



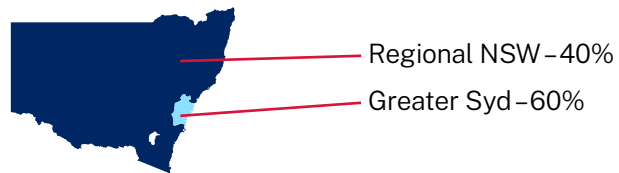
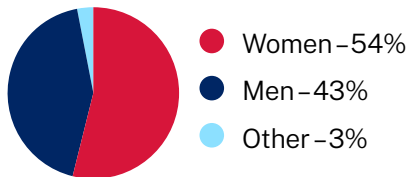
Building Commission NSW, Women in Construction

The problem

 <p>There are 100,000 unfilled roles in the sector</p>	 <p>13% of the industry in NSW are women</p>	 <p>80% of the industry are small businesses</p>	 <p>904,000 new dwellings needed over 20 years to house growing population</p>
--	--	--	--

Who we spoke to between August to October 2023

Genders that responded to the survey



1,792 responses from across NSW	36 individual interviews	9 focus groups
---	------------------------------------	--------------------------

The qualitative research target cohorts were:



Women in the industry (onsite and offsite)




Women who've left the industry



Men in the industry (including employers)



General population and students



The qualitative research was targeted towards small-medium size construction companies (less than 200 staff).

What we found

42% of male employers perceive physical demands of the work as too high compared to **13%** of female employers.

"There was a lot of parental pressure to get into an office job and not be in the sun or out working with my hands. I wish I hadn't listened to them."
- Female career switcher

"After high school, I even got to the point where I signed up to TAFE and my dad called to unenroll me because he said women shouldn't be able to join."
- General population female with an interest in the industry

"I rung maybe 100 places. I had people literally laugh me off the phone. That made me feel really disheartened, I didn't even get to plead my case"
- Highly experienced, unqualified onsite woman

Common barriers of entry for women

Lack of consideration of the industry

- Lack of exposure to construction related activities
- Construction roles aren't marketed toward girls and women by the industry or schools

Trying to start in the industry

- Difficulty getting a role in the industry without personal connections
- Employers are reluctant to hire women in unskilled roles

Women's experience in the industry

Sexism and harassment

71% of women who left the industry across Tiers 2 and 3 have **experienced discrimination based on their gender**

1 in 2 women in Tiers 2 and 3 report **experiencing sexual harassment at work**

What percentage of your company's employees are women?

46% of Tiers 2 and 3 companies have fewer than **5% of women**, compared to only 9% in Tier 1

35% of Tier 2 and 3 companies **don't have any women**

77% of Tiers 2 and 3 employers, who rated themselves **excellent at retaining women, offer flexible hours**

47% of women in regional NSW say the lack of promotion or career opportunities has made them consider leaving the industry

Why women leave

Top 3 reasons of women considering leaving the industry

Tier 1	Tier 2 & 3
<ol style="list-style-type: none">1. Difficulty balancing work and other responsibilities2. Long or inconvenient hours3. Company and team culture	<ol style="list-style-type: none">1. Difficulty balancing work and other responsibilities2. Lack of promotion or career opportunities3. Gender-based differential treatment

Top 3 reasons for women who left the industry

Tier 2 & 3		
1. Company culture	2. Long or inconvenient hours	3. Mental health concerns or stress

The solution

Increasing women's participation in the construction industry will:



Assist with critical skills shortages



Create more diverse and inclusive workplaces



Bring unique perspectives and ideas into the industry



Broaden women's career opportunities



Boost the NSW's economy

How can we attract and retain women across the industry

Attract	Retain
<ol style="list-style-type: none">1. Increase practical exposure to construction related activities2. Increase visibility of construction careers3. Market employment opportunities to girls and women who like to work with their hands4. Match women with interested employers5. Improve employers confidence and ability in recruiting women	<ol style="list-style-type: none">1. Improve workplace culture2. Improve work-life balance3. Support career development4. Uplift business operation knowledge and skills for business owners5. Improve collaboration on initiatives across the industry