



February 2018

# Women in Construction group

# Introduction

- VGC's chairman Sean Fitzpatrick

# 100 years since women got the vote

1918 – 40% of women could vote

1919 – first female MP

1979 – first female prime minister

2018 – fewer than 1/3 of MPs are women

Women make up more than half  
the UK population



Millicent Fawcett

# Where are the women in construction?

- Women make up 13% of the total industry workforce
- Only 1% of those work on construction sites
- For every female apprentice in construction there are 56 males
- Only 16% of senior roles are held by women
- Skills shortage



# Why is there a problem?

- Poor careers advice
- Fewer girls take STEM subjects
- Need more vocational qualifications available at school
- Perception of women's roles and characteristics
  - <https://www.youtube.com/watch?v=XjJQBjWYDTs>
- Perception of industry
- Lack of role models

# Influential women



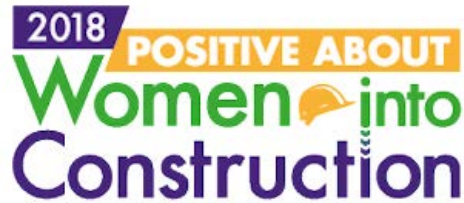
# What is VGC doing on EDI?

- Crossrail Sustainability award for maximising employment
- Jobcentre Plus – local employment partnership
- Graduate and undergraduate opportunities
- Apprenticeships
- Trained FIR (fairness, inclusion and respect) champions
- Schools engagement
- Female representation at senior level



Graduate engineers Sam Yick and Tahir Akhtar

# What is VGC doing about women?



- Women in construction workshops
- Construction news 'Inspire me' campaign
- ... launching a Women in Construction group...!



# Aims of this group

- Understand the challenges that women of all ages and backgrounds face working in the industry
- Find realistic solutions to reduce the impact of challenges
- Strategy for attracting and retaining women
- Increase female participation in VGC at all levels

Is this enough?



# Challenges faced by women in construction?

- Five minute brainstorm of challenges faced by women in the construction industry / workplace
- Report back



# Good practice that has been seen elsewhere / what can VGC do?

- Five minute brainstorm
- Report back



# What is already planned?

- VGC white paper - what we will do to increase female participation in construction
- Unconscious bias training +
- FIR training
- Mentor / buddy system... any volunteers?
- Schools outreach / engagement programme
- Review how we advertise vacancies – target recruitment
- External networking – women into construction, NAWIC
- Internal – celebration event (8 March), networking, communications platforms
- Gender pay reporting
- Big rail diversity challenge



# Monitoring and celebrating success

- What can we measure?
  - Number of women in workforce?
  - Number of applicants?
- Celebrating success
  - Case studies



If the solution were simple – it would already have been implemented.



# Next meeting

