



8 March 2018

# Women in VGC network launch

# Welcome

- Managing director – Laurence Mckidd
- Group services director – Ciara Pryce
- Women in construction champion – Kimberley McGinty



# International women's day

A day for inspiration and change

- Celebrate social, economic, cultural and political achievements of women
- Show commitment to women's equality
- Launch new initiatives
- Raise awareness



# International women's day

Companies with a good spread of men and women are 21% more likely to outperform their competitors than the least diverse companies.  
(McKinsey, 2017)



# What's happening in the industry?

- Women make up 13% of the total industry workforce
- 1% of those work on construction sites
- For every female apprentice in construction there are 56 males
- 32% of women have experienced gender discrimination
- 19.8% of firms have never promoted a woman to a senior position
- Skills shortage



# Challenges faced by women

- Male-dominated industry
- Intimidating and isolating being the only woman on site
- Lack of site facilities, difficulties in raising issues
- Family life
- Challenging behaviour - language, abuse (often disguised as 'banter')

Feedback from internal discussions



# What is VGC doing on EDI?

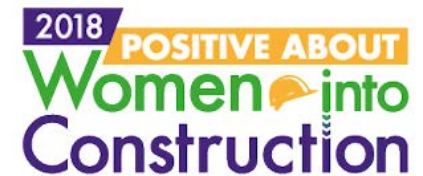
- Five FIR (fairness, inclusion and respect) ambassadors
- Local employment
  - Crossrail Sustainability award for maximising employment opportunities
  - JobCentrePlus – local employment partnership
- Youth and new entrants
  - Schools engagement
  - Apprenticeships
  - Graduate and undergraduate opportunities
- Second careers
  - BuildForce





# What is VGC doing about women?

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





# Good practice from elsewhere

- Flexible working (Bechtel)
- Site office facilities
- Male / female reports – mentor supporting role
- Training – unconscious bias / challenging behaviour
- Blind recruitment – language on job specifications, software
- More women involvement at client socials, entertainment, business development



# Lean in campaign

- Women supporting women



# Inspire Me

- Celebrate the careers of women in the construction industry
- Empower women to advance to senior positions
- Improve the sector's ability to succeed.



# Already planned

- White paper - what we will do to increase female participation in construction
- Unconscious bias and FIR training
- Schools outreach / engagement programme
- Review advertising and recruitment
- External networking
- Internal networking, communications platforms
- Gender pay reporting
- Big rail diversity challenge



# Women in VGC network

- Women supporting women at all levels
- Mentoring programme for new starters - site and office
- Events
- Facebook group
- Network newsletter
- Site visits from panel members



# This is your network

- You choose how it runs
- Please join our Facebook group: Women in VGC network



# How can we encourage more women into the industry?

- Senior support
- Support from other women
- Ourselves - courage and confidence





# Thank you...feedback?

