

WIMnet
Women in Mining Network

AusIMM
THE MINERALS INSTITUTE

www.ausimm.com.au/wimnet



“Supporting the attraction and retention of women in the minerals industry”

National

WIMnet

Policy
Advocacy
Industry alliances
State group support

State

WIMnet sub-committees:

WIMnet SA

WIMnet NSW

WIMARQ

WiRV

Associated groups:

WIMNZ

WIMWA

WiR (NT)

Networking
Professional development
Mentoring
Support

“Supporting the attraction and retention of women in the minerals industry”

Women in Mining – strategic plan

>20% women in mining by 2020



Women in Mining – current status

~45% of Australian workforce is female

~16% of the mining workforce is female

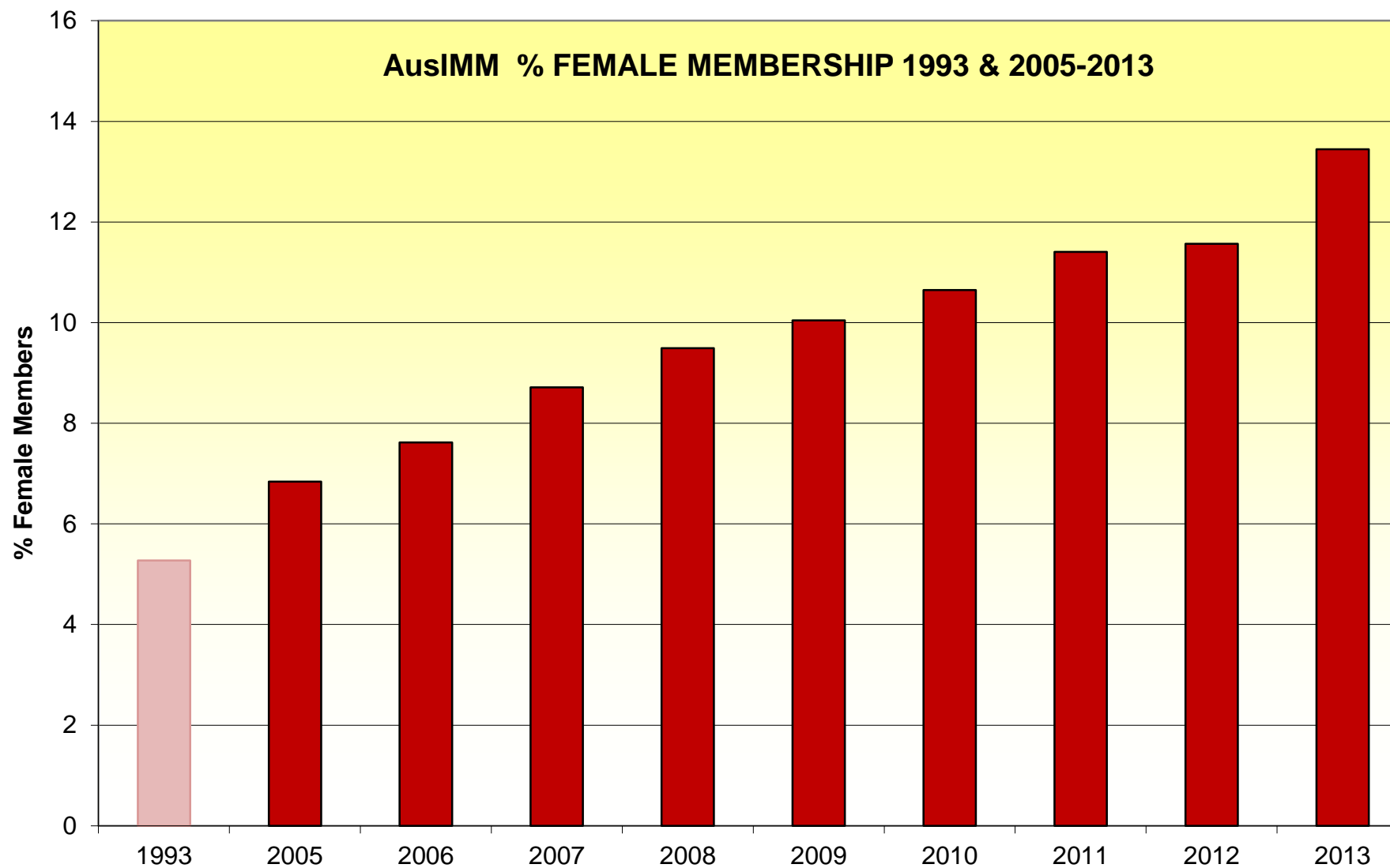
~3% of the site-based mining workforce is female

~13% of AusIMM is female



AusIMM Membership at 19/05/2014

Level	Female	Male	Total	% Female
Fellows	28	1,726	1,754	1.6%
Members	864	6,915	7,779	11.1%
Associates	18	129	147	12.2%
Graduates	252	746	998	25.3%
Students	271	680	951	28.5%
Members (Suspended)	409	1,660	2,069	19.8%
Total - all membership	1,842	11,856	13,698	13.4%



Women in Mining – strategic plan

- National
 - Retention of female graduates and new professionals in the industry.
 - Increasing the number of women in executive and board level roles.
 - Involving men in the change process.
 - Increasing female participation in committees and conferences.
 - Advocating for flexible work arrangements.
 - Monitoring and raising awareness of the gender pay gap.
 - Supporting company diversity initiatives.
- State
 - Providing mentoring opportunities across Australia and New Zealand.
 - Providing professional development and networking opportunities.

>20% women in mining by 2020