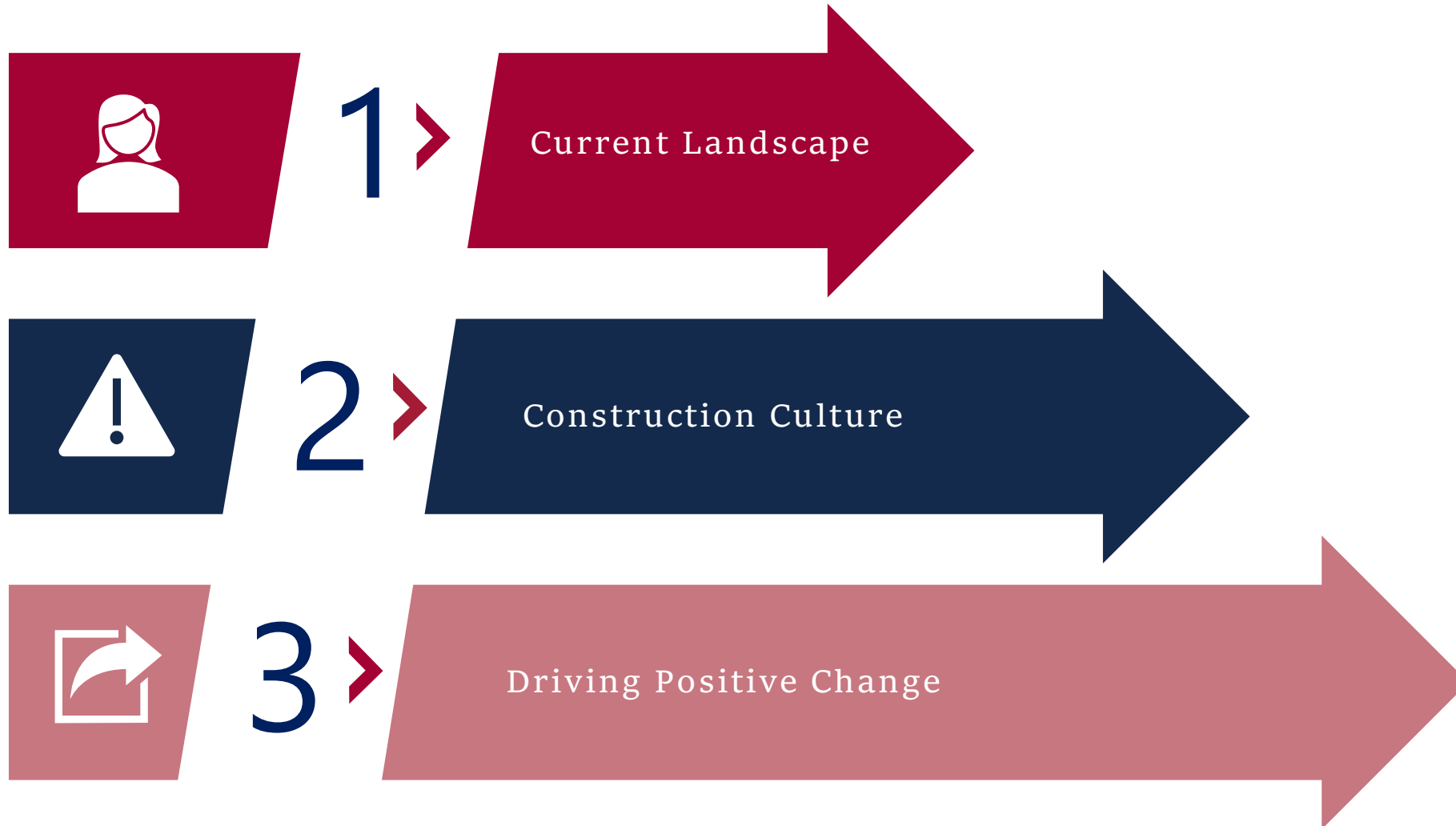


From Insights to Action: Shaping the Future of Women in Construction

Cathryn Greville
CEO




AGENDA









A woman wearing a white hard hat and a high-visibility vest is shown in profile, looking out over a sunset. The background is a warm, golden glow from the setting sun, with some industrial structures visible in the distance.

“Microaggressions occur now more than ever. They are less overt. Leaders are better at hiding it.”

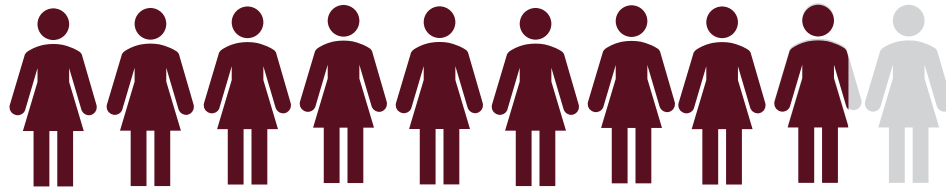
Research participant
*Not-So-Little Things Report, 2024 (NAWIC
& TDC Global)*





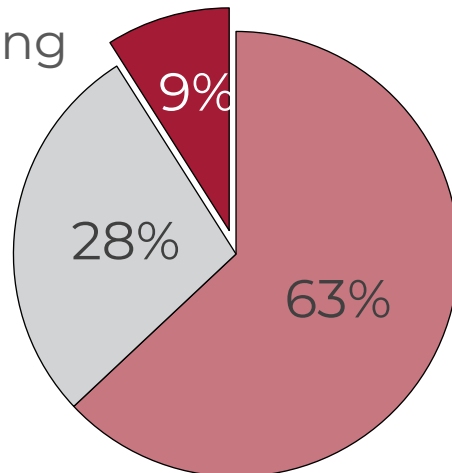
MICROAGGRESSIONS

Small acts that make women feel less welcome, less valued or less safe



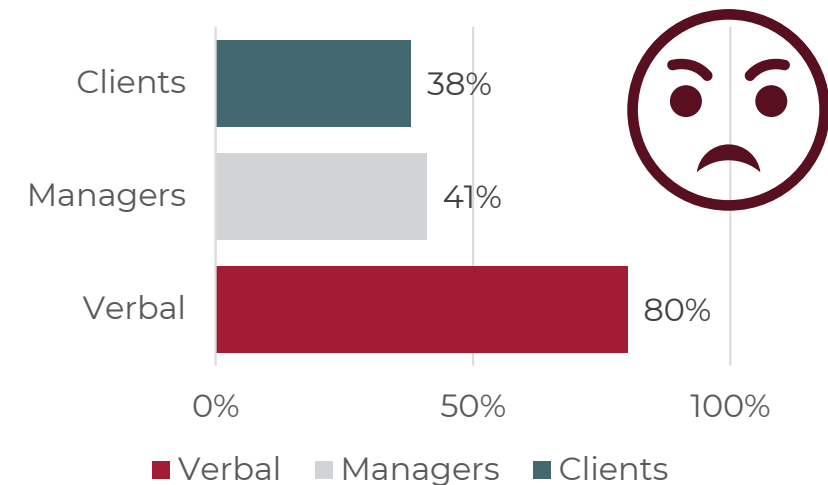
88% of women

After Reporting



■ No change ■ Improved ■ Got worse

Source of Microaggressions



8% leave the industry altogether



1. CURRENT LANDSCAPE

KEY PROBLEMS

1. Poor Experiences of Women



Unacceptable Conduct:

Sexual Harassment, Harassment, bullying, discrimination (gender, race, age, disability etc), bias.

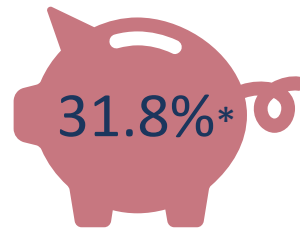


Failure to account for women: Family planning – pregnancy, caring (children, elder, disability care), flexibility



Women's health (menstruation, menopause).

Gender Pay Gap: Deterrent for attracting women

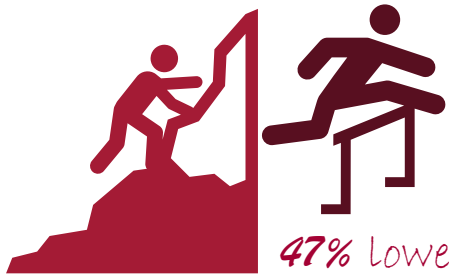


* Median total remuneration pay gap (100+ employees): WGEA

** Average pay gap for same kind of occupation, employment status & work hours: MBA 2024

Recognition of Men's caring:

Failure to facilitate active role of men as carers.



*47% lowest pay quartile
(but only 13.2% sector)*

Limited advancement opportunities:

Often less secure, lower paid positions with lack of upward mobility.



Mental Load: At home & workplace.

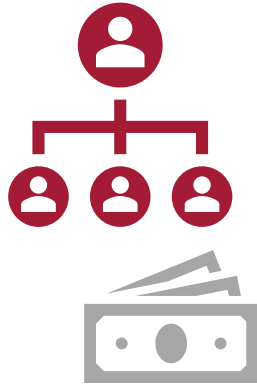


Basic Site Facilities:

Lack of appropriate toilets & changing facilities.

KEY PROBLEMS

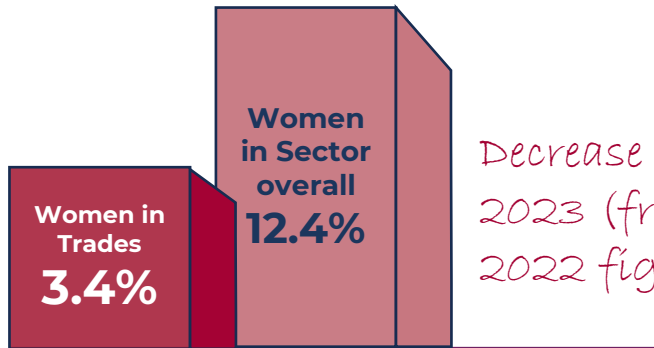
2. Low Representation



Participation gap costs Australia:
Closing gap in women's workforce participation could raise GDP by **11%** (in an industry that already contributes 9% GDP).

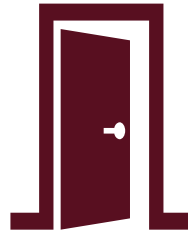


Entry: Women made up **4.7%** of building & construction apprentices in training.



Representation of Women: Low participation of women overall.

Decrease in 2023 (from 2022 figure)



Attrition: Women comprised **6.4%** of cancellations/withdrawals from apprenticeships.
* Sector-wide attrition not tracked.

72%

Drop out rate for women in first year apprenticeships

Women in Leadership:

Not enough women in leadership positions & with seats at decision-making tables.



Tipping point: Meaningful change occurs where at least **30%** of women in executive positions

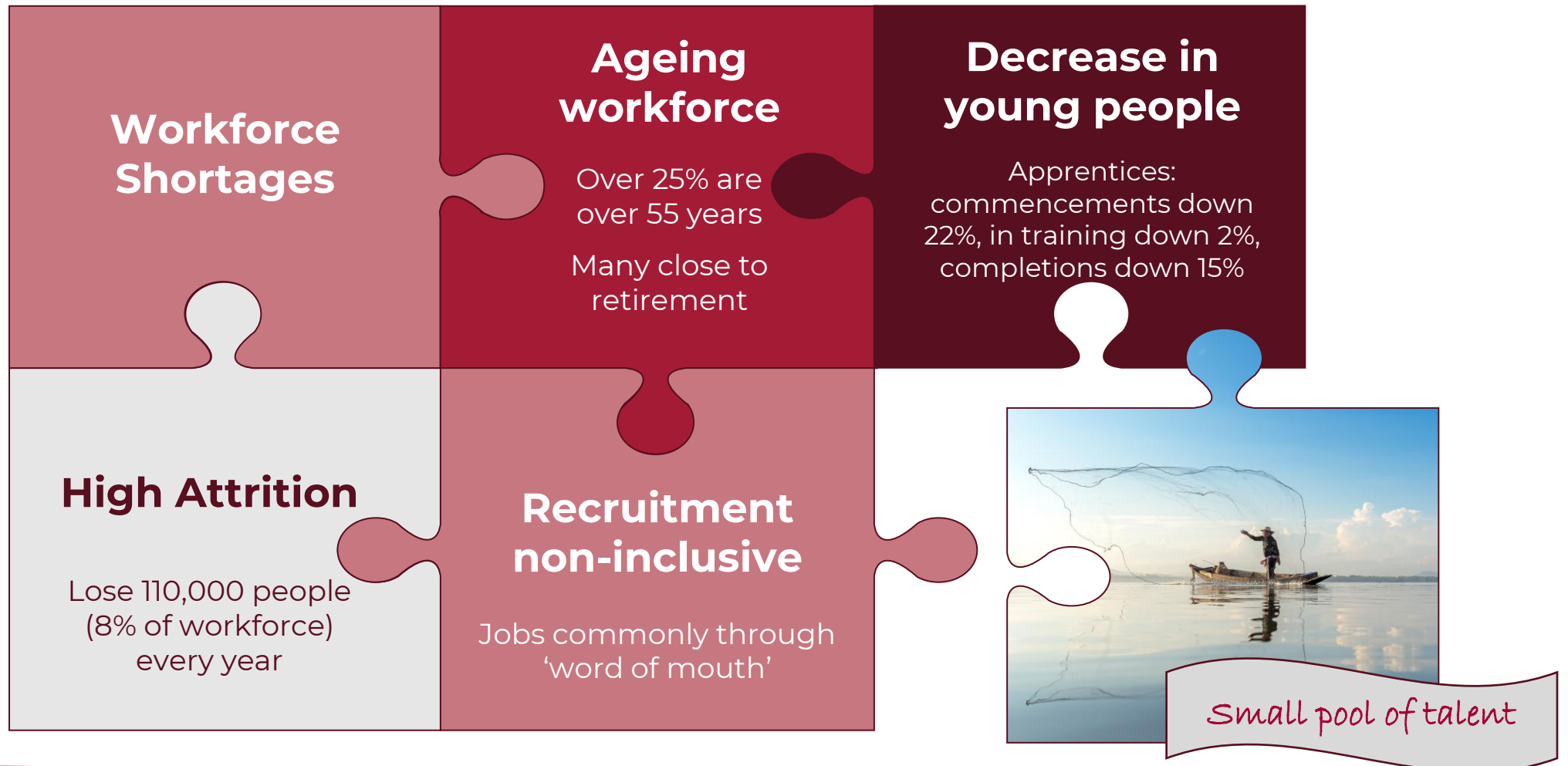


KEY PROBLEMS

3. Industry Needs not met



Need 400,000+ more people in construction over next 5 years





2. CONSTRUCTION CULTURE



To attract, retain and promote women, we need the industry to offer a **safe** and **positive workplace culture**, an **attractive career** option, **advancement pathways**, and **inclusive environments** that meet women's needs.

CULTURE CHANGE



Fair



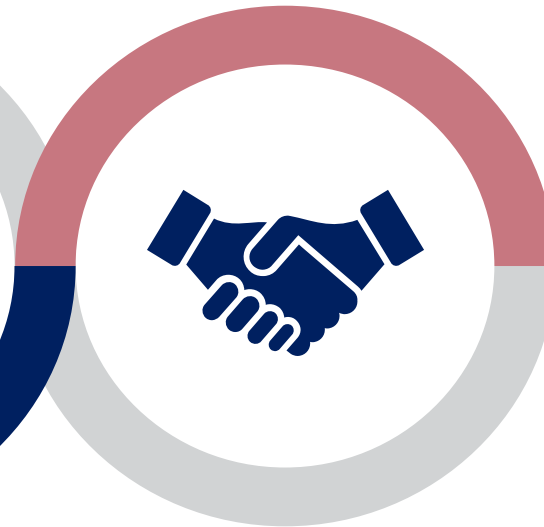
- Treat everyone as individual, according to their needs.
- Absence of bias

Inclusive



- Value everyone's contribution.
- Make everyone feel a key part of the business.

Respectful



- Create environment where we can all succeed, regardless of background.

Includes
Everybody

Men = Key
Leaders = Key

Benefits
everyone
(individuals &
organisations)

Gender Equity benefits everyone





Gender Equity benefits Organisations

Decision
-Making

Efficiency

Profit



3. DRIVING POSITIVE CHANGE

Our Mission is to collaboratively drive gender equity through culture change.

Our Vision is an equitable construction industry for all.



Advocacy



Supporting
Women



Building
Community

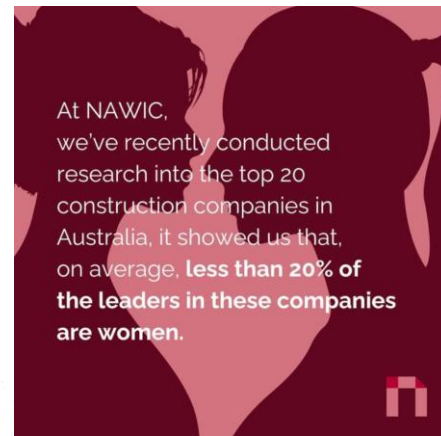


Education &
Development



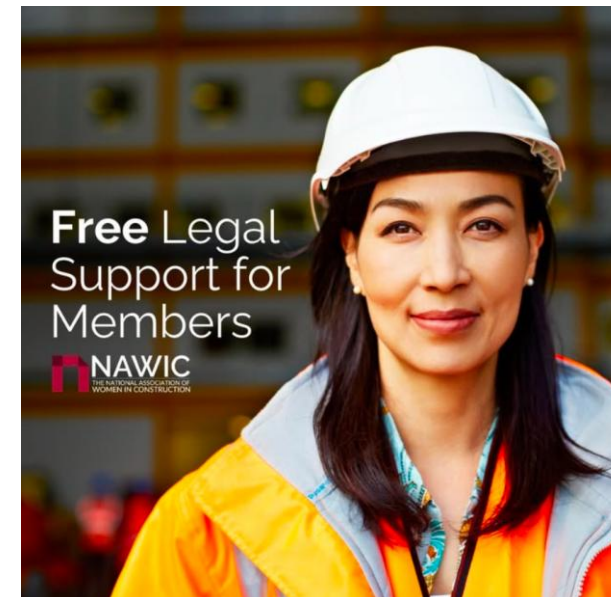
Celebrating
Achievements

NAWIC INITIATIVES



Are you a woman working in the NSW construction sector?
Have you been pregnant or taken parental leave in the last five years?
We want to hear from you!
Find out more here: <https://lnkd.in/g3JjBEbD>
The University of Sydney Business School
NAWIC NSW - National Association of Women in Construction

** We love being reposted **



Is it 'Better' just to hold it?

Every State and Territory in Australia **requires** employers to provide 'appropriate' facilities.

So, what does 'appropriate' mean?

Government hasn't designated what an 'appropriate' toilet is - what they have said is that toilets **should be**:

- Fitted with a hinged seat and lid,
- Provided with adequate lighting and ventilation,
- Clearly signposted,
- Fitted with a hinged door capable of locking from each side of the cubicle,
- Designed to allow emergency access,
- Positioned to ensure privacy for users,
- Separated from any other room by an airlock, a sound-proof wall and separate entrance that is clearly marked,
- Supplied with an adequate supply of toilet paper, hand washing facilities, rubbish bins, and for female workers - hygienic disposal of sanitary items.

If you are in a **mobile** workplace, it is the responsibility of your employer to locate and provide access to a toilet, allowing additional time for travel in addition to your regular breaks.

For **remote** workers, employers need to provide portable toilets, in a secure place with safe access.

Does your toilet meet these standards?

If your site's facilities aren't up to scratch - let us know! Help NAWIC bring attention to this issue by sending us an anonymous picture of your workplace's toilet facilities.

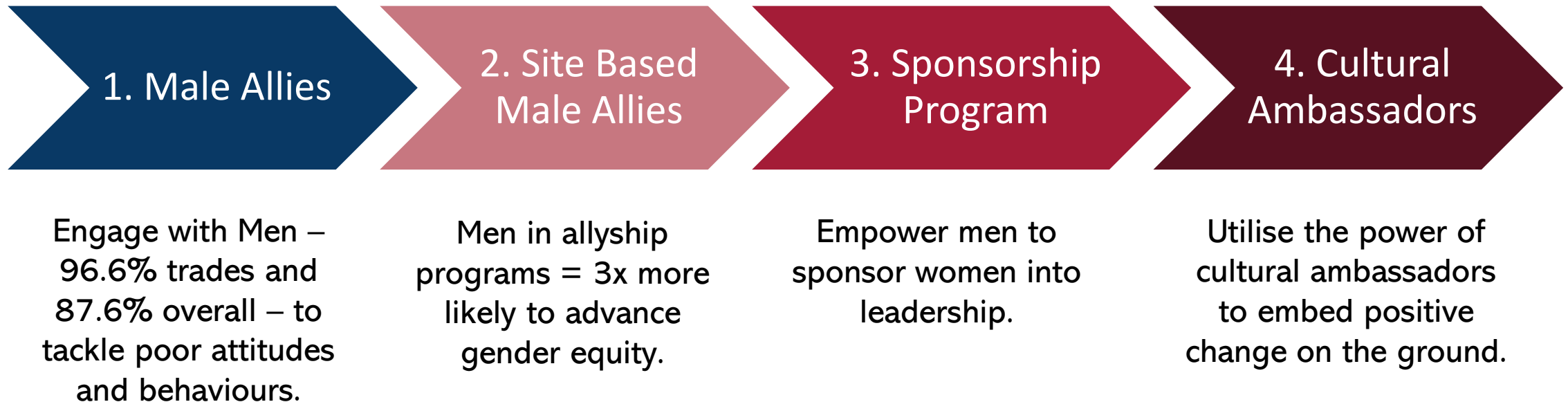
Share your image to socials@nawic.com.au or use the hashtag **#dobinadunny**



NAWIC's 3-Year Culture Change Project



Allyship in Action: Transforming Culture to Attract and Retain Women



* 2025 – 2028 * ~\$5 mill federal funding

** Project will be delivered in partnership with ADCO, AWU, CPB Contractors, Holmesglen Institute & Uni of Sydney

ORGANISATIONAL ACTION PLAN

Driving gender equity through culture change



Be Transparent & Accountable

- Apply FIR & gender lens.
- Report commitments & results.
- Hold everyone accountable for change.



Advocacy & Allyship

- Promote women.
- Encourage staff to step up as Allies.
- Support cultural change leadership.

Lead by Example

- Set expectations
- Embed into practice (learning, living values, PD plans)
- Act where behaviour is inappropriate.



Collaborate

- With supply chain and sector.
- Cross-functional application.
- Bring everyone on board.





INDIVIDUAL ACTION PLAN

Using your own influence to drive FIR forward



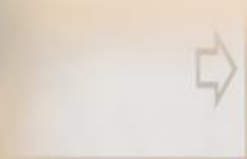
What will you do
to embed FIR and
make the sector
better for
everyone?





*“Your voice is powerful.
When you speak up against
a microaggression, you
change not just that
moment, but the culture
itself.”*

Ursula Burns
former CEO of Xerox



QUESTIONS?



Cathryn Greville *(she/her)*
Chief Executive Officer



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nawic.com.au



[LinkedIn](https://www.linkedin.com/company/nawic/)



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

Join the NAWIC Community



- ▶ Individual Membership (\$150)
- ▶ Student/Parental Leave Membership (\$50)
- ▶ Organisational Membership available

Members receive:

- ▶ Discounts to our diverse and exciting events
- ▶ Access to member-only events
- ▶ Mentoring programs only open to members
- ▶ Scholarships and Awards only open to members
- ▶ Education and resources
- ▶ Networking and professional development, shared knowledge and support
- ▶ Opportunities to participate in Chapter Councils and the National Board
- ▶ Opportunity to nominate for Chapter Crystal Vision / Excellence Awards
- ▶ Access to our EAP program and Legal Advice Line
- ▶ Representation of your voice and advocacy to improve the industry



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