



# OSHA-NAWIC Alliance

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## Breaking Ground: The State of Women in Construction in 2020 through Infographics

Thank you to *Big Rentz* for creating the infographics below.



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### How Many Women Are in Construction?

Women make up **14%** of staff executive positions and **7%** of line executives



**86.7%**

are in office positions



**2.5%**

of tradespeople are women

Women represented about **10%** of the construction industry in 2019.

### Women-Owned Firms

**13%** of construction firms are owned by women



**64% growth**

in women owners from 2014 to 2019



**9%**

of women-owned firms achieved revenues greater than \$500,000

**4%** of new construction firms were launched by women last year.

### Obstacles Women Face



#### PAY GAP

**43%** of organizations do not actively monitor gender pay gaps.



#### ADVANCEMENT

**73%** of women feel passed over for roles because of their gender.



#### INJURY

Women have a **higher risk** of workplace injury due to poorly-fitted equipment.



#### DISCRIMINATION

**60%** of gender discrimination victims in the workplace are women.



#### EXCLUSION

**8 out of 10** women feel left out at company social events.



#### ROLE MODELS

**47%** of women have never worked with a manager who is a woman.

### Jobs Held by Women

Nearly 1 in 3 companies promoted women to senior roles in 2018



**45%**

Sales & Office



**31%**

Management



**21%**

Construction & Maintenance



**1.5%**

Service Occupations



**1.4%**

Transportation

**76%** of women in construction jobs work off-site.

### Time as Leaders

While women have led the board for many years, there are growing numbers of women managers in the field.

#### Construction Managers



**5.4 YEARS**

average time in role

#### C-Level Executives



**7 YEARS**

average time in role



**38%** have held their role for less than a year.



**53%** have held their role for less than a year.

The average tenure of women leaders in the industry is **15 years**.

### Women Leading in Construction

Women are working on the job site and as administrative leaders in the construction industry

#### Leadership Breakdown

Industrywide, women comprised **2.5%** of all construction managers in 2019.

**44%**

of the top 100 contracting companies have women in executive roles.

**16%**

employ women in C-level positions; 2 of them are CEOs.



**Kim Rey**

CEO, HITT Contracting  
Time in Position  
3 years, 2 months  
Years in Construction  
21 years



**Ann Messag**

President, IFCO  
Time w/ Company  
3 years, 6 months  
Years in Construction  
50 years



**Kylie Rompa**

CEO Australia, Landbase  
Time in Position  
4 years, 9 months  
Years in Construction  
1 year