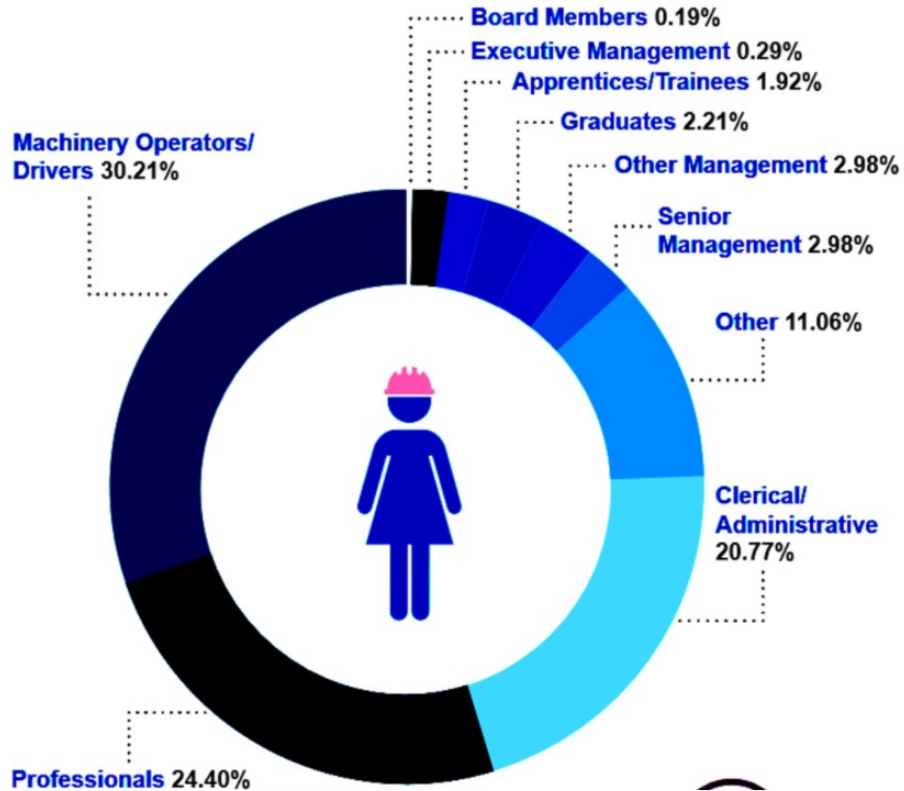


# Women in Mining Outlook

Present at PNIA Talks & Webinar 30 April 2021

# Stats says (Australia)



**63%**

of companies surveyed provide **personal protective equipment** and clothing suitable for women



**72%**

of companies surveyed offer **paid parental leave** in addition to the government schemes



**62%**

of women in the mining industry have been employed in their current role for **1-5 years**

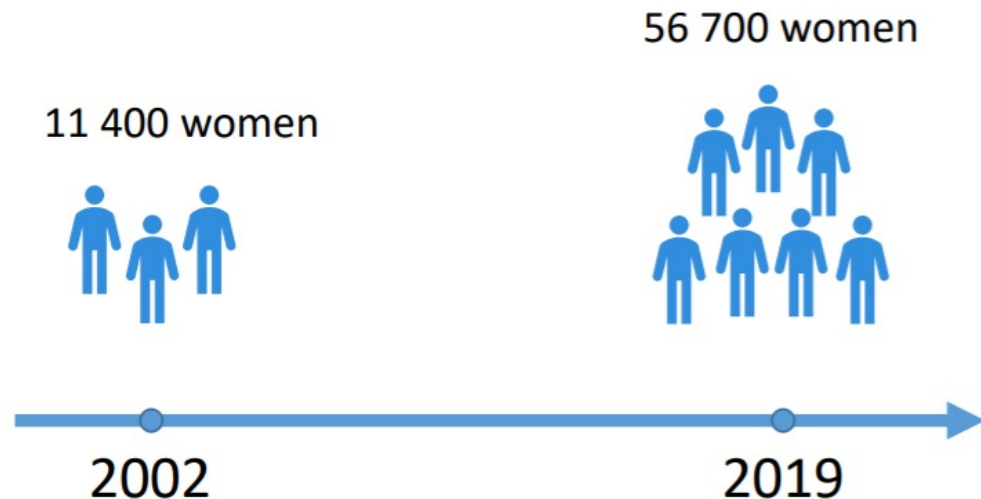


**71%**

say **more should be done** to encourage women to consider a career in the mining industry

## Stats says (Africa)

- The mining industry in South Africa employs **455 000** people
- Women represent **12%** of this number

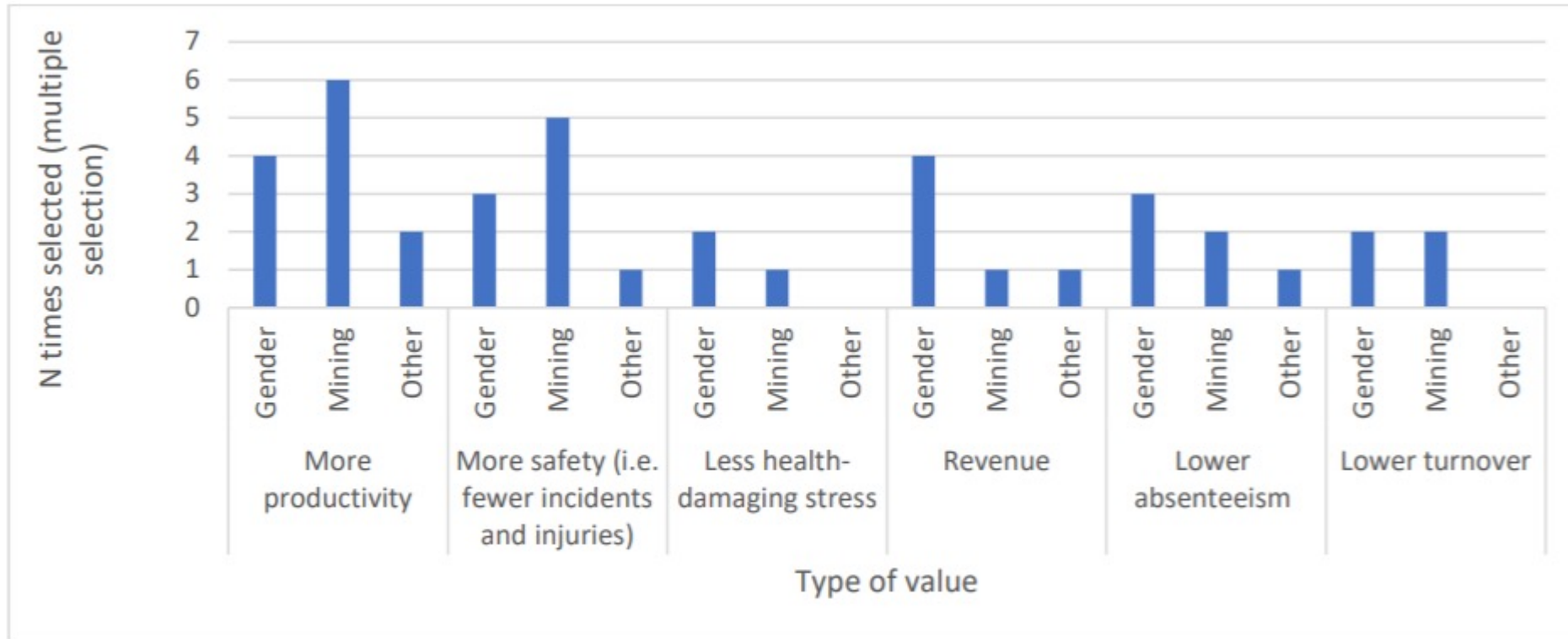


## Stats says (Indonesia)

- **45 %** girls graduated with STEM subjects compare to boys (KOPERTIS, 2017)
- **7%** female employees are working in the formal mining sector (BPS, 2016)
- **24%** the percentage of women holding the managerial level positions while that of men's was more than tripled (BPS, 2016)
- Indonesia GDI (Gender Development Index) ranked **93 out of 155** countries (UNDP.org,2010)

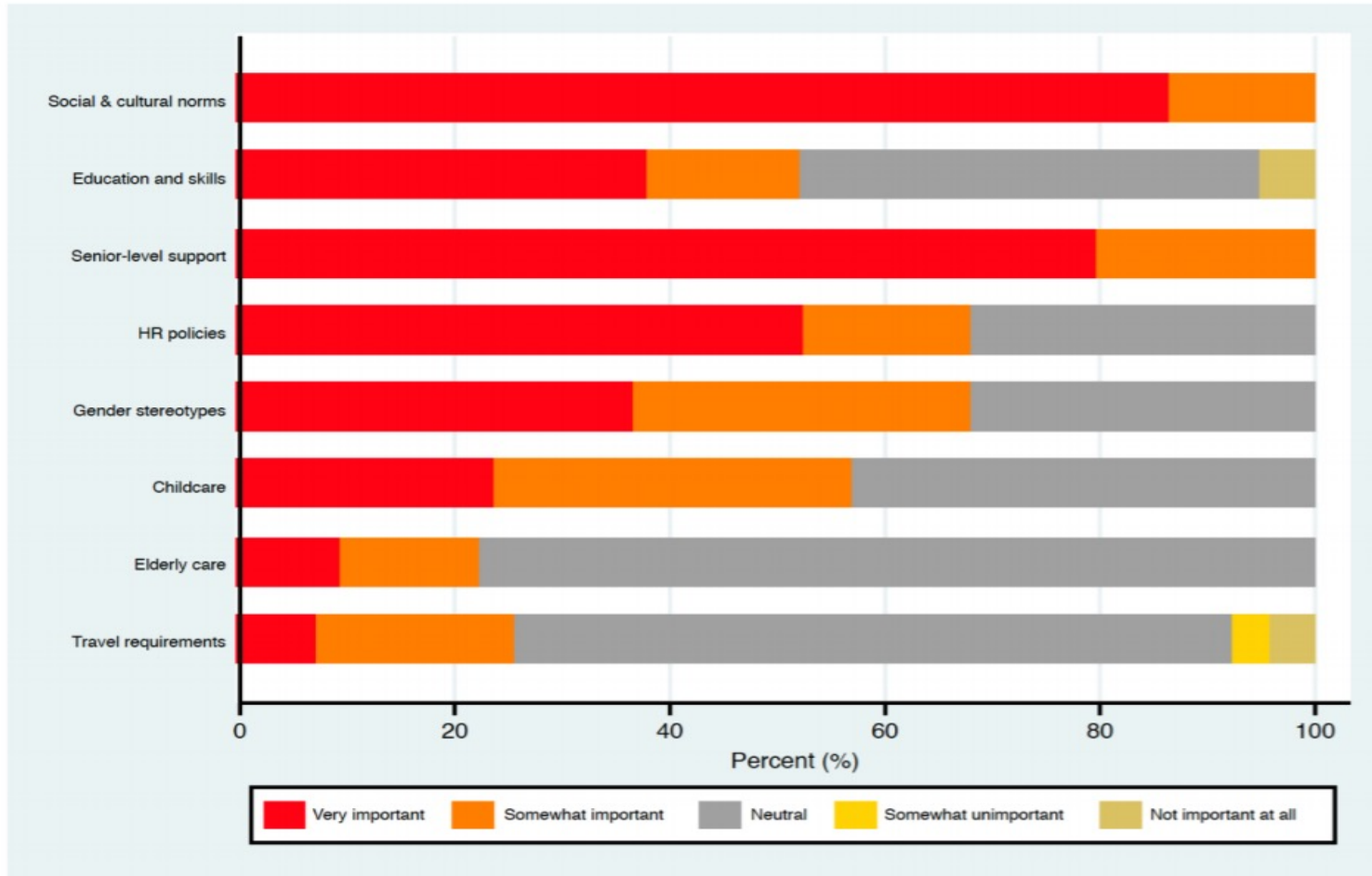


## What kind of value do women's inclusion and diversity add to your organization?



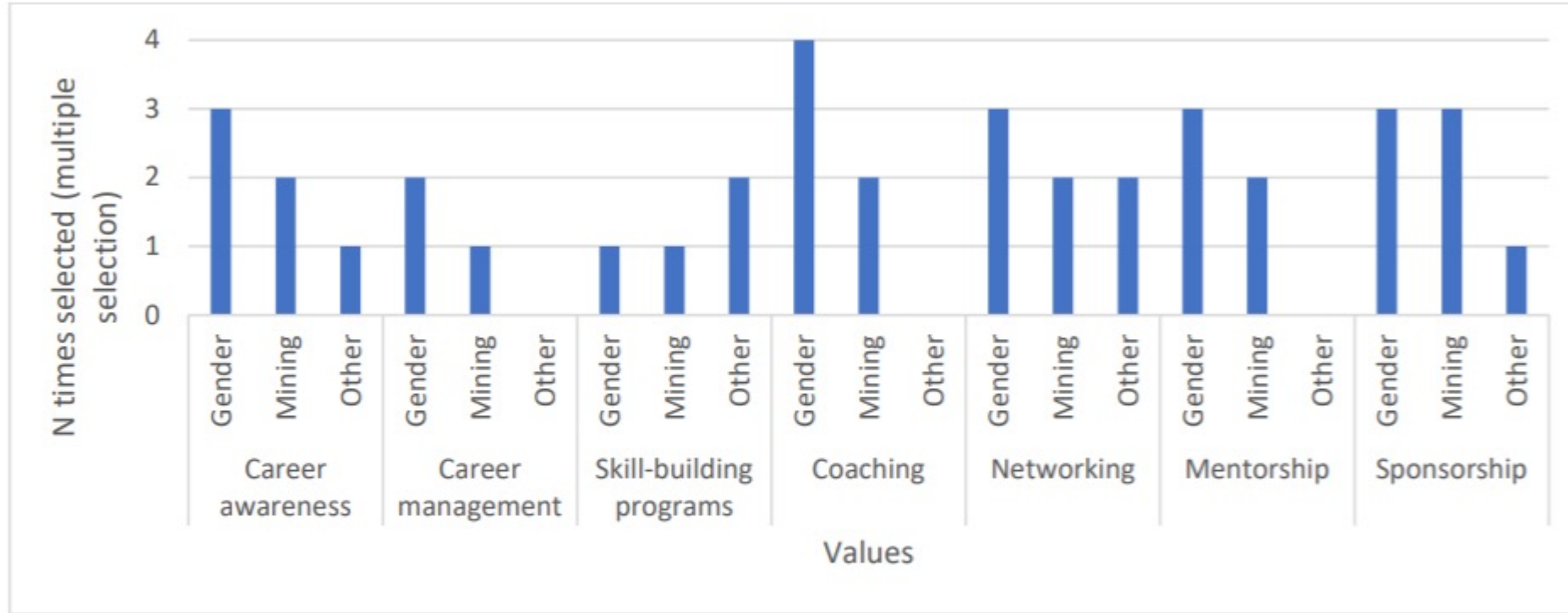
\*Gender (gender-focused mining groups); \*\*Mining (mining companies); \*\*\*Other (includes organizations such as consultant companies and governmental agencies)

## Do you believe any of the following factors influence women leadership or lack thereof in the mining sector?



*(Report of APEC Women Participation in the Mining Industry, 2019)*

## What kind of policies is your organization implementing to address attraction, retention and development of women through the employment cycle in the mining industry?



\*Gender (gender-focused mining groups); \*\*Mining (mining companies); \*\*\*Other (includes organizations such as consultant companies and governmental agencies)

(Report of APEC Women Participation in the Mining Industry, 2019)

## **They said.....**

- **My male colleagues told me that this job is not suitable for me**
- **I used to be harassed in the workplace, this is not a safe place for me**
- **I am going to get married, having career will consume my family time**
- **Working remotely on mine site is not safe for me**
- **I am the only female in my team, I don't have someone to share my personal stuffs**
- **I don't have role models to follow**
- **I am not confident to compete with males**
- **Etc,.....**



## What we can do

- **Women support women**
- **Involve and increase male participation in every discussion related to gender diversity**
- **Look at around and find your mentors and choose your best fit role models**
- **Be resilient in every situation**
- **Open communication to your supervisor or someone in the office that you trust and find solution**
- **Involve in the community who have same concern**
- **Etc (lets discuss.....)**

## Life at mine site



Source: Google images, Agincourt resources



Source: Google images , Saidfirman.wordpress



Source: google images, PT J Resources



Source: World Bank blogs



*Bridging equal opportunities*

## **Our Approach**

We believe that **“Women and Men have an equal opportunity and benefit from the mining and energy sector”** and it is only can be achieved by creating a working environment with equal status, rights and opportunities to pursue sustainable livelihood. Our approach to achieve our long term goals are:

- **Building strong coalition and partnership with multi stakeholders within the sector;**
- **Stimulating synergy by working with various actors**
- **Co creation to ensure partnership and sustainability program**
- **Ensure continuous learning among on all actor level**

# Ruang XY

**RUANG XY** is a public discussion venue to spread the best practices and or problem faced by the sector with an objective to inspire and to trigger discussions. The ultimate goals area:

1. Promoting knowledge spread with regards to gender intervention with the sectors
2. Present any problems faced by women within the sectors
3. Promote collaborations between stakeholders



**Ruang XY 1**



**Ruang XY 2**

# Masterclass

**MASTERCLASS** is a public sharing knowledge that focused on soft skill delivered by professionals and experts that aims to empower and educate women in the mining & energy industries. We also promote collaborations with other institution/organization for knowledge sharing.



WOMEN in MINING & ENERGY & TCB

A Webinar:

## Exploring the Global Citizenship

Saturday, 13th June 2020  
2.00 - 3.30 PM (GMT +7 Jakarta)

HOST:

Muhammad Gustiasa  
Corporate Communications & Public Affairs Consultant - Indonesia

SPEAKERS:

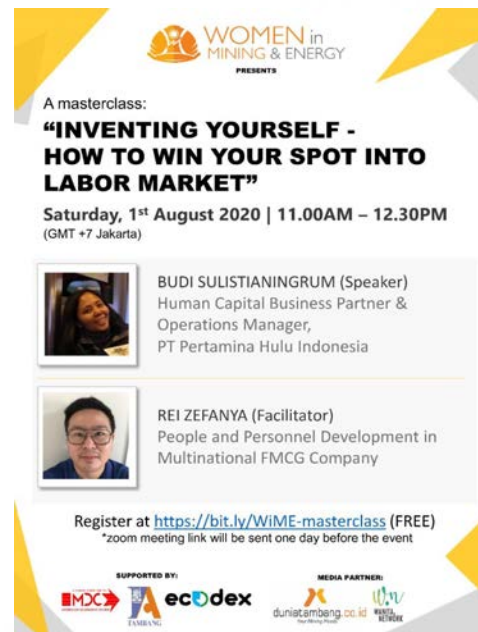
Garry Ho  
IT Consultant/ TCB Founder - Australia

Nadya Victoryka  
Senior Urban Designer/ Architect - Indonesia

Rara Nastiti (Inez)  
Mining Eng. Manager & WIME Advisor - Indonesia

Supported by: TAMBAK, MDC, PSUD.

Media Partner: duniatambang.co.id, WANITA NETWORK



WOMEN in MINING & ENERGY PRESENTS

A masterclass:

## "INVENTING YOURSELF - HOW TO WIN YOUR SPOT INTO LABOR MARKET"

Saturday, 1<sup>st</sup> August 2020 | 11.00AM – 12.30PM  
(GMT +7 Jakarta)

BUDI SULISTIANINGRUM (Speaker)  
Human Capital Business Partner & Operations Manager,  
PT Pertamina Hulu Indonesia

REI ZEFANYA (Facilitator)  
People and Personnel Development in Multinational FMCG Company

Register at <https://bit.ly/WiME-masterclass> (FREE)  
\*zoom meeting link will be sent one day before the event

SUPPORTED BY: MDC, ecodex, TAMBAK

MEDIA PARTNER: duniatambang.co.id, WANITA NETWORK



In Collaborations: WOMEN in MINING & ENERGY, ecodex, the podcast project of d'l DYA LORETTA

SPECIAL EDITION

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## BRAND FARMERS

Personal Branding: Why It's Important and how to Build It

Live Via: zoom

Saturday, 6 June 2020  
14.00 – 15.00

Click & Register : <https://bit.ly/BrandFarmers>

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Change Management Expert

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Certified Image Consultant

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Anchor, Spotify, YouTube

# RELUNG

**RELUNG (Ruang Leluasa)** is dedicated to women in the mining & energy sector to express their concern and share experiences on coping with pressures at the work place to avoid emotional breakdown. This program is supported by some volunteer psychologists who facilitate the session



# STEM Female Mentorship

a new launched program (Kick-off on Nov 2020) that aims to facilitate STEM female graduates to be mentored by mentors who are professionals and experienced in mining & energy sectors. The objectives of the program are:

1. Mentees have a better understanding and stronger passion to start their career and set clear goals
2. Mentors' portfolio skills will increase and they might apply the portfolio in the more industry-focused settings
3. Industry support to the participation of women in the industries will increase
4. Gender equality gap in the mining & energy sectors might be narrowed





## Who we are



**Maya Muchlis, Environment & Biodiversity Specialist at Adaro Met Coal, WiME Executive Director**



**Rara Nastiti, Mining Manager, PT Bhakti Energi Persada (Adaro Mining Group)**



**Dian Anggeraini, Governance specialist (YTS)**



**Dedy Haning, Project Lead, HIVOS SEA**



**Budi Susilorini, Country Director for Pure Earth Blacksmith Institute**