

Twenty-eight-year-old Aisma Tutu, a mother of an infant, has been working for the past 10 years as a haul-truck driver at the PT Newmont Nusa Tenggara's Batu Hijau mine in Indonesia. She was one of the first two women to train and qualify as a haul-truck driver at the mine.

Also at our Batu Hijau operations in Indonesia, Fatih Wirfiyata, Superintendent for Metallurgical and Technical Services, Processing, joined the company in 1999. "In Indonesia, giving a woman the opportunity for such a critical position of leadership is not easy," she said. "Most men in Indonesia are reluctant to have a woman in a leadership position in general - and this is tougher in the mining business...However, I believe this is up to us - women - to change this."

In many cultures, it is still considered unusual for women to work in the mining industry. In developing countries, there is the added challenge that many women have never operated a motor vehicle and have very little formal training. As part of our sustainable development strategy, the company is investing significant time and money in providing training opportunities for such determined women, who view these jobs as critical to improving their family's well-being.

The mines' haul trucks transport rock from the mine pit to the processing plant, carrying up to 260 tons of rock in each trip. Standing next to these haul trucks gives one the perspective of how massive they really are: nearly 20 feet high, 36 feet long and 21 feet wide. The tires themselves can be more than 12 feet tall, more than twice the height of an average person. "We're proud to be able to operate these trucks," Tutu said, after completing her shift at the mine. "It shows that women can carry out jobs that are usually done by men."

A continent away, Newmont Ghana has worked to achieve greater gender equality at the Ahafo mine.

In Ahafo, 68 percent of households declared as vulnerable after resettlement were headed by women. Traditionally, women are not allowed to speak in community meetings or formal negotiations run by chiefs. However, as women lost their farming livelihoods through resettlement, it was imperative that the mine consult with them about economic opportunities.

To address this, the operation formed a 75-member Women's Consultative Committee, which provides input on livelihood and social responsibility

initiatives created by the mine. Members also work to access funding, receive training and build enterprises. In addition, the mine is partnering with the International Finance Corporation (IFC) to share best practices and support gender mainstreaming and empowerment programs.

About 10 percent of Ahafo's workforce is women, primarily working in clerical, technical and operation-related positions. The 33 female truck drivers at Ahafo comprise around one-third of the operation-related roles.

Examples of successful working women are proliferating across our operations. Maud Ofosua Ofori-Nyaney works as Newmont Ghana's HIV/AIDS Coordinator, helping to shape intervention programs at all mine sites to address this disease in the community.

Part of her job involves speaking with the largely male workforce about HIV and AIDS: "Even though people do not want to talk about sexual issues publicly, they would always come out when somebody comes out boldly to talk about it and challenge some sexual behaviors and practices," she said.