



CASE STUDY

PORT OF BRISBANE

INFRASTRUCTURE

January 2019

At a glance



33.3million¹
tonnes of trade valued at
over \$50 billion in FY18



2,700¹
vessel calls per year



70+¹
businesses located in
port precinct supporting
1000's of jobs



2018
National Exemplar in
Customer Stewardship²



ISO14001
accreditation for its
Environmental Management
System since 2000.

Innovative Australian cadetship program promoting gender diversity in the maritime industry

The Port of Brisbane has launched a forward-thinking Australian cadetship program to encourage and support talented women to embark on a maritime career, helping to boost female participation in what has been historically, a heavily male-dominated industry.

Port of Brisbane Pty Ltd (PBPL) is responsible for the management and development of the Port of Brisbane, one of Australia's fastest growing container ports and Queensland's largest multi-cargo port. PBPL embraces the belief that diversity of gender, skill, culture and thought is good for business.

PBPL encourages people from all backgrounds, abilities and identities to consider roles in the business and is creating pathways for women to partake in what is traditionally a heavily male-dominated industry.

Women make up approximately 2% of the world's maritime industry workforce.³ Historically, reasons for low female participation

in this industry stem from social and cultural expectations of women's role in society. This has resulted in women traditionally not being encouraged or enabled to pursue work in the maritime industry, particularly sea-faring posts.

However, the tide is turning, and the last three decades have seen key industry bodies, including the International Maritime Organisation and Women's International Shipping and Trading Association, working to create training and career pathways for women into the industry. Individual ports and shipping companies around the world are also playing an important role in promoting greater diversity within the industry, including PBPL.

¹ Source: www.portbris.com.au ² Better Infrastructure Initiative, John Grill Centre for Project Leadership, University of Sydney. ³ International Transport Workers Federation <https://www.itfseafarers.org/ITI-women-seafarers.cfm>

» PBPL's cadetship program is a paid work and training program for women within its Marine Operations business. The Marine Operations team performs a critical role in maintaining navigable access for vessels in and out of the Port and its berths. Marine Operations requires a variety of vessels to undertake its work, which spans support craft operations, hydrographic surveying, dredging and maintenance.

The program offers full-time roles with working hours designed to be compatible with cadets' other life commitments, including family responsibilities. Cadets start out in a hands-on entry level role, spending most days working on vessels within PBPL's support craft fleet. Guided by qualified supervisors, cadets learn on the job about:

- Safe work planning;
- Vessel operations;
- Vessel maintenance;
- Navigation;
- Marine operations; and
- Hydrography technology.



PBPL's marine operations cadets

PRINCIPLES IN PRACTICE

Diversity drives better performance

One of the core principles of the IFM Investors Responsible Business Charter states 'diversity drives better performance'. This principle recognises the value of ensuring a diversity of gender, views, cultures and opinions in the workplace.

IFM Investors' comprehensive infrastructure asset management framework and activities are based on an objective to protect, enhance and exceed our target investor returns over the long term. We actively engage with our assets on diversity issues to improve policies and initiatives to help create work places that attract and retain the best talent.

Prior to the first intake of four cadets commencing between July and September 2018, the marine operations workforce included only one female, representing 1.9% of the 58 employee total - significantly below the 24.5% female representation in PBPL's overall workforce. The program has brought female representation within the marine

operations workforce up to 8.6%.

Cadets commence the program on a two-year fixed term contract. During this time they are mentored and trained to gain the qualifications and 'sea time' required to operate all vessels within Marine Operations' support craft fleet. Cadets will be encouraged and supported to apply for positions in similar roles or other operational areas of the business as they become available towards the end of the program.

PBPL's cadetship program will be open for applications every two years, with the next intake period beginning in April 2020 for a July 2020 commencement. "



PBPL's cadetship program offers women the opportunity to enter the maritime industry, providing a pathway to establish a maritime career and make a valuable contribution to the organisation and the broader industry.

Jill Rossouw, Investment Director, Infrastructure, IFM Investors & PBPL Board Director



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