

# CULTURE STANDARD OVERVIEW



**CULTURE IN CONSTRUCTION**  
Time for Life. Wellbeing. Diversity.

## Together, we're building a stronger construction industry

The Construction Industry Culture Taskforce (CICT) has been working to develop a new Culture Standard – which is a framework to improve conditions for workers in the construction industry in Australia and ensure we're ready to tackle the national infrastructure pipeline.



### Long working hours

- 64%** report working >50 hours per week
- 59%** unsatisfied with work life balance
- 14%** construction industry employees experiencing presenteeism



### Wellbeing

- 2x** suicide rate vs national average
- 75%** report moderate to high stress levels
- 46%** experiencing burn-out



### Lack of diversity

- #1** most male-dominated industry
- 12%** of the workforce is female
- <2%** of on-site roles occupied by women

## Setting a new standard

The new Culture Standard aims to drive change by addressing three key issues holding back our industry:



### Time for life

**Time for Life:** Ensuring our workforce is provided adequate time to rest and pursue life activities outside of work.

- Better working hours
- Flexible working arrangements



### Wellbeing

**Wellbeing:** Ensuring the occupational health and mental wellbeing of our workforce is prioritised.

- Support mental health
- Proactive management of health risks
- Schedules that enable wellbeing



### Diversity & Inclusion

**Diversity and Inclusion:** Ensuring the industry can attract and retain a diverse range of people to work in our industry.

- Everyone can feel welcome and included
- Provide suitable amenities
- Address gaps in pay and representation

# Benefits

Adopting the Culture Standard will improve project delivery outcomes for Government and benefit the lives of our workers and their families. Along with other industry reforms, it will provide an economic and social dividend for us all.



## Benefits for industry

- ✓ Lift productivity
- ✓ Attract new workers to rewarding and essential jobs
- ✓ Improve workforce diversity and retention rates



## Benefits for customers

- ✓ Increased capacity to deliver the record national pipeline of construction work
- ✓ Industry positioned to support economic recovery from COVID-19
- ✓ Purchase services that provide diverse, safe and healthy workplaces



## Benefits for workers

- ✓ Lift productivity through healthier approach to work
- ✓ Workplace that supports health and wellbeing
- ✓ Workplace where everyone has a place and feels valued

# Implementing the Standard

Everyone has a role to play in making the Culture Standard a reality. Delivering culture change will happen faster and be more effective if we do it together and adopt a consistent approach.



The Culture Standard will establish a standard approach to improved practices for **all members of the industry** to meet



For the **public sector**, this means piloting the Culture Standard across a range of projects of different sizes, types and contract models



**Industry customers** will can support this by committing to buy construction services that meet the Culture Standard



Our **academic partners** will ensure the Culture Standard is effective in transforming the industry and making critical productivity gains

# Who we are

*Joint effort by government, industry and academia*

The Construction Industry Culture Taskforce (CICT) is a joint initiative of the Australian Constructors Association, the Governments of New South Wales and Victoria and leaders from industry and workplace research institutes.



# Contact us

For more information or to get involved in shaping the Culture Standard, please contact us:

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