



Diversity in Construction



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"The construction sector is the largest employer in the Selep region, with 27,000 businesses employing more than 100,000 people directly and thousands more in related sectors.

"It is a sector that is seeing high employment growth and which is fundamental to the continued economic success of the area."

Christian Brodie – Selep Chairman

Research by McKinsey & Co. claim: “Businesses with a healthy balance of men and women are 15pc more likely to outperform their competitors, while those with employees from a good mix of ethnic backgrounds are 35pc more likely,.”

At the end of 2016, approximately 27 million people were working in the UK. The divide between men and women was nearly 50-50.

2.3 million had jobs in the construction industry and only 296,000 were women. In this case, the split is 87-13. It’s an alarming wake-up call.

UK Overall Gender Pay Gap

The average pay gap stood at 18.4%

UK Construction Gender Pay Gap

According to ONS. The construction industry was even higher, standing at 21.6%.

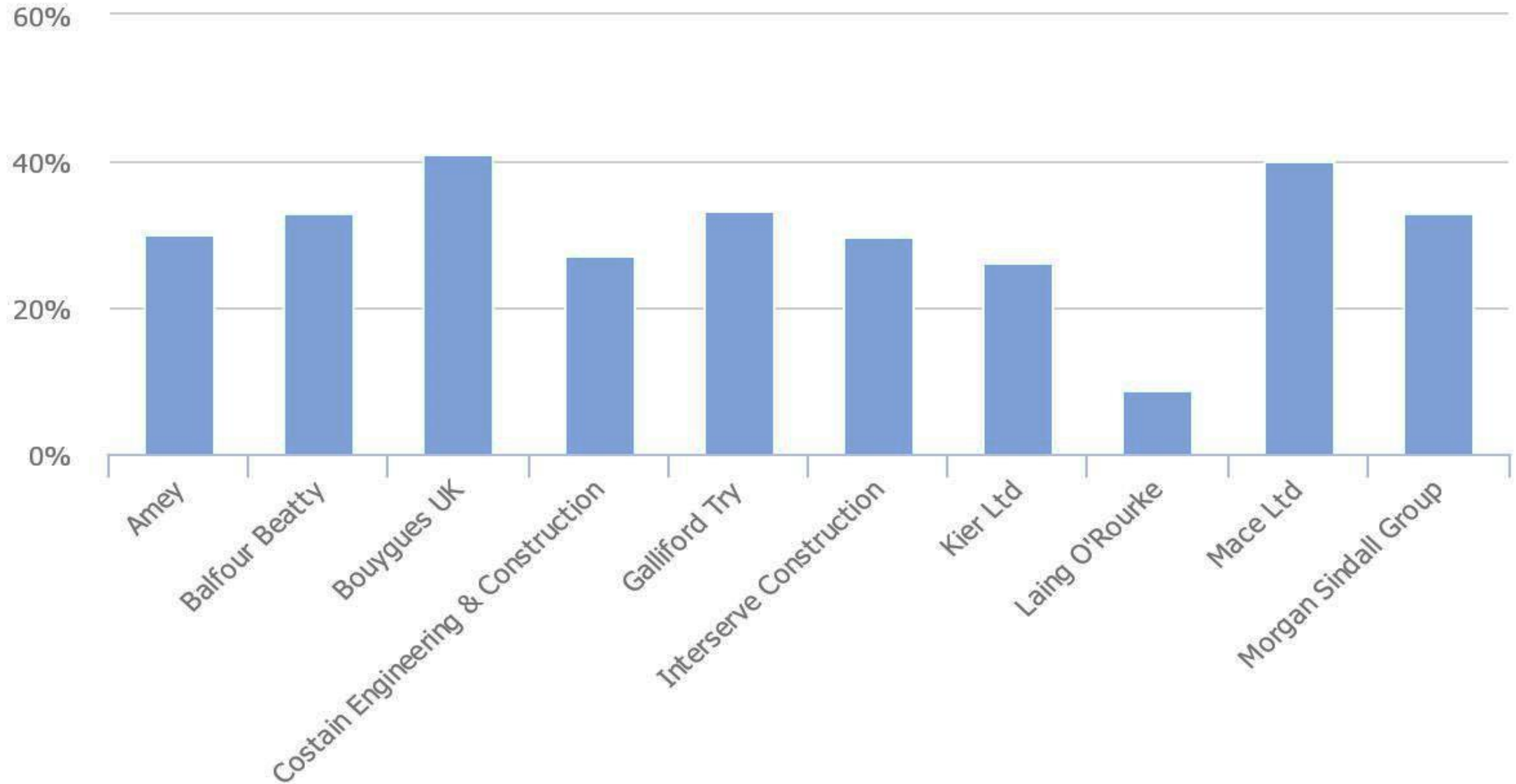
The median pay gap (removing the highest and lowest earners) the pay gap increased to 25%

Research from the Royal Institution of Chartered Surveyors points to a growing pay gap in the surveying profession, with men earning an average of £11,000 more than women in a comparable role.

Similar pay gaps exist across the wider Construction whereby entry-level jobs are paid at similar levels between Men and Women but as the years progress, this gap widens considerably

Gender pay gaps, top 10 contractors

Difference in median pay of all men and women



According to PWC Global Diversity, this is what diverse workforces are looking for:

- 86% of female millennials said employer policy on diversity and workforce inclusion was important.
- 71% feel that while organisations talk about diversity, opportunities are not really equal for all.

Tip 1: Limit Job Requirements to Must-Haves, not Nice to Haves

Men apply for a job when they meet only 60% of the qualifications, but women apply only if they meet 100% of them.

Source: Harvard Business Review.

Tip 2: Emphasise company commitment to diversity

Use your career pages to highlight excellent causes – we've witnessed Walker employ this initiative on social media.

Tip 3: Benefits

Talk about the benefits you offer, eg parental leave, extended maternity/paternity, Childcare Vouchers

Tip 4: Write gender neutral job descriptions & adverts eg:

Avoid gender-coded words, like "individual" "ninja," and "dominate"...

Male-Coded Words

- active
- adventurous
- aggressive
- assert
- challenge
- champion
- compete
- confident
- decisive
- dominant
- driven
- individual
- lead
- logic
- objective
- opinion
- persist
- self confident
- self reliant
- self sufficient

Feminine-coded words

- agree
- affectionate
- compassion
- connect
- considerate
- gentle
- honest
- interpersonal
- loyal
- modesty
- pleasant
- polite
- quiet
- support
- together
- trust
- understand
- warm
- inclusive



A photograph of two female construction workers standing in a construction site. They are both wearing high-visibility yellow safety vests over their work clothes. The woman on the left is holding a white hard hat. The woman on the right is also holding a white hard hat. The background shows the steel framework of a building under construction.

what do we want to achieve?



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Thank you!