

CASE STUDY

SUPPORTING WOMEN IN CONSTRUCTION

Project Owner

Fulton Hogan



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

Project Overview

Fulton Hogan has dedicated significant time, energy, and effort toward making the construction industry a more inclusive place for all and recognised the need for greater female representation, flexible working arrangements, and the shift in culture required to make this happen.

Project Initiative

Work Policies

As a WORK180 endorsed employer, Fulton Hogan is committed to ensuring our workplace policies are supportive of diversity, equity and inclusion.

Fulton Hogan now offers greater flexible working arrangements to accommodate those who may be primary or single carers, or those that want time for life outside of work. The ability to purchase additional leave is an initiative that holds great value for our people across the business – allowing them to find the balance between work and home life.



Caring and Connecting

Fulton Hogan is actively supporting the engagement of women and girls with an interest in STEM through education programs, school visits, attendance at industry events and University partnerships. We provide the opportunity for our employees to take the time to talk to local high school students about their interest in STEM based subjects and careers, recognising the need to drive a positive perception of the construction industry.

As part of a new Project Based Learning (PBL) experience for year 10 high school girls, Fulton Hogan provided a week long on-site learning experience for a group of 18 students. The program provided students with an engaging introduction to the field of engineering with a focus on practical skills, helping to encourage the students to consider further study in this area. The onsite experience also provided them with a better understanding of the support functions and related opportunities that the construction industry can provide.

In a post initiative report, it was concluded that Fulton Hogan's involvement in this Project Based Learning experience had a positive effect on the girls who participated. The results point to changed attitudes and greater consideration of engineering and construction as a viable career path.



Partnerships

Fulton Hogan's partnership with the Richmond AFLW Women's Program has continued to pave the way for women to build careers in AFLW and the construction industry. The partnership offers flexible employment pathways, providing the club's female players the financial means to focus on playing football at AFLW and VFLW levels.

The partnership aims to not only provide support to the players, but also provide the industry with female role models. Since the partnership's establishment, Fulton Hogan has provided work for four AFLW players in a variety of roles. The women have been offered on the job training, and have been put through a Certificate III in Civil Construction.

Similar to the Richmond partnership, Fulton Hogan also sponsors the Hawthorn Amateur Football Club's Women's Team, as well as the Hallam Football and Netball Club's women's team in the hopes of providing employment and support for their female players.

We have continued our engagement with the next generation of females in construction by attending female focused industry events. Our presence at 'The Trades Fit – Young Women in Trades and Tech' expo provided the opportunity to promote engineering and construction to over 2000 female students.

Fulton Hogan has also begun the process of partnering with the University of Tasmania and Women in STEM at RMIT to make connections with women pursuing careers in the construction industry.

Professional Development

Fulton Hogan is passionate about providing equal opportunity and creating a gender diverse workforce. We acknowledge that women are underrepresented in leadership roles across the construction industry and are committed to changing these figures. As part of our strategy we have partnered with Cultivate Sponsorship and Xplore for Success to provide high impact programs for women at every stage of their leadership journey.

These programs are designed specifically with women in mind, giving them greater opportunities to learn and succeed.



Outcomes and Achievements

Equal Employment Opportunity

We have developed and instituted an Equal Employment Opportunity approach to our workplace that seeks to eliminate discrimination based on sex, age, national origin, race, religion, marital status, sexual preference, pregnancy, handicap, or political conviction.

Since the implementation of this approach, we have continued to improve our female employment and engagement as we continuously work toward a more gender balanced workforce.

WORK180 Endorsed

To achieve an endorsement from WORK180, Fulton Hogan has demonstrated that we are committed to diversity, equity, and inclusion. We have been acknowledged for our recognition of the moral and economic necessity for gender equality and our efforts for raising workplace standards to make this happen.

Psychologically and Physically Safe Place for All

Fulton Hogan is driving cultural change and continuing to provide a psychologically and physically safe working environments for all of our employees. So far, we have demonstrated our commitment to this through:

- Our involvement with the National Association of Women in Construction (NAWIC) and Women in Industry (WII), including many of our women being recognised with nominations and awards.
- Supporting our people's participation in mentoring programs through organisations such as Xplore for Success, Cultivate Sponsorship, the Civil Contractors Federation and the Victorian Government's Women in Transport program – a new pilot initiative for women engineers.
- Mentoring of participants in the Korin Gamadji Institute (KGI) Advances Leadership Program. KGI is a centre of cultural strength and learning for Indigenous youth, with the Advanced Leadership program designed to inspire the next generation of Indigenous professionals by preparing them with career-enhancing skills.
- The development of the first female white night-time PPE on the Australian market.
- Building new workspaces that provide safe spaces for breast feeding mothers and both female and gender neutral bathrooms on all project sites.

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By offering flexible career pathways within our business, we are not only helping footballers to realise their AFLW dreams, but also providing the industry with female role models of which young women and school aged kids can aspire to.

Dean Riha, Alliance General Manager

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Contact us

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