

**PRESS RELEASE**  
**May 2022**

### **The Results Are In on the inaugural NAWIC 'State of the Industry' Survey**

*The role of women in the industry is changing for the better –  
but there is still a very long way to go.*

The results are in on the inaugural NAWIC 'State of the Industry' survey, and among the findings, a massive, (yet sadly unsurprising), 75% of respondents say they have experienced gender-based adversity within their construction career.

The survey, which was sent out to all NAWIC members, gathered data around job positions and salary ranges, working hours and industry sentiment.

It also asked for responses to questions around equal opportunity, gender-based adversity and workplace experiences.

Alongside 75% of respondents saying they have experienced gender-based adversity within their construction career, 50% agreed or strongly agreed that they have received inappropriate or unwanted attention from colleagues. While 43% disagreed with the statement 'In my industry all genders have the same opportunities and career advancements.'

When asked for additional information, some comments included;

"Discovering male counter parts with less skills were on higher salary than me."

"The usual unwanted advances, assumed I would take minutes/make coffee/clean up simply because I'm female."

"Unconscious bias is absolutely pervasive in the industry, from small micro aggressions to overt sexist behaviour."

"Being told you're there as a token woman, and as the only woman in the room being asked to take notes in meetings and get coffees, being left out of activities like golf days and more recently, not having support for flexible working arrangements or breastfeeding facilities."

"Though the tide has changed somewhat, it is still very much a boys club. I had been told previously that I should just focus on the role I was doing and aim to be the best at that, not aim for management."

NAWIC National Chair, Christina Yiakkoupis says; "Gathering data and comments from our growing membership gives NAWIC an even louder voice and an opportunity to draw attention to aspects of the industry that are lagging behind as well as changes that need to be made."

Overall however things are improving, with 83% of respondents also stating that they agree or strongly agree that the role of women within the industry is changing for the better.

"The number of women joining the construction industry is on the rise and the majority of our NAWIC members are seeing changes that show we are heading in the right direction," finishes Christina.

In order to achieve an equitable construction industry where women fully participate, NAWIC's goal is to drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry. This includes a focus on advocacy, education, connection and community.

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**For more information please contact Briana Cicchelli on 0422 239 416 or  
briana@pdpr.com.au**

**ABOUT NAWIC:** The National Association of Women in Construction is tasked with achieving equitable construction industry where women fully participate. NAWIC's mission is to drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry. They achieve this through a focus on advocacy, education, connection and community.