

GHD PUSHES TO CHANGE diversity cultures

Engineering firm GHD has been recognised as one of the Workplace Gender Equality Agency (WGEA)'s 'Employers of Choice' for its proactivity in changing its workplace culture to promote women in leadership.

GHD IS ONE of only a handful of companies in the engineering, architecture and environmental consulting sector to achieve WGEA's sought-after recognition. Women in GHD's senior leadership roles increased by 16 per cent in Australia making up 38 per cent of the company's Australian leadership team and 33 per cent of its board. More than 40 per cent of the company's new Australian starters were women, up from 36 per cent in 2015/16.

A concerted effort to evolve culture has been pivotal according to Phil Duthie, GHD's Australia's general manager.

"It is relatively easy to introduce a diversity strategy, and flexible working policies. What's much harder is shifting

the culture — for both men and women — so real change actually happens," Duthie, who is also a WGEA Pay Equity Ambassador and a member of Consult Australia's Male Champions of Change group, says.

"This was also driven by my personal experience of how diverse teams enrich the strategic conversations and team dynamics. So this Employer of Choice recognition from WGEA is something we really cherish."

Duthie's senior leadership team work flexibly on a regular basis, to give others the confidence to ask for non-traditional arrangements.

He has seen women at GHD gain the confidence to express interest in

leadership roles and greater acceptance that client and business outcomes can be delivered without following the traditional full-time, office-bound model. **RP**



MINING REDUCES gender pay gap

THE AUSTRALIAN MINING industry has improved on its gender pay gap in 2015-2016, down to a gap of 15.8 per cent from 17.6 per cent the year prior, according to this year's Gender Equality Scorecard recently released by the Workplace Gender Equality Agency (WGEA).

According to WGEA's data, 'mining' now does better on gender pay than 10 other industry categories including retail, IT, real estate, financial services and many more.

Other categories include 'Electricity, Gas, Water and Waste

Services', which has a gender pay gap of 20 per cent — also an improvement on last year; and manufacturing which is one of the best performing industries with a gender pay gap of just 14.2 per cent.

'Construction', however, remains the third poorest Australian industry in terms of its gender pay gap, with a disparity of 29.3 per cent — slightly worse than its result on the year prior.

In addition to the gender pay gap, WGEA's Scorecard includes a range of other measures of workplace diversity success that resource employers can

learn from and benchmark to.

For instance, in the categories of 'Percentage of women in management' and 'Gender Composition by Industry', mining and construction employers remain the bottom two performers.

*The Australian Women in Resources Alliance (AWRA), facilitated by AMMA, is your best resource for all gender quality-related tools and information in the resource sector. **RP***