



# AusIMM Women in Mining Survey 2022 snapshot

Listening to and acting on the perspectives, priorities and ideas of women in mining is an imperative for our sector and community

Now in its fourth year, the annual AusIMM Women in Mining Survey has gathered vital data on the experiences of women working across the global resources sector.

More than 550 respondents from around the world have provided insights on women's participation across all stages of the resources lifecycle, and across a diverse range professional fields from site-based technical roles to senior executive positions.

The snapshot, released during AusIMM's 2022 International Women's Day Event Series, provides an assessment of where the industry is now, and what progress needs to be made to attract, retain and advance women in mining.

In providing a sector-wide view of women's experiences, the survey forms part of a growing body of analysis taking place at the company and region-specific level.

AusIMM see this sector-wide analysis as instructive in the initiatives we deliver to advance women in mining, including through our advocacy, partnerships, professional development offering and membership community.

A full analysis of the 2022 Women in Mining Survey results will be published online in late March.

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## What people said:

*"I've noticed that whoever is in leadership roles really drives the diversity and inclusion which is clearly visible in the different departments at my workplace. The managers that are advocates have created events, had discussions and open to talk about it also have diverse workers."*

*"There is still a 'boys club' in mining. As a woman is hard to break into lest you lose your identity and part of your integrity. Many women are become dissatisfied and tired of fighting against the long established and systemic sexism within the industry."*

# Respondent demographics

**40**

The average age of female respondents is 40 years (on par with industry average)<sup>1</sup>

**10+**

Most female respondents have been working in mining for ten years or more (68%)

**85%**

Female respondents are earning more than the average Australian female salary<sup>2</sup>



99% of female respondents have a tertiary qualification (+4% on previous year)

**9%**

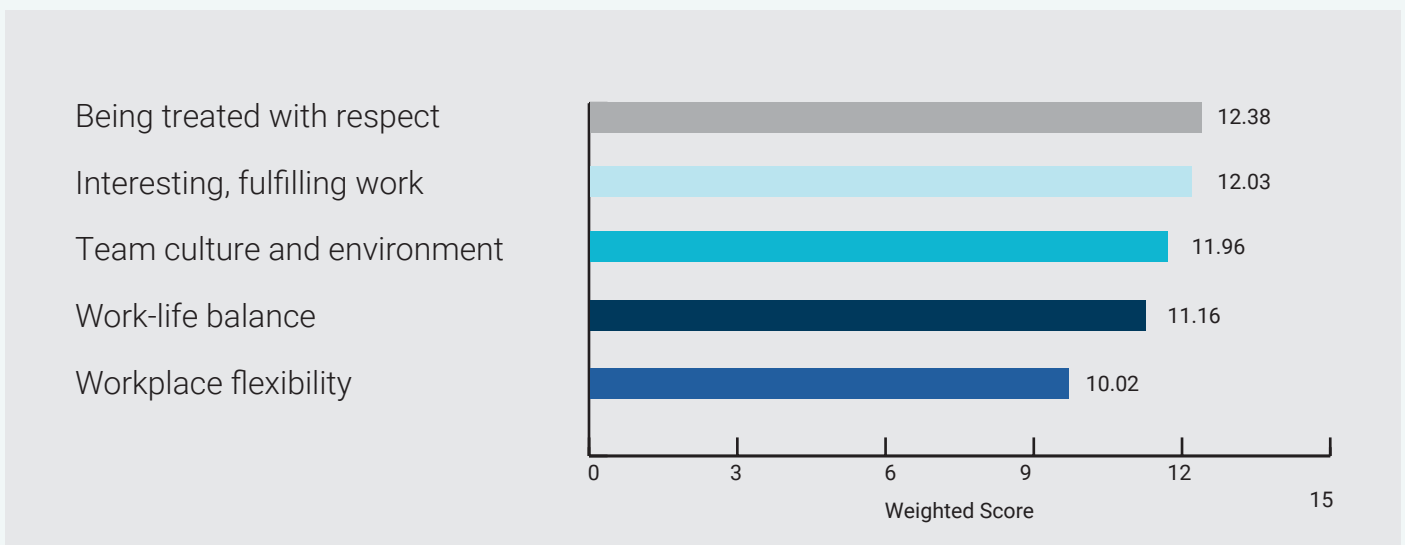
Female respondents in Board and executive roles (-2% on previous year)

**63%**

Female respondents in senior or lead professional roles (+6% on previous year)

## Top 5: What do women value most in their mining careers?

This year, respondents were asked to indicate what they value most about their work in the mining industry. Participants ranked their priorities from a list of fifteen options. These are the top five.



<sup>1</sup> Labour Market Information Portal, 2021.

<sup>2</sup> Workplace Gender Equality Agency, 2021.

# Key findings

## Safety and equality

**70%**

Female respondents say **bullying** is common in the industry

**85%**

Female respondents say **gender inequality** is common in the industry

**67%**

Female respondents say **sexual harassment** is common in the industry

## Diversity and inclusion in the industry and the workplace

**58%**

Respondents indicated that the industry was **not diverse** (5% increase on previous year)

**3x**

As many respondents believe their workplace is **very diverse**, compared to the broader industry



51% of female respondents indicated the industry was **not inclusive** (7.5% increase on previous year)

**5x**

As many female respondents believe their workplace is **very inclusive**, compared to the broader industry



64% believe the resources industry is **becoming more diverse and inclusive**



56% of female respondents believe their employer values **work life balance**

**43%**

Female respondents believe **remuneration** is equitable (compared to 70% of male respondents)

**30%**

Female respondents believe their organisation is committed to **reflecting, learning and growing** based on womens' experiences

## Women in FIFO and DIDO Roles

**27%**

of respondents worked in **FIFO or DIDO** positions

**41%**

Women in FIFO and DIDO roles rate workplace **inclusion** as poor

**41%**

Women in FIFO and DIDO roles rate workplace **diversity** as poor