



Creating a better workplace for Women in Construction

Diversity and inclusion are key focus areas for the Rozelle Interchange Project which is why the attention and action surrounding Women in Construction is so important. Through targeted goals, awareness and action, the Project is working hard to become part of a larger movement to improve participation rates and career prospects for women in the construction industry.

Women in Construction Committee

To tackle the industry-wide issues, the Project established its Women in Construction committee in 2019, with a range of key voices across the project. The aim of the committee is to help the Project invest in initiatives to create positive change for the experiences of women on our project and beyond.

Understanding key issues

The project has collected data on the specific experiences of women on the Rozelle Interchange Project to establish where the attention needs to be focused. This data plays an important part of understanding the underlying issues which contribute towards the under-representation of women in construction, without reducing the problem to sweeping assumptions. Data was collected through a survey sent to all women across the project, a research project which assessed our retention of high-performing female employees, and a review of the percentage of women receiving promotions on the project.

28% of promotions have been awarded to women on the Rozelle Interchange Project who make up 27% of staff on our project. While this doesn't suggest affirmative action, it does suggest proportionality. The proportion of promotions follows the same bias as roles i.e. low in construction, high in support services.



Performance Management

The Project identified a desire from its staff for a performance management tool to facilitate performance and career progression discussions. This led to the implementation of the Accountability Statement Matrix (ASM). For each role, employees received an ASM containing a mix of prescriptive KPIs and broad behaviour-based objectives linked to the project's values. The ASMs are utilised as a position description, for formal and informal performance reviews and a tool for assessing promotion-readiness and development over time.

Women in Leadership

Lack of women in leadership was another key issue highlighted as the Project currently has no women in the Senior Leadership Team and females only make up 12% of the Project Management Group. As such, a coaching program has been rolled out, with 35% of nominees for the program targeting high-potential female employees in a bid to address this systemic under-representation of women in leadership positions. This program is an effective and economical way to support our teams and ensure employees are ready for further challenges in their career.





Managing a Family

Starting a family while working is difficult regardless of the industry. Many of the women employed in construction have shared that they feel it would not be possible to do so in their current roles. The Project is aiming to address this, first by discussing the challenges with those who have started a family and continued to work in construction and secondly by implementing changes across the project to help those managing responsibilities at home.



Working Part-Time

There is a perception that part time roles aren't available on construction projects. While this isn't true, it does mean that women are less likely to attempt to re-enter the construction industry when looking to work on a part time basis. The Rozelle Interchange Project wants to change this perception by launching a campaign to advertise the availability of part time roles on the project, while also seeking to recruit more women, particularly in senior roles.



Removing the stigma

The Rozelle Interchange Project continues to strive to create a more inclusive workplace for women who are currently in the industry, but also understands the representation of women needs to be addressed years before any project begins hiring their staff. The stigma that the construction industry does not provide appropriate career paths for females starts in high school.

As a result the Project is taking the initiative to meet with students in local schools to discuss the career options in the construction industry. By sending representatives from the project who are experienced females to share insight into their roles, students see that the construction industry is not just for men. These groups also offer practical advice on what steps students can take to join the industry themselves in the future.



