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Procurement ACT

By Email: CMTEDDProcurementPolicyandCapability@act.gov.au

Women in Construction Procurement Policy

Thank you for the opportunity to provide a submission on the *Women in Construction Procurement Policy Discussion Paper* released in March 2023. We share the ACT Government's objective of a diverse and vibrant building and construction industry in the ACT. For this policy to be successful, the ACT Government need to invest in attraction programs that are aimed at women of all ages, with a substantial increase in funding to industry-led programs to achieve this goal. The implementation of any targets or quotas must therefore be delayed until such time as there is a significant increase in the levels of female participation in the ACT industry to ensure the long-term success, sustainability, and retention of female participation.

About Master Builders ACT

Master Builders ACT is the peak industry association for the building and construction industry. We have over 1,000 members across residential, commercial, civil contractors, subcontractors, suppliers, and professional sectors of our industry. We are in a unique position to respond to this discussion paper, because in addition to being an industry association, our organisation runs MBA Group Training, a registered training organisation that delivers carpentry apprenticeship training, and a wide variety of short courses for the building and construction industry. As we explain in the paper below, Master Builders ACT and MBA Group Training have developed and contributed to many significant and successful programs to attract women into our industry.

Discussion Paper

Master Builders ACT and our members appreciate the acknowledgment provided in the Discussion Paper that the building and construction industry has been making proactive changes to increase the diversity and inclusiveness of women in the industry. We agree that further work can be done to increase the number of women in trade roles, and to decrease the gender pay gap. The Discussion Paper refers to the desire by the ACT Government to "*achieve gender equality in construction in the Canberra region*". Master Builders ACT and our members agree that a diverse and inclusive workplace is generally safer and more productive, however, we query whether there is anecdotal or empirical evidence that supports the desire for there to be 50% female participation in the building and construction industry.

For that to happen, there would need to be a corresponding change to other industries, whether that be through additional male participation in traditionally female-dominated industries, or through a net loss in other occupations. In other words, this target and objective cannot be met in isolation. The Discussion Paper also refers to the *First Action Plan 2017-19*, which set a target of prioritising contractors that had a Gender Equity Strategy in place. Master Builders ACT would encourage all members to ensure that they have this in place, and many do. However, employers alone cannot be solely responsible for attracting women to the industry, whether it be young girls who are still in school, through to women employment in other industries looking to retrain, or women returning to the workforce after children. Even government or industry campaigns and programs will fall short if there isn't a change to societal norms which make young girls consider construction as a viable career path from an early age.

Master Builders ACT supports the ACT Government, as the largest developer and building and construction client in the Territory, using its purchasing power to encourage and promote the industry proactively engaging more women. However, given the evidence available on the number of women currently employment in the building and construction industry and the relatively low unemployment rate, Master Builders ACT does not consider it is an appropriate time to introduce mandated quotas and targets on the industry. We have concerns that doing so will ultimately result in poor procurement outcomes for the Territory, and not actually facilitate the long-term growth and commitment of women joining our industry. Rather, Master Builders ACT would like to see additional investment from the ACT Government in programs and attraction campaigns, in collaboration with industry, to promote the industry as a viable and attractive career move for young girls and women generally. If this is implemented well, then we anticipate that quotas and targets will be superfluous to requirements as there will be greater diversity in the industry, and a reduced gender pay gap, in the years to come.

Economic Climate

The ACT Government must take into consideration the economic climate when determining any additional proposed regulation on the building and construction industry, including procurement targets (whether aspirational or fixed quotas). Over the past three years, the building and construction industry has experienced unprecedented cost increases and delays resulting from the impact of COVID-19 lockdowns in the ACT and around Australia. In addition, there has been a labour shortage across Australia which has hindered progress across the building and construction industry over the past 12-18 months. The unemployment rate is sitting at 3.7% according to the most recent report from the Australian Bureau of Statistics, very close to a ten-year low. It is apparent that any significant immediate increase in female participation in the building and construction industry will likely be to the detriment of other industries.

Current Participation

According to data obtained from the ABS, female apprentices and trainees make up 5.5% of the cohort in the ACT in 2022. This is compared with 4.7% across Australia. The data shows there has been a steady increase over the past five years in female participation in apprenticeships and traineeships and with additional efforts and campaigns from the ACT Government and industry, this participation rate will continue to rise. Over the next three to five years, these women will

be completing their trades and rising through the ranks, so that they will in turn become ambassadors for additional female participation in the industry, killing the adage of “you can’t be what you can’t see”. The latest data suggests that only 13.3% of the construction industry is female, with the most common role for females in the clerical and administrative work (81.9%). There are only 12.7% of females in management roles, and less than 4% for each of technicians and trades, machinery operators and drivers, and labourers.

Further analysis of the participation rates in the ACT and nationally is included in the Annexure.

Barriers to Entry

Flexibility and access to affordable childcare are just two of several factors which prevent, or make it difficult for women, to participate fully in the workforce generally. These factors are exacerbated in the building and construction industry which cannot ordinarily promote flexibility due to inflexible contractual terms that impose tight deadlines and exorbitant liquidated damages if those deadlines are not met, and where the opportunity to work from home is limited, through to the strict requirements that are a core feature of enterprise agreements. Without genuine reform to the rigidity of the workplace relations system, it is unlikely that there will be a significant increase in female participation in the construction industry.

According to the *National Strategy to Achieve Gender Equality* discussion paper, women remain predominantly the primary caregiver of children (54%). Only 4% of families reported that a man was the primary caregiver for children, with 40% of families reporting equal shared responsibility. Until these statistics change, and there are more instances with equal shared responsibility, it will be difficult to attract more women into the construction industry. Access to affordable childcare, with flexibility and availability outside of the traditional office hours, is paramount to enabling women to work in non-traditional roles and contribute outside of the family home. Encouraging men to increase their participation in family life, by providing more flexibility (and normalising it) and promoting the benefits of this, will assist women to participate full time in the workforce. Without societal change, it will be difficult to achieve the objectives of greater female participation in the workforce (especially the building and construction industry) without placing unnecessary stress and pressure on women to have it all.

Attraction Programs

As referred to above, Master Builders ACT has contributed to and created a number of programs (the majority of which are partly or wholly funded by the ACT Government) to attract women to the building and construction industry. The most well-known program is the “Spark Women in Civil” program, facilitated by Ginninderry. MBA Group Training had the role of delivering the required training to the students and will continue to do so. Master Builders ACT is intending to run attraction campaigns and programs, in addition to the Women in Civil program, throughout 2023 and beyond. This includes a Women in Trades program and a Trade Starter program. Master Builders ACT team members and industry participants regularly attend high schools and careers expos, promoting the value of careers in construction.

Master Builders ACT is a supporter of Women Building Australia, a joint program between Master Builders Australia and the Australian Government, which promotes opportunities for women and

employers, and provides the information and support required to advance the employment of women in the building and construction industry. There are also registered charities such as Build Like A Girl, founded by Jo Farrell, which is an organisation run by women who want to help more women become tradies. In 2018, Master Builders launched our Women in Construction program, a series of networking events, learning sessions and development opportunities for women working in construction. These events are primarily addressed at women working in non-trade roles in construction businesses, however, we have seen attendance grow exponentially and provide opportunities for women of all trade and non-trade backgrounds to attend, network, and feel like they belong to our industry.

Earlier this year, Master Builders ACT was proud to be present at the auction of the Strathnairn Charity House, a collaboration between our organisation, Hands Across Canberra and Ginninderry to build a charity house by women, for women, and sold by women. This initiative raised the profile of women working in trade roles, with their contribution being recognised over the duration of the build, including a cameo on Sunrise (Channel 7).

These important programs and continued efforts will continue throughout this year and beyond. However, it must be noted that these programs are often run by industry associations or coordinated by individuals who volunteer their time. These programs are also targeted at adult women (or women about to leave school), who are likely to have already formed certain societal views and expectations about their career choices. As reiterated throughout this response, it is vital that in order to achieve real change and increase the participation of women in our industry, there needs to be genuine change of societal expectations about what career choices are available to boys and girls, and this starts at school and with parents.

Co-Design Opportunities

The Discussion Paper identifies four opportunities to “co-design” the procurement policy: scope, targets and measures, application to procurement, and implementation. Each of these areas is addressed below.

Scope

Master Builders ACT considers that any threshold value should be greater than the \$5m threshold proposed, with a threshold closer to that implemented by the Victorian Government considered to be more appropriate. A \$5m contract threshold is quite low, and as referenced, means any policy would apply to almost half of ACT Government procurements. The resources required for both industry and the ACT Government to implement a policy at this level is disproportionate to the benefits received. Master Builders ACT considers that any procurement policy should be equally applicable to all construction work.

Targets and Measures

Master Builders ACT acknowledges that women fulfill a higher percentage of administrative roles in construction companies; however, it must be reiterated and celebrated that these women are

indeed working in construction and their roles and contribution to our industry should not be diminished simply because they are not working in a trade or labouring role. Too often we speak with women in our industry who feel lost, undervalued or forgotten by the industry as a whole because they are working in administrative positions. It was this feedback that led to the creation of the Master Builders ACT Women in Construction group several years ago, which encourages women to network, see, and value themselves as part of the building and construction industry. The ACT Government should ensure that its rhetoric around attracting more women to the industry does not diminish the very important and valuable contribution that these women continue to make.

More can be done to attract young girls and women to trade and leadership roles. In terms of leadership roles, this will (hopefully) improve over time with more and more women joining the industry at entry-level positions and progressing with promotions. In terms of trade positions, as referred to above, this requires not just a targeted action campaign from industry, employers and the ACT Government to be successful, but also a change in societal expectations and norms from parents, teachers and careers advisors that promotes and makes it acceptable (and normal) for a young girl to be interested in a career on the tools in construction. The Discussion Paper does not provide any empirical evidence on whether this is genuinely changing and therefore we recommend that further work and investigation should be undertaken before any targets and/or measures are imposed on ACT building and construction companies.

Our understanding of the targets outlined in the Discussion Paper is that an organisation would select either a **Contract** or an **Organisational** target. Further clarification on when a company needs to select which target, they are complying with would be appreciated, as well as whether there is any benefit (or detriment) to a company who only achieves the targets in one way compared to another. Master Builders ACT has significant concerns about the targets recommended in the Discussion Paper, as they are significantly higher than the Australian construction workforce targets listed (also in the Discussion Paper) and the current ABS released data on the proportion of women employed in the ACT building and construction industry. In addition, we make the following comments on this section:

- Targets should be on a headcount basis and not hours. Women are more likely to work part-time than men. Women are more likely to require flexible working arrangements due to their role as the primary caregiver, more often than not, and therefore not being able to work outside traditional early education or school hours. Therefore, headcount is more appropriate to gauge a true indication of how many women are engaged by a company or on a specific project.
- There are significant practical challenges for contractors in achieving the targets referred to in the Discussion Paper. Attracting people to the industry is difficult, especially with a low unemployment rate. The pipeline of women simply wanting to enter the industry for wholistic and genuine reasons (not just because someone offers them an obscene amount of money), does not exist. Changing that mindset is not going to happen immediately and therefore further work needs to be done by the ACT Government, in collaboration with industry, to get more young people interested.
- To require ACT companies to have 25% women in managerial positions when across Australia, women only make up 13% of those positions is nonsensical. There also needs to be an understanding that if women are coming in as apprentices and other entry-level positions, it is going to take time for them to be promoted into managerial positions. It does not happen overnight, and nor should it.

- When women only make up 28% of all apprenticeships and trainee positions in Australia across all industries, a target of 20% of all apprentices in building and construction industry, seems disproportionately high and needs to be reconsidered. The apprentice target should apply to all procurements if the general level is raised to \$20m (as per the Victorian model).
- Further clarification on what “non-trade Construction Award labour positions” means would be appreciated. It is our recommendation to make any targets (whether imposed or aspirational) as simple as possible and therefore limit them to trade and management objectives.
- The choice between contract and organisational targets is good and does provide some flexibility, however, the targets imposed will be impossible to achieve with the current state of the industry.

Application to procurement

Master Builders ACT supports any policy being implemented as an assessable criterion as part of a tender process. Rather than any procurement policy being tokenistic, we encourage the ACT Government to consider things such as workforce turnover, genuine engagement by companies in what they do to promote more women coming into their business (such as participation in the Women in Civil programs), rather than simply meeting a specified number target. Suppliers should be able to commit to achieving targets over the life of a project rather than meeting them at the time of the tender; however, this needs to be monitored by the ACT Government and the reality of whether a supplier will meet targets (when compared with their current levels of female employment) genuinely considered if this is to be a weighted criterion. Consideration should also be given to what consequences would flow, if any, if the supplier did not meet certain criteria they promised to achieve.

In terms of implementation and reporting requirements, any compliance reporting should be included in regular reports back to the ACT Government that would happen now with procurement values and other responsibilities. Additional reporting requirements is not supported by Master Builders ACT. As outlined above, the biggest issue with the proposed policy and targets is not the willingness of companies to employ more women; it is that women and young girls, as a generalisation, are yet to see the value and attraction of the industry. To ensure that there are not tokenistic appointments and that the employees genuinely want to be there, a societal change needs to take place. This cannot be achieved simply by offering large sums of money, as most of the ACT building and construction companies are small and family businesses who simply cannot afford to do so.

Implementation

Providing any less than 12 months’ time to implement such a policy is inappropriate and will only lead to poor outcomes. Noting the timeframes proposed in the paper, a little over six months is well short of what should be considered “sufficient time”. Whilst it is absolutely appropriate and possible for a business to be able to implement policies in that time, policies alone do not guarantee that women will want to come and work in the industry. The greatest barrier that all employers have is attracting women to the industry in the first place. This will take more than six months to address. Any targets or quotas should not commence implementation prior to 1 July 2026.

Summary

Any policy or program that seeks to improve the level of participation of women in our industry is welcomed. However, Master Builders ACT considers that there is a lot more work to do before a target can be used by the ACT Government to determine who is awarded work and who is not. Before a target criterion is imposed, the ACT Government, in collaboration with industry, needs to commit significant and additional funds to genuinely attract more women to building and construction. This should include, at a minimum, two separate campaigns: one to show young girls that are still at school, that a career in construction is a rewarding and profitable career choice, and the other is to women already employed in another industry (or perhaps returning to work after having children, although for reasons outlined above, the lack of flexibility afforded by construction does not lend itself well to that).

The industry has come a long way in a short period of time. There is still more work to do in order to ensure that women are also reaping the rewards that the building and construction industry can offer them; the industry knows the benefits that having a diverse and inclusive workforce offers to us, we just need to make sure that women are aware of the possibilities and opportunities for them. This requires a long, extensive and ongoing campaign from industry and the ACT Government, which cannot be done overnight. Master Builders ACT is excited about the opportunities ahead and looks forward to continuing to work with ACT Government on these initiatives.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ashlee Berry', with a stylized, cursive script.

Ashlee Berry
Master Builders ACT

Annexure

These tables are produced by Master Builders Australia from analysis of ABS and NCVER data.

Female workforce by industry sector, and employment type, ACT & Aus, February 2023						
	ACT			AUS		
	All	Female	%F	All	Female	%F
All workers						
30. Building Construction	5,686	1,119	19.7%	335,813	60,889	18.1%
31. Heavy and Civil Engineering Constr	467	273	58.3%	144,056	20,302	14.1%
32. Construction Services	10,451	1,240	11.9%	837,395	94,009	11.2%
TOTAL	16,604	2,631	15.8%	1,317,263	175,201	13.3%
Full time workers						
30. Building Construction	4,982	756	15.2%	291,845	42,672	14.6%
31. Heavy and Civil Engineering Constr	195	<i>no data</i>	-	134,145	14,756	11.0%
32. Construction Services	10,334	1,240	12.0%	719,986	56,957	7.9%
TOTAL	15,510	1,996	12.9%	1,145,977	114,384	10.0%
Part time workers						
30. Building Construction	704	362	51.4%	43,967	18,218	41.4%
31. Heavy and Civil Engineering Constr	273	<i>no data</i>	-	9,911	5,546	56.0%
32. Construction Services	117	<i>no data</i>	-	117,408	37,052	31.6%
TOTAL	1,094	635	58.0%	171,287	60,816	35.5%
Construction workforce by occupation group and gender, Australia, February 2023						
Feb-23	All workers	%	Males	%M	Females	%F
Managers	150,257	11%	131,247	87%	19,010	13%
Professionals	77,511	6%	59,841	77%	17,670	23%
Technicians & Trades	650,217	49%	624,998	96%	25,218	3.9%
Administration	119,191	9%	21,545	18%	97,645	82%
Machinery Operators	96,338	7%	93,258	97%	3,080	3%
Labourers	210,794	16%	202,856	96%	7,938	4%
All*	1,318,252	100%	1,142,704	87%	175,549	13.3%

Construction workforce ('000) by gender, Australian and ACT																					
	Feb-2003	Feb-2004	Feb-2005	Feb-2006	Feb-2007	Feb-2008	Feb-2009	Feb-2010	Feb-2011	Feb-2012	Feb-2013	Feb-2014	Feb-2015	Feb-2016	Feb-2017	Feb-2018	Feb-2019	Feb-2020	Feb-2021	Feb-2022	Feb-2023
Males																					
Australia	643.0	670.0	734.2	780.3	839.0	875.1	879.6	872.5	889.8	887.4	887.2	907.1	898.5	925.3	970.3	1047.0	1023.9	1038.5	998.2	1020.1	1142.7
Australian Capital Territory	8.9	9.1	10.1	10.1	11.8	13.8	9.3	12.3	14.9	13.6	14.0	11.4	14.8	13.4	12.1	14.8	16.6	17.5	15.0	12.1	14.0
Females																					
Australia	105.6	89.0	102.0	104.7	111.3	117.8	115.1	116.9	108.8	116.9	127.3	125.8	116.6	123.3	138.3	150.4	125.5	147.2	155.8	151.8	175.5
Australian Capital Territory	1.4	1.1	1.1	1.4	1.6	1.9	1.3	0.5	1.0	0.9	1.3	2.0	2.3	0.9	2.0	0.5	1.8	2.5	1.2	0.5	2.6
% Females																					
Australia	14.1%	11.7%	12.2%	11.8%	11.7%	11.9%	11.6%	11.8%	10.9%	11.6%	12.6%	12.2%	11.5%	11.8%	12.5%	12.6%	10.9%	12.4%	13.5%	13.0%	13.3%
Australian Capital Territory	13.8%	10.8%	10.1%	12.6%	11.7%	12.0%	12.5%	4.2%	6.1%	6.2%	8.2%	14.9%	13.3%	6.5%	14.0%	3.3%	9.8%	12.4%	7.4%	4.1%	15.8%
Construction workforce ('000) in Australia, by occupation group and gender																					
	Feb-2003	Feb-2004	Feb-2005	Feb-2006	Feb-2007	Feb-2008	Feb-2009	Feb-2010	Feb-2011	Feb-2012	Feb-2013	Feb-2014	Feb-2015	Feb-2016	Feb-2017	Feb-2018	Feb-2019	Feb-2020	Feb-2021	Feb-2022	Feb-2023
Males																					
Managers	59.0	57.9	66.9	81.8	73.5	83.8	104.1	97.2	92.2	95.4	71.2	101.7	103.9	103.2	103.5	102.5	88.3	121.2	127.0	125.9	131.2
Professionals	18.4	17.0	19.6	18.1	24.5	21.7	30.1	30.8	30.0	29.3	31.1	33.2	26.2	29.7	39.8	44.9	47.6	42.3	45.5	59.8	
Technicians and Trades Workers	382.0	398.7	422.9	452.6	473.4	522.6	493.4	493.5	526.5	497.6	525.4	510.6	525.7	549.1	555.2	605.8	597.9	564.8	546.5	586.1	625.0
Community and Personal Service Workers	0.9	0.1	1.7	0.4	2.5	0.5	0.0	0.0	0.8	0.1	0.3	2.5	0.3	0.4	0.8	1.1	0.6	0.2	0.7	0.6	2.0
Clerical and Administrative Workers	9.6	10.8	14.4	14.7	18.6	18.9	13.3	15.8	14.5	22.8	15.4	11.1	17.4	19.8	18.5	19.7	19.9	23.0	25.1	18.9	21.5
Sales Workers	4.1	4.1	7.1	4.9	4.4	6.4	4.6	3.3	6.0	5.1	5.1	8.9	5.6	6.1	8.3	6.6	6.1	8.7	7.4	8.8	7.0
Machinery Operators and Drivers	57.3	52.9	64.0	66.6	79.4	70.8	72.2	75.5	59.6	74.2	82.3	84.9	69.6	66.8	74.9	80.6	86.5	85.4	86.8	75.4	93.3
Labourers	111.7	128.4	137.5	141.0	162.6	150.5	161.8	156.3	160.1	162.1	158.2	156.4	142.9	153.7	179.3	190.8	179.8	187.5	162.4	159.0	202.9
TOTAL	643.0	670.0	734.2	780.3	839.0	875.1	879.6	872.5	889.8	887.4	887.2	907.1	898.5	925.3	970.3	1047.0	1023.9	1038.5	998.2	1020.1	1142.7
Females																					
Managers	3.4	2.7	6.1	4.9	3.6	3.7	8.6	5.9	9.3	6.4	7.7	14.3	13.4	12.6	10.4	10.8	13.2	12.8	16.1	22.7	19.0
Professionals	5.2	2.2	6.0	6.9	7.9	7.5	7.8	10.0	9.1	9.0	8.2	8.8	9.7	9.8	9.2	16.6	8.4	12.3	19.5	15.9	17.7
Technicians and Trades Workers	6.5	6.4	6.2	5.6	8.8	7.0	6.0	11.4	9.8	9.8	6.1	8.6	7.9	9.5	12.4	14.9	13.1	8.4	13.2	14.7	25.2
Community and Personal Service Workers	0.5	0.3	0.8	0.5	0.2	0.2	0.0	0.4	0.1	0.0	0.4	0.4	0.0	0.0	1.1	1.0	0.6	0.0	0.1	0.0	1.0
Clerical and Administrative Workers	80.7	68.7	77.5	80.4	81.0	91.9	82.5	80.7	74.2	81.6	97.0	85.2	77.7	85.6	94.6	95.9	80.1	99.5	93.0	85.7	97.6
Sales Workers	3.3	1.6	2.0	2.0	1.6	2.6	3.0	2.1	1.1	2.5	1.4	2.8	4.8	3.0	3.8	3.6	1.6	6.3	5.1	2.8	4.0
Machinery Operators and Drivers	1.0	0.8	0.1	1.2	1.8	0.8	1.6	1.3	1.3	1.9	1.6	0.8	1.1	0.0	1.3	1.7	2.5	0.6	1.2	2.4	3.1
Labourers	4.9	6.3	3.4	3.3	6.5	4.0	5.6	5.1	3.9	5.7	5.0	4.9	2.1	2.9	5.5	5.9	6.0	7.3	7.7	7.6	7.9
TOTAL	105.6	89.0	102.0	104.7	111.3	117.8	115.1	116.9	108.8	116.9	127.3	125.8	116.6	123.3	138.3	150.4	125.5	147.2	155.8	151.8	175.5
% Females																					
Managers	5.5%	4.4%	8.3%	5.6%	4.6%	4.3%	7.6%	5.7%	9.2%	6.3%	9.8%	12.3%	11.4%	10.9%	9.1%	9.5%	13.0%	9.6%	11.2%	15.3%	12.7%
Professionals	22.1%	11.6%	23.4%	27.5%	24.4%	25.8%	20.5%	24.5%	23.2%	23.1%	21.8%	22.0%	22.6%	27.2%	23.7%	29.4%	15.8%	20.5%	31.5%	26.0%	22.8%
Technicians and Trades Workers	1.7%	1.6%	1.4%	1.2%	1.8%	1.3%	1.2%	2.2%	1.8%	1.9%	1.1%	1.7%	1.5%	1.7%	2.2%	2.4%	2.1%	1.5%	2.4%	2.4%	3.9%
Community and Personal Service Workers	37.2%	66.1%	30.7%	51.8%	6.5%	32.3%	#DIV/0!	100.0%	13.5%	0.0%	52.0%	14.8%	0.0%	0.0%	56.9%	47.1%	47.7%	0.0%	12.7%	0.0%	34.2%
Clerical and Administrative Workers	89.4%	86.4%	84.3%	84.5%	81.3%	83.0%	86.1%	83.6%	83.7%	78.1%	86.3%	88.4%	81.7%	81.2%	83.6%	83.0%	80.1%	81.2%	78.8%	81.9%	81.9%
Sales Workers	44.5%	27.6%	21.9%	28.6%	26.6%	29.0%	39.4%	38.9%	15.4%	32.8%	21.8%	24.0%	46.1%	33.2%	31.2%	35.2%	21.4%	41.8%	40.9%	24.4%	36.2%
Machinery Operators and Drivers	1.7%	1.4%	0.1%	1.8%	2.2%	1.1%	2.1%	1.7%	2.1%	2.5%	1.9%	0.9%	1.5%	0.0%	1.8%	2.1%	2.8%	0.7%	1.3%	3.0%	3.2%
Labourers	4.2%	4.7%	2.4%	2.3%	3.8%	2.6%	3.3%	3.1%	2.4%	3.4%	3.1%	3.1%	1.4%	1.8%	3.0%	3.0%	3.3%	3.7%	4.5%	4.5%	3.8%
TOTAL	14.1%	11.7%	12.2%	11.8%	11.7%	11.9%	11.6%	11.8%	10.9%	11.6%	12.6%	12.2%	11.5%	11.8%	12.5%	12.6%	10.9%	12.4%	13.5%	13.0%	13.3%

Percentage female apprentices and trainees by trade status and contract status, ACT & Aus			2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
In-training, Jul-Sep each year	ACT	Non-trade	11.8%	31.3%	30.4%	33.9%	28.7%	19.8%	16.7%	19.6%	16.0%	26.9%	13.0%	17.1%	26.2%	11.7%	14.4%	13.7%	14.4%	12.7%	14.5%	18.4%	
		Trade	0.8%	1.0%	0.7%	1.0%	1.1%	1.0%	0.8%	1.0%	1.1%	1.1%	1.1%	1.0%	1.2%	1.7%	1.4%	1.9%	2.5%	2.9%	3.2%	4.2%	4.7%
		All	2.9%	3.1%	3.8%	3.3%	3.4%	2.4%	2.1%	2.2%	2.1%	3.2%	2.5%	2.5%	2.8%	2.5%	3.2%	3.9%	4.0%	4.1%	4.9%	5.8%	
	AUS	Non-trade	42.3%	42.7%	40.3%	37.9%	36.6%	30.4%	31.6%	34.1%	35.9%	34.7%	34.0%	28.3%	22.3%	21.5%	18.1%	18.6%	18.8%	18.5%	24.9%	26.2%	
		Trade	1.9%	1.2%	1.1%	1.1%	1.2%	1.2%	1.4%	1.4%	1.3%	1.5%	1.6%	1.6%	1.8%	1.7%	1.6%	1.8%	2.0%	2.2%	2.8%	3.4%	
		All	12.2%	9.4%	7.5%	6.7%	5.5%	4.1%	4.3%	4.5%	4.7%	5.1%	4.1%	3.1%	3.0%	2.8%	2.6%	2.7%	2.8%	3.1%	4.4%	5.2%	
Commencements, year to Sept each year	ACT	Non-trade	13.8%	27.2%	36.1%	37.3%	27.2%	22.8%	20.9%	16.9%	17.6%	32.6%	7.8%	23.9%	21.6%	8.8%	20.6%	17.1%	20.2%	22.9%	13.4%	26.2%	
		Trade	1.3%	0.7%	0.7%	1.4%	1.1%	1.0%	0.9%	1.4%	2.0%	1.2%	1.0%	1.3%	2.1%	1.6%	2.0%	3.4%	3.3%	3.5%	5.0%	5.5%	
		All	6.0%	6.6%	9.1%	6.0%	5.7%	4.5%	4.2%	3.0%	4.3%	6.4%	2.5%	2.6%	3.2%	3.0%	4.0%	5.3%	5.2%	5.5%	5.8%	7.3%	
	AUS	Non-trade	44.7%	44.6%	40.2%	39.5%	38.9%	32.6%	35.0%	37.6%	37.8%	36.0%	31.6%	26.7%	20.6%	23.1%	19.5%	23.2%	23.5%	21.8%	29.7%	31.5%	
		Trade	3.0%	1.4%	1.5%	1.5%	1.6%	1.6%	2.0%	1.4%	1.7%	2.0%	2.3%	1.9%	2.2%	2.0%	2.2%	2.4%	2.7%	3.1%	4.0%	4.7%	
		All	20.8%	14.1%	12.8%	13.2%	10.1%	7.2%	9.0%	8.1%	8.3%	9.4%	5.9%	4.1%	4.2%	4.2%	4.3%	4.6%	4.7%	5.3%	7.5%	8.3%	

Female apprentices and trainees by trade status and contract status, ACT & Aus			2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
In-training, Jul-Sep each year	ACT	Non-trade	13	15	24	21	25	17	16	18	17	36	30	24	16	18	24	31	28	22	23	31
		Trade	4	6	5	9	11	10	9	12	16	17	17	20	22	17	27	42	52	60	86	97
		All	17	21	29	30	36	27	25	30	33	53	47	44	38	35	51	73	80	82	109	128
	AUS	Non-trade	5,114	4,227	3,666	3,591	3,054	2,170	2,178	2,625	2,824	3,035	2,074	1,263	1,051	968	924	941	883	905	2,090	2,583
		Trade	678	504	538	603	731	826	909	978	993	1,037	1,212	1,135	1,301	1,308	1,308	1,480	1,683	1,890	2,946	3,773
		All	5,792	4,731	4,204	4,194	3,785	2,996	3,087	3,603	3,817	4,072	3,286	2,398	2,352	2,276	2,232	2,421	2,566	2,795	5,036	6,355
Commencements, year to Sept each year	ACT	Non-trade	20	22	30	19	22	18	14	10	16	28	12	11	8	15	22	26	25	22	17	33
		Trade	3	2	2	5	4	4	3	7	10	5	5	9	12	11	17	34	32	29	60	70
		All	23	24	32	24	26	22	17	17	17	26	33	17	20	20	26	39	60	57	51	77
	AUS	Non-trade	4,824	3,244	3,142	3,561	2,730	1,878	1,952	2,488	2,486	2,648	1,399	809	873	821	827	908	782	761	2,313	2,355
		Trade	442	236	283	298	375	419	414	414	492	530	727	575	781	631	658	777	835	826	1,945	2,220
		All	5,266	3,480	3,425	3,859	3,105	2,297	2,366	2,902	2,978	3,178	2,126	1,384	1,654	1,452	1,485	1,685	1,617	1,587	4,258	4,576

Apprentices and trainees in training, Jul-Sep 2022 by trade status													
		Building Construction	Civil Infrastructure	Construction services	All construction	Building Construction	Civil Infrastructure	Construction services	All construction	Building Construction	Civil Infrastructure	Construction services	All construction
		Non-trade				Trade				Total			
ACT	Male	13	75	49	137	135	14	1,801	1,950	148	89	1,850	2,087
	Female	13	5	13	31	4	2	91	97	17	7	104	128
	%F	50.0%	5.9%	21.2%	18.4%	2.7%	11.8%	4.8%	4.7%	10.2%	6.9%	5.3%	5.8%
AUSTRALIA	Male	720	2,608	3,964	7,292	14,498	2,181	91,132	107,812	15,218	4,789	95,096	115,104
	Female	418	448	1,716	2,583	538	164	3,070	3,773	957	612	4,786	6,355
	%F	36.7%	14.7%	30.2%	26.2%	3.6%	7.0%	3.3%	3.4%	5.9%	11.3%	4.8%	5.2%