

# Introduction to Building Equality Policy



## Overview

The Victorian Government has introduced the Building Equality Policy (BEP) to promote gender inclusivity in the construction industry. The BEP seeks to disrupt the existing gender stereotypes, norms and roles in the construction sector. The BEP implemented through the Social Procurement Framework (SPF)

The BEP is comprised of three actions that seek to address the structural and cultural barriers women face.

- Action 1 – meet project-specific gender equality targets
- Action 2 – engage women as apprentices and trainees
- Action 3 – Implement Gender Equality Action Plans (GEAPs)

## Action 1 – project-specific gender equality targets

All publicly funded construction projects valued at \$20 million or more are required to meet a min. % of total hours worked by women:

- **Trade covered labour:** women are required to perform at least 3% of the total estimated hours of work on the project for each trade position
- **Non-trade Construction Award covered labour:** women are required to perform at least 7% of the total estimated hours of work on the project for each non-trade Construction Award covered position
- **Management/supervisory and specialist labour:** women are required to perform at least 35% of the total estimated hours of work on the project for each position.

## Action 2 – engage women as apprentices and trainees

- **Apprentices & trainees:** women registered as apprentices, trainees or cadets are required to perform building and construction work for a minimum of 4% of the total estimated hours of work on the project. Hours spent offsite for training and education that are part of the training contract are to be counted towards the 4 per cent requirement.

Building Equality Policy targets will require you to collect equivalent male data for each work category to report the number of women working in that category (e.g., you will need to know the total number of hours worked by trade labour to compare against total female hours in trade labour).

The implementation of the targets will be supported by Action 3 – GEAPs.

## Action 3 - Implement Gender Equality Action Plans

- A Gender Equality Action Plan (GEAP) is a plan containing strategies and measures for promoting gender equality to ensure equality of rights, opportunities, responsibilities, and outcomes between persons of different genders
- It outlines who will execute tasks and by when and how the projects will contribute to workplace sexual harassment and other forms of gendered violence, inclusivity, flexibility, and diversity
- When submitting a tender for government funded construction work Contractors are required to prepare and submit the following:
  - an organisation wide GEAP
  - a project specific GEAP
- The GEAP requirements in the BEP have been updated to align with the gender equality indicators under the Victorian Gender Equality Act 2020, specifically:
  - gender pay equity
  - gender composition of the workforce
  - gender composition of governing bodies
  - workplace sexual harassment
  - recruitment and promotion
  - gender work segregation
  - leave and flexibility.



### Resources

- For more information about the policy, or to download a copy of it, go to <https://www.vic.gov.au/building-equality-policy>