

I -II 2015

eWisely
Invest in women, invest eWisely

MAGAZINE

EWISELY.ORG

eWisely

at Mining for
Success in Panama

**Gabriela
Love:**

A Tenacious
Woman in
Lihir Gold Mine

**INTEGRATING
GENDER LENS**

into the Extractive Industry
in Australia and Latin America

ESPAÑOL ISSUE 3
ISSN: 2207 - 7359



Editorial / Content



On behalf of Invest eWisely (Women in Sustainable Extractives (mining, oil & gas) eResearch Hub, I am pleased to announce the publication of our third newsletter Invest eWisely. We at Invest eWisely are a collaborative research hub that supports actions aimed at promoting human capital and the social development of women involved in mining industries.

Invest eWisely aims to promote sustainable human capital development of women in male-dominated industries. We do this by advising and accrediting companies and organisations. To help businesses we have developed the WISE quality standard to advise and support organisations on their journey toward sustainable human capital development.

In April 2014 Invest eWisely was launched by through the capacity- building initiative “Integrating a gender lens into the industry”. Invest eWisely’s launch took place within the frame of the IAIA 14 Conference in Chile.

We invite you to become a member and join our social networks in LinkedIn and Facebook. If you are interested in becoming a chapter leader and/or support our work with financial and/or in-kind resources, please email us at invest@ewisely.com

In this edition

- Invest eWisely at the Gender Round Table organised by the Ministry of Gender at the workplace and the Ministry of Mines of Chile
- Testimonials Women in Mining and Resources Latin America and Australia –Lihir Gold Mine Australia
- Conferences in Latin America - Mining for Success

Our Approach



Invest eWisely eResearch Hub

Copyright © Invest eWisely 2016 All rights reserved

More information about these guidelines, please contact eWisely Publication Office St Lucia Campus, Brisbane, Australia, Email: editor@ewisely.com Advertisement and other inquires: invest@ewisely.com

www.ewisely.com



Best Practices: Integrating a Gender Lens into the Industry

Round Table organised by the Ministry of Gender at the workplace and the Ministry of Mines of Chile

On 30 June, 2014 Invest eWisely within the frame of presented the study “Best practices: Integrating a Gender Lens into the Industry”. The study was co-authored by Carla Martínez Invest eWisely Chapter Leader in Chile and Isabel B. Franco, Director, Invest eWisely. The study presented a review of global practices aimed to also improve attraction and retention of women in the resource sector.

Salary and a scarce opportunities for professional development; difficulties for work and family balance due to existing work schemes and a male-dominant culture that has resulted in discrimination and sexual harassment, are some of the main constraints.

An open dialogue allows women and men within the company understand existing concerns and challenges at the work place. It also fosters collaboration and empathy amongst co-workers. The study also showed that more inclusive government policies and corporate engagement at all levels of governance (management, technical, operational) is essential to integrate a gender lens into the industry.

Corporate engagement at all levels of governance is essential to integrate a gender lens into the industry.

The study shows there are several challenges the industry faces to improve best practices for gender inclusion.

Overcoming these challenges requires institutional commitment, stronger corporate policies and ongoing dialogue at all levels of governance to create suitable solutions for companies and stakeholders.



Gabriela Love

Chilean

Senior Planning Engineer Lihir Gold Mine,
Australia



“As a woman in mining, I would like to help other women who want to join the industry. Over the years I’ve learned three main lessons: Believe in yourself and take risks, look for opportunities and be free of guilt”.

My story begins in Chile, in the early sixties. In 1969 the political environment in Chile changed dramatically and my family decided to migrate. After a two-year migration process, my family was selected to migrate to Sydney, Australia. We started the trip with all our belongings - a few suitcases-. This became the greatest adventure ever for my family, as we were in search of hope and a more prosperous future. I studied at a public high school for girls in Sydney. My mother and father always emphasized the importance of getting “good marks” so I could go to college. In my last year of high school I attended an “University open day”. I remembered there were several brochures that contained the message “women can do it”. The walls were covered with posters of young women with tools like hammers and electric drills. Other posters showed young women wearing hard hats and holding building plans at a construction site. I found a flyer about Mining Engineering ‘a globally recognized and well paid career with many opportunities for women’. At that moment I felt I found what I was looking for. I signed up and was later enrolled.

I graduated in the mid-eighties. I was the seventh female mining engineer in Australia. I was eager to be part of the workforce. I sent out hundreds of applications, but only received a small number of responses saying I had not made it to the next stage. Until then, I had not realized the reality of what was going to face in the coming years. I had lived in a bubble. When I graduated women could not be employed to work underground (by law). We could visit underground mines, but could not work there. Nobody told me before that in the mining industry, men had serious issues with women entering at the workplace. A few months later, I decided to travel to Kalgoorlie (mining district) in Australia. I spent months knocking on every door in every operating open pit and underground mine-. Many doors were closed. I started working in a laboratory, testing chemicals. Later on, I worked in a tailings dam and for 3 months in drilling and gathering geological samples. I finally I got a job as a truck driver practitioner at a mine site.

...Strong women who believe in themselves and believe in their dreams!

Driving large trucks in 12-hour shifts, gave me the experience I needed. What happens during a day of work at a mine, cannot be learned in any other way than through personal experience. I watched the other teams and supervisors, I discussed the plan of the mine with other truck drivers trying to educate myself on how a mine operates. Men were not always polite or friendly. They used to make many jokes, but I ignored most of them. It was difficult at times, but there were some great moments too. I remember one night in the early stages of my training, a bulldozer operator hit the side of my truck, because he was not happy with the way I had parked my truck for loading. This was making his job more difficult. The issue was that I became more nervous and my parking got worse. I left his station frustrated and angry. His behaviour was abusive. A bulldozer operator, who was nearby and witnessed the incident, came up, intervened and defended me. I did not give up, I mastered myself, persisted and developed the skill. I showed him I could do the job. Over the years, I have realized that nothing will change unless I take responsibility for my actions. I believe in myself and trust my abilities, even when others tell me otherwise. Generally, women are less likely to take risks. Throughout history there have been many great women who have put themselves out of their comfort zone, they took chances and challenge the status-quo. I was willing to take a risk and seek opportunities. In the early nineties I got a position as a production engineer at an open-pit mine. At that time, I was the mother of a child and was pregnant for the second time. I was looking for a position that allowed me to balance my work and family life. After 2 months of being employed, the mine's superintendent resigned and asked me to take his position. I said 'Yes' and took the opportunity.

I assumed this role temporarily, but then I was appointed permanently and I led the team during many years full of accomplishments. As women, we are often taught to believe that we must give up a career for motherhood, but I challenged this notion. When my children were at school, I did my best to be there for them when needed. However, it was not always possible. I am aware of the fact I cannot do everything. This has made a big difference in my mental health and attitude. My husband has helped me tremendously. He agrees that parenting is a shared responsibility. My husband has often taken the lead in raising our children and he is good at it. Years ago, I got a job that allowed me four days a fortnight at home. To my surprise, they managed just fine without me. It turned out that my husband was a good cook and my kids were really able to make their school snacks. A lesson I have learned is that I do not blame myself for being "a good mother". When things do not go as expected, I try not to blame myself - it's the easiest way. I would like to encourage you all to speak, to ask questions, discuss your goals, aspirations and ambitions. By telling others what you hope to achieve many doors and opportunities will be opened. We must learn to speak up and take advantage of opportunities when they arise. With high risk comes great rewards. Women working for the industry are leaders and models for other women. They are strong women who believe in themselves and believe in their dreams.



II Mining for Success Conference

23 and 24 October, Hard Rock Hotel Panama

DISANDES INTERNATIONAL would like to invite corporate representatives, researchers, professionals community relations practitioners, government representatives and civil society to participate in the Conference Mining for Success II (MFS II).

Further information:

<http://www.kokopelli.ca/miningforsuccess/es/technical-program/>

MORE EVENTS

GUATEMALA/20-21 August

Central America Conference on CSR - ConvertiRSE

SAO PAULO / 24-25 August ETHOS Conferencia

BUENOS AIRES/26 August Sustainability cycle NGO: IARSE.

JOIN US

<http://www.ewisely.com/> <https://www.facebook.com/Investewisely> Email:

invest@ewisely.com

eWisely
Invest in women, invest eWisely