



## Construction | Mining | Oil & Gas | Support Services | Transport & Logistics

Working together to: ♦ Increase Participation ♦ Strengthen Representation ♦ Support Growth and Development

### Welcome from the Chair

Happy New Year and Happy Australia Day for Monday!

WiR has over the past year received very positive and supportive feedback from members, government and industry. We have continued to grow and have seen a 30% increase in our membership over the last 12 months. WiR hosted events in 2014 were well received and WiR conversations were highlighted via representation at some of the Northern Territory's key events. These events include but were not limited to:-

- From Steel Caps to Sleighs networking function
- WiR Resourceful Women Inspire Change co-hosted with Women in Engineering and the Northern Territory Government
- International Women's Day Exhibition
- Annual Geoscience Exploration Seminar (AGES)
- Australian Women in Resources Alliance – Gender Diversity Seminar
- Darwin Mining Club Gala Dinner
- Civil Contractors Federation Awards
- Northern Australian Emergency Response Competition
- NT Resources Week Exhibitor
- Business Professional Women's Network – Gender Diversity Panel Discussion
- Celebrating Women in Trades Networking Event and AGM

2015 is going to be a big year for WiR with the committee currently working on 2 major events.

The first is 'A Cruise Conversation' on 5 March, and the second one being the inaugural Women in Resources Awards that will feed into the National Women in Resources Awards.

We have included the flyer for our first event with this newsletter and as you will see it includes a great line up of speakers and is an event not to be missed. Please take advantage of the Early Bird savings and book your tickets today.

See you there!

All the best

Linda Young,  
Chairperson  
Women in Resources Inc.

### Is Career Development high on your New Year's Resolutions List?

If yes, why not look at the Australian Women in Resources Alliance's e-Mentoring programs?

e-Mentoring gives mentees and mentors a way to work together, wherever they are and fits in with their busy working lives.

Expressions of interest are now being sought to participate in the program rounds commencing on 27 January, 10 March and 20 April.

For more information visit <http://www.amma.org.au/awra/awra-e-mentoring>

### Contact Women in Resources

**Chairperson** | Linda Young | Darwin Coordinators | 0419 228 785  
**Member's Liaison** | Wendy Jettner | Complete Tenement | 0416 340 110  
**Email** | [info@wir.org.au](mailto:info@wir.org.au) **Web** | [www.wir.org.au](http://www.wir.org.au)

### Meet the 2015 WiR Management Committee

Working together as a Team I wish to take this opportunity to introduce you to the 2015 WiR Management Committee.

**Chair** - Linda Young, Darwin Coordinators

**Vice Chair** - Wendy Jettner, Complete Tenement Management

**Treasurer** - Robyn Miller-Smith, Squire Patton Boggs (AU)

**Members Liaison** - Wendy Jettner, Complete Tenement Management

### Industry Representatives:

**Civil Construction** - Hellen Pietsch, Civil Contractors

**Oil & Gas** - Pippa Manning, INPEX and Nicole Brown, INPEX

**Mining** - Lauren Riley, Newmont Asia Pacific Tanami Operations

**Transport & Logistics** - Eve Somssich, ECS Training and Consulting Services

**Support Services** - Leonora Wehrmann, WTIA and Xian Li, NT Government

### Secretariat

Therla Fowlestone, Minerals Council of Australia – NT Division

### Interesting Information to keep the conversations following:

#### Australia's gender equality scorecard – November 2014

Some of the key findings:

1. The representation of women declines when moving up the management levels (26.1% in key management position and only 17.3% in CEO positions).
2. 33.5% of employers have no women in key management positions.
3. 13.6% of employers have a strategy for flexible working and only 13.2% of employers have a strategy to support employees with family or caring responsibilities

Representation of women by industry:

Construction – 16.1 %

Mining – 15.7 %

Transport, Postal and Warehousing – 25.9 %

Professional, Scientific and Technical Services – 39.3 %

Manufacturing – 26.6%

Gender Pay Gap by Industry – Total remuneration

Construction – 25.4 %

Mining – 17.2 %

Transport, Postal and Warehousing – 22.6%

Professional, Scientific and Technical Services – 27.9 %

Manufacturing – 14.9%

See full report - [https://www.wgea.gov.au/sites/default/files/2013-14\\_summary\\_report\\_website.pdf](https://www.wgea.gov.au/sites/default/files/2013-14_summary_report_website.pdf)

When comparing the full report as well as the statistic above with the current 'National Skills shortage list' it is very clear to me that we all have a responsibility to encourage more women to enter our workforce. In the mean time let's continue working on dissolving the gender pay gap.

### Examples of Occupations on the National Skills Shortage List

Engineering – (Civil, Electrical, Mechanical, Mining)

Engineering Trades – (Welders, Fitters, Machinists)

Construction Trades – (Cabinet makers, Plumbers, Carpenters)

Resources – (Drillers, Geologists, Production Managers)

For more information on 'Skills shortages' and what this all means visit <http://employment.gov.au/occupational-skill-shortages-information>

