



in conjunction with



ICN Building Equality Policy Activation webinar – 16 May 2022

#	Pre-event Questions	Answered by	Response
1	How are the hours to be quantified - as a percentage of the total estimated hours per category of work (i.e. % of hours for management or for workforce labour) or as a percentage of total estimated hours?	DJPR	<p>This will be covered in Sam Edmond’s slides</p> <p>There are four targets that suppliers will need to meet:</p> <p>For project specific gender equality targets, suppliers must estimate the total estimated labour hours for each position applicable to the project and then apply the target to determine how many hours must be performed by women.</p> <p>As in the presentation: If the total estimated labour hours for carpenters in a project is 10,000 hours, then at least 300 estimated labour hours must be performed by women.</p>
2	How do you see the supply for these targets been met?	DJPR	<p>The target reflect current numbers of female participation in the construction industry</p> <ul style="list-style-type: none"> - 3% Electricians - 2% Carpenters & Joiners - 2% Sheetmetal Trades Workers - 1% Plumbers <p>Through hard work and determination</p> <p>This will be dependent on each supplier’s capability, being an employer of choice, creating an environment that women want to work in and connection to TAFE’s and GTOs to attract recently qualified trades.</p>
3	Is there a consideration by Government to fund TAFE (in full) or University (in part) in order to attract more females into the construction industry?	DJPR	<p>There have been a number of government support packages announced for more female apprentices including:</p> <p>In October 2021, the Minister for Training and Skills Gayle Tierney launched the first 10 initiatives under the \$5 million fund, which will support 615 women into pre-apprenticeships, traineeships and apprenticeships and create a pipeline of skilled workers to help build Victoria’s future.</p> <p>The Premier announced in March 2022 that the Vic Gov will subsidise 50 per cent of the cost of new apprenticeships to help women enter the solar industry and provide apprentices a tool allowance along with six-monthly incentive payments - ensuring women are part of Victoria’s transition to a clean, cheap and reliable energy future.</p> <p>Apprenticeships included cover: solar electrician, mechanical services plumber or air conditioning and refrigeration mechanics</p>



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4	How can an organisation create a project specific GEAP for a tender? Is there a recommended template for project specific and organisation wide GEAPs?	CJEPS	A template for both the Project Specific and Organisation Wide GEAP has been provided and can be found on the Buying for Victoria website. https://www.buyingfor.vic.gov.au/gender-equality-action-plan-guidance-tenderers-suppliers
5	Will any dispensation be considered if we are strong out perform on the Management Team or in a particular trade however fail to meet the all trade target in the first two years.	DJPR	There is a transitional implementation period until 1 January 2024. During that time Suppliers won't be penalised for not meeting targets and the approach should focus on: <ul style="list-style-type: none"> • Education and awareness • Improving the number of women in the construction industry • Building inclusive workplace cultures But all targets must be met on a project to comply with the policy.
6	How to attract more ladies working in construction company?	DJPR/ICN Victoria	Employers can find support to access female jobseekers and help them meet BEP targets on construction projects through the following organisations: Jobs Victoria supports people looking for work and connects employers with the staff they need. They support targeted recruitment to the roles. Apprenticeships Victoria's (AV) Women in Apprenticeships program aims to recruit more women into trade apprenticeships and create career pathways for female apprentices in key trades such as electrical, plumbing and engineering. GROW is a collaborative approach to local economic development and jobs growth in regional Victoria, achieved through local and social procurement and inclusive employment. GROW has offices in 5 regional areas. Women In construction (Building futures Website) which provides information and resources about the construction industry for students, parents, teachers, employers, and women already in construction Respect Code: Building & Construction Industry: The Respect Code seeks to create safe and respectful workplaces for women where safety, inclusiveness and wellbeing are paramount Annual Evaluation: To ensure the BEP keeps pace with the supply of women workers, an independent annual evaluation will be undertaken in 2022 and 2023. This will ensure that the changes to the targets and requirements in the BEP are realistic, achievable and reflect the needs of women. The evaluation will also assess any impacts the BEP has on project delivery.
7	Will there be a reporting function for BEP on VMC? How should contracts let at the end of FY23 apply financial penalties to non-compliance with BEP targets?	ICN Victoria +	Yes, BEP reporting will be done via the VMC. There are draft model contract clauses that detail compliance with the policy.



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	<p>Will there be an adjustment period and if so how will it work within the contract mechanics?</p>	<p>DJPR + DJPR/DTF</p>	<p>Penalties or rewards post January 2024 will be determined at a project level, so it will vary. Contracts that extend beyond that date will have clauses reflecting the change in consequences beyond that date and the more collaborative approach until Jan 2024.</p>
<p>8</p>	<p>When will conditions of tender, contract clauses and tender schedules that address the BEP be available? What will the transition arrangements be?</p>	<p>DTF</p>	<p>These documents are undergoing final legal checks and approvals at the moment, which will flow into standard construction contracts. While we don't have a firm dates, these are anticipated within weeks. Interim arrangements are being established at a project level which largely depend on the project's timelines. So this could include issuing an addendum with revised contract, updated response schedules or similar.</p>