

# CASE STUDY

## Increasing Women's Participation

### Delivery

Implemented in 2019, in its 4th year

### Project Owner

John Holland

John Holland is committed to becoming an industry leader and employer of choice in gender equality. We recognise that gender equality leads to better performance, diversity of thought, improved decision-making, and enhanced team performance. Gender equality also embodies our values of caring, empowering, imaginative, and future-focused. Driving towards gender equality means attracting, retaining, and advancing women at all levels. As an organisation, we recognise the underutilised pool of talent that women represent and are committed to building, valuing, and promoting gender diversity and inclusion across the business, but research indicates that there are structural and cultural impediments to women's participation in the industry.

### Initiative Overview: Improved parental leave entitlements

Our talented people are at the heart of our business. In recognition of the huge milestone it is to have a baby, John Holland has improved the paid parental leave benefits offered:

- **Paid Parental Leave for primary carers for 18 weeks**
- **Paid Concurrent Parental Leave for secondary carers for three weeks' paid leave**
- **15 Keeping In Touch Days**



In addition to John Holland's boosted parental leave benefits, the policy aims to break down parental gender roles stereotypes, and is an important step in making parental leave available equally to women and men, eliminating the traditional thinking that only women are primary caregivers. This extra time for our people to spend with their baby really helps them adjust to life as a parent, and helps smooth return to work. We are truly committed to flexibility for all our people, and championing the value of caring – for our people, and their families. The policy also supports financial security, with superannuation payments made on up to 18 weeks of unpaid leave to support our people to continue to build their super while taking time away from work for one of life's most important jobs.





*"I am excited by the opportunity to watch my little girl grow and be a primary part of her life during this time of crucial development."*

**Michael Wade, Project Engineer  
Waterloo ISD – Station**

*"The keeping in touch days enabled me to feel prepared to return to work with limited stress and anxiety, which is a stark contrast to how I felt returning to work after my first two children with a previous employer. I was able to have weekly conversations with members of the team and get back in the loop."*

**Candice Cromie, Climate Change and Strategic Sustainability Specialist**



## Outcomes and Achievements



**Vision to be known for our excellence in gender equality** and a 2025 strategy to create further change



Implementation of **comprehensive Return to Work Toolkits**, for both Employees and Managers to facilitate the transition back to work in a way that works for new parents.



**42 per cent** of all John Holland employees taking primary carer leave in 2022 were men, exceeding expectations right across the business.



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*"It's a great opportunity for Dads to spend time at home building a bond with their baby. It was clear that no matter their family dynamic, it is good for any family to have the choice of who can go back to work and who is primary caregiver."*

**Paul Bunn, Senior Project Engineer  
North Western Program Alliance**

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## Contact us

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

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