

Lead the change. →

End workplace sexual harassment.

Workplace sexual harassment in Australia's construction industry

Workforce

The Australian construction workforce composition is the **second highest male-dominated industry** (after mining)

74% men

26% women



Women represented:

6% of CEOs

19% of managers

The industry had the **lowest proportion of women on boards** across all industries



0% of boards were **women-dominated**



6% of board chairs were **women**



18% of board members were **women**



54% of boards had **no women**



1% of boards had **no men**



90% of boards were **male-dominated**

Workplace sexual harassment incidents



In the Australian construction industry

81% of harassment incidents were perpetrated by men

There was a **higher risk of experiencing sexual harassment in male-dominated industries, because of the:**

- gender ratio
- **over-representation of men** in senior leadership roles,
- nature of the **work being considered 'non-traditional'** for women, and
- **masculine** workplace culture

Women were almost

4x more likely than their male co-workers to be **sexually harassed at work***



29% of women

9% of men

Average number of **perpetrators per victim** in construction

2.2

national average = **1.6**



42% of incidents were witnessed by another person, the second highest of all industries

Gender Pay Gap



Construction had the **highest gender pay gap** of all industries in Australia

Average gender pay gap was **28.3%** = **\$39,395**

Cost



In the construction industry the **estimated loss** due to workplace sexual harassment was

\$171.8 m

If you see sexual harassment on site...



Call it out

If it's safe to do so and you feel comfortable to intervene, **directly address unacceptable behaviour on the spot.**



Report it

Reporting initiates formal processes, supports the victim, and signals to leadership the need to address harassment in the workplace.