

Chapter 6:

Additional resources

This chapter provides some useful information and links for industry-specific and general information on increasing the representation of women.

Mining Industry

Australia

- **Increasing the Diversity of the Mining Industry Workforce – Strategies for Employers**

Women in Mining Network (WIMnet), 2003

This bulletin is a collection of strategies and ideas for assisting employers to increase diversity in their workforces. The strategies are drawn from the collective professional experience of WIMNet members and are geared at benefiting both employers and employees.

www.ausimm.com.au/content/docs/divers180803.pdf

- **Unearthing New Resources: attracting and retaining women in the Australian minerals industry**

Australian Government Office for Women and Minerals Council of Australia, 2009

This report looks at issues affecting the attraction and retention of women in careers within the minerals sector. It examines barriers to women's participation in the minerals industry and identifies a range of practical measures minerals companies can take to improve the level of women's employment in the minerals industry in Australia.

http://www.minerals.org.au/news/unearthing_new_resources/

- **Leading Practice Principles for the Attraction and Retention of Women in the Minerals and Energy Sector**

Queensland Resources Council, 2012

This publication summarises initiatives undertaken to encourage greater gender diversity in the minerals and energy sector and features the stories of women who are ambassadors in non-traditional roles such as engineering, geology and trades. It includes the results of a survey tracking the proportion of women in the resources workforce.

https://www.qrc.org.au/01_cms/details.asp?ID=3014

- **More Women in Resources: the Whys and Hows**

Chamber of Minerals and Energy (WA), Undated

This supervisor's information sheet outlines the benefits of employing and supporting women in the resources sector. It suggests a number of actions that those in leadership roles can take to help to ensure that their workplaces are comfortable and safe environments for all staff.

<http://www.cmewa.com/UserDir/Documents/People%20Strategies%20Publications/081111-MPR-%20Supervisor's%20Information%20Sheet.pdf>

- **Attraction and Retention of Women in the Western Australian Resources Sector**

Chamber of Minerals and Energy (WA), 2008

This study identifies current strategies utilised by the Western Australian resources sector for the attraction and retention of women, and outlines a range of positive practice principles that can be considered by the sector.

http://www.cmewa.com/UserDir/CMEPublications/081127-MPR-Women_in_Resources_Ful_report8.pdf

- **Australian Women in Resources Alliance (AWRA)**

AWRA is a federal government and industry funded national initiative managed by the Australian Mines and Metals Association (AMMA) dedicated to facilitating the increased attraction and retention of women in the resource, allied and construction sector workforce.

<http://www.amma.org.au/awra>

- **Mind the gap: Solving the skills shortages in resources**

PricewaterhouseCoopers Australia, 2012

The report is based on information gathered from more than 20 energy resources and mining services companies operating in Australia. It includes interviews with over thirty CEOs, business unit leaders, vice-presidents and general managers, who were asked to prioritise the root causes of skills shortages in their organisations.

<http://www.pwc.com.au/industry/energy-utilities-mining/news/mind-the-gap.htm>

- **Industry snapshot: mining**

Workplace Gender Equality Agency (WGEA), 2012

This factsheet contains statistical data on female workforce participation in the mining industry. It covers areas like female managerial representation, parental leave and pay equity.

<http://www.wgea.gov.au/sites/default/files/Mining.pdf>

- **Mining Jobs for Women**

iMINCO, Undated

This webpage provides information on job opportunities and training for women who are interested in a career in the mining industry.

<http://iminco.net/women-a-resource-for-the-resource-sector/>

International

- **Ramp-UP: A Study on the Status of Women in Canada's Mining and Exploration Sector**

Women in Mining Canada, 2010

This study provides statistical data on the representation of women in Canada's Mining and Exploration Sector. It documents the perspectives of female employees, employers, students and educators on issues such as working conditions, work/life support, school-to-work transition and opportunities for advancement.

http://0401.nccdn.net/1_5/0ac/280/0ed/RAMP-UP-Report.pdf

Construction Industry

Australia

- **Women in industry: a resource guide**

Incolink, 2008

This guide is aimed at assisting women already in the construction industry and those who are considering a career in it. It includes a commentary on the perceptions of women in the industry, a review of statistical research on employers' attitudes to women in industry, and interviews with women working at various levels in the industry. It also provides a list of support services relevant to women working in construction.

http://www.incolink.org.au/Content/Incolink/Download/incolink_women.pdf

- **Industry snapshot: construction**

Workplace Gender Equality Agency (WGEA), 2011

This factsheet contains statistical data on female workforce participation in the construction industry. It covers areas such as female managerial representation, parental leave and pay equity.

<http://www.wgea.gov.au/sites/default/files/Construction.pdf>

International

- **Exploration of Strategies for Attracting and Retaining Female Construction Management Students**

C Lopez del Puerto, A Acree Guggemos and J Shane, 2011

This paper reports the results of a survey administered to the Associated Schools of Construction programs in the United States to investigate their approaches to attracting and retaining female construction management students. It provides strategies to assist construction management programs in improving the gender balance of their student populations.

<http://ascpro0.ascweb.org/archives/cd/2011/paper/CEGT307002011.pdf>

Utilities Industry

Australia

- **Diversity Big Day Out, Case study – AGL Limited**

Workplace Gender Equality Agency (WGEA), 2012

This case study profiles AGL's senior women's conference, the 'AGL Women's Big Day Out'. It provides information about the benefits, challenges and logistics of implementing the initiative for other organisations wishing to hold similar events.

http://www.wgea.gov.au/sites/default/files/AGL_case_study_new%20template.pdf

- **Industry snapshot: Electricity, Gas, Water and Waste Services**

Workplace Gender Equality Agency (WGEA), 2012

This factsheet contains statistical data on female workforce participation in electricity, gas, water and waste services. It covers areas like female managerial representation, parental leave and pay equity.

http://www.wgea.gov.au/sites/default/files/Electricity_Gas_Water_and_Waste_Services.pdf

International

- **Women in Energy: Closing the Gender Gap**

A Feltus, World Petroleum Council, Undated

This article discusses the efforts of energy companies around the globe to expand their efforts to recruit, retain and develop female employees, to make the workplace more hospitable for women and to foster their professional development.

http://www.world-petroleum.org/docs/docs/wpc_women.pdf

- **A Toolkit for Recruiting and Retaining Women in Non-Traditional Positions**

Hard Hatted Women, Center for Energy and Workforce Development, 2009

This guide from the United States offers employers tools and strategies to help recruit and retain more women in non-traditional careers, with a focus on the trades and technical fields, at every stage in their careers from preapprenticeship training to leadership development.

<http://www.cewd.org/toolkits/cewdhhwtoolkit.pdf>

General

Australia

- **Women in Engineering Education: Recommendations for curriculum change and support to aid recruitment and retention**

Australian Learning and Teaching Council, University of Technology, Sydney, 2011

This study examines all the barriers to female participation in engineering degrees. It documents some of the reasons underpinning the underrepresentation of women in engineering schools and makes a number of recommendations to increase the recruitment and retention of female students in engineering faculties.

http://www.olt.gov.au/system/files/resources/PP8-844%2520UTS%2520King%25202011%2520Women_in_engineering_education.pdf

- **System thinking: How universities can boost the retention of a higher proportion of women engineers in the engineering workforce**

E Godfrey and B Holland, Australasian Association for Engineering Education Conference 2011, 2011

This article discusses strategies universities can implement to assist in the retention of a higher proportion of women engineers in the workforce. It recommends the wider provision of flexible short courses, employer and higher education funding for part-time study, opportunities for women to work part-time in engineering faculties and highlights the importance of cultural change in workplaces and academia.

<http://www.aee.com.au/conferences/2011/papers/AEE2011/PDF/AUTHOR/AE110191.PDF>

- **Industry Blueprint of Successful in-house Professional Women's Programs**

Engineers Australia, Women in Engineering, 2012

This paper provides advice and guidance on how to set up a successful in-house professional women's program. It looks at programs proven to encourage and retain women in the engineering profession including, issues for consideration, some of the key messages to achieve success and some lessons learnt.

http://www.engineersaustralia.org.au/sites/default/files/wie_industry_blueprint_print_a5_sml_-_final.pdf

- **Women in the Professions: The State of Play 2009-10**

Association of Professional Engineers, Scientists and Managers, Australia (APESMA), 2011

This survey focuses on the experiences and perceptions of female technical professionals and is derived from a survey of around 1,100 women respondents conducted online in late 2009. The results provide an insight into factors affecting female progression within male-dominated professions.

<http://www.apesma.com.au/download/?dIID=645>

- **Focus: Women Driving for the Top**

Academy of Technological Sciences and Engineering (ATSE), 2012

In this edition of the Academy of Technological Sciences and Engineering's Focus magazine, contributors discuss the need for Australia to attract and optimise the skills of women in finding and applying technologies.

<http://www.atse.org.au/Documents/Focus/Focus%20171.pdf>

- **Career Pathways for Women and Girls: Emergent and Non-traditional Occupations and Industries (Viable Work)**

Economic Security 4 Women, 2011

This report maps out potential areas of viable work for Australian women by identifying areas where initiatives for women and girls can be implemented to increase and support their engagement and inclusion in male-dominated industries and occupations that offer career paths, sustainable employment, transferable skills and financial benefits.

http://www.security4women.org.au/wp-content/uploads/WAVE_eS4W_ViableWork_report-final1.pdf

- **Women in Industry**

Manufacturing Skills Australia, 2011

This factsheet provides statistical data on the representation of women in the manufacturing and automotive industries in Australia.

<http://www.mskills.com.au/downloadmanager/downloads/women%20in%20industry.pdf>

- **2012 Employer of Choice for Women: Organisations by industry**

Workplace Gender Equality Agency (WGEA), 2012

The annual Employer of Choice for Women list awards women-friendly, non-government organisations with equal opportunity programs that recognise and advance their female workforce.

http://www.wgea.gov.au/sites/default/files/EOCFW_2012_Organisations_by_Industry_tag.pdf

International

- **Best practices for even gender distribution in the 25 Member States in the domain of information society**

European Commission, 2006

This study identifies and analyses different best practices cases in major public and private European information and communication technology organisations to foster the participation of skilled female engineers in the information and communication technologies domain.

http://www.womenandtechnology.eu/digitalcity/servlet/PublishedFileServlet/AAAAUSVN/Best_practices_even_gender_ICT.pdf

- **Catalyst Quick Take: Women in Male-Dominated Industries and Occupations in U.S. and Canada**

Catalyst, 2013

This fact sheet provides statistical information on the percentage of women in male-dominated industries and occupations in the United States and Canada.

<http://www.catalyst.org/knowledge/women-male-dominated-industries-and-occupations-us-and-canada>

- **SET Workplace Cultures: Making a Positive Impact Good Practice Guide**

UK Resource Centre for Women in science, engineering and technology, 2007

This guide examines the barriers to women's participation and progress in the areas of science, engineering and technology and features examples of leading science, engineering and technology companies that use a range of approaches to recruit and retain women in science, engineering and technology.

<http://www.mrc-cbu.cam.ac.uk/equality/GPGworkplaceculture.pdf>

Other Reports from the Australian Human Rights Commission

- **Our experiences in elevating the representation of women in leadership: A letter from business leaders**

Male Champions of Change, 2011

This report is an initiative of the Male Champions of Change, which was convened by Sex Discrimination Commissioner Elizabeth Broderick. The Male Champions of Change are leaders of large Australian organisations committed to driving cultural change to increase the number of women in decision-making roles. They act as public advocates and have commissioned research and practical resources to assist organisations identify what has work to achieve gender equality.

http://www.humanrights.gov.au/sex_discrimination/publication/mcc/index.html

- **2012 Report on the Review into the Treatment of Women in the Australian Defence Force**

Australian Human Rights Commission, 2012

This report reviews the treatment of, and attitudes towards, women in Australia's Defence Forces. It explores barriers and opportunities for career advancement for women and the effectiveness of the Chief of Defence Force Action Plan for the Recruitment and Retention of Women.

<http://defencereview.humanrights.gov.au/>

- **Investing in care: Recognising and valuing those who care**

Australian Human Rights Commission, 2013

This report and toolkit examines the impact of unpaid caring responsibilities on women's workforce participation and retirement incomes and savings. It assesses the contemporary mechanisms in the workplace that support caring work.

<http://www.humanrights.gov.au/investing-care-recognising-and-valuing-those-who-care>

- **Working without fear: Results of the Sexual Harassment National Telephone Survey**

Australia Human Rights Commission, 2012

This report presents the findings of a 2012 telephone survey on the prevalence of, and responses to, sexual harassment in the workplace.

<http://www.humanrights.gov.au/sexualharassment/survey/index.html>

Further Information

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