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Competitive Paper

MAPPING WOMEN'S NETWORKS IN THE RESOURCES SECTOR

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ABSTRACT

The underrepresentation of women in traditionally male dominated occupations and industries is a serious issue not only in terms of equity and diversity but also in terms of economic sustainability and growth. The underrepresentation of women in the resources and energy sectors provides the backdrop for the key focus of this paper which is an exploration of women's networks in these sectors and related occupational groups. The paper presents the Australian based findings of a larger international study which aims to map women's networks in resource and energy based industries. The mapping exercise is based on desktop research and content analysis and provides a national picture of the support mechanisms that currently exist for women in these sectors.

Keywords: women's networks, non-traditional occupations, retention, resources sector, energy industries

INTRODUCTION

There is no shortage of literature and research on the underrepresentation of women in certain occupations especially those related to the so called STEM occupations: science, technology, engineering and maths, and in the resources sector were males dominate (Arye et al., 2011; Bell 2009; Burke et al., 2008; Eveline & Booth 2002; Kammerzell 2011; Lord et al., 2007; Miller 2004). Certain human capital imperatives have recently brought these issues to the fore for the resources and energy sector which has been experiencing an economic boom since 2009. The National Resource Sector Workforce Strategy (NRSWS) (2010) report identified skill shortages as a major impediment for the sector in meeting the current and future demands of growth and economic sustainability (DEEWR 2010). The underrepresentation of women in the resources and energy sectors is a key workforce issue and risk and one which requires industry's attention. Recent reports from the resource and energy sectors have highlighted the issues and documented strategies to attract and retain women in these industries. There have been several studies which have investigated the participation rates of women in the resources and energy sectors (Chamber of Minerals and Energy 2008; Minerals Council of Australia 2007; Lord and Eastham 2011). An aspect of this phenomena which has received little attention in the research and literature has been the role of women's support and network mechanisms in retaining those women in non-traditional occupations and sectors.

The aim of this paper and study has been to explore this in more detail through a mapping exercise which examines the nature and role of these networks and includes an analysis of their features such as: target membership and membership numbers, governance, funding, affiliations, informal and informal activities, publications and events. This study is part of a larger international study which aims to extend this mapping internationally and with particular reference to the energy (oil and gas) industry. Countries to be targeted for the wider study include the USA, Canada, Norway and the UK.

This paper first provides a review of the literature and research on women in the Australian resources and energy sectors and identifies the key barriers and issues these women face. Most of these studies are funded by industry bodies themselves. This is followed by an explanation of the methodology employed for the mapping exercise of women's networks followed by the presentation of the data and discussion of the findings. The paper concludes with suggestions as to future research and the implications for policy and practice.

LITERATURE REVIEW

There have been several recent studies and reports which have been conducted by the resources sector and related professional groups which looks specifically at current rates of female representation and the issues faced by women in non-traditional occupations and industries. These studies are the focus of the literature review. In 2007 the Minerals Council of Australia produced the *Unearthing new resources: attracting and retaining women in the Australian minerals industry*. This report focused on identifying strategies to address structural and cultural barriers for women working in the minerals industry. At the time of the report women represented 18% of the workforce and were heavily concentrated in the 34 years of age and younger age bracket (MCA 2007). The key structural issues identified related to low levels of part time work; industry's culture of overwork, long working hours and work intensity; and remote nature of work sites. Key cultural issues identified included a lack of mentoring relationships and networks for support, gendered segregation in relation to decision making, task allocation, discrimination and harassment (MCA 2007). As a result of the report several recommendations were developed under the following main headings; Industry leadership, Attraction strategies, Recruitment strategies, Workplace

policies, systems and processes, Retention strategies (inclusive of working arrangements, workplace culture and career development).

In 2005 the Queensland Resources Council (QRC) commissioned Colmar Brunton Social Research to study the retention of women in minerals and energy resources sector. They studied the turnover rates of women in the industry and what could be done to encourage women to stay. Women's networking forums were seen as a way to promote diversity and allow women to share their experiences, knowledge and create lines of communication across the industry. In 2008 the Chamber of Minerals and Energy commissioned research which resulted in a report titled, *Attraction and Retention of Women in the Western Australian Resources Sector*. More recently the Minerals Council of Australia produced the *MCA Gender Diversity White Paper (2013)*. This paper was developed by the MCA Workforce Gender Diversity White Paper Reference Group, a sub-committee of the MCA Workforce Committee. The purpose of the White paper was to review the body of literature on female underrepresentation in mining and to make recommendations and actionable steps to retain and promote women in mining. To this end, leading practice in gender diversity practices was a key focal point of the paper. The report made parallels between this and other cultural change strategies which have been embedded in organisational culture such as OH&S, sustainability and indigenous inclusion.

The *National Resource Sector Workforce Strategy (NRSWS) (2010)* report, although it did not look specifically at gender issues it did prompt the industry, as represented by the Australian Mining and Minerals Association (AMMA), to act upon some of the reports finding in terms of workforce diversity. AMMA's response to the NRSWS report came in the form of a report titled: *The way forward*, in 2012. This report was developed by the Australian Women in Resources Alliance (AWRA), an industry led initiative and response by AMMA to the findings of the NRSWS report: 'Female workers play an important role in fulfilling current and forecast skills shortages across the Australian mining, hydrocarbons, energy, construction and related service sectors, and increasing gender diversity is an industry imperative. The Australian Women in Resources Alliance (AWRA) is an industry-led initiative dedicated to helping employers attract, retain and reap the rewards of women in resources workplaces' (AWRA, 2012). The AWRA project is jointly funded by the Australian government and industry and was

formed after the NRSWS report found that a key strategy to alleviating skills shortages in the growing resources sector would be increasing the attraction and retention of women. The AWRA Reference Group is coordinated by AMMA and has various representatives from industry employer groups, resource sector companies, various government agencies and academics. The AWRA's *The way forward* report, details strategies to increase the number of women employed in the resources sector and to assist the industry in meeting its current and future workforce needs

The *Heartbeat for the Mining Industry* report (ESQ, 2013) is based on workforce data from 30,000 employees in the Queensland mining industry. Previous Heartbeat reports forecast the Queensland mining workforce would increase by 30,000 additional workers over the next 5 years. In the past two years the industry in QLD has seen an increase of 20,000 workers (ESQ, 2013). Of these workers 14% are female. The average age of these females was 36 years, and 66% were resident workers as oppose to drive-in/drive-out (DIDO) or fly-in/fly-out (FIFO) workers. The average length of service for these female employees was 3.4 years which is almost 2 years below the average. The turnover rate for women being 27%, which is higher than the industry average of 21% (ESQ, 2013, p. 14). The main occupational groupings of women was in administration (65%), accounting (56.5%), OH & S and training (33%) and geoscience (32.8%). No deputies, surveyors were women and very few women were open cut examiners, fitters, drillers or mechanics. The per cent of female engineers and mobile operators was 10.1%. Female technicians (7.4%), fixed operators (9.45) and electrical trades (4.1%) were also very low in numbers of female employees.

McGrath and Marinelli (2012, p. 1) in their investigation into female workforce participation in the Australian oil and gas industry found only 13 % of workers in this industry were female. They summarised the key issues as follows:

- Workplace Culture
- Recruitment and Selection
- Monitoring, Evaluation and Response
- Equal Employment Opportunities (EEO)

- Work/Life Balance Initiatives
- Career Paths, Training and Development
- Work Environment
- Communication
- Fly-in/Fly-out (FIFO)
- Industry Image.

A report from the Chamber of Minerals and Energy in WA (CMEWA) (2008) mapped a series of indicators of good practice for attracting and retaining women in the resources sector from a survey of 22 CMEWA member companies. These indicators and examples of specific strategies are visually depicted in Figure 1.

Insert Figure 1 here

In 2013 the Minerals Council of Australia produced the *White Paper - MCA Workforce Gender Diversity Review*. In this the MCA noted that industry and professional association initiatives were vital in progressing greater gender diversity within the sector and included Forums, symposiums, alliances, women's support networks and groups and awards (MCA 2013).

In addition to these industry reports certain professional groups such as Professions Australia (formerly APESMA) and Engineers Australia (EA) have internal groups which have a focus on women's issues. For example, Women in Engineering (WIE), is an internal group within Engineers Australia: "Our vision is that engineering becomes an inclusive profession which values, supports and celebrates the contributions of women in the engineering team." (WIE, n.d). WIE have developed a national strategic plan: *2012-2013 WIE National Committee Strategic Plan*. This plan is centred on three main areas: Attract, Retain/Support and, Celebrate women n engineering. Under each of these are a set of initiatives. In addition the National Committee for WIE has developed a gender equality statement and an *Industry Blueprint of Successful In-house Professional Women's Programs* (2012) which outlines the keys to success of these programs and lessons from them in terms of encouraging and retaining women in engineering.

The Association of Professional Engineers, Scientists and Managers, Australia (APESMA) (now known as Professions Australia) produced a report in 2010: *Women in the Professions: The State of Play, 2009-10*, which reported the results from APESMA's biannual survey of women in the professions. This report concluded that the main way to address barriers for women and to encourage their full participation in the workforce was to address workplace culture issues in professions where males dominated. 'Despite widespread reports of skills shortages in key professions and the difficulty that employers face in retaining key professional staff, the survey findings reveal that strategies to attract, retain and promote women professionals may be hampered by cultural barriers and inflexible working practices' (APESMA 2010, p.9). The survey achieved responses from approximately 1,100 female APESMA members with the dominant issues being cultural aspects of part-time work, parental leave and discrimination. Approximately two thirds of respondents (67%) reported they believed that taking maternity leave would be detrimental to their career, and 71% of respondents with carer responsibilities reporting a negative impact on their career progression (APESMA 2010). Nearly 40% of the respondents had experienced bullying, 38% had experienced discrimination and 19.3% reported experiences of sexual harassment. Nearly a quarter of respondents (23.9%) expected to leave their profession within five years. This latter statistic on the intention to leave the profession is alarming and points to the need for further research into those women intending to leave. What role do these women's networks and support mechanisms play in retaining existing female workers in male-dominated occupations and industries?

Mayes and Pini (2014) undertook a discourse analysis of publications from mining sector peak industry bodies from 1999 to examine the way in which business case arguments for women's involvement in the Australian mining industry have become pervasive. Seven documents published from 2005 to 2013 are examined. The study involved the mapping of, "the features of the business case at the sectoral rather than firm or workplace level and examine its public mobilization" (Mayes and Pini 2014, p.527). The authors conclude that "the sector's deployment of the business case serves to construct and naturalize an 'ideal mining woman' and, crucially, to shift responsibility for equality onto her individual shoulders. Overall, the mining sector business-case discourse limits possibilities for collective action and state-regulatory intervention, both of which

have been convincingly demonstrated as critical to women's workplace equality" (Mayes and Pini 2014, pp. 542-3). The focus of this study is to examine the role played by women's networks in the Australian resources sector. As a result of this review of literature the following research questions have been posited:

RQ1: What are the key issues identified for women in the resources sector by women's networks?

RQ2: What forms of networks and support systems exist for women in the Australian resources and energy sectors?

RQ3: What are the key features of these networks?

METHODOLOGY

The methodology employed for this research was exploratory and involved desk based research and content analysis of women's network websites. Data was analysed from 13 websites identified through web searches. Table 1 provides a summary of the networks identified and analysed.

Insert Table 1 here

Once identified the content of the network websites was analysed. Content analysis is an exploratory text-based research method which systematically analyses qualitative data (Krippendorff, 2013). 'There is an emphasis on allowing categories to emerge from the data and on recognizing the significance for understanding the meaning of context in which an item being analysed appeared' (Bryman & Bell, 2011, p. 717). The communication content for this study was the content of network websites which is accessible and freely available in the public domain via the worldwide web. Thirteen network and association were included in the analysis. The analysis drew from publicly available policy documents, reports, strategies, newsletters, toolkits and, webpage content. Once collected, the data was coded in textual units (phrases, sentences or sections) that were related to identified issues and features of the networks such as affiliation, activities and publications.

FINDINGS AND DISCUSSION

The findings and discussion will be structured around the three research questions posited:

RQ1: What are the key issues identified for women in the resources sector by women's networks?

The key issues identified in the websites was overwhelmingly the attraction and retention of women in the respective industry and/or profession. In addition to this key issue the following were also common issues addressed by these networks: flexible workplace practices, child care, organisational culture, career and professional development, work-life balance, leadership development and equal pay. Advocacy activities were also present for many of the networks and centred around these issues specifically or under a diversity agenda banner. Ismail and Ibrahim (2008) identified three types of career barriers to women in oil companies: family related barriers; societal related barriers and; organisational barriers. The latter is highly dependent on organisational culture especially in male dominated industries, with strong leadership and HRM policies and practices being the key forces for change. Any future research needs to identify organisation based strategies to combat these issues and a long term evaluation of their effectiveness.

RQ2: What forms of networks and support systems exist for women in the Australian resources and energy sectors?

Each of the women's networks identified were analysed to identify their affiliations, activities, identified issues and publications. Table 2 summarises these aspects of women's networks found in the Australian resources and energy sectors (n=7).

Insert Table 2 here

In addition to the seven industry specific women's networks, allied industry networks were identified (n=4). These are from the fields of operations, construction, transport and trades. Table 3 summarises the features of these networks.

Insert Table 3 here

Two professional bodies closely related to occupations/professions found in the resources sector were also included in the analysis (n=2). Women in Engineering and Professionals Australia, previously APESMA. Table 4 summaries key features of these two bodies.

Insert Table 4 here

It is encouraging to see the level of industry/employer support for the networks and support groups for those directly related to the Australian resources sector. It would be interesting to drill further down into the activities and memberships of these networks to analyse the types of occupations of women who are members and active in the networks. Do these networks actively support and engage trade based women or are they mainly for those women in professions?

RQ3: What are the key features of these networks?

Four of the seven resource sector networks were affiliated with established industry bodies, two others were sponsored by industry organisations and state government and the seventh was a voluntary not for profit organisation. Again this demonstrates strong support from industry and employer groups. All had a variety of activities from special interest groups, awards, events, networking events, mentoring, advocacy and promotion, research, workshops, training and professional development. The allied industry networks had similar activities and state specific chapters and committees like the two professional/occupational based networks. Many had regular newsletters, and made use of social networking sites. Others developed specific strategies and plans, practice principles, research (surveys), toolkits and resources for members and employers. Further research is needed to evaluate the effectiveness of these activities and if they are impacting HR metrics such as the increased attraction of women, retention of women and women in leadership roles across the resources sector. A scan of resource sector organisations for specific policies and practices encouraging women would also be a useful research exercise. Investigating these networks through the theoretical lense of social network theory could also prove insightful. Kilduff and Brass (2010, p. 319) have suggest four core themes or

levels of inquiry using social network theory: relations between the actors of the network; the extend in which there is exchange across the social relations in the network; patterns within the complexity that represents the social relations of the network and; network connections that may assist or create barriers for the outcomes for both individuals and organisations.

CONCLUSION

Encouraging greater participation of women in male dominated industries is an important strategy in assisting many nations experiencing ageing workforces, skill shortages, competitive global labour markets and difficulties attracting and retaining skilled workers to rural and remote resource rich regions. Creating greater gender diversity in the Australian resources sector meets both social (balanced gender workforce participation, inclusiveness and diversity management) and economic (skill shortages, aging workforces) imperatives. The under representation of women in the resources and energy sectors is attracting fresh interest given the human capital imperatives affecting and impacting these industry sectors. Women's networks appear to play a very important role in supporting women in male dominated industries and occupations. These networks and associations engage in a multitude of activities related to addressing the issues outlined above. The analysis of the women's networks established in these sectors provides a suite of issues that are common with a clear and overwhelming focus on attracting and retaining women in these sectors. Workplace culture remains a key issue along with flexible work, career progression, discrimination and leadership development.

The findings of this study point to a growing industry commitment to increasing gender diversity within the Australian resources sector with a strong focus on attraction and retention followed by the need for workplace cultural change and flexible workplaces. Women's networks, chiefly sponsored by industry, appear to be a vital strategy in promoting these issues and assisting with retaining women within the industry. Given the conclusions reached by Mayes and Pini (2014) in relation to the business case discourse from peak mining industry bodies, further examination of these networks through social network theory would extend this line of inquiry.

Current research is focused on those women in the industry or how to attract more women to the industry however, a line of inquiry which focuses on those women that have left the industry appears to be missing (with the exception of the QRC commissioned research in 2005 which interviewed 10 ex workers as part of the qualitative sample of data collection). We need to be asking questions about why women leave the sector? What were the push and pull factors? What would have made them stay? Where are they working now? These are all fruitful lines of inquiry and could yield rich and more informed data and perspectives on this complex issue. In addition it would seem that the industry has invested resources into researching its gender diversity and appears to be committed to increasing the participation of women in its workforces and retaining them. The research that now needs to be done is to evaluate the policies, strategies and practices that have been implemented and to examine the results over time to determine whether these activities have brought about real and sustainable change or whether they are merely part of the discourse that places women as individually responsible for gender equality in the workplace.

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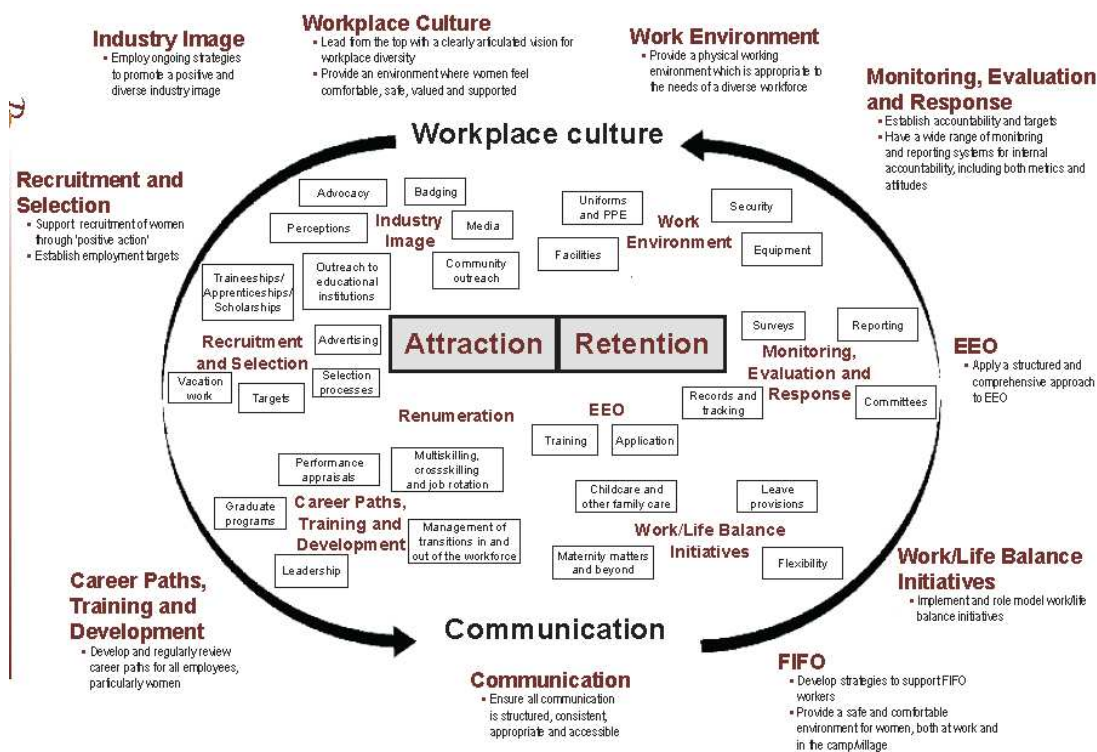
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FIGURES

Figure 1: Indictors of Good Practice



Source: Chamber of Minerals and Energy (2008, p. 8).

Table 1: Mapping sample details (n=13)

Sector networks (n=7)	Allied industry networks (n=4)	Professional bodies (n=2)
Women in Mining Network (WIMnet) Australian Women in Resources Alliance (AWRA) Women in Oil and Gas (WIOG) Women in the Minerals & Energy Resources Sector (WinRSA) Women in Resources Inc. (NT) Women in Mining WA (WIMWA) QRC's Women in Resources	National Association of Women in Operations (NAWO) National Association of Women in Construction (NAWIC) Transport Women Australia Ltd (TWAL) Supporting and linking tradeswomen (SALT)	Women in Engineering - Engineers Australia Professionals Australia (APESMA) – Professional Women

Table 2: Summary of women's networks in the Australian resources and energy sectors

Network	Affiliations	Activities	Identified Issues	Publications
Women in Mining Network (WIMnet)	The Australasian Institute of Mining and Metallurgy (The AusIMM) The AusIMM represents more than 13 000 members drawn from all sections of the industry and supported by a network of	State Groups: NSW, NT, QLD, SA and Vic. Advocacy activities to promote the attraction and retention of women.	Attraction and retention of women in the minerals industry Parental leave Flexible rosters	WIMnet News WIMnet resources: Tools and links to resources aimed at increasing women's participation in the industry. ■ WIMnet mentors -

	<p>branches and societies in Australasia and internationally</p>	<p>Strategies for flexible rosters</p> <p>Lobbying for more accessible child care</p>	<p>Child care</p>	<p>assistance with the preparation of abstracts, final submissions and presentations for conferences.</p> <ul style="list-style-type: none"> ▪ Resources industry mentoring programs ▪ MCA Parental Leave Toolkit (February 2014) ▪ The MCA Workforce Gender Diversity Review (June 2013) ▪ Women on Boards
<p>Australian Women in Resources Alliance (AWRA)</p>	<p>Australian Mining and Minerals Association (AMMA)</p>	<p>AMMA AWRA Special Interest Groups</p> <p>AWRA Employer Advice Line</p> <p>AWRA Accreditation</p> <p>AWRA Gender Diversity Training</p> <p>AWRA Knowledge Centre</p>	<p>3 primary workforce areas:</p> <ul style="list-style-type: none"> • attraction • retention • organisational culture 	<p><i>The way forward (20XX, p. 5):</i></p> <p>AWRA will work towards the goal of increasing the representation of women in resource, allied and construction sectors employment to 25% of the workforce by 2020- facilitating this long –term upward trend through the implementation of sustainable solutions.</p>

Women in Oil and Gas (WIOG)	Women in Oil and Gas (WIOG) group has been formed in 2013 as a result of discussions among various industry representatives and academics with a mandate to be proactive in facilitating the oil and gas industry to retain employees, network with industry experts and promote diversity	Various events: Foster networking Promote mentoring and leadership opportunities Promote diversity	Unclear numbers of women in oil and gas industry. Issues identified: Attraction Retention Diversity Workplace Culture Career Paths Training and Development, Communication Work and Life Balance	
Women in the Minerals & Energy Resources Sector WinRSA	Established in 2011. Partnership finalised in 2013 with SACOME taking a larger role in the activities of the committee. SACOME funds a WinRSA Project Officer. WinRSA is primarily funded through several industry members: Beach Energy,	Professional development courses Advocacy Various events Research	Increased participation Retention Advancement/ leadership Career pathways	Women in the South Australian Resources Industry Survey 2010

	DMITRE, Finlaysons, OZ Minerals, PwC and Santos			
Women in Resources Inc. (NT)	<p>A voluntary, not-for-profit member organisation that represents and promotes women in the resources sector in the Territory.</p> <p>A committee consisting of 11 individuals represent the following sectors: construction, mining, oil and gas, transport and logistics and support services.</p> <p>200 members</p>	<p>Encourage new entrants</p> <p>Support current employees</p> <p>Provide professional development opportunities</p> <p>Networking opportunities</p> <p>Initiate strategies for increasing female workforce</p>	<p>Raise awareness of career opportunities in resources sector</p> <p>Increase women's participation rates in resources sector</p>	Newsletters
Women in Mining WA (WIMWA)	<p>Various sponsors</p> <p>Established in 2003</p>	<p>Bi-monthly networking events</p> <p>Bi-annual Mentoring Program</p> <p>Seminars</p> <p>Diverse Boardroom series</p>	Attracting and retaining women	<p>WIMWA Blog</p> <p>Mailing list 1500 people</p>
QRC's Women in Resources	<p>Queensland Resources Council (QRC) is a not-for-profit peak industry association representing the commercial developers of Queensland's minerals and energy resources.</p>	<p>Annual Women in Resources National Awards recognise the achievements of women in four different categories: junior, operator, trade and overall winner.</p> <p>A Gender Diversity Champion</p>	Attraction and retention	<p>QRC's <i>Women in Resources Action Plan (WRAP)</i></p> <p>was established in 2006 in a bid to attract and retain more women to the sector. Women at the time represented only six percent of employees in non-traditional</p>

		<p>award is open to men and women.</p> <p>QRC works with the voluntary not-for-profit group Women in Mining and Resources Queensland (WIMARQ) to actively engage women in the sector.</p> <p>QRC/WIMARQ Mentoring Program</p> <p>Profiles of resourceful women</p> <p>Inspire!Convention: aims to help women advance their careers and to encourage retention of women in the industry.</p>		<p>roles such as operators, trades, geologists, engineers and senior management.</p> <p>The ambitious target set in 2006 to double the percentage of women to 12 percent by 2020 was all but achieved by 2011 when the QRC Board set a new set a new target of 20 percent women by 2020.</p> <p><i>Winning Women: Leading Practice Principles for Attracting and Retaining Women in the Minerals and Energy Sector 7th Ed</i></p>
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Table 3: Women’s occupational networks relevant to the Australian resources sector

Network	Affiliations	Activities	Identified Issues	Publications
Women in Engineering - Engineers Australia	Engineers Australia	State Committees (Divisions) Awards Conferences Scholarships Networking events Workshops	Vision of a diverse, inclusive and sustainable engineering profession Recruiting, retaining and celebrating women in engineering. Work-life balance strategies to retain women	2012-2013 WIE National Committee Strategic Plan September 2013 saw the launch of the WIE National Committee's Industry Blueprint of Successful In-house Professional Women's Programs.
Professionals Australia – Professional Women	Professionals Australia (formerly APESMA)	APESMA's National Women's Strategy Advocacy and commentary	Equal pay Skills shortages	APESMA's National Women's Strategy

Table 4: Women’s network in industries allied to the Australian resources sector

Network	Affiliations	Activities	Identified Issues	Publications
National Association of Women in Operations	NAWO is an incorporated not-for-profit association	State specific committees (Vic & NSW)	Attract, develop and retain women in operational	NAWO Update newsletter.

(NAWO)	(effective FY12). Board positions are unpaid, comprising of senior executives (female and male) who are motivated to attract, develop and retain women in operational industries	National Committees (Communications & Sponsorship) Networking opportunities Practical tools Mentoring NAWO Girls Experience Industry Day	industries Improve employment proposition of organisations Promote diversity agendas	Links to various resources, reposts and research
National Association of Women in Construction (NAWIC)	NAWIC is a not-for-profit association established in 1995.	State based chapters Awards program Education seminars Mentoring programs Community involvement Advocacy Scholarships Regular events- networking	Promote careers in construction for women	Newsletter NAWIC Strategic Plan 2011-13
Transport Women Australia Ltd (TWAL)	Transport Women Australia Ltd works in partnership with other companies and organisations. Main support sponsors – Foundation Business Partners (BP, NTI	Various events Mentoring Women Working in	Recognition of contribution of women to transport industry	Newsletter

	<p>and Volvo) and Project Partners (Transport Industry Superannuation Fund, Prime Creative Media, to our various conference sponsors.</p>	<p>Transport Survey</p>	<p>Clear pathways for women in transport industry</p>	
<p>Supporting and linking tradeswomen (SALT)</p>	<p>Supporting And Linking Tradeswomen (SALT) is a non-profit incorporated organization which began in 2009 to provide a support network for tradeswomen, apprentices and women who wish to enter the trades.</p>	<p>Monthly meetings in Wollongong and Sydney, Facebook and Twitter connections, emails relating to tradeswomen initiatives and news.</p> <p>SALT SkillWomen trailer: tradeswomen talk and demonstrate what it takes to be a tradeswoman. Basic hand tool orientation workshops and small project workshops</p>	<p>Low numbers of women in trades.</p> <p>Difficulties for women to secure apprenticeships.</p> <p>Attitudes to women in trades.</p> <p>Need to promote diversity and acceptance for all people in trades.</p>	<p>SALT is collecting material about women, past and present, who have worked in non-traditional occupations for an Australian archive:</p> <p>Women in the trade industry</p>