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Gender issues in closure and transitions: Planning using a social value approach

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**UNECE Group of Experts on Coal Mine Methane
Meeting March 2022**

Mine closure and transition impacts on women and girls

Potential impacts on women and girls from poorly planned transitions:

- Inadequate inclusion in workforce and community transitions and retraining programs

- Exacerbation of inequality in workforce demographics and wages

- Increased social and personal safety issues

- Reduced access to health and other social services

- Education, childcare and health disadvantages

- Flow on impacts on female employment in other industries

- Exacerbation of intersectional disadvantages, eg: for indigenous women and those from lower socio-economic backgrounds

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Workforce gender balance and inclusion through mine life

Balanced workforce:
– Aspirational goal for gender balance [40/40/20] across BHP by 2025- now at 30%

– Targets for indigenous participation reflective of the communities we operate in

Removing barriers & structural inequality
– Balanced hiring and promotion

– Developing pipelines for leadership and technical areas with lower participation

– Apprenticeships, traineeships and supervisor development programs

– Addressing gender pay inequality

Enabling strategies for inclusion
– Communication strateg

– Flexible work and parental leave provisions

– Mentoring and leadership development programs

– Inclusion and respectful behaviours training

– Resilience training and mental wellness strategy

– Improving infrastructure and facilities to support diversity and inclusion

– Design of work and use of technology to make jobs safer and more accessible to all

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Defining the Social Value Approach

Social license

- Focused on meeting legal, regulatory and ethical requirements

- Maintaining the relationships and achieving the social, economic performance **necessary to maintain permission to operate** from stakeholders

- Shorter-term approach
  - Significant focus on social/community investment, to make a contributions to adjacent communities

Social value

- Goes beyond legal, regulatory and ethical requirements

- Proactively identifying opportunities to build and strengthen relationships that help create meaningful and long-lasting change, beyond our operations.

- Long- term, more holistic approach
  - Working with others to solve problems and co-design plans for the future
  - Considering the long-term social, environmental and economic outcomes in all decisions and actions

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Applying Social Value to Mine Closure and Transitions

Requires collaboration between industry, government and community:

– Industry and Workforce:

- Connect people who are involved in closure and transition planning and execution with the purpose

- Build resilience within the workforce

– Government:

- Legislation that enables best practice, collaboration and innovation based on longer term social value

- Social safety net policy frameworks and support services

– Community:

- Establish consultative groups that are representative of the community profile (eg include women, indigenous people, youth)

- Integration of community investment decisions with post mining land uses and industries

Approach to collaboration:

– Plan for closure and transitions early in mine life cycles and keep these plans live

– Establish and maintain trust and transparency through open and frequent communication

– Set a vision together and co-design post-mining land use and regional economic opportunities

– Facilitation that ensures all voices are heard and valued

– Culturally and psychologically safe approach

– Apply innovative thinking and consider future risks and opportunities of the community and region

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Community Collaboration in rehabilitation

Approach in Action:

- Co-design: community engagement in determining post-mining land use

- Governance and Transparency: Build trust and share information, establish inclusive and collaborative governance processes

- Environmental outcomes: Rehabilitation, Biodiversity impacts including endangered species, Ecological research

- Social and community outcomes: Education, Eco-tourism, Repurposing land and infrastructure facilities for alternative industries and employment opportunities

- Future focus: Innovation and flexibility to adapt to future needs and changes

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Smart Transformation Advisory Council Process

www.smarttransformation.com.au

Key Themes of the Smart Transformation Readiness Report:

1. Change is inevitable, however transitions can be managed;

2. Skills drive economic and social prosperity;

3. Access to quality work is essential;

4. Place-based leadership creates stronger regions;

5. Lifelong learning and skills attainment underpin Queensland's future.

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Training and Future Skills Partnerships

BMA, TAFE QUEENSLAND AND CQUNIVERSITY LAUNCH NEW PARTNERSHIP

Published: 12 August 2019

Mining company BHP Mitsubishi Alliance (BMA), TAFE Queensland and CQUniversity Australia today announced a new multi-million dollar skills partnership that will support the introduction of new technology in mining.

The key aim of the partnership – dubbed the Queensland Future Skills Partnership – is to fund and facilitate the fast-tracked development and delivery of new autonomy related qualifications in open-cut mining operations in Queensland.

Minister for Skills and Training Development Shannon Fentiman commended the partners stating the partnership and project is an excellent example of Queensland's public training providers coming together with industry to support new and emerging skill needs impacting Queensland.

Mining company BHP Mitsubishi Alliance (BMA), TAFE Queensland and CQUniversity Australia today announced a new multi-million dollar skills partnership that will support the introduction of new technology in mining.

BMA announces $5m STEM program for QLD schools

February 26, 2020   News

The BHP Mitsubishi Alliance (BMA) has formed a $5m partnership with schools throughout Queensland's Bowen Basin to help boost technology-related education.

Students from Moranbah State School Dr Anthony Lynham – Qld Minister for Natural Resources, Mines & Energy James Palmer – BMA Asset President Shannon Fentiman – Qld Minister for Training & Skills Development Students from Moranbah East State School

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Summary

Key Principles

- Create an inclusive and gender-balanced workforce

- Build resilience, skills and capabilities to prepare workforce and communities for transitions

- Build trust through transparency and open communication

- Collaborate with industry, government and communities to co-design post-mining land uses and economic regional opportunities

- Ensure equal representation and inclusive processes throughout this collaboration

- Apply innovative thinking to build social value into the future

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