

LEADING Lagging or Losing out?

A NEW REPORT by the Australian Women in Resources Alliance (AWRA), a national workforce gender diversity initiative, facilitated by Australia's resources and energy sector employer group, highlights the sector still has issues with workforce diversity.

Leading, Lagging, Losing provides resource and energy industry employers an update on where the sector is compared to other industries.

The report collates current data and research regarding the sector's issues with female workforce participation, flexibility, pay equity, women in leadership and cultural change.

The report shows the resources and energy sector is lagging behind other Australian industries in the number of women participating in the workforce.

Currently only 13 percent of the industry workforce is female, the lowest rate in any Australian sector.

While it is difficult to measure cultural change with statistics, project leader Elspeth Jeffery says the indications are the resources and energy sector again lags in this category, the same with women in leadership.

"The sector needs to improve the ways in which women are promoted and provide better opportunities for women in leadership roles because it is clear we are still lagging behind other industries here," she says.

"There are currently very few female CEOs, and this extends down to executive leadership and senior management."

Despite a pay gap still existing, the

resources and energy sector leads in wages earned for women in the Australian workforce and there is evidence companies are working to address the pay gap.

Ms Jeffery says the report findings are a powerful reminder that while the sector is progressing there is still work to be done.

"Companies need to look at their cultures and the reasons why they are not attracting women to their workforce," she says.

"They also need to consider why they are not retaining women when they employ them."

The report also makes a series of recommendations companies can use as a resource to improve their gender equity. **RP**

Leading, Lagging or Losing out, due out this August



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