

Constructive thinking

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*Vice President, Chartered Institute of Building
Public Affairs, Women in Property*

2021

My profile – in no particular order

Career in engineering, construction, technology

Chartered construction manager

Speaker, trainer, facilitator

Employer, businesswoman, non executive director

Mediator and arbitrator (MSc in Construction Law)

Speaker, trainer, facilitator

Wife, mother, grandmother

...striving for change in a vital industry

2021

EDI profile of UK construction

- Women: 15% overall with 2% on- site
- BAME employees: less than 6%
- Disabled employees: less than 6%
- LGBT+ workers: 60 per cent have experienced homophobic and derogatory terms at work
- Mental health: suicide rate amongst site workers is 3.7 times national average

2021

The gender pay chasm

- Biggest contractors and housebuilders pay women 26% less than men
- Worst 50p for every £1
- Best £1.18 for every £1

Furlough blamed for disproportionate impact on women, but...

....one contractor said that more men lost out because they didn't get site allowances

Survey: Building magazine 6 October 2021

2021

Skills shortages

- 40% companies experiencing ‘some difficulty’ in recruiting construction project managers
- 16% encountering ‘severe difficulties’
- Ageing workforce:
 - 35% are over 50, 10% between 19-24

... but an extra 217,000 construction workers needed by 2025

2021

Women in Property

- Diverse membership, not professional silos
- National coverage
- Practical engagement
- Schools outreach, student awards, mentoring, mid-career task force, boardroom forum, public affairs
- Branch network of “Inclusion Champions”

2021

Chartered Institute of Building

- World's largest professional body for construction management and leadership, founded 1834
- Awarding and certifying body
- Policy and research
- Politics and Government
- Total female membership 9.5%

... but Tomorrow's Leaders group is 37% female

2021

CIOB D&I charter

1. Show leadership (promoting the business case for diversity & inclusion internally & externally)
2. Make a plan (analyse your workforce to identify anomalies and adopt tailored actions)
3. Prepare the culture (take action to ensure workplace culture is welcoming to under-represented groups)
4. Be transparent (publish an annual update on progress against the actions identified at 2.)
5. Be accountable (ensure senior responsibility for change)

2021

Just start...

“Reform initiatives over the decades in construction have tended to address the industry as a whole, as if it were a unified entity that can change. The industry is, in fact, an agglomeration of thousands of individual companies, and the capacity for real change resides in each one.”

CIOB Special Report:
Diversity and Inclusion in Construction

2021

But these policies are needed too

- Sort out equal pay
- Sort out childcare
- Embed social value in procurement
- Join up thinking between government departments (education, health, industry)
- Leadership from central government to address skills shortages