

Working Group 2-1
Inclusive Workplace Design – Summary notes

08 December 2021 | 5:00 pm (Darwin)

1. Attendees

No.	Name	WIM Organisation	Role in WIM Organisation	Role in Working Group
1.	Kate Finch	WiR NT	Chair	Coordinator
2.	Lauren Milne	WiR NT	Member	Guest
4.	Gladys Smith	IWiM	Head of Engagement	Support
5.	Sueli Tang	IWiM	Head of Operations	Support

2. Notes

2.1 General information and background

- The meeting began with a quick summary of the November session and a recap of a series of questions Kate Finch sent around to WG2-1 as homework resulting from the Nov session
- This month's presentation focused on: Daycare & Nurseries and Women's Health: Pregnancy, Lactation, Menstruation & Menopause
- The group went through the presentation as exchanged comments and experiences lived in corporate offices, home offices and site office, whether they were personal or seen as part of the company they work or have worked in
- Some of the experiences put in evidence the lack of procedures, week infrastructure, norms, regulations, and practices in the different countries across the world when it comes to inclusivity and considerations for the issues discussed as part of this month's agenda
- High cost of day care or nurseries for children
- R&R, FIFO has a great impact on families who may not be able to rely on other family members to help with child care if the mom and dad are in the mine site
- It was mentioned that some companies cover the costs, up to 50% of child care
- Compared to the oil industry, mining has less advantages in this matter
- Regarding lactation it was mentioned the importance of having adequate facilities in the job site for this. To consider also that pumping may happen every 2-3 hours and it should include the time to pack, label etc the produced milk
- Male employees considering pregnant women as being treated with preference was mentioned also
- Adequate conditions for pregnant employees should not be a choice for companies but a law governing these matters
- Painful menstruation and sick paid leave was also commented during the meeting

2.2 Next steps

- It will be great to see worldwide what the legislation says about these topics

- Preparation of the draft closure report of this group to be agreed amongst both group coordinators