) or via +613 8623 3525

### AJM: RECRUITMENT, TRAINING & RETENTION FOR WOMEN IN THE MINING SECTOR

**Date:** 23 & 24 August 2007

**Venue:** Novotel, Brisbane

**Conference Organisers:** The Australian Journal of Mining

The conference will feature case studies from mining companies across the nation, who are actively putting programs in place to recruit, train & retain female employees. There will also be keynote presentations from Government representatives, peak industry bodies & training/education institutions. For further information and to register please email: [registration@informa.com.au](mailto:registration@informa.com.au)

### APESMA WOMEN IN THE PROFESSIONS SURVEY

The full APESMA Report of the 2007 *Women in the Professions* Survey has now been released. This is the fourth such survey conducted by APESMA. The intention of the survey was to elicit views from professional women on a range of issues, so that policy makers, employers and our Association might best reflect their needs in the environment of a substantial skills shortage. Topics in the Report include:

- Employment status
- Hours of work
- Family and working life
- Career development
- Equal remuneration
- 

View the media release: 'Women in Top Science Jobs Disadvantaged' [http://www.apesma.asn.au/newsviews/misc/media/women\\_in\\_top\\_science\\_jobs\\_disadvantaged\\_24\\_07\\_07.pdf](http://www.apesma.asn.au/newsviews/misc/media/women_in_top_science_jobs_disadvantaged_24_07_07.pdf)

And the full report: [http://www.apesma.asn.au/women/survey/women\\_in\\_the\\_professions\\_2007.pdf](http://www.apesma.asn.au/women/survey/women_in_the_professions_2007.pdf)

### CALL FOR EXPRESSIONS OF INTEREST—EMERGING ISSUES COMMITTEE

The AusIMM Emerging Issues Committee (EIC) is currently looking for female members. The main aim of this Committee is to respond to emerging policy issues affecting the minerals sector and our members, and provide guidance on submissions, media releases etc. Where appropriate issues are handed over to other committees of The AusIMM. The Committee felt that given its broad policy scope a more diverse membership is needed. The Committee meets once every two months by teleconference. If you are interested in joining the committee please send the following details to Stephanie Omizzolo, Committee Secretariat at [somizzolo@ausimm.com.au](mailto:somizzolo@ausimm.com.au):

Name, Membership number, Professional background (no more than 100 words), Interest in joining the EIC (no more than 300 words).

To find out more about the EIC, visit their web site at: [http://www.ausimm.com.au/main/policy/emerging\\_issues.php](http://www.ausimm.com.au/main/policy/emerging_issues.php)

### PROFILING REAL "WOMEN IN HARD HATS"



The Queensland Government's Office for Women is currently looking to profile interesting women working in Mining, Construction, Science, Engineering and Technology (MCSET). These profiles will be included on the Office for Women website at <http://www.women.qld.gov.au/hardhats>, and will be printed in a postcard format for distribution at careers expos and other events.

If you are or know a woman who is working or studying in these fields that might like to be profiled email Sarah Seckold, A/Principal Program Officer – Women in Hard Hats, Office for Women via [sarah.seckold@women.qld.gov.au](mailto:sarah.seckold@women.qld.gov.au)



### SENIOR GEOLOGIST

Senior geologist with a minimum of 5 years industry experience required for expanding consultancy in Sydney. Consultancy covers a wide range of minerals, including gold, base metals, uranium, coal and industrial minerals. Candidates will preferably possess JORC competencies in one or more commodities and have strong 3D modelling (we use Gemcom) and GIS skills.

Candidates must have a strong work ethic and be flexible and willing to learn. Experience in a range of commodities is preferable. Specific experience in uranium and/or coal will be highly regarded although not essential. Strong fieldwork and drilling experience are also highly important as candidates must be prepared to undertake short term field work in various and sometimes remote locations. Consultancy has a strong credibility with industry & staff must reflect the strong ethics of the business. Strong commercial acumen & networking skills will be highly regarded to facilitate new business development.

Geos Mining is an equal opportunity employer and would especially welcome applications from women. While full time employment is available, we would welcome applications from anyone wishing to work on a part time basis. Flexible working arrangements are provided, but it is essential that candidates are able to undertake short term fieldwork (most field trips are less than two weeks in duration). Competitive salary & conditions apply. Check out our website at <http://www.mineralgeos.com> or for more information please contact:

**Geoff Lomman**  
**Business Manager**  
**Geos Mining**  
**ph 02 9939 3233**

### MINING JOURNAL: BLOKES, BOOMS AND BUSTS

MINING executives pondering why more women can't be found to help alleviate the global skills shortage may have found part of the answer draped over the front page of Kalgoorlie's local newspaper, the Kalgoorlie Miner, on Monday. Her name was Alannah, and wearing a barely-there black bikini, her young and curvaceous body was wrapped around a suited-and-booted local mining stockbroker, Tim Cruise, as the couple posed over a beer keg. The picture story was to celebrate day one of the three-day Diggers and Dealers mining conference in the Australian gold mining town of Kalgoorlie.

[http://www.mining-journal.com/Breaking\\_News.aspx?breaking\\_news\\_article\\_id=3407](http://www.mining-journal.com/Breaking_News.aspx?breaking_news_article_id=3407)

### HIGHGRADE: WOMEN OVER-BOARD

WHERE are all the women making a fortune running exploration and mining companies, and mining services companies, during the resources boom? That question was raised again by the recent Business Review Weekly survey of Australia's wealthiest public company executives. The list had strong mining sector representation, but a poor overall female executive ratio and an even less imposing list of top women executives growing their net worth on the back of rocketing resource company share prices.

[http://www.womenonboards.org.au/pubs/0704\\_highgrade.htm](http://www.womenonboards.org.au/pubs/0704_highgrade.htm)

**MCA REPORT "UNEARTHING NEW RESOURCES"**

The Minerals Council of Australia has recently released a report into the findings of three studies into the attraction and retention of women in mining. The Report, entitled '*Unearthing New Resources: Attracting and Retaining Women in the Australian Minerals Industry*,' can be viewed at <http://www.csrn.uq.edu.au/docs/women-in-mining.pdf>.

**JOIN THE PURPLE BOOT BRIGADE™ ...**

...and help raise awareness about breast cancer.

As part of the '2007 Year of Women in Engineering', The Steel Blue Foundation is marketing safety boots for men and women, and will donate \$30 from the proceeds of every pair of purple boots to the Breast Cancer Foundation of WA.

The Purple Boot Brigade offers an opportunity to demonstrate commitment to diversity in the workplace through supporting this activity.

The funds raised from the Purple Boot campaign will assist in funding the Breast Cancer Foundation of WA's education and awareness initiatives. To find out more about how you can join the Brigade, visit the web site

<http://www.purpleboots.com.au/>

**CONTACT US**

If you have any feedback, would like to make a suggestion or contribute to the WIMNet Register please e-mail the WIMNet Secretariat Stephanie Omizzolo at [somizzolo@ausimm.com.au](mailto:somizzolo@ausimm.com.au) or email any of the WIMNet Committee members:

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Or go to: <http://www.ausimm.com/women/women.asp>