



AusIMM Women in Mining Survey 2020 snapshot

A key part of AusIMM's commitment to diversity and inclusion is listening to the views, concerns and ideas of women in the resources sector.

Now in its second year, the annual AusIMM Women in Mining Survey has gathered important data to assist the AusIMM in creating a welcoming, inclusive environment for all women in resources.

By answering a few short questions, 700 female participants from around the world helped provide a leading analysis of women's participation in the resources workforce, exploring what's working well and what needs to change.

The snapshot, released at AusIMM's International Women's Day Event Series, provides an overview of where the industry is now, and where the industry needs to be if it is going to attract and retain female workers into the future.

A full analysis of the 2020 Women in Mining Survey results will be available online in late March. Visit ausimmbulletin.com.

What people said:

'There should be more initiatives for women to remain in the workforce while taking time off to take care of children so that they can go back to the market eventually.'

AAusIMM, NSW

'Workforce flexibility that values the lives outside of work for men and women will increase female participation in the industry. It will also improve retention of both men and women.'

AAusIMM, SA

Key findings

The 2020 AusIMM Women in Mining Survey research shows:



62%

respondents indicated that the industry was not diverse (up 5% from 2019)

5x

as many respondents felt that their workplace was very diverse compared to the resources industry

8x

as many respondents indicated that diversity and inclusion was a top policy priority for AusIMM, compared to their male counterparts*

Perceptions of women working in fly in, fly out (FIFO) and drive in, drive out (DIDO) roles reveal:



19%

respondents held FIFO or DIDO roles



8%

respondents indicated that on-site health services were below average compared to their male counterparts*



20%

respondents indicated they frequently experienced time pressures in relation to toilet access



15%

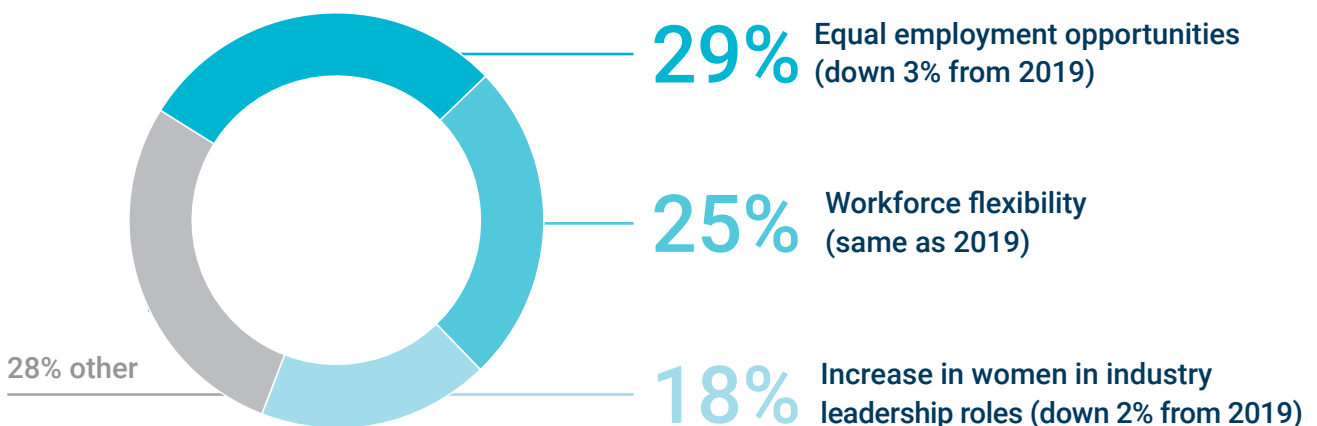
indicated frequent cleanliness issues with on-site facilities



8%

reported difficulty accessing on-site facilities

To improve diversity and inclusion, the most important areas indicated were:



* Comparative data provided from AusIMM's Professional Employment Survey 2019