

AIB Policy on Women in the Building and Construction Industry

Policy

2.4.1 The Australian Institute of Building (AIB) supports and encourages equal career opportunities for women in the building and construction industry. It recognises that women have the right to pursue career paths and recommends to AIB members that they exercise their influence in ensuring positive work environments and are supportive of equal opportunity and responsibility.

Background

2.4.2 Efforts should be made to ensure that both genders are adequately represented on all aspects of the Institute's activities.

2.4.3 The responsibility for implementing a fair and equitable approach to women lies with people at all levels in the industry. This includes the use of procedures which will encourage women to voice any issues under dispute without fear of any retribution; the application of equal employment opportunity (EEO) principles in the selection process for recruitment; determination of salary packages commensurate with expertise and experience regardless of gender; the provision of training and promotion opportunities to senior roles regardless of gender; and the application of review processes which do not differentiate between genders.

2.4.4 Any workplace should be in an environment where all workers, regardless of gender, feel comfortable and welcome as colleagues. This can be achieved by having in place a code of ethics and behaviour, the prohibition of discrimination and harassment, together with the provision of appropriate facilities and clothing.