

# Women in Construction

## A rising trend 2021



CSQ's 2018 *Women in Construction* report revealed a pattern of severe female under-representation in the construction trades. This brief provides updated data to show that the tide is finally turning. Women are an increasing presence on construction sites, but there is still a long way to go.

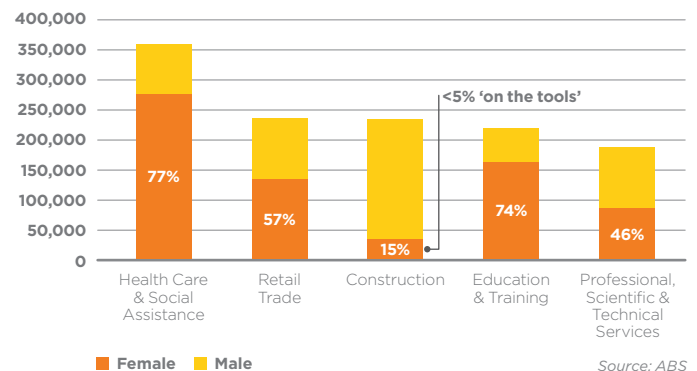
### Female participation in construction is low

Construction is one of the largest and most highly skilled industries in Queensland, yet reports the lowest female participation. Taking advantage of this untapped pool of talent remains one of the industry's greatest challenges.

Women account for around 15% of all people employed by construction firms. That figure falls below 5% when we narrow our focus to only those employees 'on the tools' in trade and labouring roles.

#### Construction industry lagging on female participation

Top five industries by total employment, Queensland, 2020

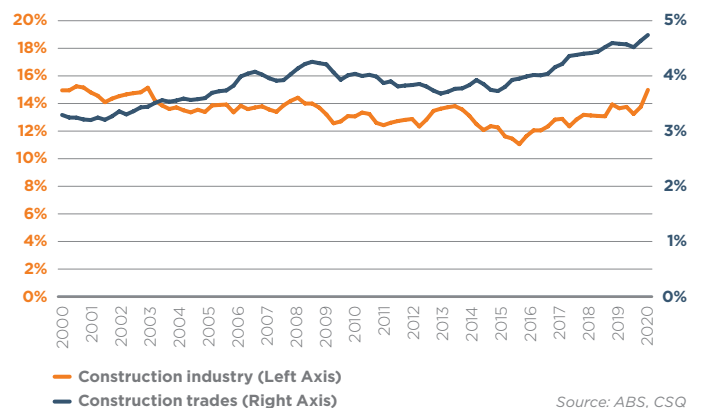


### The gender gap is narrowing

Attracting women to the industry has always been a challenge for construction, but recent trends suggest the mould may have finally been broken. The last five years have been particularly encouraging, with women increasing their trade participation to almost 5%. By 2020, we had just over 13,500 women working in construction trades, more than double the amount in 2000 (5,300). Men in these roles also increased over this period but at a slower rate.

#### Female participation low but growing strongly

Trend female participation rate, Queensland

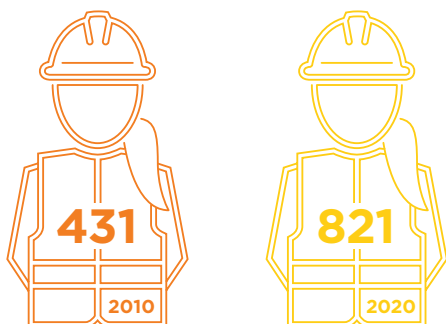


### Positive signs from the construction training pipeline – but more growth needed

Trade training is the gateway to the construction industry. This means boosting female participation in trade training will underpin any long-term shift in the industry's gender profile. This will take time, but an upward trend has clearly begun. Female construction apprentices almost doubled over the last decade, a time that saw male apprentice numbers stagnate and fall.

*“This will take time, but an upward trend has clearly begun”*

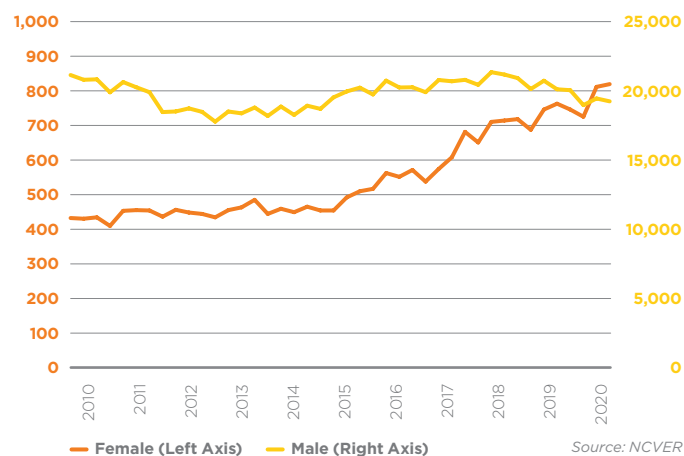
Women appear to be increasingly attracted to training in high-skill trades that offer excellent employment and wage prospects. Popular apprenticeships for women include electricians, plant operators and carpentry. All of which have grown strongly since 2010.



Women construction apprentices in-training, Queensland

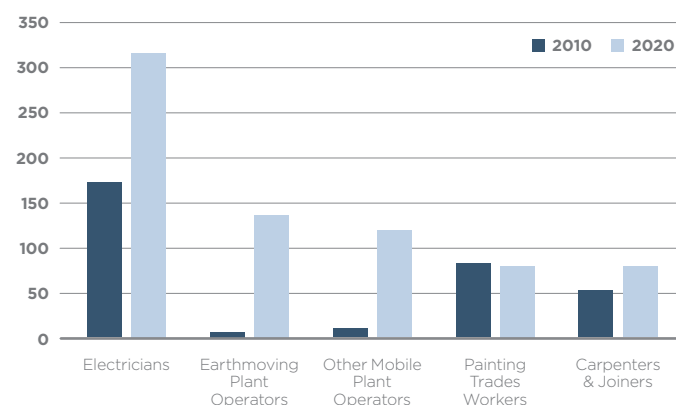
### Women in construction training has increased – but from a low base

Construction apprentices in-training, Queensland



### Training growth has been positive in some of the core trades of the industry

Top five female construction apprenticeships in 2020, in-training, Queensland



### Queensland's regions showing the way

Almost all regions of Queensland have experienced strong growth in women choosing a construction apprenticeship over the last decade. Mackay, in particular, has continued to outperform with women now accounting for around 8% of local apprentices – up from 4% in 2010. These numbers demonstrate that a genuine gender rebalancing is underway, but there is still work to be done.

### Strong local growth in women's participation in construction trades training

% female construction apprentices, in-training, average quarter

