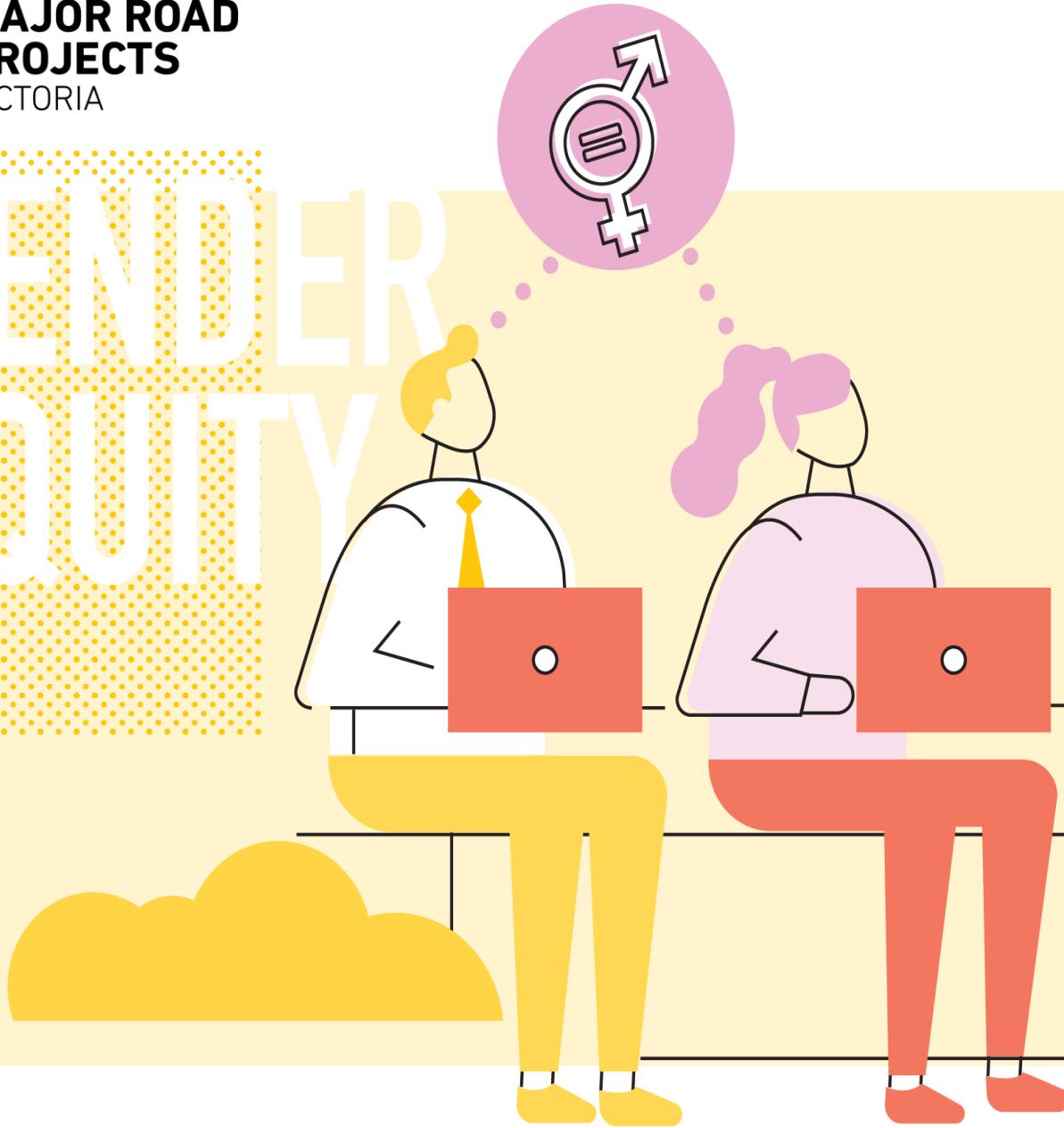
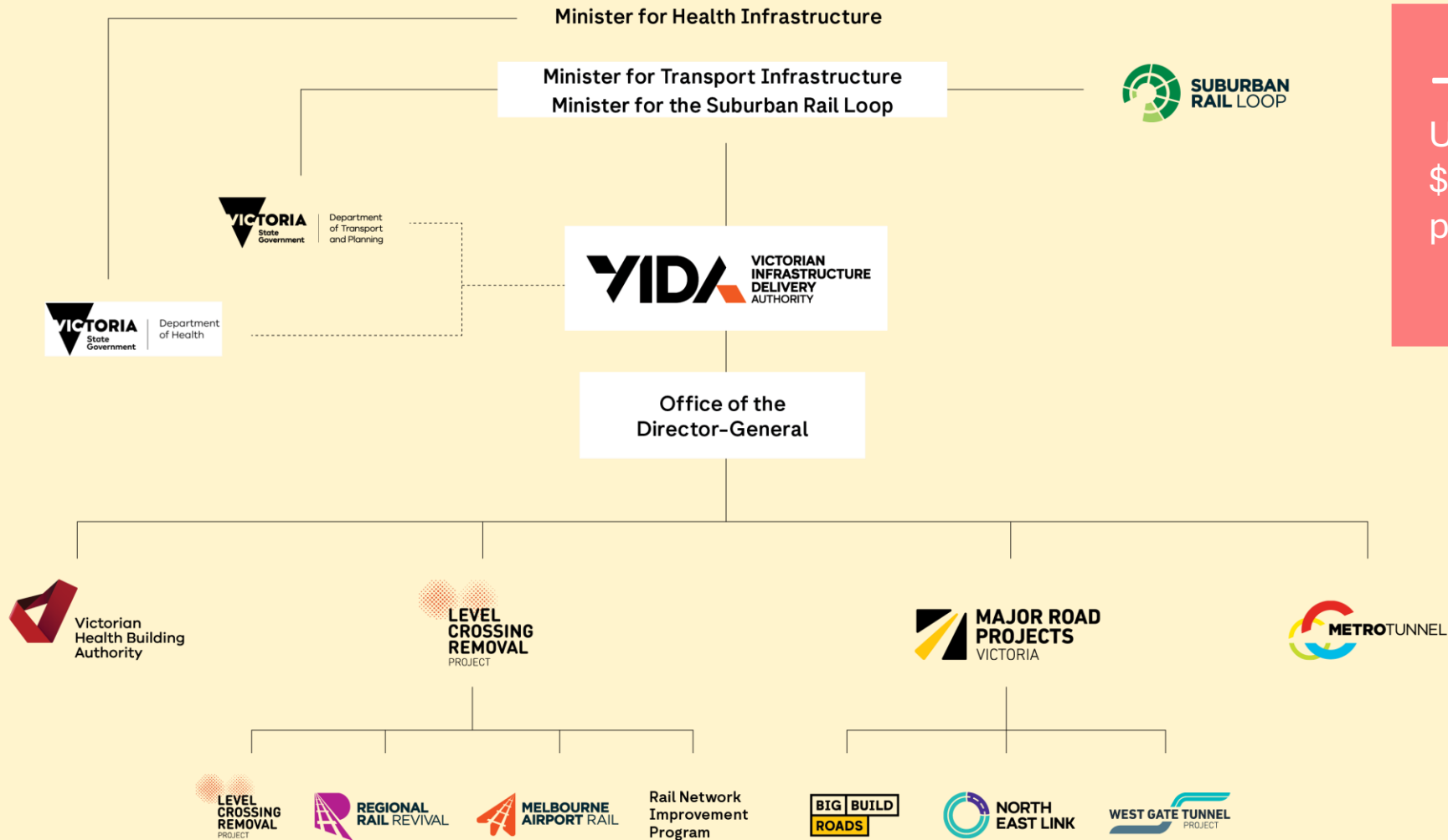


# GENDER EQUITY



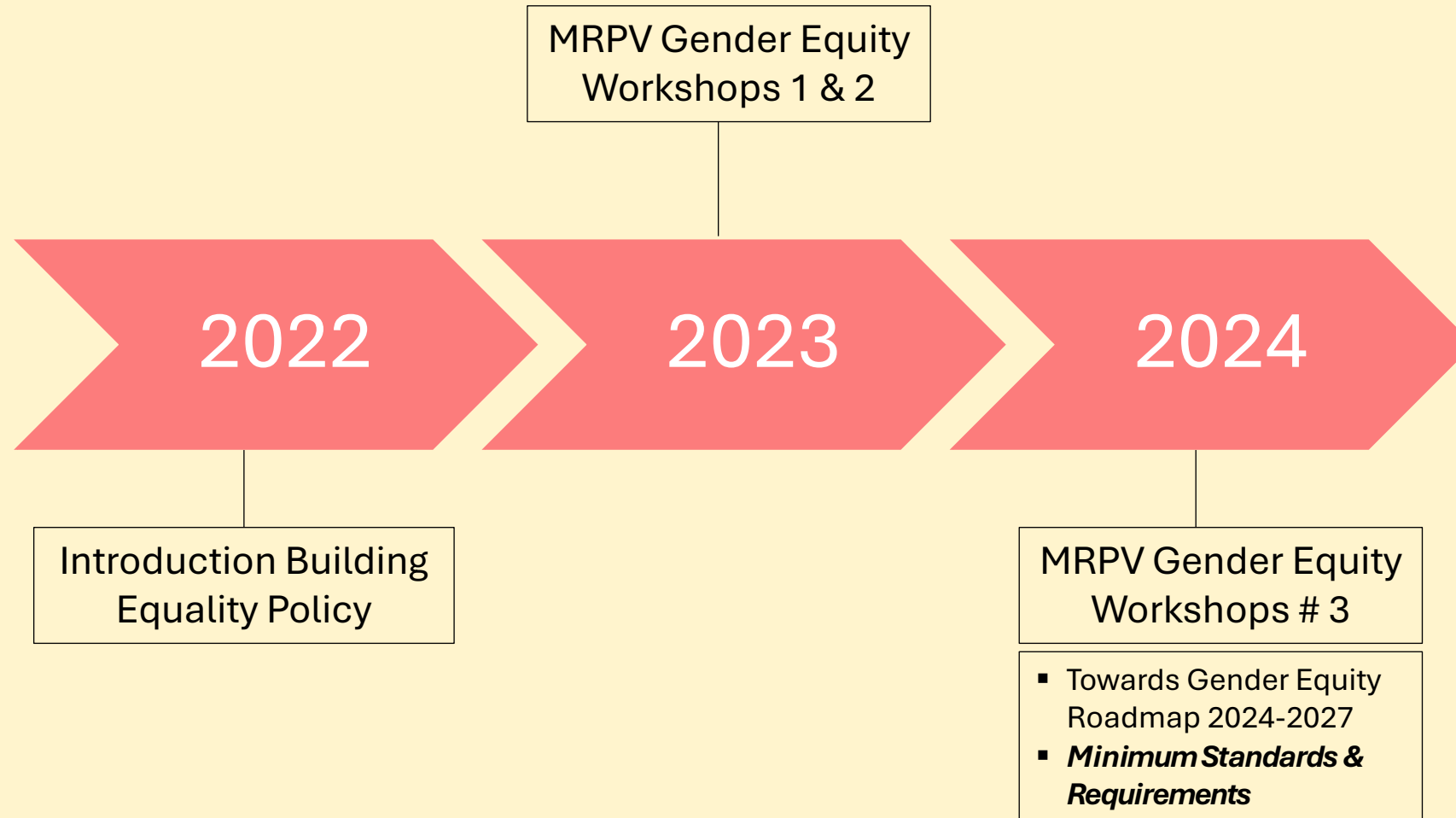
**Women in action  
case study:  
A roadmap to  
advancing gender  
equity and diversity  
on construction sites**

# Victoria's Big Build



Unprecedented  
\$110 billion  
program of works

# Our Journey so far



# Building Equality Policy Requirements



## **Meet project-specific gender equality targets**

- 3% of estimated work hours for each trade position
- 7% for each non-trade position
- 35% for each management/supervisory & specialist position
- 4% women as apprentices, trainees and cadets

**Implement Gender Equality Action Plans to address skills shortages and enhance gender diversity**

An illustration of a person with red hair, wearing a white shirt and a yellow skirt, holding a male symbol (♂) in their right hand and a female symbol (♀) in their left hand. The background is a solid yellow color. In the top left corner, there is a yellow dotted pattern. To the left of the person, there is a rainbow arching over a sun partially obscured by a cloud, with rain falling from the cloud.

# TOWARDS GENDER EQUITY ROADMAP 2024-2027

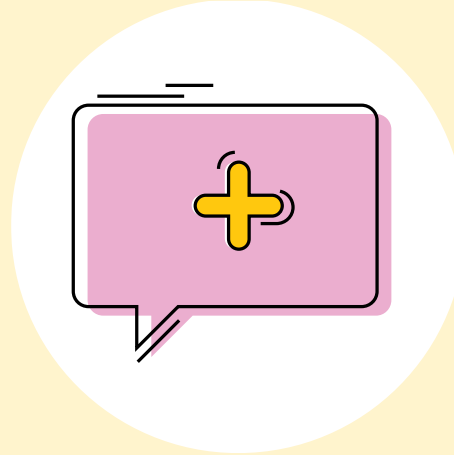


## **Our shared vision for the Industry**

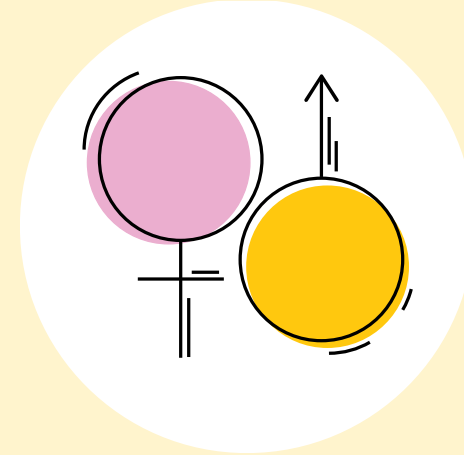
**“To be recognised across Australia  
as a leader in creating and growing  
gender equitable workplaces”**

# Key Outcomes

*the changes we want to see...*



**Cultural and behavioural  
change**



**Gender-informed working environment**



**Flexibility and remuneration**

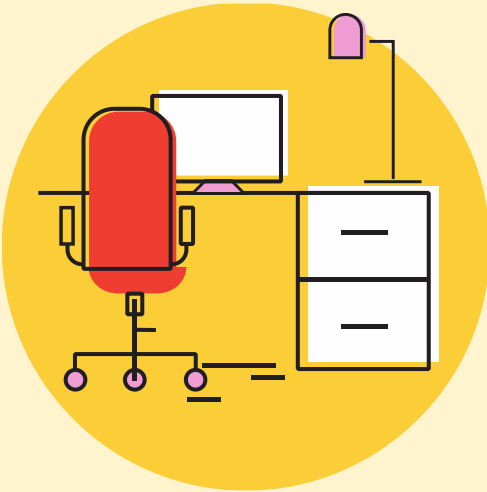


**Employee attraction and  
retention**



**Ongoing learning and  
continuous improvement**

# Minimum Standards & Requirements



Workplace Design  
(Facilities & Amenities)



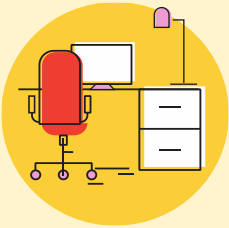
Policies and Procedures



Training and Education



# Key requirements



- **Site establishment plan** in management plan submissions, detailing gender and social inclusivity (including site amenities)
- **Risk assessments** to address psychosocial and gender inclusivity factors
- **Consultation** with a representative sample of workforce, with evidence provided
- **Onsite contact person**

# Pilot Learnings

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- Implementation success depends heavily on contractor capacity
- Reinforcing required training through toolbox talks was particularly effective
- Early consultation critical for success
- Clear reporting/compliance framework necessary
- Facilities & Amenities (Focus Area 1) had the greatest impact on improving workplace culture



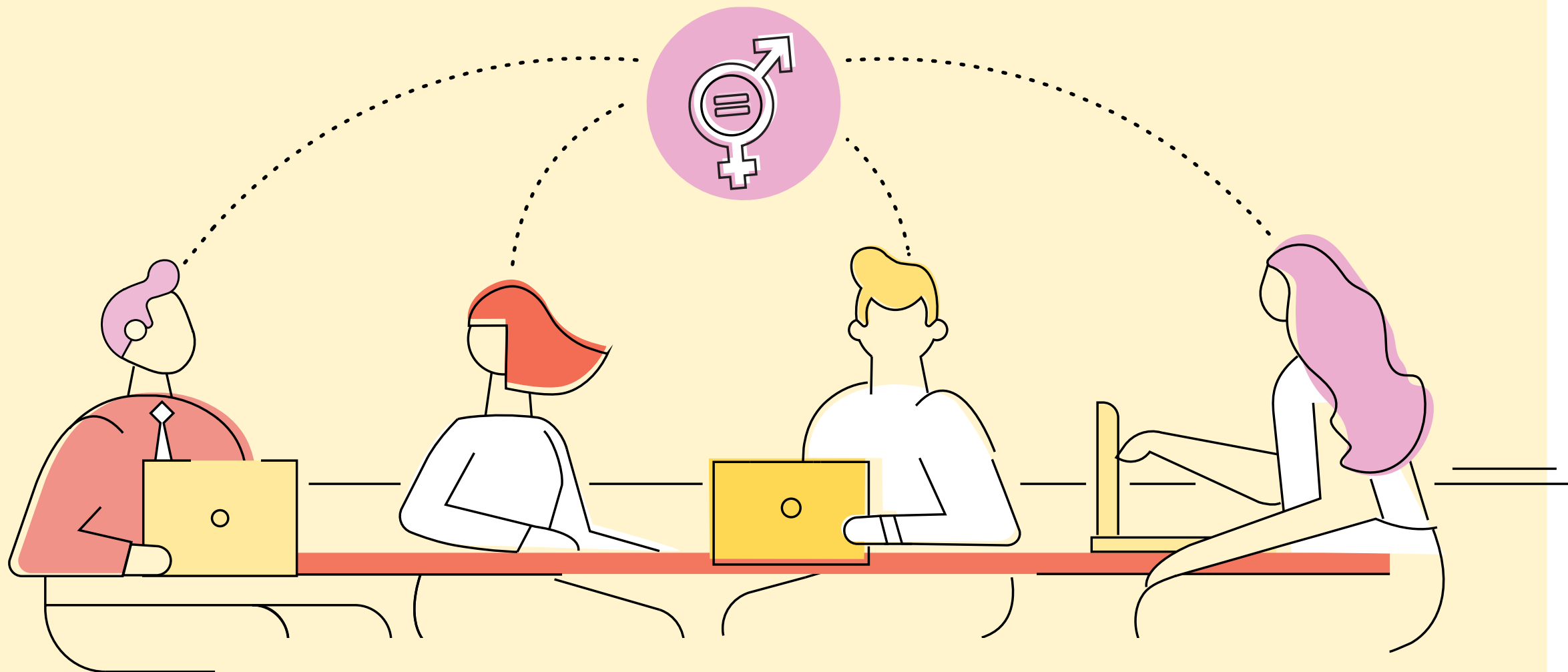
# Links



[Towards Gender Equity Roadmap](#)



[Min Standards & Requirements](#)



Q&A