



Spotlight on... women in construction

The Considerate Constructors Scheme aims to raise awareness of important issues within the industry amongst registered sites, companies and suppliers, using our '**Spotlight on...**' campaigns.

Through **taking action** to tackle the topics highlighted, everyone can play an important role in **making a difference**, and ultimately improving the image of construction.



Improving the image of construction

Spotlight on... women in construction

‘Spotlight on... women in construction’ aims to demonstrate why the construction industry should be addressing the issue of attracting more women into the industry.

Women make up only 11% of the UK construction workforce and just 1% of workers on site. With the industry facing a skills shortage, it has never been more important to draw on untapped talent.

Increasing the number of women in the industry will not just help fill the skills gap; diverse workplaces are more likely to drive innovation and productivity through creative thinking.

The industry must address negative misconceptions and enact real change in industry practices to encourage more women to see construction as a career option.

An industry-wide survey issued by the Scheme found that:

- 94% said the industry would benefit from employing more women
- 79% said the industry has improved its approach to encouraging women into construction
- 76% said there are no construction jobs which only men can do
- 52% have witnessed or experienced sexism in construction

How the issue is being tackled

The issue of women in construction is being addressed as part of the larger topic of maintaining a diverse and competent workforce. Sites are working to eliminate lingering sexist attitudes and make construction a more welcoming environment for women by showcasing female role models, improving on-site welfare facilities and enacting flexible working to attract people with childcare commitments.

Contractors are working with young women in schools and colleges to challenge ingrained gender stereotypes which dissuade women from construction careers. These efforts often involve an appearance from the Scheme’s industry mascot Honor Goodsite, a Structural Engineer, who can show children all the exciting career opportunities in the industry.

While there is still a long way to go, the industry has made great progress in enhancing diversity and inclusion.

What to do now?

Please visit the **‘Spotlight on...’** section of the Best Practice Hub www.ccsbestpractice.org.uk to find useful information, case studies, advice and links to other organisations which will enable you to find out more about women in construction.

The Hub will update the campaign as new information and case studies are identified.

To share how you are addressing the gender imbalance in construction, please email enquiries@ccsbestpractice.org.uk