

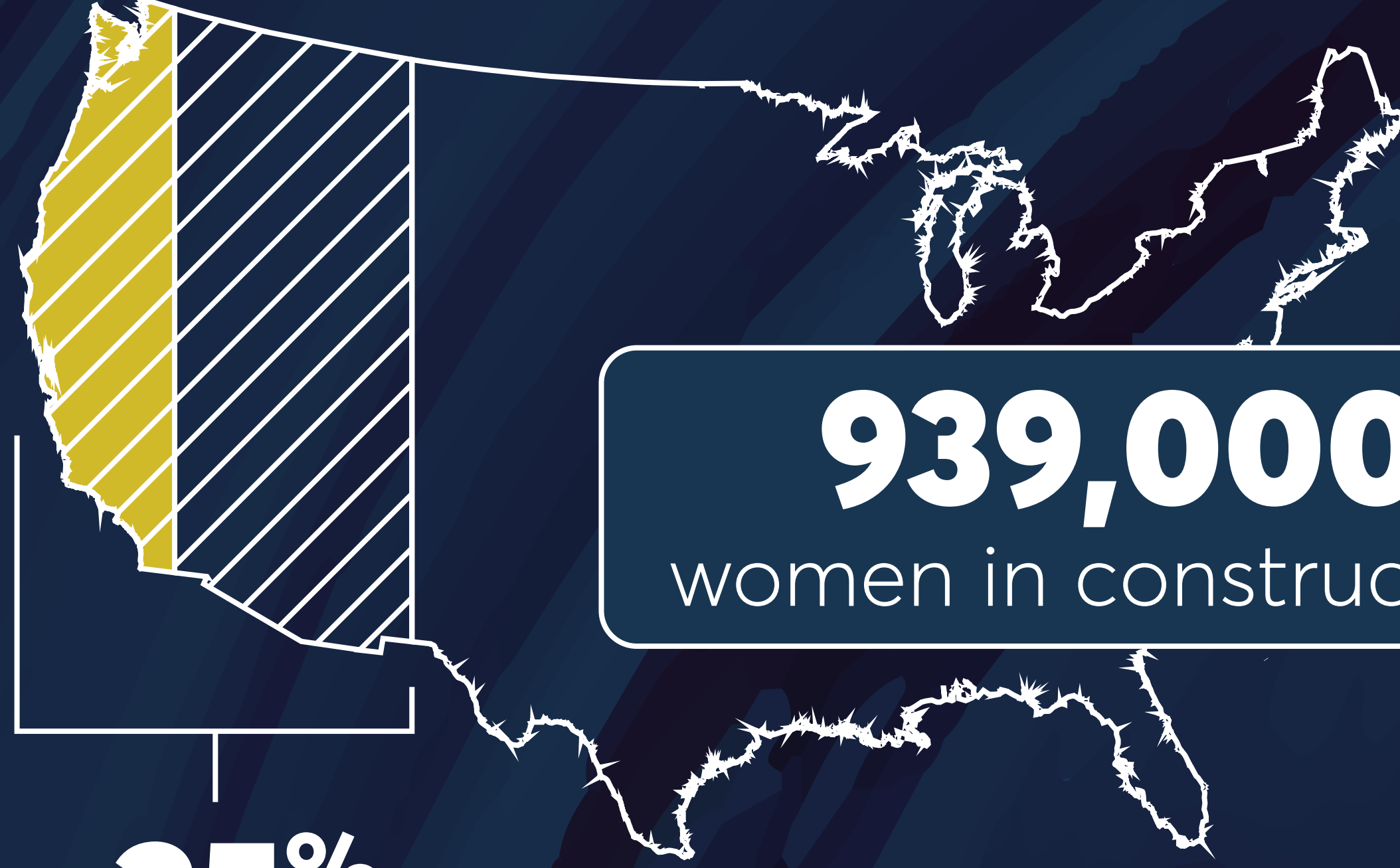
women

IN THE

UNITED STATES CONSTRUCTION INDUSTRY

9.1%

of the construction industry in the US



939,000

women in construction

Women are expected to make up about **25%** of industry by 2020.



Occupation BY SECTOR

31%

Professional & Management



21%

Natural Resources, Construction & Maintenance

1.4%

Production, Transportation & Material Moving

1.5%

Service Occupations

45%

Sales & Office



THE GENDER Gap

The gender pay gap is narrower in the construction industry.¹



Women in construction earn on average **95.7%** of what men make.



WOMEN IN Leadership



Only **13%** of construction firms are women-owned

9% of women owned construction firms achieve revenues of **\$500,000** or more, compared to the 8% of all firms.²



Top Associations FOR WOMEN IN CONSTRUCTION



National Association of Women in Construction



Canadian Association of Women in Construction



Women Construction Owners & Executives USA



Professional Women in Construction



STEPS CONSTRUCTION COMPANIES CAN TAKE TO

attract and retain

MORE WOMEN

- ☐ Create a more inclusive work culture where women and men are equally valued
- ☐ Set up a diversity council with representation from mix of genders, cultural backgrounds and positions
- ☐ Work to remove subconscious bias in the recruitment
- ☐ Remove gender biased words in position descriptions
- ☐ Have female employees involved in recruitment
- ☐ Measure and report on diversity job satisfaction and turnover, as well as long term diversity representation
- ☐ Adopt family friendly work policies and benefits (e.g. maternity and paternity benefits, fertility benefits)
- ☐ Set up and support professional development programs

1: <https://www.nawic.org/nawic/statistics.asp> (all above)

2: http://www.womenable.com/content/userfiles/2016_State_of_Women-Owned_Businesses_Executive_Report.pdf (leadership section)

