

# Media Release

Mr Tim Pallas MP

Treasurer

Minister for Economic Development

Minister for Industrial Relations



Monday, 6 December 2021

## BUILDING EQUALITY IN CONSTRUCTION

More women will enter Victoria's construction industry thanks to the Andrews Labor Government's world-leading policy to improve gender equality in the building, infrastructure and civil engineering sectors.

The Government's *Building Equality Policy* (BEP) is an Australian first and will disrupt gender stereotypes in the country's most male dominated industry.

The BEP will apply to new government projects and mandates female representation in at least three per cent of each trade role, seven per cent of each non-trade position and 35 per cent of management, supervisor and specialist labour roles.

In effect from 1 January 2022, the BEP also mandates that four per cent of labour hours for apprentices and trainees will be required to be performed by women.

The Government has invested \$3.5 million to support the implementation of the policy and a further \$1.5 million for the delivery of medium and long-term actions from the *Women in Construction Strategy 2019-22*.

Over the past 30 years, women have consistently comprised only two-to-three per cent of the construction workforce, with the coronavirus pandemic having a disproportionate impact on women's workforce participation, employment and economic security.

The new requirements are being introduced through Victoria's *Social Procurement Framework* (SPF) for works valued at \$20 million or more over the life of the project.

There will be a two-year transitional implementation period and action on non-compliance will kick in from January 2024.

Victoria's Building Industry Consultative Council (BICC) has worked collaboratively on the development of the policy and will continue to provide support and guidance to help industry understand their obligations and comply.

### Quotes attributable to Minister for Industrial Relations Tim Pallas

*"These targets are the first step in significantly increasing the number of women on construction."*

*"It's essential to cement the role of women in a modern construction industry and we've worked with employers, industry and unions to work towards these targets."*

### Quotes attributable to Minister for Transport Infrastructure Jacinta Allan

*"We need to make women aware that construction is an attractive and viable career option – and these targets will ensure women are proactively included and stay in the industry, with stronger career pathways."*

*"Greater diversity makes our workplaces stronger – and greater representation of women in construction will benefit everyone in the industry."*

### Quotes attributable to CEO of Master Builders Victoria and Acting Chairperson of the BICC Rebecca Casson

*"More women are active in building and construction now than in the past, but they still make up just 2.5 per cent of all building and construction trades workers in Victoria."*

*"Our sector must change if it is to reduce skills shortages and have a thriving and sustainable future."*

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