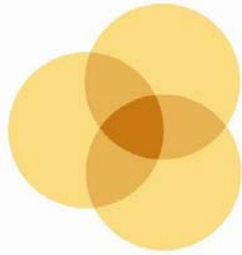


COOPERATIVE CHANGE

corporate • community • government



Sustainable Regional Development

**A new way to build prosperity for Indigenous
people in Australia**

**Janina Gawler
Cooperative Change**

Introduction

Over the past 15 years mining companies in Australia have been working under the Native Title Act and as a result have increased their engagement with Indigenous communities.

To ensure continuing access to land and resources mining companies & Traditional Owners have developed Indigenous Land Use Agreements

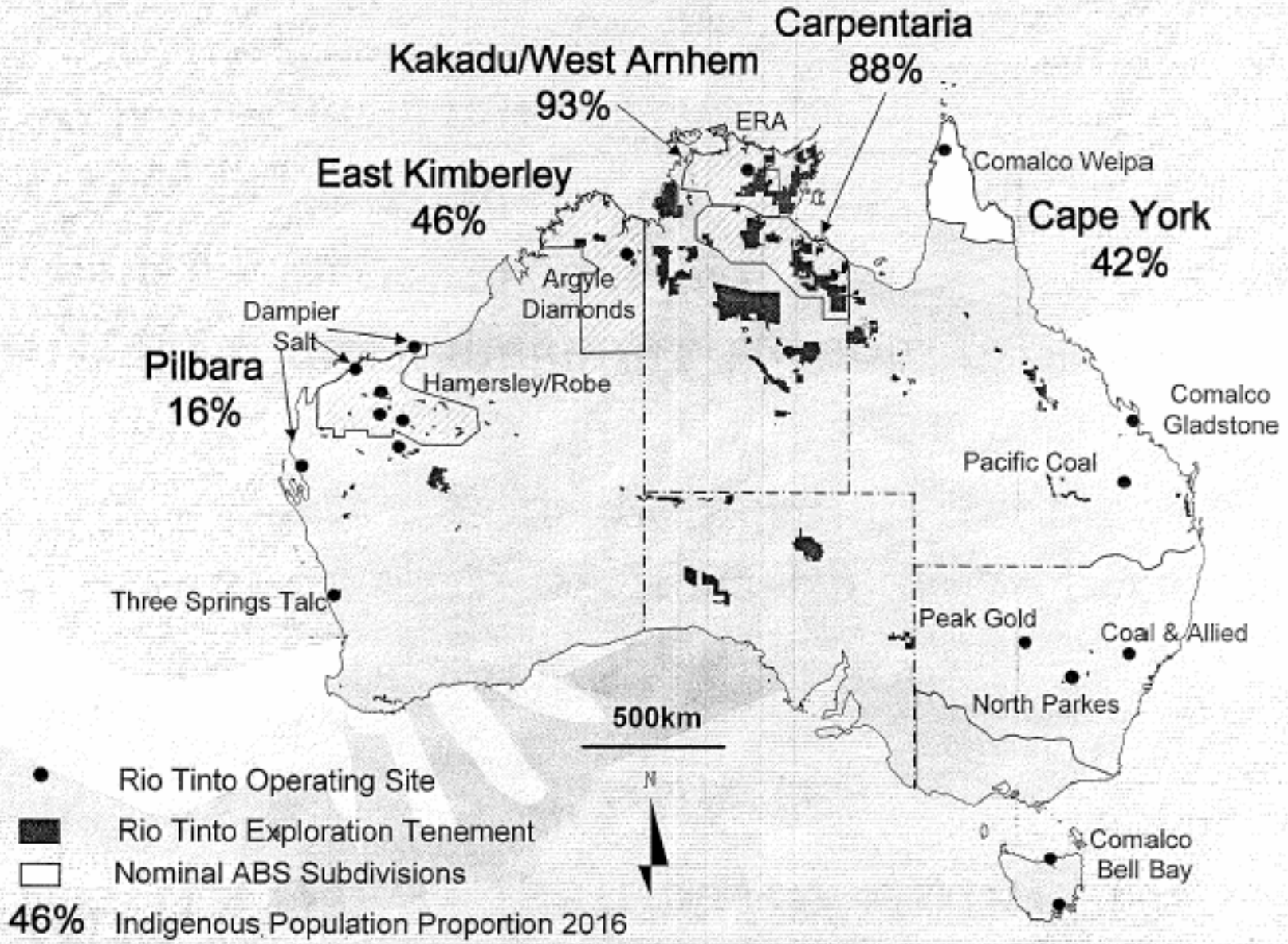
Commitments include:

- Indigenous employment
- Indigenous business development

Overview of Australian Indigenous communities

- Population of 410,000 (2001 census)
- High levels of disadvantage
- Lower life expectancy by nearly 20 years
- High levels of unemployment in some regions, 60-70% against mainstream national average 4.3% and limited employment opportunities in remote areas
- Rapidly growing population – 50% of population of below 20 years of age
- In rural and remote regions where mining occurs there are significant populations of Indigenous people

Population Projections : Rio Tinto Northern Australian Hinterlands



New Partnership

Minerals Council of Australia (MCA) / Australian Government signed a Memorandum of Understanding in June 2005

- Focusing on Indigenous employment and business development
- Building prosperous and sustainable communities in mining regions

MCA policy – *Enduring Value* commits members to contribute to building sustainable regions where they are mining

Australian government policy is to build regional partnerships

- Whole-of-government approach across all governments
- Empowering local solutions to local issues and devolved decision making

MCA/Australian Government MoU

Memorandum intent

- Provide framework for governments & companies to work together
- Achieve social, employment & business development outcomes for Indigenous people
- Identify barriers and collaborate to put solutions in place
- Work together in mining regions where there are employment opportunities
- Builds on existing Indigenous Land Use Agreements
- Include other employers and contractors

MCA/Australian Government MoU

Principles

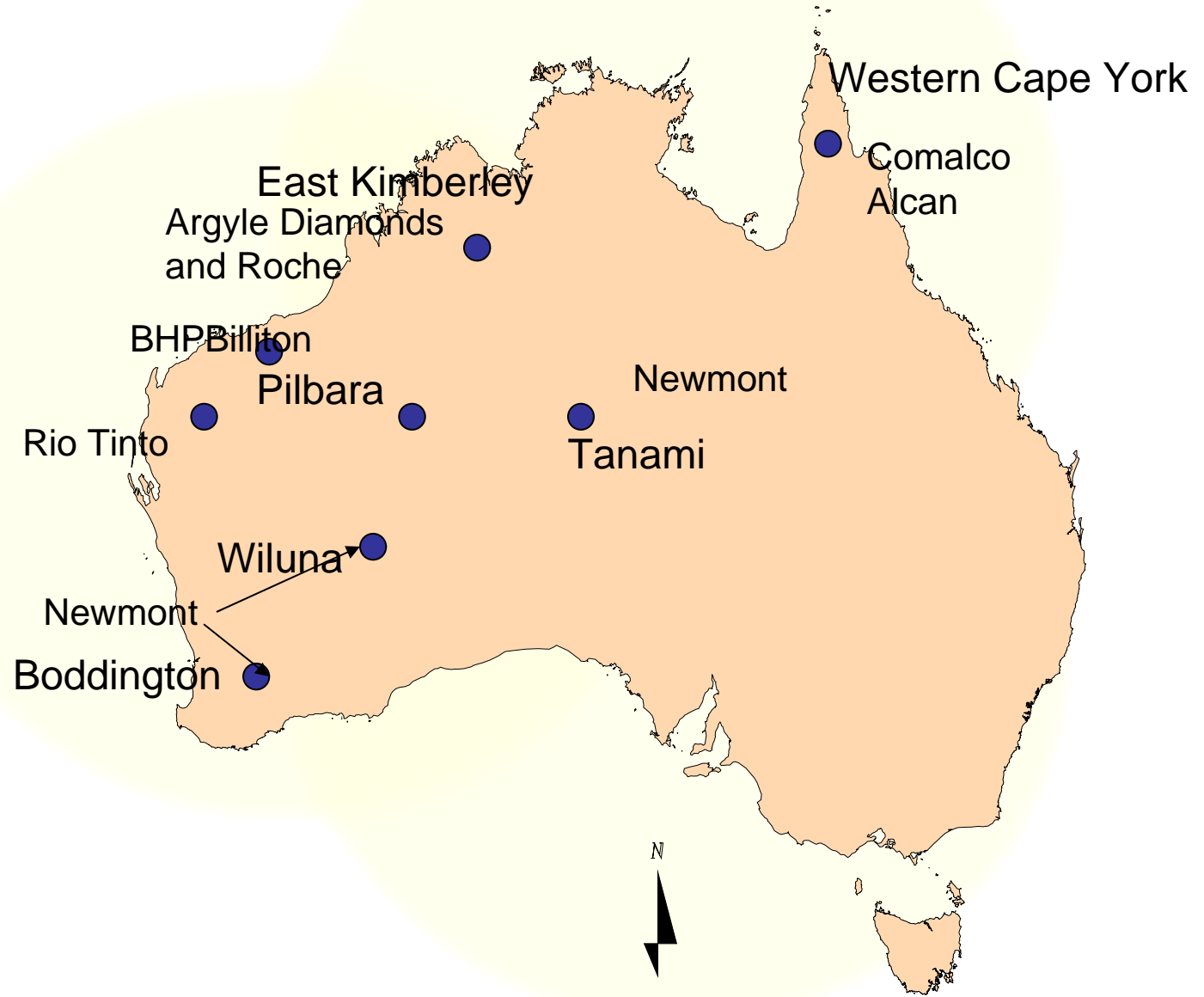
- Respect for culture, customs & values
- Collaboration & partnership between member companies, Indigenous people & governments at all levels
- Shared vision, goals and commitment
- Develop commitment by signing a Regional Partnership Agreement that committed parties for 5 years.
- Local solutions to local issues – reaching common ground

MCA/Australian Government MoU

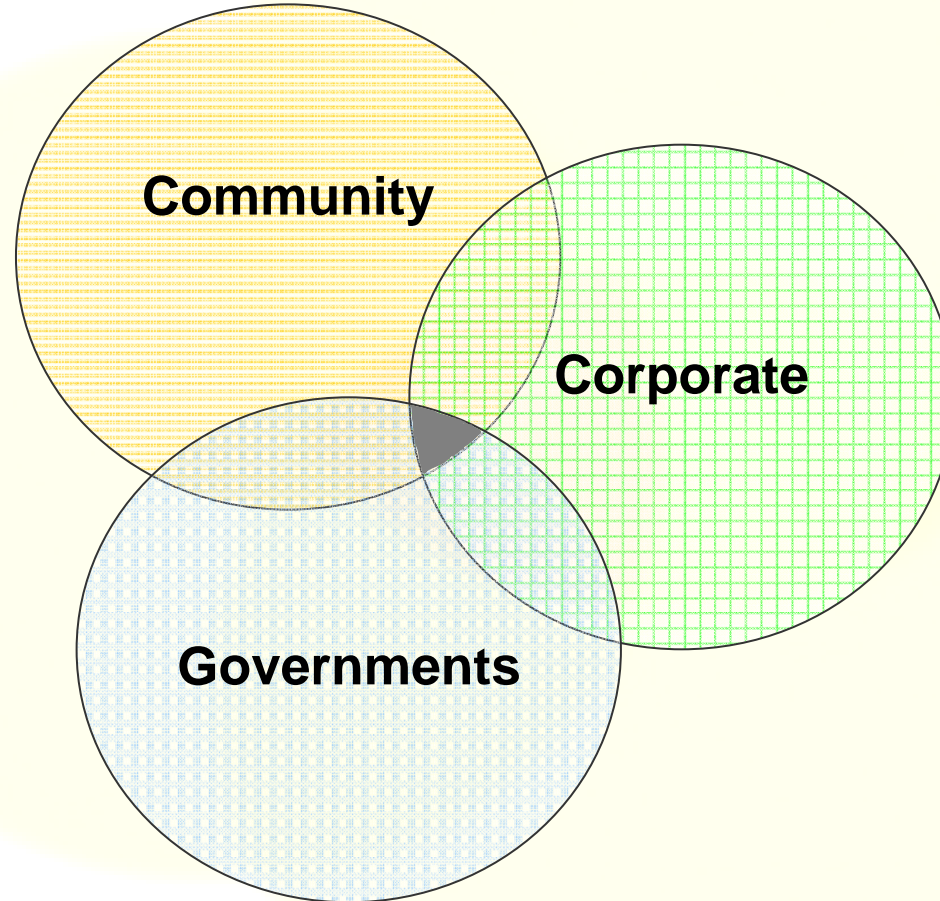
Implementation

- Steering Committee established; Australian Government, MCA, members companies,
- Independent Project Coordination/ Facilitation
- Outcomes focused
- Regional approach with regional autonomy
- Extended time frame 5 years
- 8 demonstration sites being evaluated
- Using Regional Partnership Agreements

Demonstration sites for partnerships



Partnership model



Partnership model

The model

- Pre-competitive collaboration between mining companies to increase the pool of skilled labour force
- Establishes a base line against which performance is measured.
- 5 years commitment beyond the life of any government
- Demonstration phase, evaluation and replication
- Building on current successes
- Includes other employers – retail, services, not just mining related employment
- Capacity building is integral

Regional Partnership Agreements

Principles of RPAs:

- Commitment to outcomes with increased participants in jobs or businesses
- Developing baseline data – shared across government agencies to assist in setting a target
- Development of a long term strategy to clarify roles, objectives, priorities, performance measures and timelines



Regional Partnership Agreements



Case Study – East Kimberley

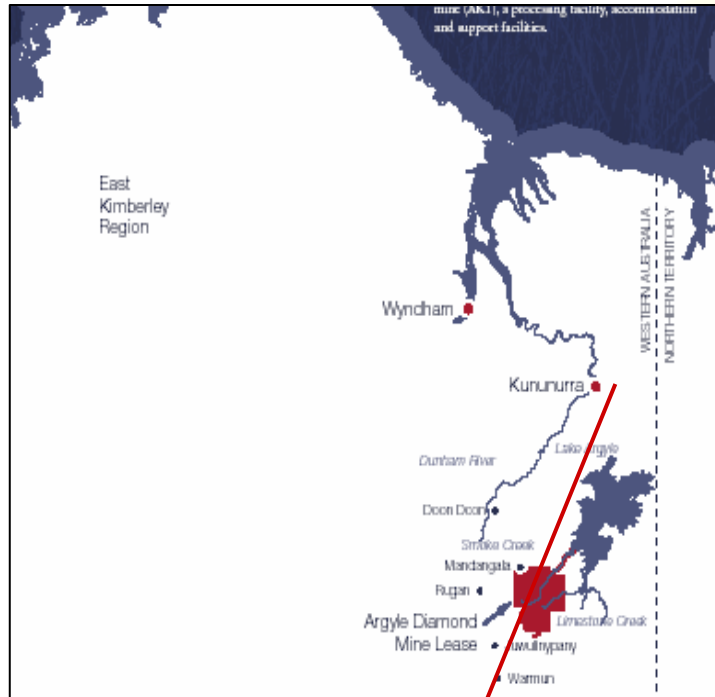
Argyle Participation Agreement signed in July 2005

Mine has existing high levels of Indigenous employment – 25% on target to reach 40% by 2009.

Focus on increasing other employment opportunities

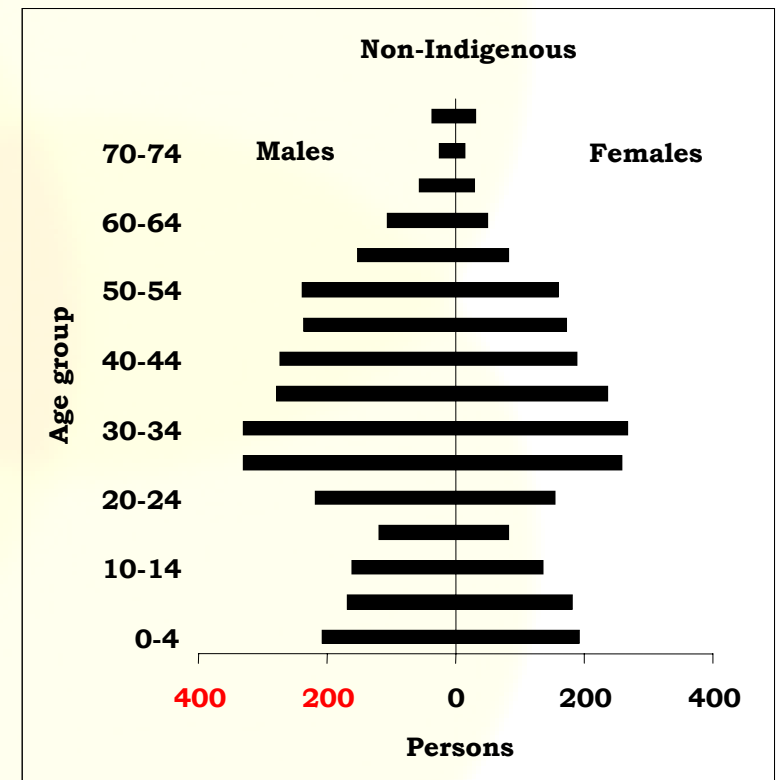
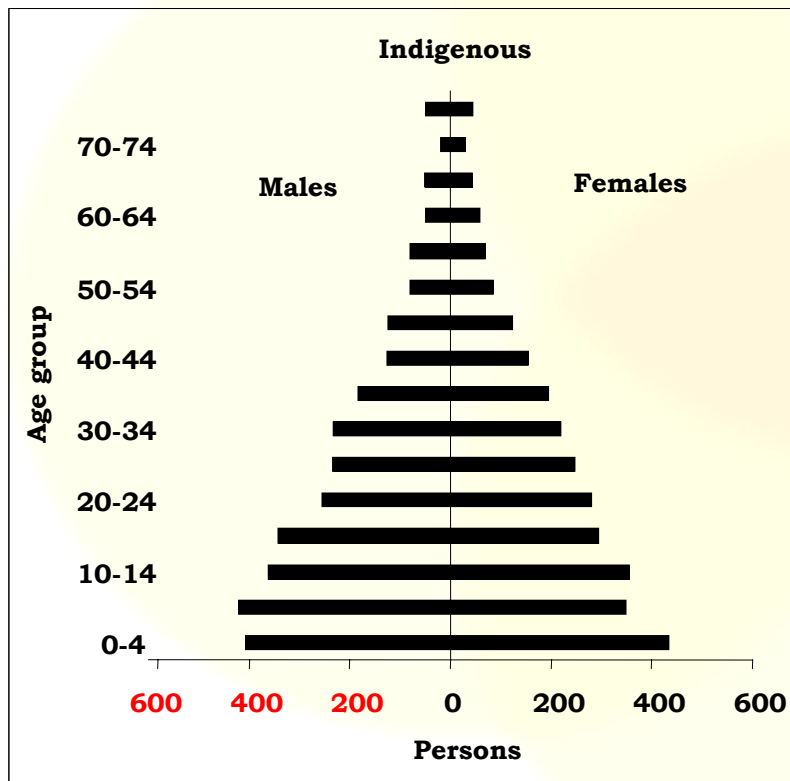
- RPA signed November 2006
- 15 signatories including local Council
- 5 initial projects – 300 Club, work readiness, business development, child care, building accommodation for trainees
- Target - 300 new jobs each year for 5 years

Argyle Diamond Mine



Indigenous Population Distribution

East Kimberley by age and sex, 2001



Case Study - Port Hedland

RPA signed November 2006

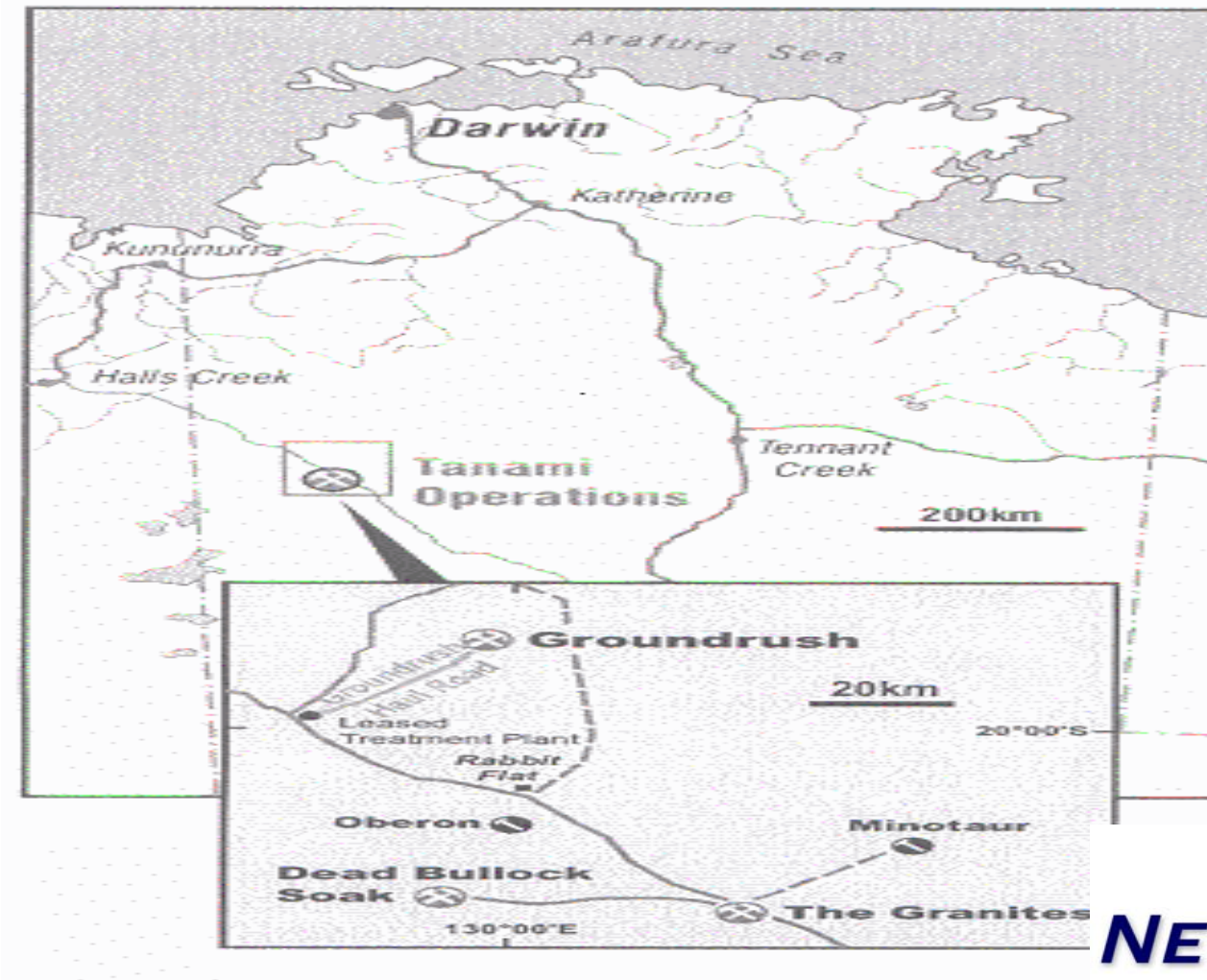
- 14 signatories including BHPB, Ngarda
- Bloodwood Tree Association managing the job readiness
- Target - 90 new jobs each year
- 8 initial projects – work readiness, drivers' licenses, child care, drug & alcohol support, housing, youth pathways, business development, education & training

RPA signing

Port Hedland November 2006



Tanami Operation



Case Study – Tanami

- Agreement drafted
- Projects
 - pre-vocational training,
 - business development around mine rehabilitation work
 - 5 Businesses including fencing, earth moving, seed gathering
 - Education project with Walpiri people
 - Government committed extra personnel to assist projects



Jigalong consultations



How has the RPA made a difference?

Housing in WA

- Policy in public housing acted as a barrier for people to seek or retain employment
- Once people reached certain income house was no longer available
- Partnership worked with key Department
- Minister announced policy change which allowed people to remain in houses for up to 2 years and encouraged saving of income

Some early wins

Fly in fly out

- Rio Tinto Iron Ore seeking employees from Perth and extending north to Broome
- Smaller communities were missing employment opportunities
- Partnership looked at flexible arrangements
- Plane commute and bus arrangements are being developed for people able to work in from Onslow

Conclusion

Communities gain through

- Improved leverage from mineral resources
- Break down of barriers to employment
- Access to real jobs and long term business
- Developing sustainable regional economies
- Greater government investment

Companies gain

- Social licence to operate
- Skilled local workforce
- Improved relationships with Indigenous communities
- Sustainable regional economies and government investing additional resources to build social capital

For more information

MCA Website:

www.minerals.org.au

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