



Women in Mining
WIMnet
Network

WIMnet News

Issue 1 - February 2010

AusIMM
THE MINERALS INSTITUTE

Inside this issue

| | |
|---|-------|
| Women in Mining Forum | 3 |
| AusIMM Federal Budget priorities | 3 |
| Taking a career break | 4 |
| International Women's Day breakfast and RAW awards | 4 |
| Record number of female mining engineers entering the workforce | 5 |
| AusIMM events | 6, 7 |
| AusIMM Bulletin update | 8 |
| New Release - Flotation Plant Optimisation | 8 |
| Get women on board | 9, 10 |
| Article of interest | 10 |
| Keeping the boardroom honest | 11 |
| Contact us | 12 |

WIMnet News: Quarterly Newsletter for AusIMM Mining Professionals

The AusIMM Remuneration & Employment Survey 2009: findings on the gender pay gap

Mining Industry Gender Pay Gap Doubles in Downturn Year - AusIMM media release

The latest data on gender pay equity in the minerals sector suggests that, despite an overall willingness by companies to change work practices to hold on to staff, females were particularly likely to be undervalued during difficult economic times.

The results of the *2009 AusIMM Remuneration and Employment Survey* – the most comprehensive analysis of remuneration trends, work practices and attitudes of professionals in the minerals sector – show a marked increase in the gender pay gap from previous years.

By responsibility level, where Level 1 represents new entrants to the industry, the pay gap between males and females is 15.8 per cent. There is a reduction of the size of the gap at Level 2 at 8.0 per cent, followed by a steady escalation in the gap until it reaches 58.3 per cent at Level 5 (senior management).

The Chair of The AusIMM's Women in Mining Network, Ms Donna Frater, said the results confirmed the industry's continuing propensity to undervalue its female professionals.

"The gender pay gap at every level of responsibility has increased markedly in comparison to the 2008 survey, almost doubling at the higher levels of seniority," Ms Frater said.

"The clear implication is that whilst equity may be touted as a priority when times are good, some decision makers fall back on old biases about the relative value of male and female employees when the going gets tough."

In general, the survey showed that larger salary increases were granted at the higher levels of responsibility as companies looked to hold on to more experienced staff. Other structural changes to the industry included the move to shorter working hours and reduced fringe benefits in order to weather the economic downturn, with some companies going as far as introducing a four-day working week to cut costs but hold on to key staff.

PTO, media release continues

The AusIMM Remuneration & Employment Survey 2009: findings on the gender pay gap - media release continued

"In an industry known for rigid working hours and with a reputation for culling staff in the downturn, it was heartening to see creative human resourcing approaches aimed at retaining staff," said Ms Frater.

"As the industry is now poised for an upturn, it is hoped that some of the creativity previously directed toward strategies for retaining staff during the GFC might be redirected towards closing the gender pay gap and incorporating more flexible work practices for all employees."

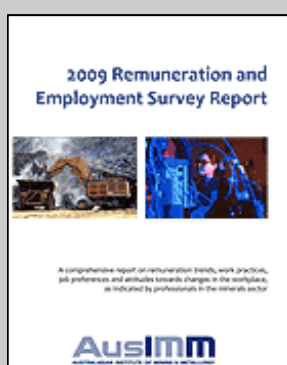
The AusIMM survey showed that many professionals are not willing to work long and inflexible hours at the expense of relationships, caring commitments and other interests.

For example, just over 30 per cent of respondents indicated that they had caring responsibilities, with 90 per cent of these respondents being carers for children. Interestingly, as a share of their gender, a higher percentage of males (31.4 per cent) indicated that they had some form of caring responsibilities than did females (20.3 per cent). Of those with caring responsibilities, 43 per cent noted that this had necessitated a "Reduction in hours," followed by "Downshifting or accepting a role with reduced salary or responsibility in a different organisation," suggesting that flexibility is an increasing priority for this group.

"Last year's restructuring of work to hold on to staff showed that in an era of high tech communications and remote technologies, step changes in working patterns can be achieved," Ms Frater said.

"If the same energy were turned to reducing the gender pay gap and to an increased acceptance of diversity in working lifestyles, the industry would be far more equitable for all employees."

AusIMM members can download the complete AusIMM Remuneration & Employment Survey 2009 via the home page: www.ausimm.com



Subscribe to the new Women in Mining Forum – Customise to your interests!

The AusIMM has launched a new Women in Mining discussion forum program to allow members to share experiences and advice. The forum allows subscribers to customise settings to meet their interests. To subscribe to the Women in Mining forum simply follow these five easy steps:

1. Click on : <http://www.ausimm.com.au/forum/default.aspx>
2. Login as a Member
3. Click on 'Women in Mining Discussion Forum'
4. Click on 'Set my email preferences' button on the right
5. Check the box 'Alert to all new threads in this forum'

AusIMM submits Federal Budget priorities to Treasurer

The AusIMM has delivered its Pre-Budget Submission for 2010-11 to the Treasury. The submission is developed in consultation with the membership and AusIMM Committees.

Priority budget items were identified in the following areas:

Exploration

- Flow-Through Shares to improve access to finance for junior explorers to be implemented as a matter of urgency

R&D

- A high level of support for public minerals-related research institutions to be maintained
- Eligibility criteria for the new R&D tax incentive to be workable for the mining industry

A sustainable skills base

- A commitment to providing funding to enable delivery of quality minerals-related higher education courses
- Providing affordable, quality child care in regional mining areas
- The taxation rules for expatriates to be simplified

Effective regulation

- A commitment to clear timelines for implementation of all strategies of the National Mines Safety Framework

The Pre-Budget submission can be viewed at:

http://www.ausimm.com.au/content/docs/pre_budget_submission2010_11.pdf

Taking a career break – A resource for Queensland women in science, engineering and technology

“Women should take advantage of their ability to customise their careers. Due to their ability to shift focus in the course of a lifetime, women have a capability to shift jobs and careers, which can support career development. According to Helgesen (1998) women are more likely to start their own businesses, telecommute, assume work on a project basis, work from home, integrate periods of education with periods of employment, and plan for longer working lives punctuated by periods away from work.”

Patricia Inman

Women's Career Development at the Glass Ceiling

About this resource

Many women temporarily exit the science, engineering and technology workforce at least once in their professional lives to raise children, care for ageing parents, meet family responsibilities, travel, or other commitments. The Australian Computer Society's *Women Members Survey 2008* found that half of all 678 respondents had taken an unpaid career break to care for children (52 per cent), undertake study (37 per cent), and to change careers (22 per cent). Similarly, the Association of Professional Engineers, Scientists and Managers Australia's *Women in the Professions Survey 2007* found that, of those respondents with children, 31.5 per cent had taken additional extended leave due to family responsibilities other than maternity or parental leave. These breaks can have a significant impact, and returning to the workforce can be an unexpected challenge.

For women working in science, engineering and technology, the rapidly changing and fast-paced nature of these industries can exacerbate the difficulties associated with taking a career break. Particular issues that have been identified include: keeping up to date with current research and trends; working on-site in a part-time or flexible capacity (for example, laboratory testing may require you to be on-site for specified periods of time); and the prevalence of grant-based work (for example, employees may feel the pressure to produce outcomes in contractual timeframes).

To keep reading and find out more about this resource, go to:

<http://www.women.qld.gov.au/hardhats/resources/documents/fot-5-career-break.rtf>



Sally Dominguez

Bookings open for International Women's Day breakfast and Resources Awards for Women presentation

Monday 8 March 2010, Sofitel Hotel, Brisbane

Sally Dominguez of the ABC's *The New Inventors* will be guest compere at the 2010 International Women's Day Breakfast and Resources Awards for Women presentations.

The breakfast and awards form part of QRC's strategy to encourage more women to work in the resources sector.

Details at: http://www.womeninminingqueensland.com/02_cal/details.asp?ID=13&varPeriod=1

UQ News: Record number of female mining engineers entering workforce

Queensland women are making their mark in the field of mining engineering with a record number graduating from The University of Queensland (UQ) this year.

Almost a quarter of the 37 students who graduated from mining engineering at the end of this year are women.

"This result is all the more impressive as it is above the current female participation rate of 16.4 per cent across all engineering disciplines at UQ," said Queensland Resources Council (QRC) Chief Executive Michael Roche.

"This milestone comes in the year when UQ's first ever female mining engineering graduate, Sandra Collins, won the QRC Resources Award for Women," he said.

"Ms Collins was the only female to have graduated from UQ with a Bachelor of Engineering (Mining) in 1979 and has paved the way for other women.

"Sandra is certainly a great ambassador for the industry and a great role model to young women entering or thinking of entering the field.

"It's also pleasing to see that all the graduates have been snapped up by the resources sector."

Professor Peter Knights, UQ's BHP Billiton Mitsubishi Alliance Chair of Mining Engineering, said the participation of women in mining engineering fluctuated from year to year.

"However, there is a definite upward trend over time," said Professor Knights.

"This year, mining engineering has outperformed most other engineering disciplines."

In 2005, when these students were in their senior year of high school, QRC launched its careers marketing campaign and QRC Scholarship Ambassador Program.

Both initiatives aim to encourage young men and women to study engineering and science degrees of importance to the resources sector.

In 2006, QRC launched its Women in Resources Action Plan, which aims to increase the proportion of women in non-traditional roles - including engineering - in the resources sector to at least 12 per cent by 2020.

"The record number of female graduates from the mining engineering degree adds to our confidence that this goal will be surpassed," said Mr Roche.

QRC is the peak representative body for the minerals and energy sector in Queensland.

Further information:

QRC - Caroline Morrissey T 07 3316 2507 E carolinem@qrc.org.au

UQ - Professor Peter Knights BHP Billiton Mitsubishi Alliance Chair and Head of Division of Mining Engineering T 07 3365 3915 M 0400 814 170 E p.knights@uq.edu.au

UQ 2009 Bachelor of Engineering (Mining) graduate - Emma Schumacher T 02 6570 0804 M 0433 641 997 E ESchumacher@Thiess.com.au

AusIMM events

WANTED - Women Presenters for the 11th AusIMM Underground Operators Conference 2011

AusIMM's WIMnet aims to increase the profile of women in mining and resources by various means including supporting more women speaking at conferences. The Conference Chair for the 2011 Underground Operators' Conference, Adrian Pratt, called to offer the support and encouragement of the organising committee behind having a higher proportion of women contributing papers and speaking at this event.

Preparing a paper and its associated presentation for one of these events takes a bit of planning but is a great opportunity for you and your profile, your company, your career and the industry in general! There is often merit in collaboration with a colleague (gender is not important) to prepare a paper as two perspectives can broaden a paper's appeal or authority. If you have an idea but are not sure about it then let me know and we may be able to help with a contact to discuss your idea further. Also if you are unsure of the requirements for such a presentation let us know.

There is a broad list of topics for the conference indicated in the call for papers for the conference that can be covered but please don't think that this list is exclusive. If you have a burning passion for a subject please put it forward. Here's hoping we have a good representation of women speakers at this and other conferences!

Sabina Shugg, MAusIMM, WIMnet Committee member
sabina@momentumpartners.com.au

11th AusIMM Underground Operators' Conference
21 – 23 March 2011, Canberra ACT Australia
<http://www.ausimm.com.au/undergroundoperators2011/>

Call for Papers

Papers

The broad topic headings proposed for the 11th Underground Operators' Conference are:

- Technology and its application
- Safety and operational management
- Application and evolution of mining methods
- Mine and infrastructure planning/implementation
- Mine ventilation
- Geomechanics for general practice
- Sustainability – carbon footprint, power, fuel and even human resources
- Insights from underground coal operations

The organising committee for the 11th Underground Operators' Conference seeks the support and involvement from minerals industry and now invites the submission of abstracts for papers.

Submission Deadline - All abstracts due by 29 March 2010

AusIMM events

...continued

Register Now!

[The AusIMM New Leaders Conference 2010](#)

6 – 7 April 2010, Kalgoorlie, Western Australia

Register online via [The AusIMM New Leaders Conference Website](#)

Calling for Papers

[Second Australasian Ground Control in Mining Conference](#)

23 – 24 November 2010, Sydney, NSW

Calling for abstracts, deadline 26 February 2010,

submissions via [The Second Australasian Ground Control in Mining Conference Speakers' Portal](#).

[NZ Branch 2010 Annual Conference](#)

24 – 26 November 2010, Auckland, New Zealand

[Calling for papers, click here](#)

[MPES 2010 – Mine Planning and Equipment Selection](#)

1 – 3 December 2010, Fremantle, WA

Calling for papers, deadline 5 March 2010,

submissions via [The MPES 2010 Speakers' Portal](#).

For the full list of upcoming AusIMM Events and to view the Industry Calendar of Events, go to:

<http://www.ausimm.com.au/sections/MEvents.aspx> (AusIMM Events)

and

<http://www.ausimm.com.au/content/default.aspx?ID=242> (Industry Calendar)



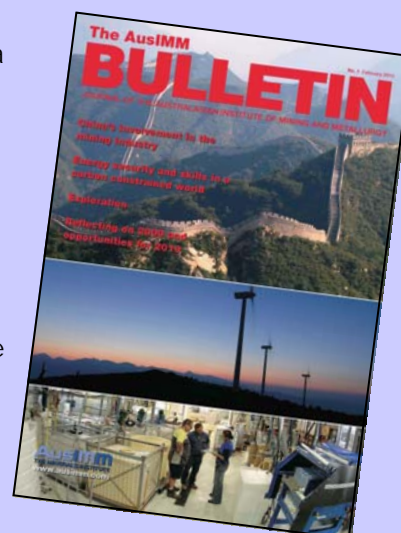
The AusIMM Bulletin update

The **February 2010 edition** of the Bulletin is out now! Keep a look out in your mailboxes. Features include:

- China
- Energy security and skills in a carbon constrained world
- NSW
- Exploration case studies
- Coal

The **April 2010 edition** is currently in production, and will be released at the beginning of April 2010. Features include:

- WA/Pilbara
- Professional development
- New technologies
- Investment opportunities
- Flotation



The AusIMM Bulletin is also available online! Members Only section:

<http://www.ausimm.com.au/content/default.aspx?ID=43>

(please ensure you are logged in).

If you are interested in submitting to future editions of the Bulletin, a list of upcoming features for 2010 editions can be found in The AusIMM Bulletin media kit at:

<http://www.ausimm.com.au/content/default.aspx?ID=99>. Please send an outline of your proposed article to the Editor, Stephanie Omizzolo, via: somizzolo@ausimm.com.au

New Release – Flotation Plant Optimisation – Spectrum Series Volume 16

The AusIMM is very pleased to announce the release of *Flotation Plant Optimisation: A Metallurgical Guide to Identifying and Solving Problems in Flotation Plants*. This new Spectrum Series volume provides the reader with a logical series of steps to identify and solve problems within base metal sulfide flotation plants. Chapter 1 provides, through example, a methodical approach that can be used to determine where and how losses occur in your plant. The methodology utilised in the initial chapter is supported by more detailed chapters describing more fully the techniques available, written by current, esteemed leaders of our industry. The volume is now available for purchase in both hard copy and CD ROM format from The AusIMM's online shop:

<http://www.ausimm.com.au/publications/publication.aspx?ID=5500>



For further information or to place your order over the phone please contact the Publications Department on +61 3 9658 6150 or via email: publications@ausimm.com.au

Express your interest in upcoming publications!

The AusIMM Publications Department is working on a number of exciting projects due for release in 2010. Go to the Expression of Interest page of the AusIMM website

<http://www.ausimm.com.au/expinterest.aspx> to register your interest and receive early notification of new release publications.

Business Spectator: Get women on board

By Alan Kohler

The corporate 'burocracy' is under increasing pressure to do something serious about the number of women on boards in Australia. Two events have recently upped the ante.

Firstly, President Sarkozy of France has tabled a bill that would require all French listed companies to ensure that women made up 50 per cent of their boards within five years.

Secondly, the ASX Corporate Governance Council issued a policy on Monday that would require boards to set "measurable objectives relating to gender".

The ASX is not proposing to make that a listing requirement – simply that it needs to be included in the annual report on an 'if not, why not' basis. That means from July 1st next year, if the annual report does not include a statement of the achievement of diversity goals set by the board, as well as the number of women in the whole organisation, senior management and the board, the company must explain why not.

The directors' establishment in Australia is desperately resisting fixed quotas in this country, something Norway has had for a few years (40 per cent) and France now looks like getting, and no doubt with that in mind the Australian Institute of Company Directors issued a press release two weeks ago headed "AICD takes action on board diversity."

The action included recommendations that companies adopt diversity policies that include "measurable milestones", that they have greater transparency in board selections and a plan for the AICD to run a mentoring program for women executives led by chairmen such as Don Argus, James Strong, Peter Mason and David Gonski.

Whether this approach of measurable objectives varying from company to company, combined with mentoring, will head off standardised, legislated board quotas for

women for all companies, will depend entirely on whether it works.

There has been vigorous nodding and supportive talk on this subject for years but the number of women on boards and in management is actually shrinking.

The 2008 census by the government's Equal Opportunity for Women in the Workplace agency found that 8.3 per cent of the directors of the ASX 200 listed companies were women – down from 8.7 per cent in 2006. The number of women in line management is 5.9 per cent, down from 7.5 per cent two years earlier.

This is despite the fact that according to the World Economic Forum's Global Gender Gap report this year, Australia ranks equal first in terms of educational attainment by women. So if any country needs quotas, you would think, it's the 'land down under' – where women glow and men plunder.

However, at this stage the Sex Discrimination Commissioner, Elizabeth Broderick, has given the blokes five years to get their act together and open up the club.

Broderick issued a supportive press release two weeks ago after the AICD policy statement, and another one yesterday following the ASX Corporate Governance council's 'if not, why not' directive.

"Hopefully we will look back on this day and say it was a major turning point for women's leadership in Australian business," she declared. What, exactly, she would like to see happen within five years is not clear, but something considerably more than 8.3 per cent is needed to avoid a serious push for the France-type legislation.

PTO - article continues

Business Spectator: Get women on board - continued

By Alan Kohler

So this is definitely a good time to be an aspiring female company director.

The 8.3 per cent figure in 2008 was 125 women out of 1504 directors of all the ASX 200 companies. To raise that to 20 per cent would mean finding another 175 female directors; getting it to Norway's 40 per cent would mean finding another 477. To build the number of female line managers to 20 per cent of the total (of 1215) would mean finding another 171 female executives.

The problem is not that there aren't enough women – of course there are. The idea that there is a shortage of women capable of being company directors is insulting and sexist.

The real problem is that the board chairmen (of which 196 out of 200 are men) simply don't know any, apart from their wives. Perhaps they should get out more.

This article originally appeared at:

<http://www.businessspectator.com.au/bs.nsf/Article/Women-boards-company-directors-executives-policy-s-pd20091209-YJR2L?OpenDocument&src=kqb>

Article of interest!

Marie Claire: Equal Pay - Are women's "deferential" attitudes holding us back from achieving equal pay for equal work?

Plenty has changed since 1972. Back then, flares and miniskirts were in fashion, we watched black and white TV, and Prime Minister Kevin Rudd was still in high school. Yet, in other areas, there has been little progress. When the decision to grant women equal pay was handed down that year, ripples of excitement spread through women's groups. That sense of hope escalated in the next decade, culminating with the introduction of the Sex Discrimination Act in 1984. "It seemed as though anything was possible," recalls Labor MP Sharryn Jackson of those liberating times. "I felt really excited to be a woman in Australia; women were talking about it everywhere. It was a new era."

Yet the promised new age of equality never dawned. Nearly 40 years since women were granted the legal right to equal pay, a House of Representatives Standing Committee, led by Jackson, has revealed that women today are still being paid 17 per cent less than men for doing the same work. In fact, the pay gap has widened since the mid '90s, and in some industries, like finance, women earn as much as 35 per cent less than men.

This article continues, keep reading at:

<http://au.lifestyle.yahoo.com/marie-claire/features/article/-/6679242/equal-pay/>



Media Release: Women on Boards (WOB)



Women On Boards

THE NEXT GENERATION OF DIRECTORS



Keeping the Boardroom Honest

A new campaign to kick start effective measurement and reporting of women's participation on boards has been launched.

Ruth Medd, Chair of Women on Boards, said the Boardroom Diversity Index will track the number of women on the boards of ASX200 companies, credit unions, superannuation funds, national sporting bodies, top government business boards, Cooperative Research Centres and the rural research and development corporations.

Medd said there is a real need to measure and report women's progress (or lack of it) at board level across a number of significant sectors, identify those who are making changes and those who are not.

Women on Boards is also putting ASX200 companies on notice that unless there is a real and sustained increase in the numbers of women on their boards within three years, it would be pushing for the introduction of mandatory quotas.

"We prefer companies to achieve gender equity through voluntary targets, but there comes a time when enough is enough – and Australia's professional women have just about reached that point."

"There is no reason ASX200 companies cannot achieve significant progress in this time."

"A key reform is removing the major barriers to women achieving directorship roles – the lack of transparency in the current system of board appointments and an unwillingness to broaden the search beyond the narrow pool from which directors are chosen."

Medd said Women on Boards has a database of more than 7000 professional women seeking directorships, many of whom are ready to step onto major boards.

Women on Boards today released the first data set in the Boardroom Diversity Index - female participation on ASX200 company boards – which shows a marginal increase the number of women on boards, up from 8.3 per cent in 2008 to 8.7 per cent in 2009.

"It also shows that the percentage of companies without a female director marginally increased in 2009 to 53 per cent – an embarrassing statistic for the ASX community."

Eleven companies added at least one female to their board in 2009. Medd congratulated these Chairmen, many of whom are active in the public debate about the need for more diversity and more women on public company boards.

These findings, along with comments made by leading male and female directors in the media in recent weeks, demonstrate there is a strong push for public companies to set gender targets and be publicly accountable for them," Medd said.

For a summary of the data go to: <http://www.womenonboards.org.au/news/media091207.htm>

For the full ASX200 list by company and number of female directors go to:

http://www.womenonboards.org.au/pubs/pubs_subscribe/index.htm. You will need to be a WOB subscriber to access this data.

Contact us

If you have any feedback, would like to make a suggestion or contribute to future editions of *WIMnet News*, please e-mail the Editor of WIMnet News, Stephanie Omizzolo, at: somizzolo@ausimm.com.au or email any of the WIMnet Committee members:

| | |
|---------------------------|--|
| Donna Frater (Chair): | Donna.Frater@BHPBilliton.com |
| Miriam Lyons-Stanborough: | Miriam.Lyons-Stanborough@alcoa.com.au |
| Sue Border: | sue@mineralgeos.com |
| Jacki Waters: | jafawa@yahoo.com.au |
| Kate Sommerville: | Kate.m.sommerville@bhpbilliton.com |
| Amanda Clements: | a_l_clements@hotmail.com |
| Melanie McCarthy: | mmccarthy@agdops.com.au |
| Alison Keogh: | keogh@internode.on.net |
| Sandra Close: | info@surbiton.com.au |
| Sabina Shugg: | Sabina@momentumpartners.com.au |
| Michael Catchpole: | mcatchpole@ausimm.com.au |
| Monika Sarder: | msarder@ausimm.com.au |
| Ashley Van Krieken: | AVanKrieken@ausimm.com.au |
| Felicity McGahan: | fmcgahan@ausimm.com.au |

Or visit our webpage: <http://www.ausimm.com.au/Content/default.aspx?ID=236>

We hope you enjoyed this edition of WIMnet News! Stay tuned...next newsletter due in May 2010. Who else would like to read the WIMnet News? Forward this newsletter on to those you think might be interested...including your boss!

