

An aerial, grayscale photograph of a construction site. A large tower crane is positioned in the lower right quadrant, its boom extending diagonally across the frame. The site features several large, rectangular buildings under construction, with visible window openings and structural elements. The background is filled with dense trees. The overall scene is dimly lit, with a dark, moody atmosphere.

WOMEN IN CONSTRUCTION

April 19, 2023

AGENDA

- History of Women in the Construction Industry
 - Workforce
 - Who/What is NAWIC
 - Brief History of NAWIC
 - Networking
 - Education
 - Scholarships
 - Why Women are Vital to the Industry
 - Questions
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GUEST SPEAKER

- Solutions Administrator
- 35 years in Construction Industry
 - 10 years Residential
 - 25 years Commercial
- NAWIC Member 24 years
- Past National President 2010-2011
- NEF National Secretary
- NFSF-Trustee and Guardian
- Cleveland Chapter Member



DEBBIE LESAR
Solutions Administrator

HISTORY OF WOMEN IN CONSTRUCTION

- Whether digging trenches or designing skyscrapers, women throughout history have left their professional mark on the construction industry.
- Women are making important headway into the traditionally male-dominated field of construction, from business ownership to skilled trades.
- Today, women represent a little more than 14 percent of the construction industry, and the number of women entering construction-related trades has been steadily increasing for decades.
- Women's job growth in construction is nearly five times faster than job growth in the field overall.
- In 2019, the share of women working in construction hit a 20-year high.



MEDIEVAL TIMES

- Women performed manual labor on worksites in ancient times, the first written record of women construction workers dates to 13th-century Spain.
- Day laborers working on stone and wood structures in the city of Navarre.
- Women were considered physically incapable of heavy labor, and working outside the domestic confines was seen as immoral.
- To circumvent these issues, women laborers were often left off official records or noted only by gender without specifying a proper name or work role.



POST INDUSTRIAL REVOLUTION



- By the late 19th century, the first women engineers and architects began to stand out. Engineer Emily Warren Roebling directed the construction of the Brooklyn Bridge after her husband Washington Roebling fell ill.
- World War II marked one of the most important periods for women in construction and the overall labor force. While tens of thousands of men fought on the front lines, women took over entire industries previously considered unsuitable to their physical or mental skills.
- The mid-1960s saw the passage of the first laws protecting women in the workforce, although it wasn't until 1979 that Barbara Res was put in charge of the construction of Trump Tower. She was the first woman foreman to oversee a major American construction project from groundbreaking to completion.

MODERN TIMES

- Women make up a significant proportion of the labor market in construction today, and the number of women entering construction management and the skilled trades are on the rise.
- That's because more women are earning STEM-related degrees, and the gender wage gap in construction is one of the narrowest in any industry.
- While women overall earn 81 cents for every dollar earned by men, that figure rises to 94 cents for women in construction.
- It also helps that various professional associations offer support and networking opportunities for women owners, managers, and tradespeople. Non-profit organizations empower women to enter the construction, engineering, and demolition industries.



WOMEN'S WORK

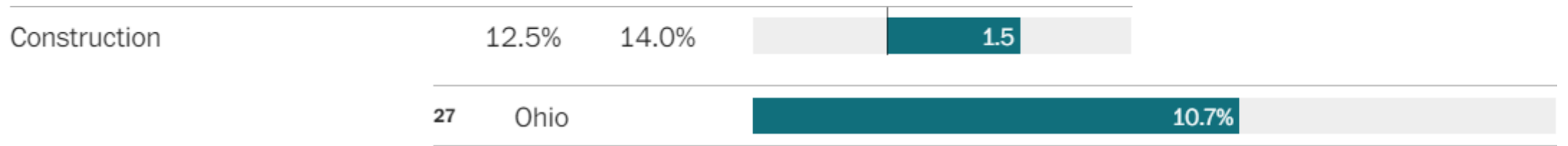
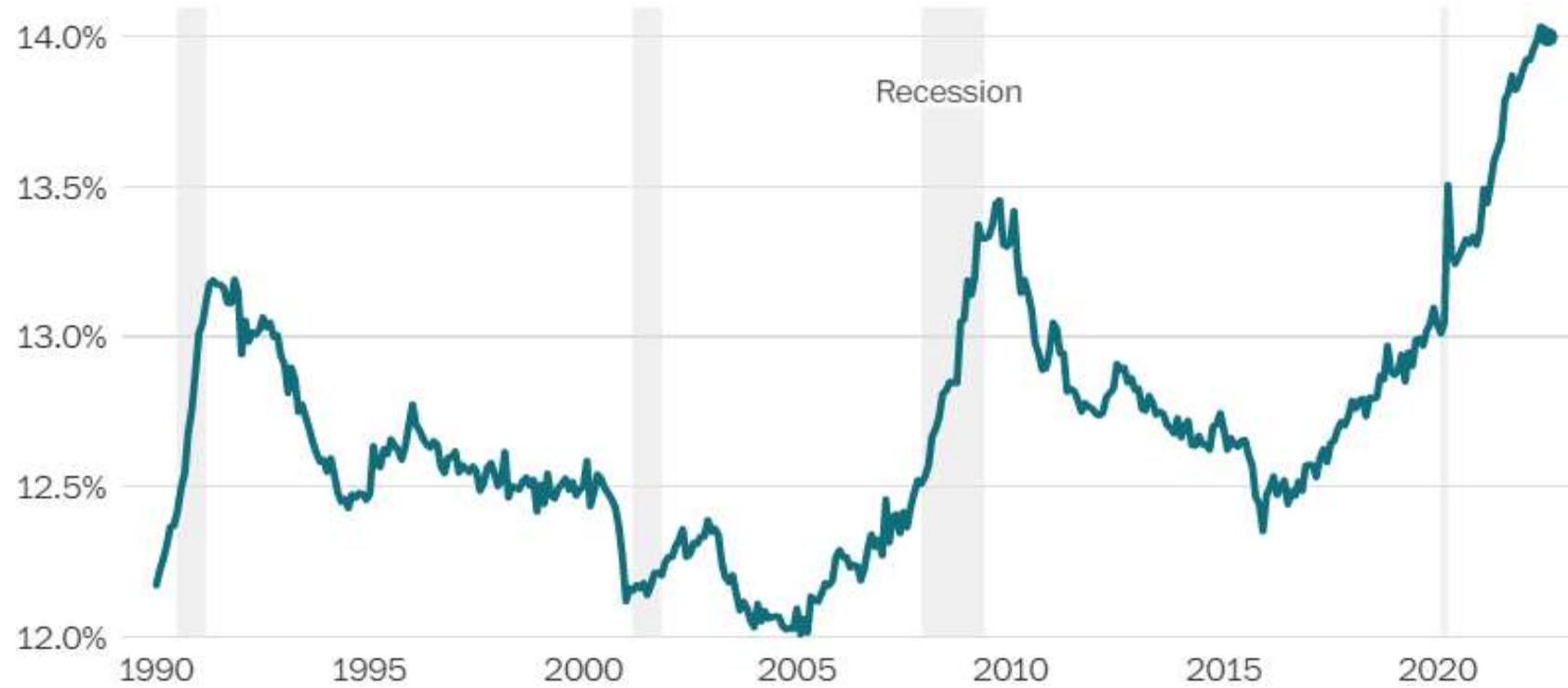
INDUSTRY	2016	AUG. 2022	CHANGE (PERCENTAGE POINT)	
Transportation and warehousing	24.5%	27.3%		2.8
Educational services	61.3%	63.4%		2.0
Utilities	23.5%	25.5%		2.0
Manufacturing	27.4%	29.0%		1.6
Construction	12.5%	14.0%		1.5
Professional and business services	44.8%	46.0%		1.2
Wholesale trade	29.5%	30.6%		1.1
Leisure and hospitality	51.9%	52.9%		0.9
Other services	52.4%	53.3%		0.9
Government	57.3%	58.0%		0.7
Total nonfarm	49.6%	49.8%		0.3
Health care and social assistance	80.0%	79.6%		-0.4
Financial activities	56.9%	55.7%		-1.2
Mining and logging	14.6%	13.3%		-1.4
Retail trade	50.5%	49.0%		-1.5

Note: Data for education and health industries are from July, all others are from August; change may differ from percentage totals due to rounding.

Source: Bureau of Labor Statistics

DEPARTMENT OF DATA
THE WASHINGTON POST

CONSTRUCTION WORKERS WHO ARE WOMEN



WHY JOIN A CONSTRUCTION ASSOCIATION?



- **Expand your knowledge:** Gain access to courses, seminars and educational materials to stay up to date on industry trends.
- **Advance your career:** Develop professional skills by participating in organizational activities, as well as learn about job opportunities and ways to expand your experience.
- **Network:** Make connections for professional and social purposes.
- **Improve your profession:** Discuss challenges and benefits of your work with others and share ideas on how to improve the field.
- **Other benefits:** Some associations provide financial benefits, such as discounts to car rentals, insurance, supplies and other items.

CONSTRUCTION

ASSOCIATIONS



ASSOCIATIONS

PROFESSIONAL DEVELOPMENT



- Founded in 1953 by 16 women in the construction industry.
- Gained a National Charter in 1955.
- Currently have 115 chapters with several international affiliates.
- Open to ALL women in the construction industry.



NAWIC STRATEGIC PLAN

Core Purpose:

To strengthen and amplify the success of women in the construction industry.

Core Values:

- Women-focused
- Courageous leadership
- Commitment to inclusion and growth
- Anticipate change





Mission Statement

The association is committed to championing women to impact the direction of the construction industry.

NAWIC provides education, community, and advocacy for women.

Envisioned Future

- Women's contributions to the construction industry are recognized and sought after.
 - Women's leadership results in industry growth and success.
 - Women receive compensation equal to all within the industry.
 - NAWIC is identified as THE resource for female leadership, with members recognized for their expertise and commitment.
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NAWIC Offers!

- Advocate for women in construction
- Professional and personal development opportunities
- Community of women in construction



HISTORY OF WIC WEEK



- 25th year
- 1st full week in March
- Nation Wide Initiative
 - *Raising Awareness about the opportunities in the construction industry*
 - *Learning about barriers still in place for women in male-populated career*
 - *How women are giving back to their communities*

NAWIC

The National Association of
Women in Construction

*Leading
Builders.*

***Building
Leaders.***

www.nawic.org

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THANK YOU!

Q&A SESSION