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Women in Construction: The State of the Industry in 2019

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by: Lior Zitzman Share this article:









When you think of any male-dominated industry, construction is probably the first job that comes to mind.

Of all the people who work in construction, women comprise only a small 9 percent of the workforce. Even smaller is the number of female construction workers on the front lines of a job site—there is only one woman for every 100 employees on the field. Considering that women make up 47 percent of all employed individuals, this means that the

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These are several factors that explain this enormous gender gap, from unconscious gender bias to the lack of adequate training to overall perceptions of women working in construction, which is traditionally a male-dominated career. Despite these barriers, women continue to build their path in the industry. According to Randstad, nearly one-third of companies promoted a woman to a senior position last year.

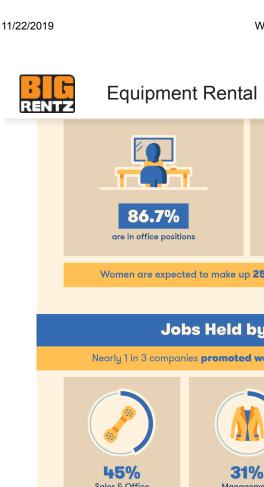
As construction is expected to grow by 3 percent in 2019 and create almost 2 million new jobs by 2021, companies are looking to recruit more women to bring their skill sets into the field.

So, how are women rising up in construction in 2019? To answer this question, we compiled key statistics and examined the backgrounds of female leaders from around the construction industry.

Check out the infographic below to learn more.



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

Jobs Held by Women

Nearly 1 in 3 companies **promoted women to senior roles** in 2018











Female-Owned Firms

13% of constructions firms are owned by women







of female-owned firms achieve revenues of more than \$500,000

4% of new construction firms were launched by women last year

Female Leaders in Construction

Women are working on the job site and as administrative leaders in the construction industry



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Time as Leaders

While women have led the board for many years, there is a growing number of **female managers on the field**.

Construction Managers



verage time in r



38% have held their role for less than a year.

C-Level Executives



7 YEARS average time in role



53% have held their role for less than a year.

Female leaders have been in the industry an average of **15 years**

Obstacles Women Face



PAY GAP

43% of organizations do not actively monitor gender pay gaps.



ADVANCEMENT

73% of women feel passed over for roles because of their gender.



INJURY

Women have a **higher risk** of workplace injury due to poorly-fitted equipment.





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the workplace are female. female manager. **Inspiration from Women in Construction** To be productive, people have to feel included. Katie Coulson Vice President, Skanska An account manager for large projects and mentor to both women and men in diverse teams. People tend to respect older male counterparts. I overcame that hurdle because I was patient and showed them I was chosen for this role for a reason. **Jennifer Vides Superintendent, Turner Construction** A young professional who became a project superintendent at only 26 years old. If you can show them how great a woman can be, then they start thinking many women can be great. **Anna Jacobson** Senior Preconstruction Manager, **Morley Builders** A 18-year field veteran, breast cancer survivor, and founder of a women's peer mentorship group for construction. Sources available at: https://www.bigrentz.com/blog/women-construction

Our study shows that although women are still underrepresented, they are making significant progress in becoming leaders. A substantial portion of female executives and construction managers have been in their roles in the last 5 years, suggesting that companies are more recently



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educate young women about the benefits of working in the industry.

Growing Resources for Women in Construction

To enter the male-dominated field of construction, women can seek the increasing number of resources available to them that addresses their specific needs in the industry:

Women-Focused Groups

Nationally recognized groups like the National Association of Women in Construction (NAWIC) and Women in Operations provide mentorship, marketing and networking opportunities to help women who are new to the industry. Other notable groups include the Women Construction Owners & Executives USA and Women in Operations.

A success of NAWIC comes from Jenny Brongo of Brongo Contracting and Supply, who learned from the organization how to successfully run the business after the passing of her father.

Construction Courses

In certain areas of the country, large construction companies collaborate with the local community to



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to recruit women, prepare them for exams, and train their bodies for work.

Conferences and Blogs

A number of conferences are held to celebrate and discuss the topic of women in construction. NAWIC's Annual Conference includes professionals seminars and workshops for women, while the Groundbreaking Women in Construction conference provides management training and teaches women how to bridge pay gaps in their workplace.

In addition to conferences, women can stay up to date in the industry with blogs like Constructing Equality and Tradeswomen, which aim to tackle issues of diversity, provide original research, highlight scholarship opportunities, and share personal stories and anecdotes.

How Companies Can Recruit More Women

There is still much work to be done to fully include women in construction. To increase recruitment and improve retention, companies need to acknowledge and remove gender bias from their work culture, develop training programs and local mentorship groups specific to the needs of women, include more



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ochools and Educational programs heed to highlight the value of construction jobs for women and young girls so that they can see the industry as a viable career path.

Although there are obstacles for women to get into construction, women have the potential to solve the industry's labor shortage. With more and more groundbreaking women chipping away at gendered norms and leveling the playing field, the industry is taking bigger steps at becoming a more diverse and inclusive space for future generations.

Sources:

ENR | GenieBelt | NAWIC | Keep Craft Alive | Commercial Observer | Autodesk | BLS | CPWR | Constructive Dive | American Express | Randstad | The Balance | Jobsite | Colorado Homebuilding Academy | Womenable

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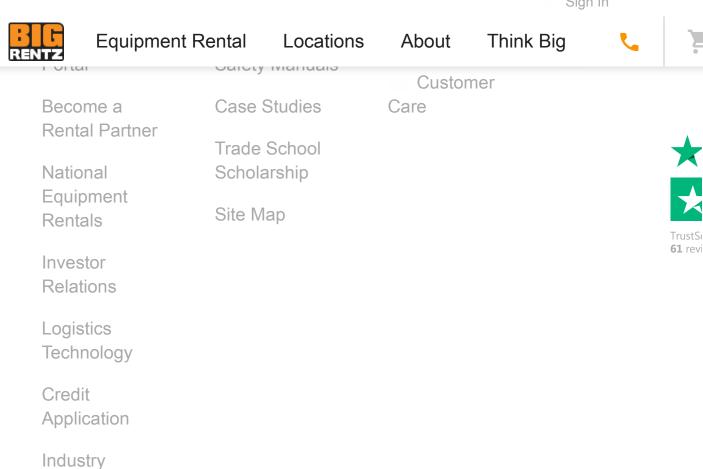
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