

CIC Workshop - how do we increase number of women construction professionals

Celebrating differences
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A few facts

- Women make up 49% of UK workforce
- 57% of first degree graduates are women
- 60% of newly appointed managers are women
- Just 22 % of senior managers are women

Construction and built environment sector figures substantially less women at all levels

Why are there such differences

- Confidence
- Attitude to taking risks
- Choice of role
- Male breadwinner model
- Children
- Work environment
- Lack of flexibility in work place
- Inconvenient locations and timing
- Differences in approach to work

Mace's approach

- Outreach to schools/Universities/Colleges
- Mace Management Trainee Programme
- Apprenticeships and work placements
- Enhanced maternity leave/welcome back
- Part time and flexible working
- Mentoring/Coaching
- Support networks
- Work environment
- Working to a equality/diversity standard UKCAE

Construction Skills/CITB/UKCG

Strategic Partnership Panel – Recruitment, Careers and Lifelong Learning Committee

- Mix of bodies and employers working to try to promote and market our industry
- Action plan now developed
- Focus so far mainly on recruitment
- Market conditions and government funding changes have made it more of a challenge
- Lobby Government

Role for professional bodies

- Get the message out about the exciting and interesting challenges of working in our industry
- Make outreach to schools and colleges part of CPD for professionals e.g. Ambassadors
- Develop support material for all age groups
- Use the media of choice for young people
- Hold professional meetings at times when people with childcare/family issues can make them
- Encourage part time study towards professional qualifications

Summary

- Challenging for UK workforce but more so for Construction
- Much more challenging for Construction and built environment – need to work harder
- Engage all sectors and levels across industry in spreading the message
- Create a flexible supportive working environment
- Take account of differences between men and women – women need more encouragement