



**WEBINAR**  
**Building Equality  
Policy**  
**Attracting and  
Retaining Women  
on the Worksite**  
**30 June 2022**

in conjunction with





# Welcome Rebecca Lee Principal Social Procurement Adviser ICN Victoria

in conjunction with





**NAIDOC WEEK**  
**3-10 JULY 2022**  
 #NAIDOC2022 #GetUpStandUpShowUp

Stronger, Rylie Dank (Narduna)

I created this poster after reading this year's NAIDOC theme. I knew straight away I wanted to show greater respect and honour our people and their traditions and how we have been through and are still fighting for. I feel that this poster being black and white allows us to focus on the detail and messages in the artwork.

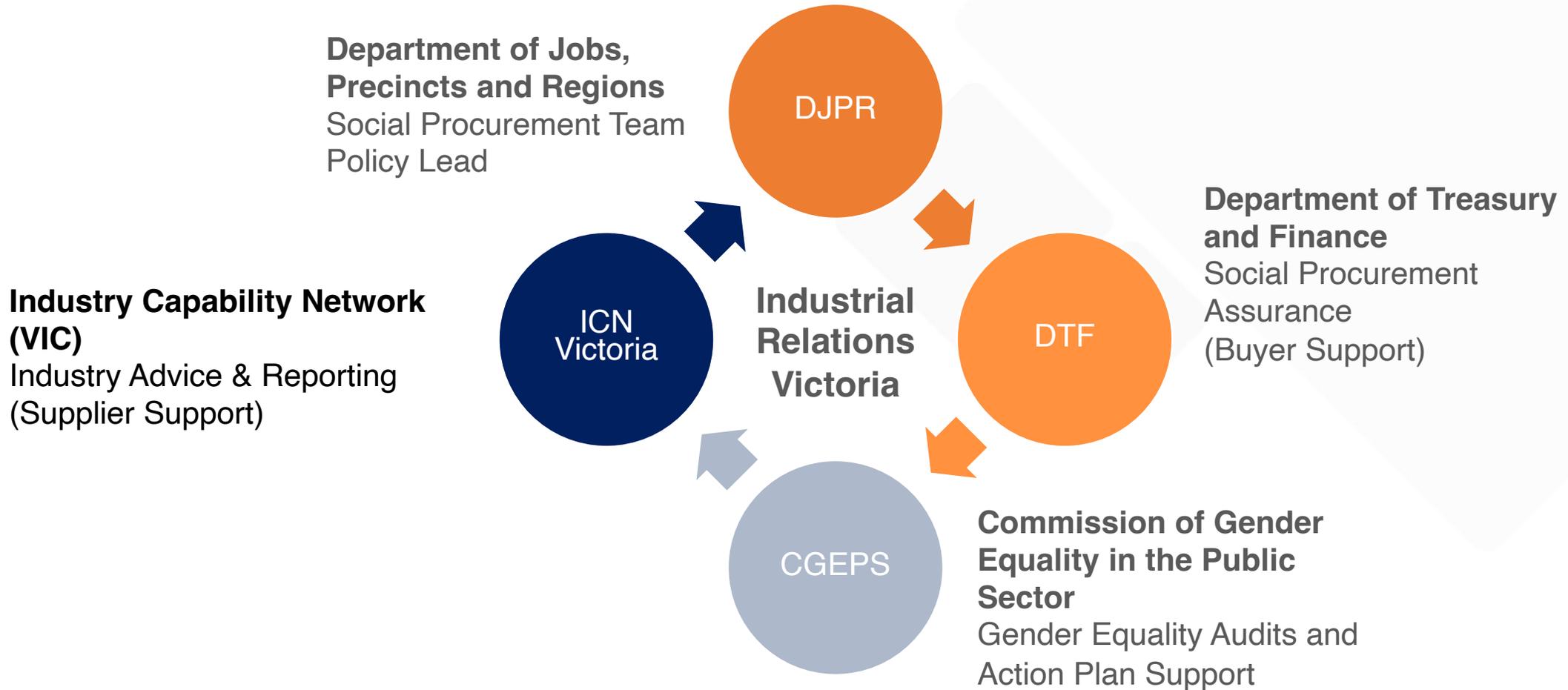
In this artwork I have little bits of me and my family. I have included a message for my late grandma. She was one of the strongest women I have and was always proud to speak her mind and stand up for family and Country. I have also included my family's aboriginal art. This is passed on a reminder that we will always love our Country, Kin and Culture. There are also symbols for respect such as an emu, kangaroo, boomerang, spear, a spear and a boomerang to represent our strength, unity, love, mutual respect and our traditional ways. To show our respect for Country.

facebook.com/NAIDOC  
 @naidocweek  
 @naidocweek

naidoc.org.au

In the spirit of reconciliation, we acknowledge the Traditional Owners of Country from all your locations, and their enduring connections to land, sea and community. We pay our respects to their elders past and present.

# BEP Delivery Team



# RMIT & Victorian Government (2020)

## Challenges experienced by women:

- Women are outsiders
- Consequence-free behaviour
- Culture of silence

Holdsworth, S., Turner, M., Scott-Young, C.M., & Sandri, K. (2020). *Women in Construction: Exploring the Barriers and Supportive Enablers of Wellbeing in the Workplace*. RMIT University, Melbourne.



Acknowledgement of Country | [ICN Victoria](#)

School of Property,  
Construction and  
Project Management



**Women in Construction: Exploring the  
Barriers and Supportive Enablers of Wellbeing  
in the Workplace**



# RMIT & Victorian Government (2020)

## Recommendations:

- Zero tolerance of inappropriate behaviour towards women
- Procurement
- Access to and quality of employment
- Measurement of equality
- Pregnant workers and returning to work
- Meeting occupational health and safety obligations
- Focus on primary preventions

Holdsworth, S., Turner, M., Scott-Young, C.M., & Sandri, K. (2020). *Women in Construction: Exploring the Barriers and Supportive Enablers of Wellbeing in the Workplace*. RMIT University, Melbourne.



Acknowledgement of Country | [ICN Victoria](#)

School of Property,  
Construction and  
Project Management



**Women in Construction: Exploring the  
Barriers and Supportive Enablers of Wellbeing  
in the Workplace**





Janet Cribbes  
Chief Executive  
Officer  
Tradeswomen  
Australia

in conjunction with



# PURPOSE OF TODAY'S SESSION

- **TRADESWOMEN AUSTRALIA**
- **UNDERSTAND WHY GENDER DIVERSITY IN THE WORKPLACE IS IMPORTANT IN THE CONSTRUCTION INDUSTRY**
- **DISCUSS REAL-LIFE EXPERIENCES FROM TWA**

# ABOUT TRADESWOMEN AUSTRALIA



## VISION

An Australia where women and girls want to, can, and do, successfully work in trades



## MISSION

We create equity and equality in trades by:

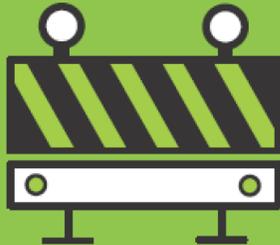
- partnering with employers to shape culturally safe and inclusive workplaces; and
- educating, supporting and mentoring girls and women in non-traditional trades.

## GOALS



1

Engage community to generate awareness for trade options for girls and women



2

Reduce barriers for girls and women to access trade careers



3

Support employers to create thriving, inclusive, productive workplace environments



4

Support women and their wellbeing so that they can have lifelong careers in trades



5

Create an organisation that is efficient and effective and grows sustainably

## WHAT IS DIVERSITY?

In a work environment diversity can mean the representation of employees in race, age, gender, native language, political beliefs, religion, sexual orientation, education and/or economic status.

## BENEFITS OF WORKPLACE DIVERSITY?

Actively cultivating diversity and inclusion can improve business performance. When employees feel included and diversity is supported at work, there is an increase in their ability to innovate, perform and effect culture change.

Employees are also more likely to be at work, reducing the cost of absenteeism and receiving a higher performance rating.

# WHY IS THIS IMPORTANT?

The number of women in training hasnt risen above 2% in the last ten years. Women make up just only 1% of those are working in construction, engineering and automotive trades.

The reason women in trade has remained so low is due to limited engagement, retention and recruitment of women.

Job Security  
Growth Area  
Skills Shortage

# WORKPLACE READINESS

To attract and retain women, construction work sites now need to roll out BEP.

**Our Experience:** Workwell Workplace Diversity Project

**What We Offer:** Inclusive Learning/Work Environments Training

- Workplace Audit
- Workplace Mental Health and Wellbeing
- Bystander Training
- Supervisor mentoring
- Diversity and Inclusion Training
- Apprentice mentoring
- Conscious and Unconscious Bias Training
- Leadership Training
- Recruitment Bias Training

THANK YOU FOR ATTENDING!



Website  
[tradeswomenaus.com](https://tradeswomenaus.com)



Facebook  
[@twaaustralia](https://www.facebook.com/twaaustralia)



Instagram  
[@twaaustralia](https://www.instagram.com/twaaustralia)



LinkedIn  
[@tradeswomen-australia](https://www.linkedin.com/company/tradeswomen-australia)



# Katherine Brewis Chapter President National Association of Women in Construction

in conjunction with





NAWIC is an Australian not-for-profit company with a vision to building a better future by the involvement and contribution of women in the construction industry. NAWIC's Mission is to champion and empower women in the construction and related industries to reach their potential. We are committed to our values which are: **Safety & Wellbeing, Inclusion, Resilience, Integrity, and Courage.**

In order to achieve an equitable construction industry where women fully participate, NAWIC's mission is to drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry.

We aim to achieve this under three key pillars;

- **Advocacy** and lobbying for change.
- **Education** for individuals, companies and industry as a whole.
- **Connection**, Celebration and Support for all women in construction through our membership **Community**.

Ultimately, with these key pillars combined, we will continuously drive change internally and externally, individually and on an industry-wide scale.

## Education and Training Opportunities



- Male Allies Program
  - 5 x 30 minute online modules
  - Working group discussions
  - Actions measured
- CEO Shadow Program
- Mentoring Program
  - Structured Program
  - Development workshops for both participants and their mentors
- Buddy Program (pilot)



- Research Papers
  - International Women’s Day Scholarship Research papers dating back to 2010.
  - 2021 Paper: “Challenging norms in recruitment for Construction: Redefining the talent pool to increase women’s representation at all levels”
- Job Board
- Diversity & Inclusion Toolkit
- Become and Tradie Resources
- Webinars, Information Sessions etc.



We advocate for change.  
We educate and empower.  
We connect.  
We are **NAWIC**.



# Randell Fuller Building Industry Consultative Council

in conjunction with





# Building Equality Respect Code

- ❖ Respect is a fundamental right of every woman
- ❖ The Respect Code was developed by industry and guided by the voices and views of over 168 women working in the industry.
- ❖ In the words of Aretha Franklin:  

R-E-S-P-E-C-T

Find out what it means to me

R-E-S-P-E-C-T
- What should respect look like, and what is happening now in the building and construction sector .



“

**The boys in my  
VCAL class didn't  
want me to do  
it so I wasn't  
allowed to do  
the course”**

Female Focus Group Participant

# Women are outsiders

## RMIT research finding

Research found

- ❖ the culture of masculinity drives inappropriate behaviour
- ❖ Women face significant career challenges
- ❖ major barriers to people with family responsibilities and caring for children

### Women's voices

*“Chicks are for cooking and cleaning. They're not supposed to be on-site. Get back in your own space.”*

*“biggest challenge... just trying to fit it because I was the only girl” and “judged just because I was a girl” and “this could make being on-site very intimidating.”*

*“They'll probably have more sick days, or need to take time off in the afternoon, and things like that, to look after the kids.”*

*“There was this tricky piece of equipment, so I walked up to a small group of them and I said, ‘What's this?’ I was curious as to this new equipment that we were installing. His response was ‘Secret men's business’.”*

# Consequence free behaviour

## RMIT research finding

Research found:

- ❖ the lack of workplace support to manage inappropriate behaviour.

### Women's voices

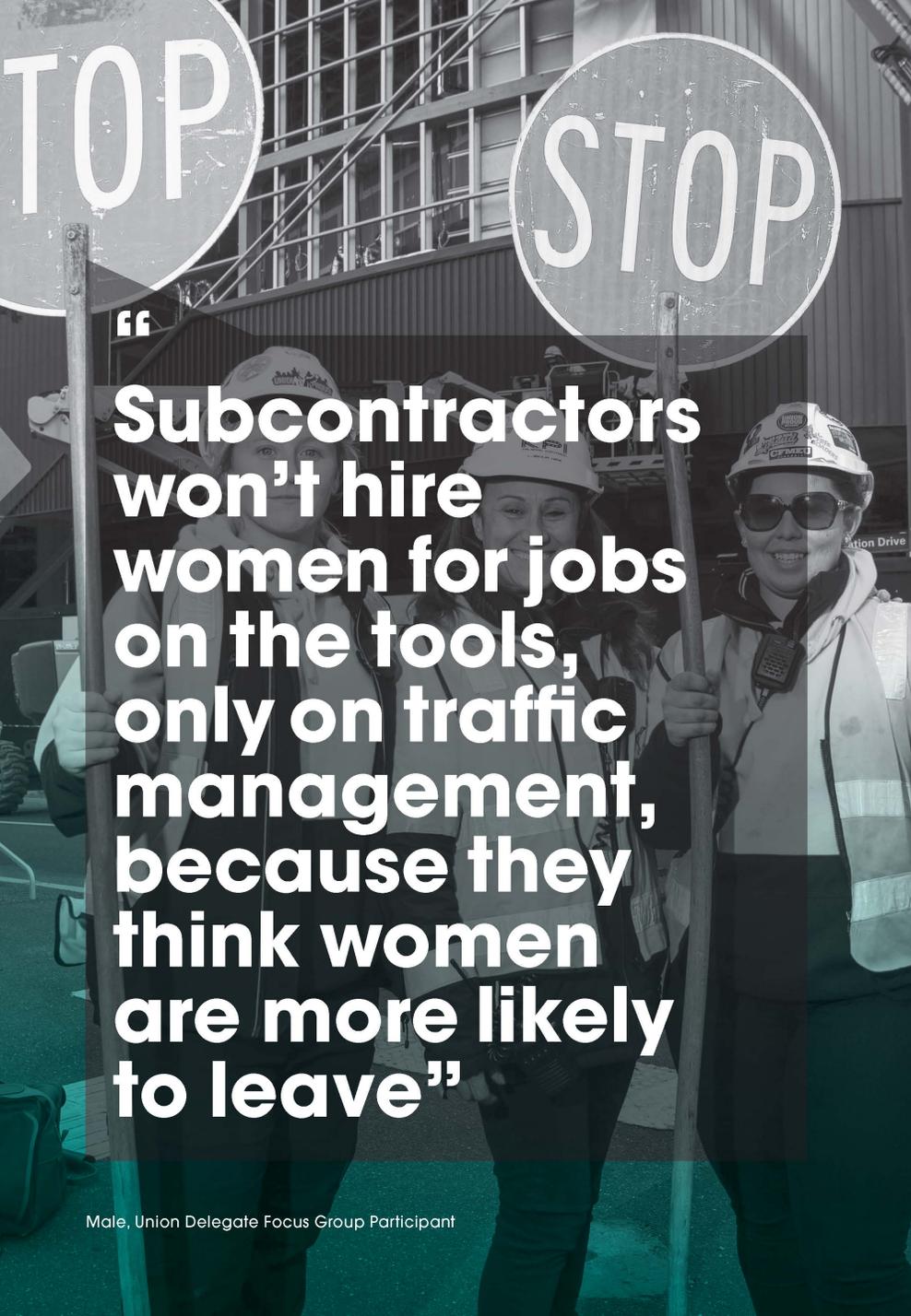
*"locked in an onsite toilet...in the middle of summer for three hours, because they [male co-workers] thought it was funny."*

*"I had guys hiding in scaffolds, watching me work. To them it may seem harmless, but when there's one of you and a thousand of them, it probably just does put a bit of a crazy thought in the back of your mind."*

*"My team is my team, on the sites [when I am with my crew], I feel safer and I'm a bit chattier with the other trades. Whereas sites [when I am alone], I'll just keep my head down."*

“

**Guys are bound to know more people in the industry through the footy club or mates of mates”**



# Culture of Silence

RMIT research finding

Research found:

- ❖ lack of transparent processes for reporting inappropriate behaviour
- ❖ little to no consequences for co-workers who act inappropriately
- ❖ fear of punishment for reporting inappropriate behaviour.

## Women's voices

*"I can't even begin to tell you the number of times I've watched absolute meltdowns, physical fights and stood there thinking you just can't behave like that. You can't speak to people like that.*

*You can't treat people like that. You can't act like that.*

*And when you put in complaints about that, you're the one that is chastised...punished. The person that's actually doing the wrong thing just seems to get white washed and, in the end that is the industry standard."*

“  
**Subcontractors  
won't hire  
women for jobs  
on the tools,  
only on traffic  
management,  
because they  
think women  
are more likely  
to leave”**



# Respect Code

respect is the foundation of cultural change

Everyone is responsible for ensuring their actions and behaviours reflect the principles in this Respect Code.

This Respect Code will:

- ❖ Ensure everyone understands their legal obligations under occupational health and safety, bullying, sexual harassment and discrimination laws
- ❖ Create lasting behavioural change by empowering people to create and maintain respectful workplaces
- ❖ Demonstrate to women that the industry values their involvement
- ❖ Strive to eliminate unacceptable behaviour

“

**Subcontractors won't hire women in roles other than traffic management because they don't think they are capable of manual labour”**



# Sarah Tozer

## General Manager of Strategy and New Business (Building)

### John Holland

in conjunction with



# Where it Began



# Question Time

**Janet Cribbes** – CEO, Tradeswomen Australia

**Sarah Curley** - Program Manager, Tradeswomen Australia

**Katherine Brewis** - Chapter President, National Association of Women in Construction (NAWIC)

**Randell Fuller** - Building Industry Consultative Council (BICC)

**Sarah Tozer** - General Manager of Strategy and New Business (Building), John Holland

**Jade Campbell** - Construction Organiser, Australian Workers' Union

**Rebecca Lee** - Social Procurement Senior Adviser, ICN Vic



# Take the survey





Thank you

