

Diversity & Job opportunities in the Australian Pipeline Sector

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Overview

- A bit of history
- Research sponsors
- State of play – Australia’s gender equality report
- State of play – Industry as per AGIT / APGA report
- OHS – Job sites
 - Lack of gender-specific protocols
 - Token presence of women in jobs attracting higher mortality and OHS risk
 - Absence of quantitative data on gender and ethnic diversity
- Changing societal expectations
 - Young people looking for meaningful work, not as motivated by money
 - Post Pandemic, employees look for quality of life at work
- **Your turn to have a say!**



Cast your mind back to APGA 54th in 2022....





RP4 – Education Committee

APGA –WPF / FFCRC / Jemena / AGN / GPA / RMIT

New research commissioned to expand on themes raised during last year's narrative APGA presentation of the lived experiences of women in the pipeline sector as being, at times, psychologically & physically unsafe

Purpose of research:

- Develop a clearer understanding of who is doing which jobs in the pipeline sector
- Identify actionable management strategies to improve psychological & physical safety for all on job sites and in office work across the pipeline sector
- Consolidate knowledge of leading practice already in place in the Diversity, Inclusion & Equity (DEI) domain throughout the mid-tier pipeline sector

State of play - Australia

The current state of workplace gender equality

Australia's
gender pay gap is
22.8%
– the same as 2021

7/10
employers have a pay
gap that favours men

Men are
twice as likely
to be in the top
income bracket
as women

Women are paid,
on average,
\$26.6K less
than men a year

Every industry
has a pay gap that
favours men



State of play - Australia

A closer look at Australian workplaces

More than half

of all Australians work in an industry dominated by one gender. This has not changed since 2018



42% of women

work full time, compared to 67% of men

Women comprise

41% of managers

and 46% of managerial appointments

1 in 4

employees in WGEA's Census resigned in 2021–2022

Only 1 in 5

boards have gender balance

22.3%

of CEOs are women – a 2.9 percentage point increase from last year

Men are significantly **more likely to hold managerial positions**, even in female dominated industries

How are employers acting on gender equality?

Pay gap analysis:

54% of employers conducted a gender pay gap analysis.
40% didn't act on the findings

Setting targets:

53% of employers set targets for improving workplace gender equality. The most popular goal was to increase the number of women in leadership

Flexibility:

82% of employers have a formal policy on flexibility –
71% of employers have a formal policy on remote working

Paid parental leave:

3/5 employers offer employer funded paid parental leave and 92% of those offer it equally to men and women

Men account for 13% of all paid primary carer's leave taken – up from 12% in 2021 and 6% in 2020



Domestic violence support:

70% of employers have a formal policy or strategy to support employees experiencing family or domestic violence – but only 47.5% of employers offer paid domestic violence leave



State of Play - Australia

Employment patterns in Australia

Chart 1: Workforce composition by gender and employment status (%)

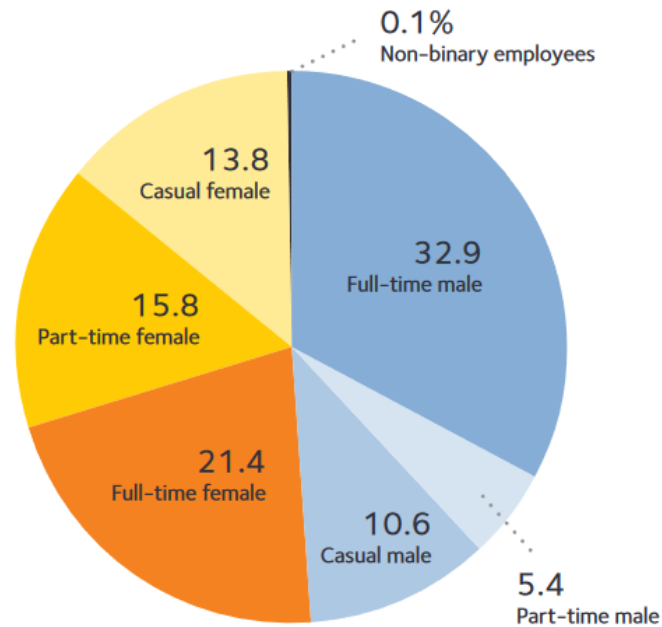


Chart 2: Female employees by employment status (%)

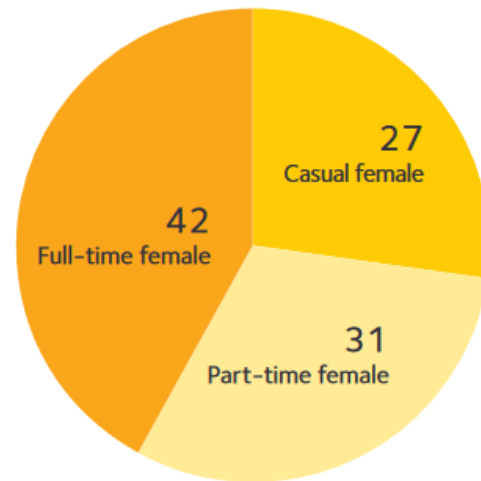
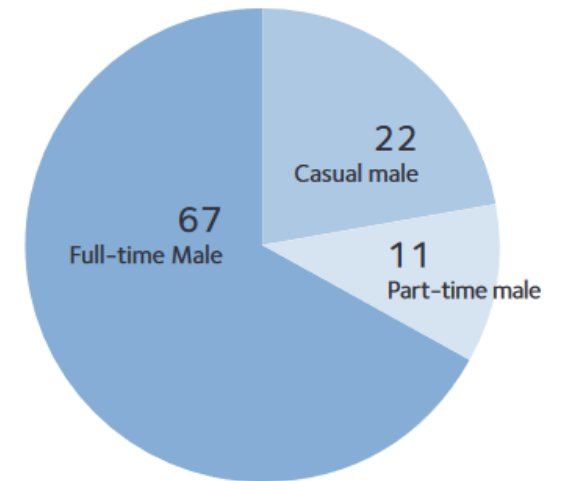
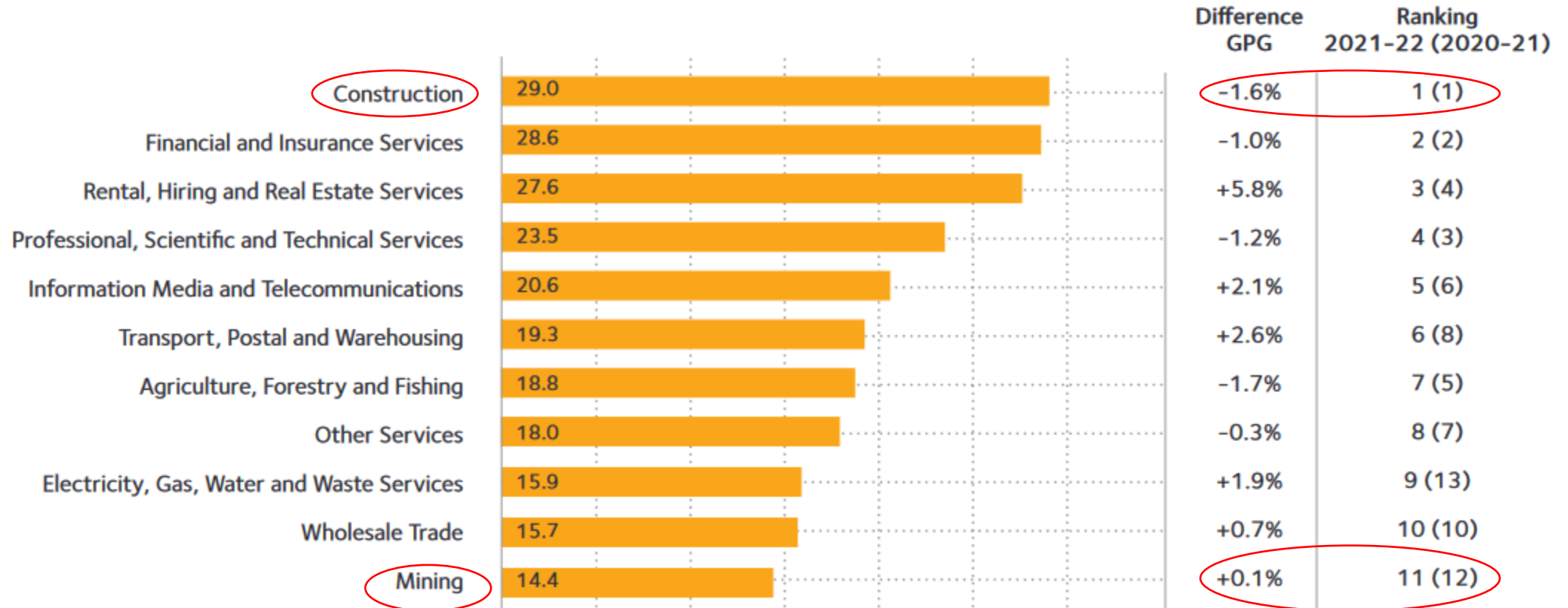


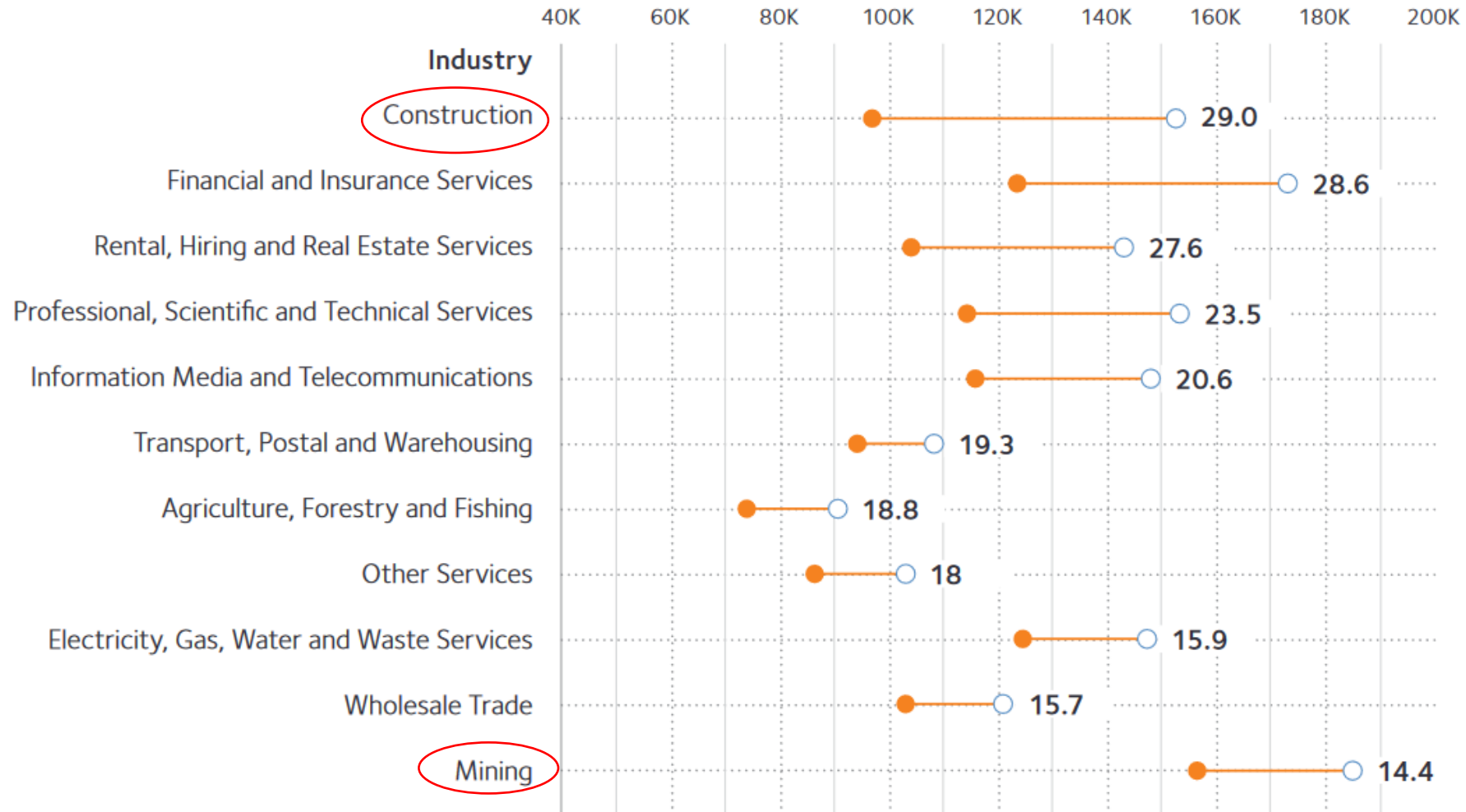
Chart 3: Male employees by employment status (%)

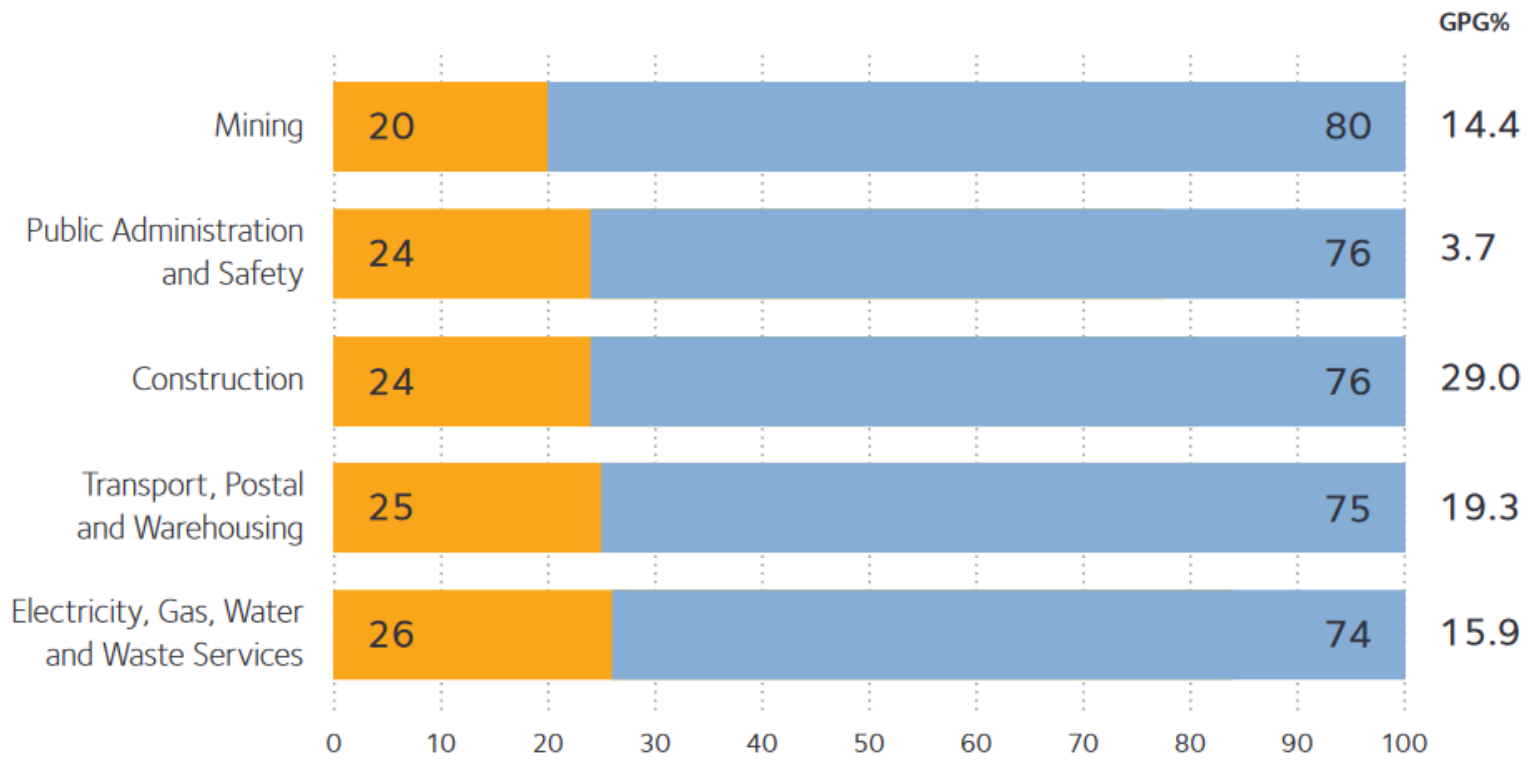


Every industry has a gender pay gap in favour of men (GPG)



In high earning industries, the gap is wider





Top 5 industries by gender composition

Deep dive on Aboriginal experience

Indigenous women with caring responsibilities are:

- more likely to feel unsafe in the workplace,
- more likely to carry extra expectations to make their workplace culturally sensitive and engaged, and
- less supported when they encounter racism and unfair treatment.
- The 2021 gendered *Gari Yala* report highlights the need for managers to create safe workplaces for Aboriginal and Torres Strait Islander workers.
- Leading organisations who prioritise inclusion and diversity see less staff turnover and higher rates of employee satisfaction for Indigenous staff.

What did employers say they were willing to action?

- The most popular goal was to increase the number of women in leadership.
- Employers were less likely to set targets to increase the number of men taking parental leave or to increase the number of men in female dominated roles.
- Remote working and flexible hours were the most popular options with employers less likely to offer a compressed working week or job sharing.

What do these national statistics mean?

- In male dominated industries, the **pay**, **opportunity**, and **career development** gap for women and gender diverse individuals is real
- Employer action is key to speeding up the pace of change for workplace gender equality.
- For Australia to improve workplace gender equality, more workplaces need to understand their gender pay, opportunity, and career development gap, measure statistics and then set targets to take appropriate action to reduce it.



Over to you

Does any of this
come as a surprise?

State of play - Industry

- Employment profile (AEAS)
 - Mining
 - Construction
 - Transportation
- Dominant gender – MALE

Where are the jobs in the gas sector?

Total Gas Industry Supply Chain Full Time Equivalent Employees as at 30 June 2021

State		Value Chain Component	
	FTEs		FTEs
WA	68,847	Wholesale & Retail	38,471
QLD	31,320	Manufacturing	37,822
VIC	28,754	Electricity and Gas	25,290
NSW	14,087	Transport	18,583
NT	11,008	Construction	18,320
SA	10,826	Mining	16,903
TAS	695	Professional & Technical	9,635
		Other	513
AUS	165,538	TOTAL	165,538

Source: AEAS 2021

What kind of jobs?

Gas Industry Supply Chain Human Resource Statistics – 30 June 2021

	FTEs	Apprentices and Trainees	Contractors	Wages \$ millions
Wholesale & Retail	38,471	356	2,667	\$3,360.6
Manufacturing	37,822	130	2,144	\$3,428.1
Electricity and Gas	25,290	536	8,068	\$2,295.5
Transport	18,583	320	520	\$1,683.9
Construction	18,320	336	1,061	\$1,660.5
Mining	16,903	337	8,657	\$1,594.0
Professional & Technical	9,635	191	580	\$872.6
Other	513	18	51	\$45.0
TOTAL	165,538	2,223	23,748	\$14,940.2

Have you figured out what statistics are missing?

- **Age**
- **Gender**
- **Ethnic / Cultural identity**



OHS – rethinking safety at work as part of ESG



Stirling Mawby
Nunukul-Ngugi Tribe
Quandamooka

Director and Owner of Bajara Plant Hire

Bajara (Ba-ja-rra), meaning "footprint" Jandai language of the Noonukul Tribe on North Stradbroke Island.

The logo consists of a map of Australia where the landmass is filled with a pattern of small dots, resembling a footprint. The text 'BAJARA PLANT HIRE' is centered on the map. There are also some decorative elements like a spiral and a circular pattern.

QUBE ENERGY

APGA ESG SEMINAR
DIVERSITY & INCLUSION
PRESENTATION

3 AUGUST 2022

The image shows a promotional slide for a seminar. It features the Qube Energy logo in the top right corner. The background is a grayscale photograph of industrial equipment, including a large crane and storage containers. A large yellow triangle is overlaid on the right side of the image.

ESG and DEI

Diversity

- Using an organisation's capabilities and employment capacity to build positive change socio-economically and in diversity.

Health and Safety

- An organisation's responsibility to prioritise the health and safety of its workers, local communities, and others is a major ESG metric.
- Mental health support and measures to eliminate harassment in the workplace are principal to promote and sustain employee wellbeing.

Labour and Workforce

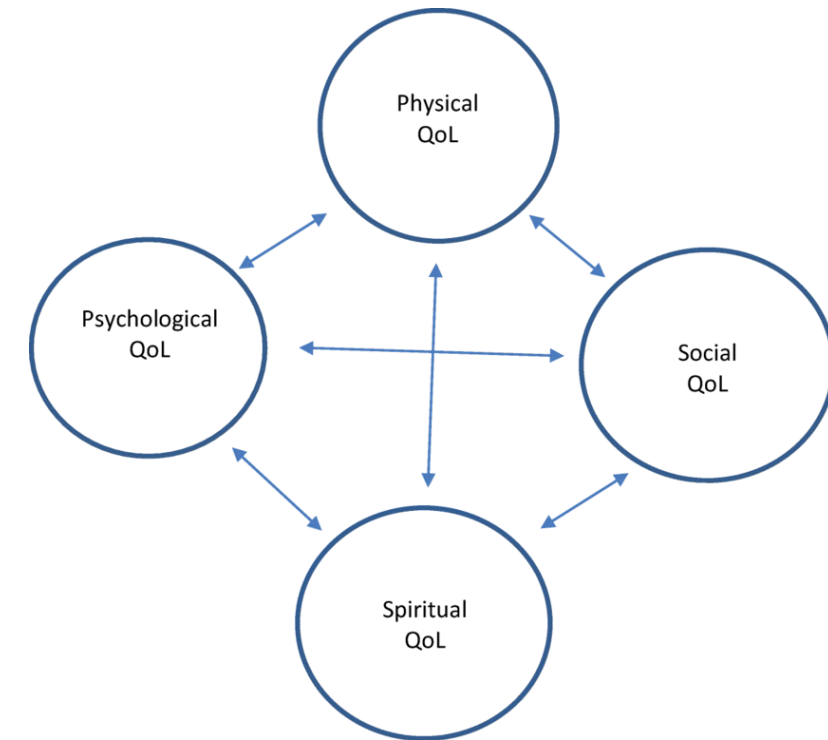
- Sourcing and supporting labour through ethical practices is a key concern in ESG. Supporting Australian communities rather than outsourcing to cheaper jurisdictions is an example of good ESG practices.

Talent Retention/Acquisition

- Attracting and retaining talent is a large concern for the gas industry as public perception becomes less favourable. Graduate programs in the industry are declining in popularity, and existing talent is leaving the industry.

Changing Societal Expectations

- Engineering schools remain challenged at attracting young people, especially women, to jobs that are not as well represented on social network platforms
- Engineering and trade schools have difficulty keeping students engaged long enough to complete a Master's Degree or higher – engineering degrees are expensive and longer than other degrees
- Young people looking for meaningful work, not as motivated by money
- Post Pandemic, employees look for quality of life at work



Summary – what do we know?

- There is no singular source of publicly available statistics on pipeline sector demographics – if you can't count it, you can't improve percentages
- Some companies have made great strides in DEI policies and practices whereas others have yet to make the journey
- Women are not inherently less suited to being engineers or technical workers than men are
- Cultural change will be needed to support women, culturally diverse, and gender non-conforming people to feel psychologically & physically safe at work



Summary – what more do we need to know?

- Who is doing which jobs?
- What are **perceived** barriers to careers for women and gender-diverse people in the sector?
- What are the **ACTUAL** barriers which exist?
- What does leading practice on DEI look like and how can these practices and frameworks be shared?
- Do **you** have a question about DEI career opportunities?

Scope of Research Project

First six months
July – Dec 2023

Literature review &
APGA presentation

Semi-structured
Interviews

Report on Stage 1 +
workshops

Second six months
Jan – June 2024

Industry-wide online
survey

Report on Stage 2 +
workshops

Third six months
July – Dec 2024

Presentation of
findings at APGA
events

DEI workshops

Get involved! Have your say!

There are several ways you can be involved:

- (1) I want to learn more about being interviewed on my opinions / observations regarding the “Diversity, Equity, and Inclusion in the Pipeline Sector” project (Stage 1)
- (2) I am happy to fill out an anonymous survey on “Diversity, Equity, and Inclusion in the Pipeline Sector” sent to me via email (Stage 2)
- (3) I would be interested in learning more about having my company serve as a case study. We have developed a good “Diversity, Equity, and Inclusion” framework which could be helpful for other companies in the sector (Stage 2)
- (4) Please send me updates about the project when recommendations are ready to share (Stage 1, 2, 3)

