



Presentation to Native Title Conference 3 June 2014

**“Action research in the bush – the
Wiluna Regional Partnership Agreement
Martu Attitudinal Survey and how one
mining company responds”**

Overview

- Background – Wiluna Regional Partnership Agreement
- Establishment of Muntjiltjarra Wurrugumu Group
 - Survey purpose and steps
 - Some survey results
 - Rosslyn Hill response

Wiluna Regional Partnership Agreement

- Part of an MOU between the Minerals Council of Australia and the commonwealth government to improve employment and enterprise opportunities for Aboriginal peoples located within mining regions
- Wiluna RPA is a round table for industry, three tiers of government and the community to unite under a single vision of how to address these barriers for Martu people in the Wiluna region

COMMUNITY MEETINGS TO DETERMINE A MARTU GROUP TO BE PART OF THE RPA



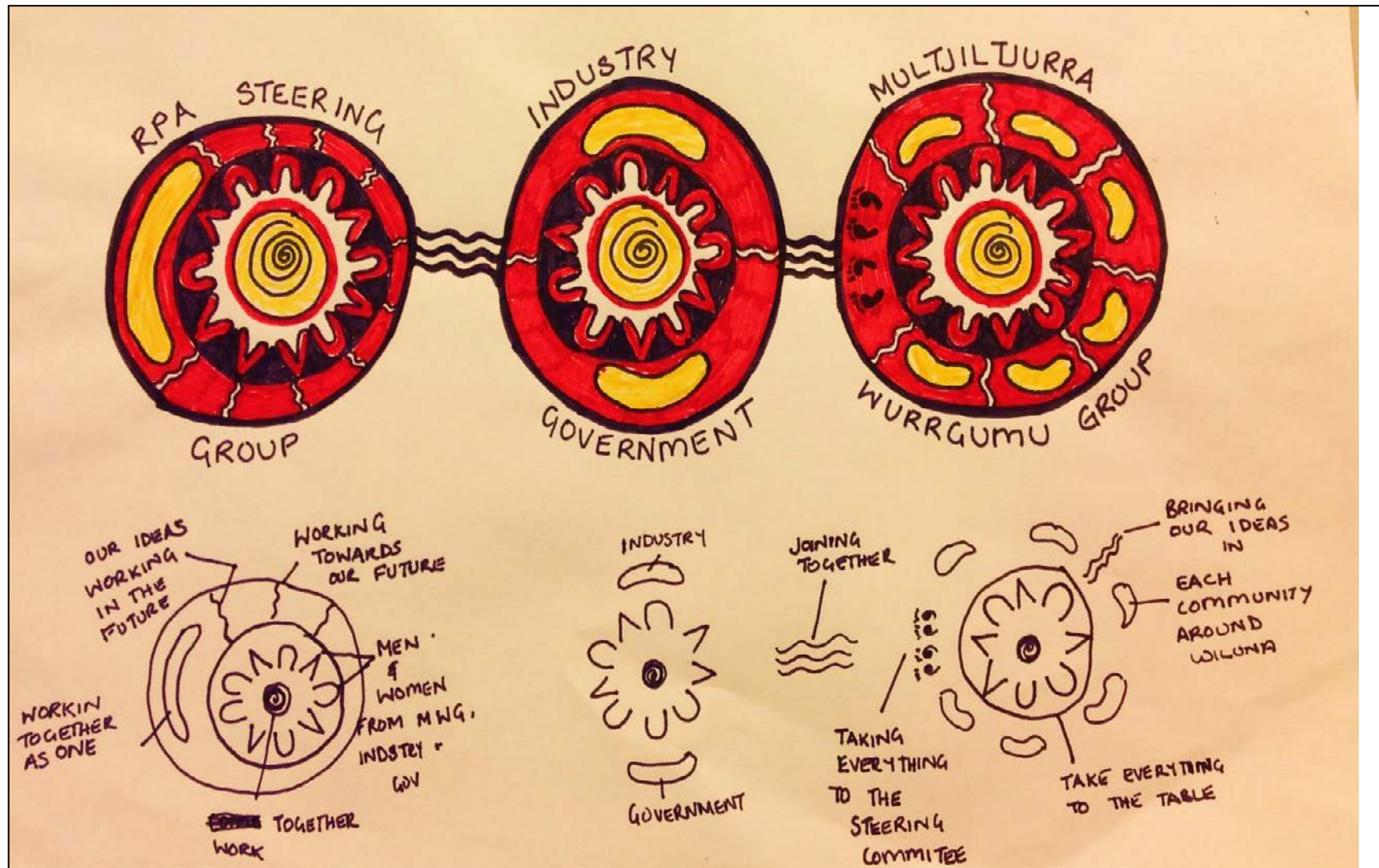
FIRST MEETING OF THE MUNTJILTJARRA WURRGUMU GROUP – March 2013



What will MWG do?

- Speak up for the Muntjiltjarra Wiluna mob about ideas on work, training and starting up a business
- Come together once a month
- Talk long term about jobs, work readiness, training, work experience, career pathways and scholarships for young people
- Make sure government, companies, not for profits and any other organisations come and talk to us first about how we think the work programs, partnerships should be happening in our communities
- Make sure all organisations and groups working in our region do cross cultural awareness training first before they take up employment

New Wiluna RPA logo



Purpose and steps of survey

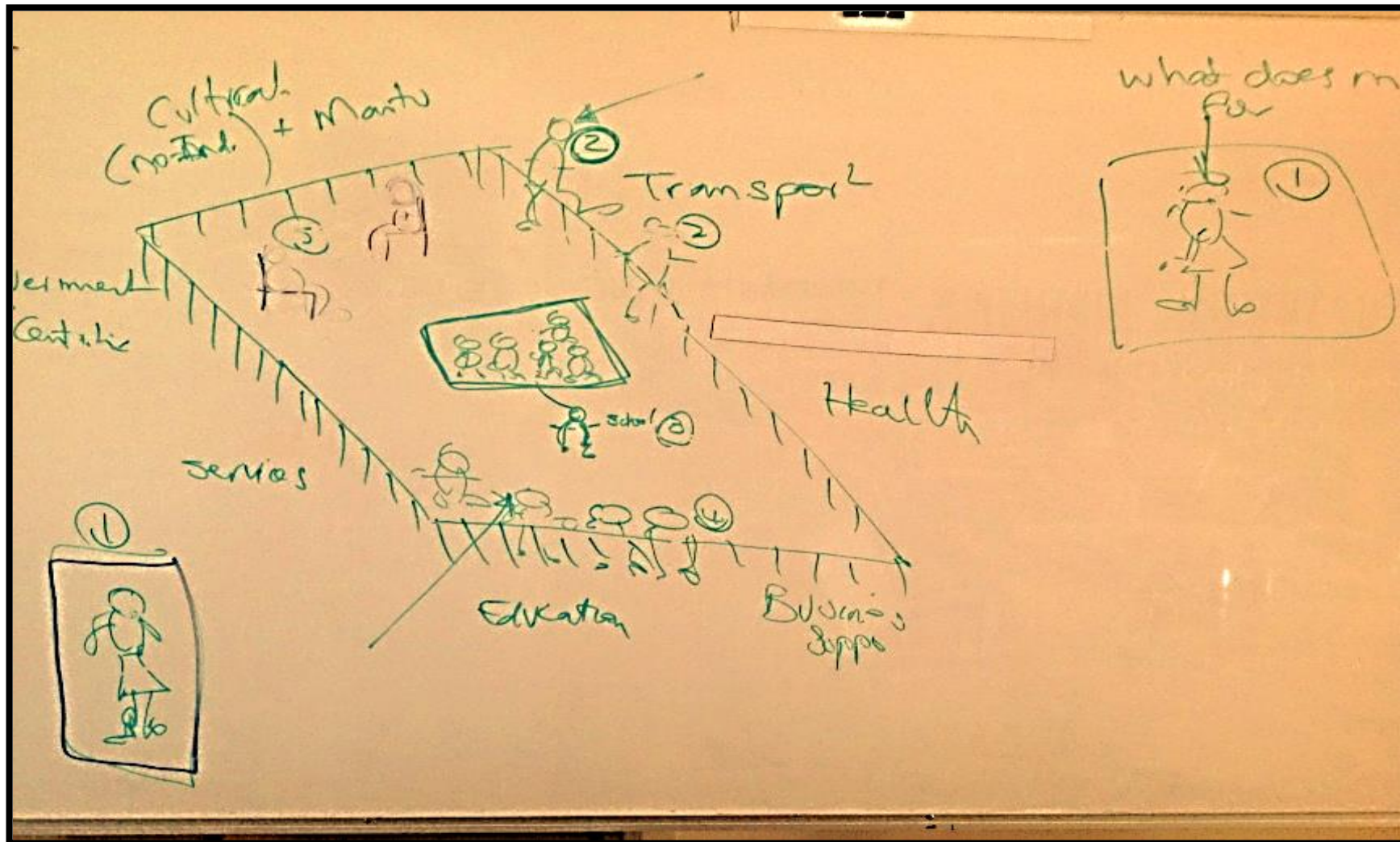
MWVG decided to do a survey with our own people to find out what people think about work, training and starting up a business and what's holding them back

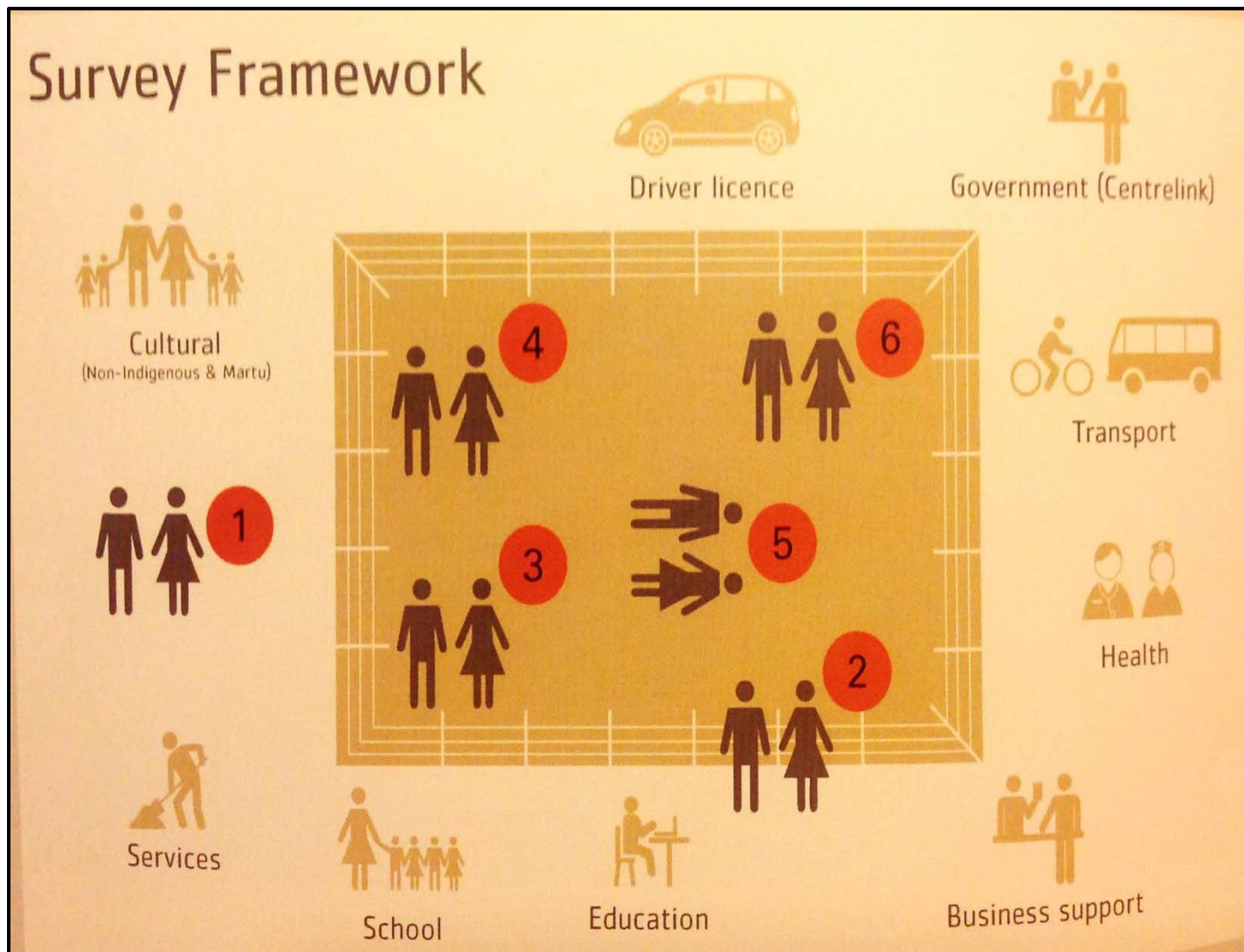
Survey steps

- We talked to our other partners and everyone agreed that the survey should be done by Martu
 - Then we got funding from
 - Newmont
 - BHP Billiton
 - Rosslyn Hill
 - Golden West Resources
 - Central Desert Native Title Services
- and auspiced by Mineral Councils of Australia



Working out who we have to interview





- 1 People who had successfully jumped the fence of blockages representing the 'employed'.
- 2 Those who 'sat on the fence' who knew that it was in their interest to get a full-time job, but they were deterred from pursuing this goal because of the loss to them of other benefits like housing, etc.
- 3 Then there were those Aboriginal people in Wiluna who were 'inside the fence' and did not know how to go about getting out of it and getting a job.
- 4 Next there was the category of people like grandparents (who were committed to child minding) or those committed to cultural matters whose priority was not to get a job, but who did not see themselves as being 'unemployed'.
- 5 There was also a group that was 'lying down' inside the fence – who were unlikely to work and were not interested in looking for work.
- 6 Lastly the working group identified the school leavers who were still coming of age and had not yet come up against 'the fence' (of possible impediments to employment).

Pilot Testing the Survey with each other



Doing the survey





Keeping track of the 98 interviews

AGE RANGE	M	F	Wiluna Bondinni Kutka Windi Other				Employed?	
			Yes	No	Yes	No	Yes	No
TOTAL 280								
15-24								
TOTAL 40								
25-39								
40-54								
TOTAL 21								
55+								
TOTAL 11								

Survey information recorded and transferred to spreadsheets by Martu



Workshop to analyse results





Wiluna Regional Partnership Agreement

Some Survey results

Getting a job – (unemployed view)

Is there anything that stops you from getting more work?	Total No.	Male	Female
		Rank	Rank
No drivers licence	34	1	1
Family responsibilities	29	2	2
Health problems	24	3	4
Too much humbug	23	4	3
No training	22	3	
Can't read/write very well	20		5
Pay more rent to Homes West	18	5	
Too much jealousy	15		
No child care	10		
No need to work because Centrelink gives me enough to live on ..	10		
Other ?	10		
Too scared to get off Centrelink	9		
Might get kicked out of my house if earn too much	7		
Too old/ a pensioner	3		

Getting a job in Wiluna

(Everyone's view)

Also what do you think about these statements?	Combined responses	Male	Female
		Rank	Rank
Not many local job vacancies come up for Martu	237	2	1
Martu are not given a job because of discrimination	236	1	2
Martu lack the qualifications to get Wiluna jobs	210	3	3
Martu don't have the experience to get Wiluna jobs	204	4	4
Martu don't have the skills to get the Wiluna jobs	199		

What makes a good boss?

(Open comment)

Theme	Frequency
<i>“What makes a good boss?”</i>	
Respecting Martus and giving us a go	56
Understanding Martu people and our culture	50
Being fair	41
Having a Martu boss	34
Talking to people in a good way	23
Understanding the bosses expectations	22
Looking out for your workers	17
Racism	10

Good Wiluna bosses

This question is about local businesses employing Martu.	Combined	Male	Female
	Rating	Rank	Rank
CDNTS survey work is a good boss for Martu people	248	1	1
Newmont Jundee mine is a good boss for Martu people	235	3	3
The AMS is a good boss for Martu people	234	4	2
Golden West Resources is a good boss for Martu people	229	2	4
The School is a good boss for Martu people	218	4	
Rosslyn Hill mine is a good boss for Martu people	203		
Mt Keith mine is a good boss for Martu people	193		
MEEDAC is a good boss for Martu people	192		
The post office is a good boss for Martu people	164		
The supermarket is a good boss for Martu people	147		
The hotel is a good boss for Martu people	146		
Contractors in Wiluna region are good bosses for Martu people	144		
The Shire is a good boss for Martu people	143		
The police is a good boss for Martu people	143		
Apex mine is a good boss for Martu people	143		

The worst mine jobs

Theme	Frequency
<i>“What are the 3 worst mine jobs for Martu?”</i>	
Underground	51
Traditional jobs in the mine	34
Outdoor ground work around mine area	32
Jobs working with toxic substances	20
Explosives	17
Hospitality and admin areas	15
Long hours	7
Unsure	29

Three top reasons:

Theme

“Why don’t more Martu people work in the mines?”

Issues Martu have with mining company

- racism and discrimination, no advertisements, no communication, no opportunity, dangerous, night shift, most of workers are contractors, not enough Martu to work alongside with, not enough money for Martu people, just don’t like what’s being done, don’t want to work there, don’t get the support we need, not enough cross culture training

Family issues

- **family issues**, stress after hours, away from home, family want money, jealousy, too much humbug

Lack of self-esteem

- Laziness, **afraid**, no confidence, on CDEP too long

What Mining companies could do:

What could mining companies do to get more Martu workers?	Combined Total	Male Ranking	Female Ranking
Help with transport	82	3	1
Have on the job training	80	1	2
More Ranger programs for men and women	79	2	2
Understand that Martu have lots of family responsibilities	75		3
Understand that Martu have cultural obligations	75	4	4
Make sure there is cross cultural training for staff	74		4
Have someone help you with money and family problems	54		
Work daily, not stay on site	52		
Make hours you work shorter	48		
Help you with resumes	47		

Martu prefer jobs

- Don't keep you away from your family
- Let you have flexible work hours and conditions
- Let you drive in and out to the workplace
- Understand your obligations to your family
- Are on country
- Let you work with your own mob
- Have good supervisors who know how to talk to Martu properly
- Have the right kind of support
- And come to the community more and tell us what is happening

Driver licence/fines Open Day



Some outcomes of Open Day

- Attended by 150 people
- One stop shop with Department of Transport, Sheriff, RJCP and Births Deaths and Marriages
- 70 people dealt with getting licences
- 5 people got their licences
- 5 passed HR test
- 60 people saw the sheriff to start dealing with fines – 30 people made a commitment to pay fines of nearly \$100,000
- 28 people got birth certificates
- 22 people got assistance from RJCP to pay for items