



Women in Mining
WIMnet
Network

WIMnet News

Issue 3 - August 2009



Inside this issue

Engineering a better experience	2, 3
Women in mining events...	3
Women make their mark in mining	4
Discrimination drives wage gap in managerial ranks	5
APESMA <i>womensnews</i>	5
Information from the QRC bulletin - exciting news!	6
AusIMM events and publications	7
AusIMM Bulletin Update	8
Launch of the 2009-10 National Work-Life Balance Awards	8
Alcoa encourages girls to choose careers in mining and refining	8
The 2009 AusIMM Awards	9
Contact Us	9

WIMnet News: Quarterly Newsletter for AusIMM Mining Professionals

Time for Action: 2nd Diversity on Boards Conference - AusIMM Board Member and Immediate Past President Peter McCarthy, FAusIMM(CP) to present !

1-3 September, Sydney NSW

It's on again! The WOB Diversity on Boards Conference, with a great program of speakers, topics, strategic networking opportunities, director panels & interviews and a gala dinner with mentors at every table. **Peter McCarthy, FAusIMM(CP), AusIMM Board Member and Immediate Past President of The AusIMM will be a guest speaker at this event.**

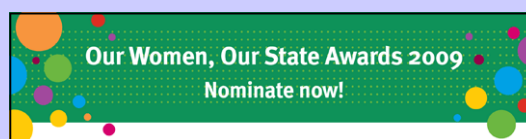
All the program details, speaker biographies and registration information are on the website: <http://www.womenonboards.org.au/events/diversity2009/index.htm>



Our Women, Our State Awards 2009 – Nominate now! (QLD)

Are you dedicated to building brighter futures for women and girls in science, engineering or technology? If you are, or know of someone who is, nominate for the Our Women, Our State Awards!

Nominations close on 11 September 2009, and details are at <http://www.vision6.com.au/em/mail/view.php?id=1339527099&k=861b727>



Campus Review: Engineering a better experience



Peter Dowd

Attracting more women into engineering, reducing attrition and building linkages with VET are just some of the challenges facing the discipline, writes Peter Dowd, FAusIMM(CP).

Article from *Campus Review*: <http://www.campusreview.com.au/pages/section/article.php?s=Faculty+Focus&ss=Engineering%2C+IT%2FComputer+Science%2C+Architecture+%26+Design&idArticle=10125>

Engineering, science and technology provide the foundation for the industries that are vital to Australia's economic health. Many of these industries – notably mining and energy resources, agriculture, ICT, construction, and electrical and mechanical infrastructure – have been restrained by well-publicised skill shortages.

The mining boom, skill shortages and high graduate earnings all combined to see commencing undergraduate engineering student numbers increase by 8.5 per cent between 2006 to 2007. The annual increases in each of the succeeding two years are likely to be similar. The 2008 GCA graduate destinations survey reveals that 93 per cent of all engineering graduates who wanted to be were employed full-time, with discipline proportions ranging from 89 per cent for electronic and computer engineering to 100 per cent for mining engineering.

This would appear to augur well for the discipline and for industry. The growth, however, follows five years of fluctuating or stable undergraduate recruitment. Even with the current growth, the more optimistic estimates of skill needs will not be met by the currently projected numbers of graduates.

In addition, females are still significantly underrepresented. The proportion of female undergraduates in engineering has remained fairly constant at around 15 per cent for the past 10 years. In 2008, for example, engineering was the most popular field of education for males with a tertiary entry score over 90, with a 21 per cent share of the total. For females, it was seventh choice. It's often remarked that skill shortages in engineering and technology could be eliminated by increasing the rate of participation of women to that of men. It is equally true that the profession would be enriched by the culture and skill sets that a greater participation of women would bring to it.

These and the related issues of curriculum and professional standards led to the 2007-08 review of engineering education, undertaken by the Australian Council of Engineering Deans (ACED) and supported by the professional associations. Its report, 'Engineers for the future – addressing the supply and quality of Australian engineering graduates for the 21st century', made six recommendations: to raise the public perception of engineering; refine the definition statements for engineering occupations and graduate qualification standards; implement best-practice engineering education; improve resources for engineering education; engage with industry; and address shortages by increasing diversity in engineering workplaces supported by engineering education programs.

In response to these recommendations, ACED and its member engineering faculties and schools are working on several Australian Learning and Teaching Council (ALTC)-funded projects to improve the quality of the engineering curriculum and increase the number of engineering graduates. These include understanding and reducing the relatively high attrition rates in undergraduate engineering programs in some parts of the sector, and exploring and improving pathways into engineering awards, building on linkages from TAFE and other degrees.

PTO - article continues

Campus Review: Engineering a better experience: continued

Later this year a short course will be trialled on best practice in engineering pedagogy that may be eligible for credit in graduate certificates in higher education offered by several universities. In collaboration with Engineers Australia, ACED is also undertaking a revision of the accreditation standards applied to engineering bachelor (and equivalent masters) and associate degrees. This project is focusing on the broad learning outcomes required of graduates starting engineering practice, and will incorporate the exemplars of learning outcomes as recently agreed internationally by the signatories to the Washington and other educational accords.

Other ALTC-funded projects include development of inclusive curriculum in engineering and construction, and improved focus on engineering design, both within the engineering curriculum itself and as a metaphor for quality curriculum development.

With funding from the ALTC learning networks program, the newly formed Australian Council of Deans of Information and Communication Technologies and ACED are developing a discipline support strategy of workshops and forums to ensure engineering and IT educational developments continue to focus on developing well-researched best practice in curriculum development, academic support, good-quality assessment and industry engagement.

In sum, the prospects are good and the challenges have been identified and are being addressed. The country needs engineers to deliver the skills required to sustain and increase economic development; the current and projected shortages pose a serious threat to the wealth-generating industries that underpin this development. The nation's universities will play a major role in delivering this intellectual infrastructure.

Professor Peter Dowd, FAusIMM(CP), is executive dean of the Faculty of Engineering, Computer and Mathematical Sciences at Adelaide University and president of the Australian Council of Engineering Deans.

Austrade women in mining event

The NSW Department of State and Regional Development with partnership support by Austrade invites senior women business owners & export managers of NSW companies to participate in a Business Women's Trade Mission to Japan from 19-23 October, 2009.

For more information, please visit the [event page](#) on the NSW Small Business website.

Book Now! WIMWA Seminar 11 September: " Mining Your Career- Take Control"

The inaugural WIMWA seminar is just weeks away. Please get a group together and book your places. Details can be viewed at:

<http://www.womeninmining.com/wimwa-mining-your-career.html>



Adelaide Now: Women make their mark in mining

By Valerina Changarathil

Article from *Adelaide Now*: <http://www.news.com.au/adelaidenow/story/0,22606,25848386-5016955,00.html>

Women make up less than 18 per cent of the mining workforce and most have to “sink or swim” to achieve success in the male-dominated sector.

For Uranium Equities radiation manager Sharon Paulka, [MAusIMM], a career in radiation began with modifying an X-ray machine into an X-ray absorption machine, opting for a science degree and eventually “getting her hands dirty” at the Honeymoon uranium mine in South Australia's northeast.

Her 20 years' hands-on experience led her to set up consulting services company Paulka Radiation & Environment in SA.

“I have always been interested in radiation, so the uranium industry was the most obvious choice,” Ms Paulka said.

“There are quite a few young women studying radiation and mining engineering; it all depends on the personality type I guess.”

Santos senior development geologist Sharon Langston, [SAusIMM] - currently working offshore as part of Santos' Carnarvon Basin exploration efforts - said she did not consider herself as “one of the boys.”

Ms Langston “fell into geology” after initially trying her hand at social welfare, urged on by the need to provide her family with the kind of lifestyle she wanted to.

“It wasn't easy juggling studies, a full-time job and managing two teenage boys,” Ms Langston said. “It wasn't an easy road but it was worthwhile.”

An affinity with maths, science and environmental studies is what steered Coffey Natural Systems regional manager (SA & NT) Tara Halliday, [MAusIMM], to environmental impact assessments, but it was her love of travel and the thrill of project management that has kept her there.

“There are a lot more opportunities there but the early interest helps,” Ms Halliday said.

The three women were key speakers at an SA Chamber of Mines & Energy luncheon last week, which also celebrated the announcement of a new \$750,000, two-year Geoscientist Assistance Program.



L-R: Coffey Natural Systems Tara Halliday, Santos' Sharon Langston and Uranium Equities' Sharon Paulka share their secrets to success in the male-dominated mining sector. Image courtesy Adelaide Now.

Workplace Express: Discrimination drives wage gap in managerial ranks

Sex discrimination could explain 70% or more of the wage disadvantage female managers experience compared to their male counterparts, a new study based on HILDA data has revealed.

Macquarie University senior research fellow Ian Watson makes the finding, based on an analysis of results from a 2007 survey of 3,850 managers drawn from HILDA release 7, in a [paper](#) he presented to the [2009 HILDA Research Conference](#) at the University of Melbourne.

Watson uses several methods of statistical analysis to explain the causes of the mean 25% wage gap – worth about \$22,000 - between men and women in full-time managerial roles.

Factors associated with the earnings gap for women include their under-representation in older age brackets where managers generally earn more and working fewer hours per week and fewer weeks per year.

However, these identifiable factors only explain about 30% of the gap – overall he, says the characteristics of male and female managers are "remarkably similar" - leaving the remaining portion of the gap, worth some \$16,000 a year, unexplained.

"One is left with the stark conclusion that as much as 70 per cent of the gap is simply due to women managers being female," he says.

He continues that while the employment characteristics of male and female managers are similar, the "rewards" that attach to those characteristics differ widely.

"Where male managers are rewarded for additional years of ageing, for female managers there is a distinct plateau. While male managers are rewarded for being married, this is not the case for female managers. Young children are a 'liability' for women managers, but not so for men," he says.

He acknowledges the possibility that better data might reveal other factors behind the unexplained 70%, but argues that studies on "the glass ceiling" effect suggest it would be unlikely to overturn his conclusion that "sexual discrimination is at work within the managerial labour market".

Those studies have revealed that male managers often "treat all workers as if they are men," leading them to fail to provide adequate childcare, parental leave or flexible work, and recruit or promote other managers they see as similar to themselves at the expense of women.

[The gender wage gap within the managerial workforce: an investigation using Australian panel data, by Ian Watson](#)

APESMA womensnews

To read the latest version of APESMA *Womensnews* visit
http://www.apesma.asn.au/employment/womensnews/2009/july_09.htm



Information from the QRC bulletin - exciting news!

WIMARQ launches new website

About 100 people attended the official launch of the Women in Mining and Resources Queensland (WIMARQ) website on 28 July.

The site was launched by the Minister for Women Karen Struthers at an event in Brisbane sponsored by QRC, Stellar Recruitment and Peabody Energy Resources.

The website was developed by QRC for WIMARQ under the QRC's Women in Resources Action Plan. It is designed to create a 'virtual network' for women in the industry.

QRC president Nicole Hollows told the gathering the 'virtual network' opportunity the site provided would be particularly valuable for women working in regional and remote areas.

Minister Struthers said she hoped the site would help women span the tyranny of distance and diminish the isolation that women can feel working in a male-dominated field.

"I congratulate WIMARQ's committee of volunteers who work so hard to provide opportunities, such as tonight's launch gathering, for women to meet and expand their networks of friends and colleagues in the industry," she said.

"I wish you all well and hope this site contributes to encouraging more women to work in this industry, which is so vital to the economic well-being of this state."

To enquire about opportunities to sponsor future WIMARQ events, please contact WIMARQ chair Jo-Anne Dudley by clicking the link below.

[E-mail Jo-Anne Dudley](#) - WIMARQ Chair

www.womeninminingqueensland.com - click here to see the new website

[Image gallery](#) - click here for photos taken at the launch

WIMARQ Moranbah event 3 September - come and celebrate the launch of the new WIMARQ website!

Enjoy catching up with colleagues and expanding your network over complimentary drinks and finger food.

A bus will be provided from Dysart for the event. Just be at the Dysart High School by 5.15pm.

Details are at http://www.qrc.org.au/02_cal/details.asp?ID=89&varPeriod=1

AusIMM events

Make the most of the networking and professional development opportunities.... Register Now!!

[AusIMM NZ Branch Annual Conference 2009](#)

26 - 30 August 2009, Queenstown, New Zealand
www.ausimm.co.nz

[Water in Mining 2009](#)

15 – 17 September 2009, Perth, Western Australia
<http://www.ausimm.com.au/wim2009/registration.asp>

[Tenth Mill Operators' Conference 2009](#)

12 – 14 October 2009, Adelaide, South Australia
<http://www.ausimm.com.au/milloperators2009/registration.asp>

For the full list of 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)

AusIMM publications

AusIMM Publications - Resources for Remote Members – Branch Technical Sessions as video downloads - FREE to all AusIMM Members

The AusIMM Perth Branch has compiled a collection of their Branch technical session presentations (from 2005 onwards) which have been professionally recorded and are now available as video downloadable files (28 titles currently available) as a resource for AusIMM Members, especially those living in remote locations who cannot make it to the Branch technical session presentations. A list of the video files available can be found via The AusIMM online shop here: <http://www.ausimm.com.au/publications/publication.aspx?ID=3067>

Video downloads are **free to all AusIMM Members** (log in using your username and password to access). DVD products (mailed out) are Member price \$11.00 plus postage (\$5.00). For further information on this service, please contact the Publications Department on (03) 9658 6150 or via email: publications@ausimm.com.au

The AusIMM Bulletin Update

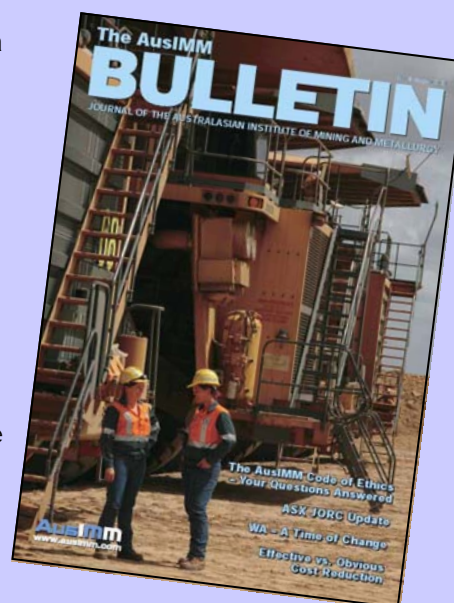
The August edition of the Bulletin is out now! Keep a look out in your mailboxes. Features include:

- Ethics and Codes
- Effective versus Obvious Cost Reduction
- WA/Pilbara
- Iron Ore
- Health and Safety
- Water in Mining

October Bulletin

The October edition of the Bulletin will include the following features:

- South Australia
- Gold
- Minerals Processing
- Making the Most of Your Data
- Underground Mining



If you are interested in submitting an article for future editions of the Bulletin, please send an outline of your proposed article to the Editor, Ms Monika Sarder via msarder@ausimm.com.au. The media kit which lists upcoming features can be viewed at <http://www.ausimm.com.au/content/default.aspx?ID=99>



Media Release for the Hon Julia Gillard MP - Launch of the 2009-10 National Work-Life Balance Awards

The Minister for Employment and Workplace Relations, Julia Gillard, launched the 2009-10 National Work-Life Balance awards.

This national initiative is part of the Rudd Government's election commitment to help working families better balance their work and family responsibilities.

The National Work-Life Balance awards will recognise those businesses that have a demonstrated commitment to innovative family-friendly workplace practices.

The awards will also encourage businesses, large and small, to think about how they can better support parents in their workplace.

The full media release can be read at http://www.deewr.gov.au/Ministers/Gillard/Media/Releases/Pages/Article_090814_105226.aspx

Minerals Processing: Alcoa encourages girls to choose careers in mining and refining

ALCOA has opened its doors to Year 10 students from the Peel and South-West regions as part of its successful Future Women of Industry (FWOI) scholarship program.

FWOI, now in its 11th year, aims to assist, mentor and educate enthusiastic young women and provide guidance on where their future careers could take them.

49 girls from 24 schools around Kwinana, Rockingham, Pinjarra, Mandurah, Harvey, Waroona and Bunbury took part this year.

Over three consecutive days, the students participated in tours of Alcoa's operations, one-on-one buddy sessions with Alcoa employees, listened to presentations from Perth Universities, learned about opportunities for traineeships, apprenticeships and work experience at Alcoa, and learned how to prepare and present for job interviews.

WA Operations Human Resources Manager, Carl Phillips, says the scholarships have a unique emphasis on opening doors to the mining and refining industry which are not always the first choice for young women when deciding on careers.

The program establishes networks and provides opportunities for young women to immerse themselves with peers in an intensive program that gives direct experience in the mining industry.

Phillips claims that what makes the program so successful is its determination to break the mould on what are seen traditionally as 'men's' or 'women's' roles.

The success of the program has been demonstrated by former scholarship participants going on to become Alcoa apprentices and trainees, tradespersons and professionals.



Image courtesy
Minerals Processing



<http://www.mineralsprocessing.com.au/home.aspx>

The 2009 AusIMM Awards

The AusIMM Awards recognise excellence and significant contributions to the minerals industry and The AusIMM. Members and interested persons are encouraged to be actively involved in submitting nominations for the 2009 AusIMM Awards.

All the information you need, including guidelines and the Online Awards Nomination Form is at <http://www.ausimm.com.au/content/default.aspx?ID=122>.

Place your nomination by **31 October**.

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 Secretariat 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
Alison Keogh:	keogh@internode.on.net
Sandra Close:	info@surbiton.com.au
Sabina Shugg:	sabina_77@inet.net.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 November 2009

