



Ontario Building & Construction Tradeswomen: Survey of Industry Leaders



Ontario
Building & Construction
Tradeswomen



March 2022

Objectives

Ontario Building & Construction Tradeswomen (OBCT) is interested in understanding the views of industry leaders regarding women working in the building and construction trades industry.

This research will help OBCT understand the following:

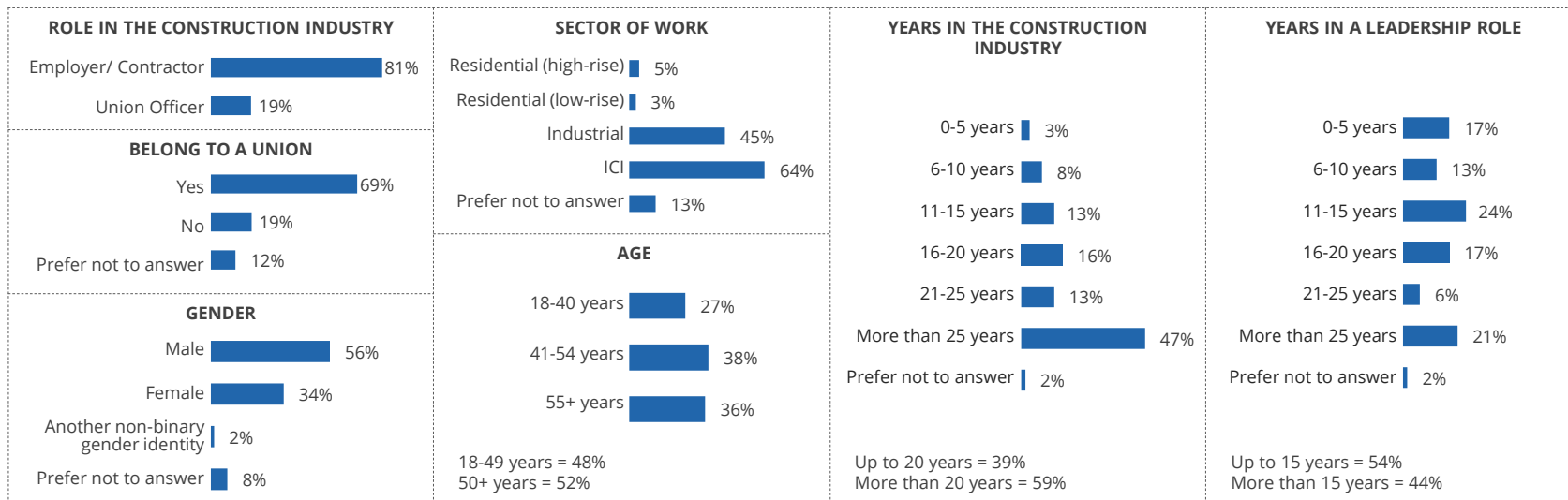
- The leaders' awareness and general views on women working in the construction trade industry;
- Leaders' perception on why such few women join the trades;
- Comfort level with women working in the trades and likelihood of leaders to hire women construction workers;
- Identifying the challenges leaders face and their concerns when hiring women;
- What are the steps that leaders and unions have taken or should take to attract and retain women workers in the trade industry
- How can OBCT advocate to governments to retain and attract more women to the construction trades

Methodology

- **Methodology** : An online survey among a representative sample of N=64 industry leaders
 - Leaders, including employers, contractors, union officers and other workers in a supervisory role within the building and construction industry were invited to participate in the survey via email invitations, containing a survey link hosted on Pollara's secure survey platform server. Additionally, OBCT posted the survey link invite on their website and published media articles with the survey link inviting leaders to participate.
- **Field Window**: January 4 to March 8, 2022
- **Reliability**: The sample is representative of leaders in the building and construction industry. Non-probability samples cannot be assigned a margin of error. As a relative guideline, and applying a small population factor, the results among the total sample carry a margin of error of $\pm 11.2\%$, 19 times out of 20.
- **Reporting Notes**:
 - Due to the small sample size of N=64, the demographic sub-segments (such as ***age groups, gender, tenure,*** etc.) used for analysis are **much smaller in size** and carry a **larger margin of error**. The differences between sub-segments noted in the report, are therefore **not** statistically significant, and are directional only.
 - Any discrepancies in totals are due to rounding.

Demographic Profile of Leaders

- 81% of respondents self-identified as employers, contractors, foremen, managers or some other supervisory role (n=52), and 19% self-identified as Union Officers (n=12).
- 27% are between ages of 18-40, 38% are aged 41 to 54 years and 36% are 55 years and above. For the purpose of reporting, the age groups are combined as 18-49 years (48%; n=31) and 50+ years (52%; n=33).
- Just over half of the respondents are men (56%; n=36), and one-third are women (34%; n=22). The remaining 9% prefer not to identify their gender. Women leaders are slightly more likely to be younger, aged 18-49 (55%) whereas men are more likely to be older 50+ (56%).
- 39% have been in the trades for up to 20 years, while 59% have been in the trades for more than 20 years.
- At least half (54%) have been in a leadership role for up to 15 years, and 44% have been leaders for more than 15 years.



Key Insights¹

- Leaders are well aware that **there are very few women in the trades**. Most say reasons for this are that women face discrimination and harassment, that they are not suitable for this job and that they themselves are not interested in this industry. These reasons are not surprising and conform to the typical mindset that the construction and building trades is a male-dominated industry.
- Despite these perceptions, almost all leaders **disagree** that construction is a man's job and that women don't belong here. Indeed, majorities believe that construction is an **excellent, appropriate, and safe industry for women** to work in, but they do feel that women tend to be isolated from the rest on the basis of their gender.
- Three-quarter of leaders say they are **very comfortable with women joining and working in the trades** and two-thirds have women working for them or as part of their union. Moreover, almost all leaders agree that **women have the knowledge and skills to work in construction** and that they are competent and capable workers. At least nine-in-ten leaders say they are aware of women who are successful in the trades; and attribute this success to hard work and them having honed their skills.
- Leaders believe that **gender does not play a role, as long as the workers are competent and are strong enough** to do the job. Strong majorities agree that women, including petite women, are strong enough to work in the trades, and that their build does not matter. Additionally, leaders disagree that women are too emotional or sensitive to work in the construction industry.
- However, **gender does matter when it comes to the treatment of men and women and growth opportunities in the trades** – two-third majorities agree that men and women are not treated equally and that they are not given equal growth opportunities. Not surprisingly, women leaders are more likely to feel this disparity than the men; men believe that women are given training and apprenticeship opportunities and are encouraged to develop their skills, women leaders are less likely to feel that these opportunities are given at an equal footing.

Key Insights²

- While leaders **strongly recommend** the construction industry as a viable career to women and indicate they are **very open and likely to hire tradeswomen** as employees, their responses to the survey also reveal that some leaders may be facing challenges, likely accommodation and evolution pains in following through on these expressed attitudes and intent:
 - One of the **main challenges** in attracting women to the construction industry is the **prevalence of harassment of women in the industry** – a fact that leaves construction a **less appealing line of work for women**. Some leaders noted that not having enough tradeswomen applicants to hire was a challenge. Most leaders **agree that harassment is a prevalent issue among all levels of leadership**, that is, at the employer and supervisor level, **as well as among co-workers**.
 - Moreover, an increase in **sexual harassment complaints**, and the added stress to deal with them, appears to also **act as a potential disincentive to hiring women** for some employers.
 - Notably, despite stating that construction is not typically a man's job, some leaders say that women not being suitable for this job, not being strong enough, or not fitting into the work environment are barriers to hiring women.
 - Some leaders admitted that maternity leaves – the cost and the need to schedule work and hire to accommodate them – was an issue, although not a major concern.
 - Construction sites also require having special provisions, like washrooms and changing rooms for women. However, these particular accommodations are not a significant concern or impediment for leaders.

Key Insights³

- Despite the current challenges in hiring women, **leaders indicate that they are keen to have more women join the trades** – and are aware that making **women feel more welcomed** in the trades, ensuring women are **treated equally** to men, **protecting women** against harassment and providing **equal growth opportunities** for them are the **key areas to focus** on in order to increase the number of women in the construction industry and retain those who are already a part of the industry.
- Employers claim that they are **already working towards creating such an environment** where there is equal treatment by all levels of leadership, ensuring women's safety and listening to their complaints, providing equal compensation and benefits, and encouraging women to develop new skills.
 - Some other important steps are to provide separate washrooms and changing rooms for women and to provide additional support in the form of maternity leave, childcare and eldercare. Women leaders are more likely to want the industry to provide these supports.
- Similarly, leaders also feel that **OBCT should be advocating to both levels of governments for the same initiatives** – that is, equal treatment of men and women, equal growth opportunities and equal compensation. Many feel that OBCT should advocate to the governments to have **mandatory anti-harassment training** to deal with harassment of tradeswomen. And to improve the working conditions of women, OBCT should also advocate for on-site facilities, childcare, maternity support and mental healthcare support.
- Additionally, leaders were asked on an open-end basis if there are any other steps OBCT or the construction industry could take to attract women to join the trades and/or retain them. A common theme was to **increase awareness about the building and construction industry** – informing young women in high school itself about this industry, informational sessions for women, having tradeswomen talk to other women about the trades, and in general, promoting it as a career option to women – and that a **cultural shift is needed in the industry** to make women feel welcomed in the industry.

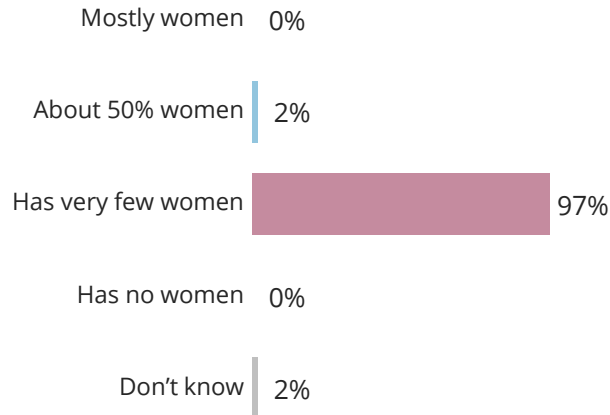


Awareness and General Views on Tradeswomen

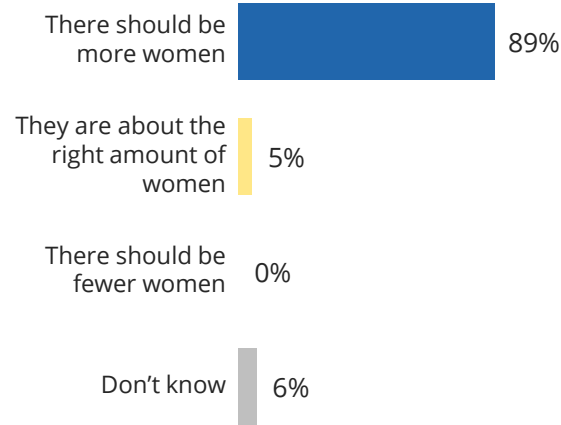
Almost all leaders in the trades are in agreement that Ontario's building and construction industry has *very few* women and that there should *be more* women in the industry

- 5% overall feel there are about the right amount of women – more women leaders (9%) than men leaders (3%) feel this way.
- While two-thirds (63%) say they feel that the trades having only 4.8% of women is similar to the levels they anticipated, at least 30% say it is much lower than what they had anticipated. Women leaders and those who have been in the trades for up to 20 years over-anticipated this number – 55% of women and 48% of the latter say this number is lower than they had anticipated.

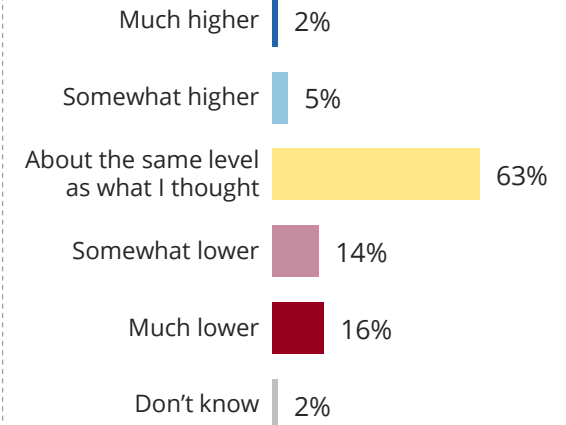
Top-of-mind Perception of Women Workforce in the Trades



Should be More or Less Women in the Trades

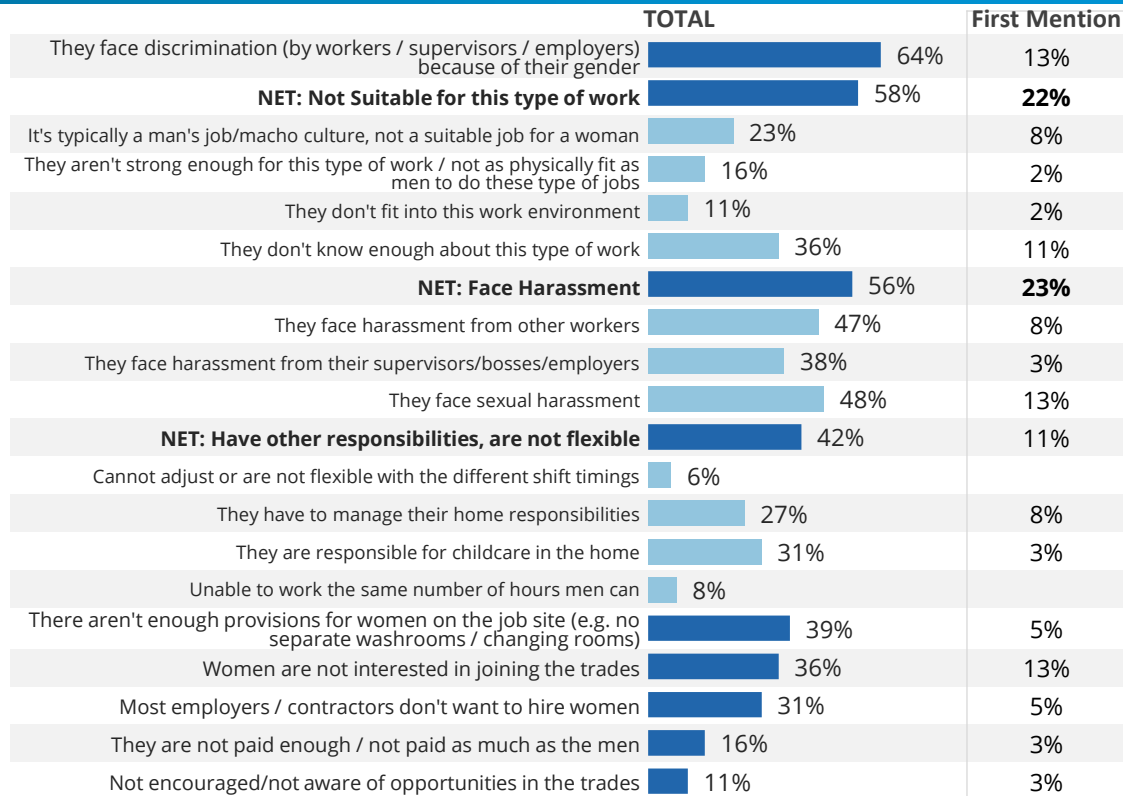


Whether 4.8% of Women in Trades in Higher or Lower than Anticipated



Most commonly mentioned reasons for why women don't join the trades have an underlying gender bias – such as facing discrimination because they are women, not being suitable for this type of job, facing harassment or having other household responsibilities

- Some also believe that women themselves are not interested in joining this industry or that employers do not want to hire women.
“Employers / Unions also aren't doing enough to show that women are welcome.”
- A few mention that women are not encouraged or not made aware (at a younger age) that this can also be a career option for them.
“Not enough encouragement at an early age/in school to look into construction-based careers”
“It is not promoted as a great career in high schools and to parents”
- On a top-of-mind basis, leaders mention women facing harassment (23%) and not being a good fit for this kind of job (22%) as the main reasons.
“History has shown this is a male dominated workforce and it will take years to change this mindset. Construction has always been male dominated”
“Perhaps they don't want to subject themselves to working in a male dominated environment”
- Women leaders are much more likely to mention these reasons than the men – in particular, discrimination, home and childcare responsibilities, not being paid enough, lack of provisions, and that employers don't want to hire women. Notably, men are more likely to feel that women are not interested to join the trades than the women themselves.



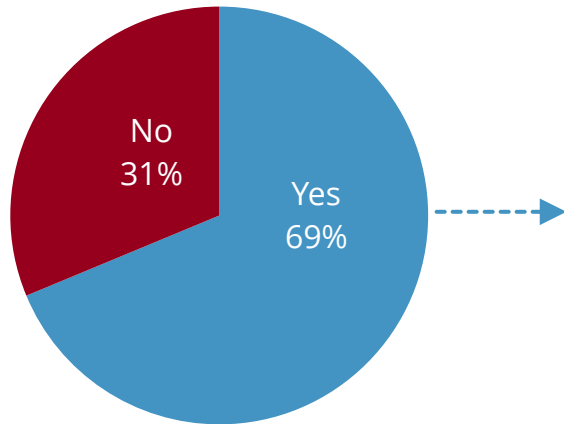
QA8. What do you feel are some of the main reasons why there are such few women who join the trades? Please select all that apply. (Total N=64)

NOTE: Text in “quotes” and in blue font were provided as write-in verbatims in addition to the provided response list

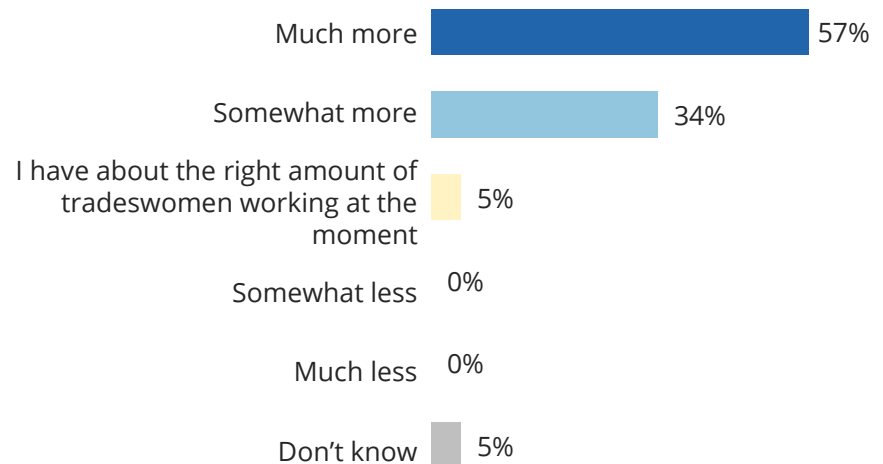
Two-thirds (69%) of the leaders have women employees working on site as a part of their crew or part of their union

- 81% of men say they have women working for them, compared to 59% of women.
- Among those have women employees, 91% feel the need to hire more tradeswomen – with more than half (57%) saying there is a need to hire much more tradeswomen and no one mentioning that they need to hire fewer women.

Have Women Employees



Need for More Women Employees



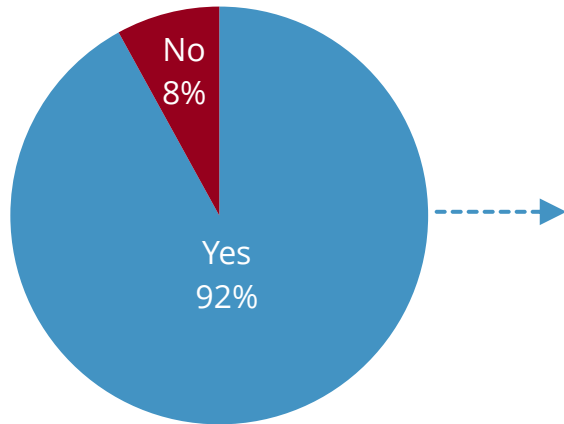
QA3. Do you have any women employees working for you or as part of your crew // union, specifically in construction - that is, those who work on site? This does not include women who work in the office or on administrative tasks. (Total N=64)

QA4. Considering the current number of tradeswomen employees working for you or as part of your crew // union, do you feel there is a need to hire more or less tradeswomen? (Total N=44)

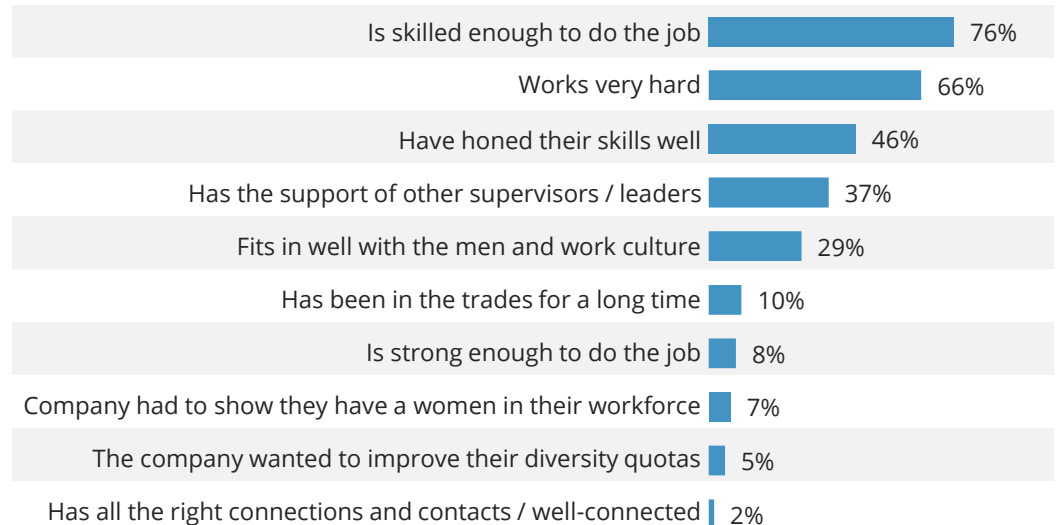
Nine-out-of-ten leaders say they are aware of tradeswomen who are successful in the construction industry and attribute their success to hard work and being skilled in the trades

- Most mention that reasons for the tradeswomen being successful are that they are skilled in their job and work very hard. Some mention that they have the support of their leader or supervisor.
- A small 5% to 7% say that it's because the company needed to show they had women in their workforce and for the purpose of fulfilling diversity quotas. 15% of women leaders mention this as one of the reasons.

Aware of Successful Tradeswomen



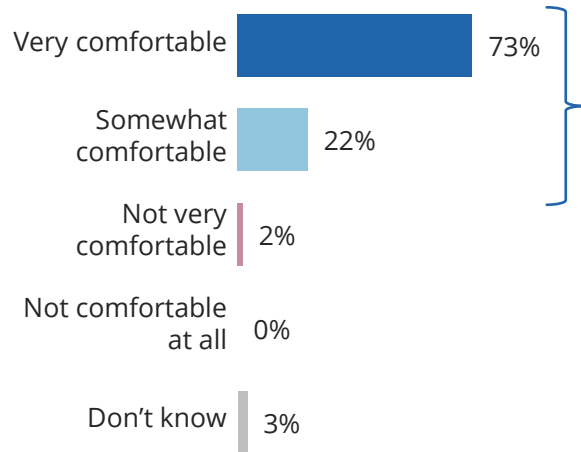
Reasons for Success



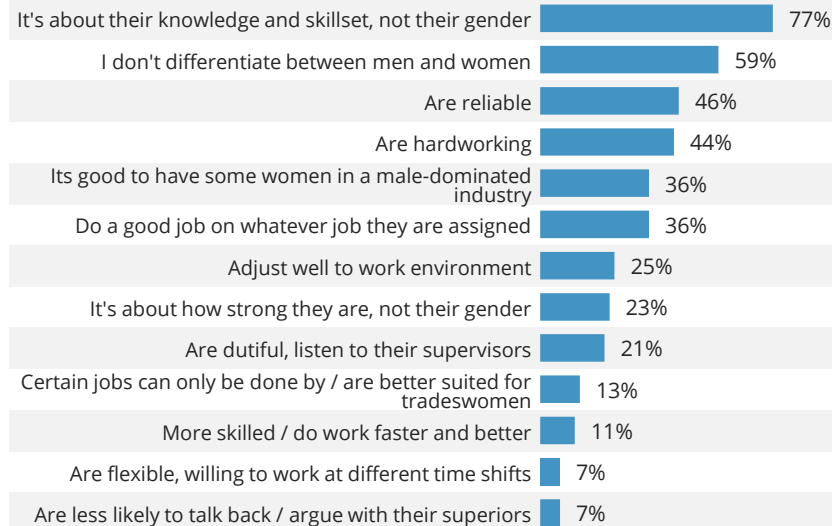
Three-fourth (73%) of industry leaders say they are very comfortable with women joining and working in the construction trades

- Employers and contractors tend to feel somewhat less comfortable (67% very comfortable) compared to union officers (all 12 respondents say they are very comfortable). Women leaders are slightly more likely to say they are very comfortable working with women in the trades (77%) compared to 72% of men. Likewise, 18-49 year old leaders are more likely to say they are very comfortable (77%) compared to those aged 50+ (70%).
- Most leaders say they are comfortable with women because they don't differentiate on the basis of gender and consider the knowledge and skillset of the workers rather than their gender. Some also cite reasons such as women are reliable, hardworking and do a good job.
- Women (62%) are much more likely to say that it's good to have a good mix of women and men in the industry, than men (26%), that women do a good job (57% vs. 26%) and that women adjust well to the work environment (48% vs. 11%).

Comfort Level with Women in the Trades



Reasons for Being Comfortable with Women in the Trades

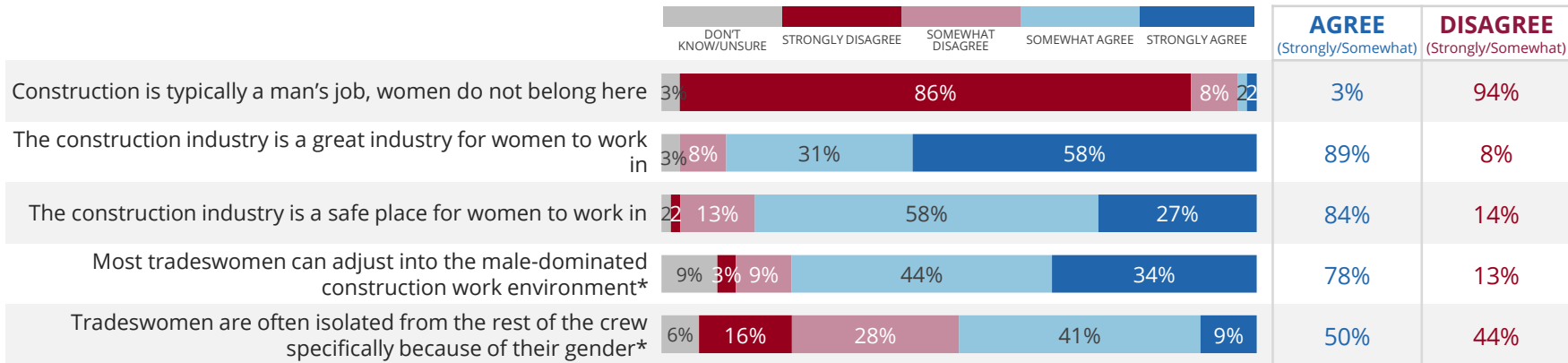


"It doesn't matter the sex of the worker. As long as they do the job and have a good attitude. That's all I care about."

"It's good to have a wide variety of perspective in this industry; being male dominated can limit that perspective."

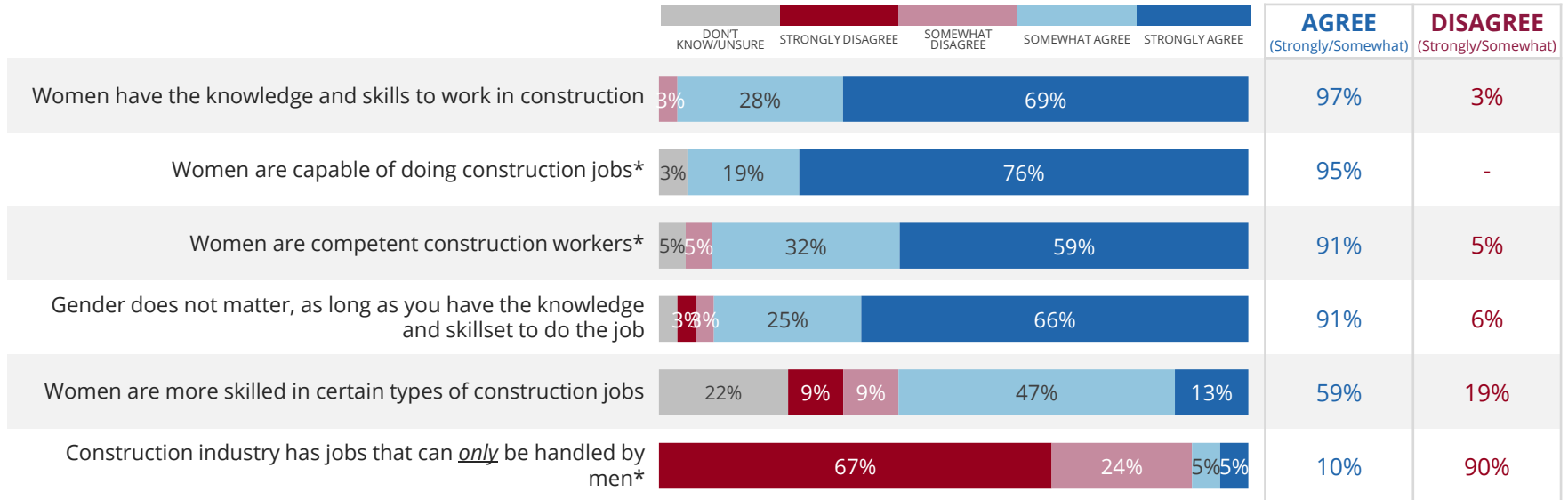
Industry Fit & Environment: Almost nine-out-of-ten industry leaders strongly believe that construction is not typically a man's job

- This sentiment is expressed equally across all age groups, and women and men leaders, as well as among those who've been in the industry for longer.
- More than eight-in-ten believe that the construction industry is a great industry and a safe place for women to work in. While, a small majority *strongly* agree it's a great industry (58%), only about a quarter confidently say that the construction industry is a safe place (27% *strongly* agree).
 - Younger leaders (18-40 years; 61%) and male leaders (64%) are more likely to *strongly* agree that the industry is a great place for women to work in, than those who are older (55%) and the women leaders (50%).
 - While overall 89% men and 86% women agree that construction is a safe place to work for women, notably, men tend to *strongly* agree on the notion of safety much more than women themselves (42% vs. 5%).
 - Those who have been in the industry for 20+ years, are more likely to *strongly* agree that it is a safe and great industry for women.
- Strong majorities also agree that most women can adjust into this male-dominated industry. However, half (50%) also agree that tradeswomen tend to feel isolated from the rest of the crew on account of being women. Women leaders are more likely to say that women adjust well into the construction industry compared to men (58% vs. 19% *strongly* agree).



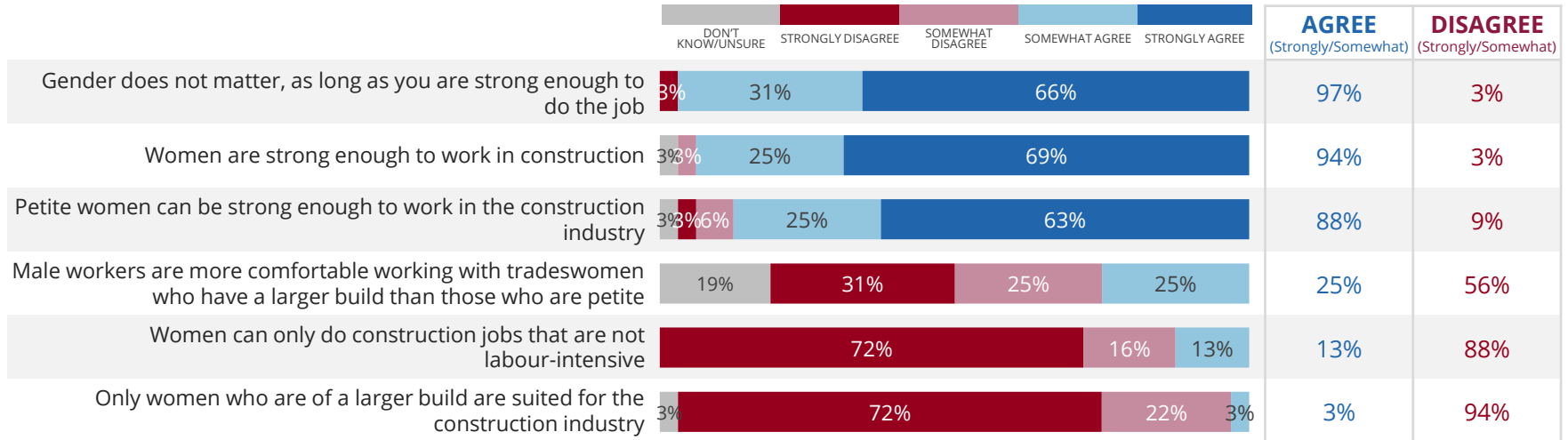
Competency: Almost all agree that women have the knowledge and skills to work in construction and that women are capable and competent construction workers

- Six-in-ten (59%) also agree that women are more skilled in certain types of construction jobs – women (82%) are more likely to feel this way than men (53%).
- 91% say gender does not matter as long as the workers have the knowledge and skillset to do the job – men (78%) are more likely to *strongly* agree than women leaders (64%).
- *While 90% disagree that construction industry has jobs that can only be handled by men, the 10% that agree are all men.



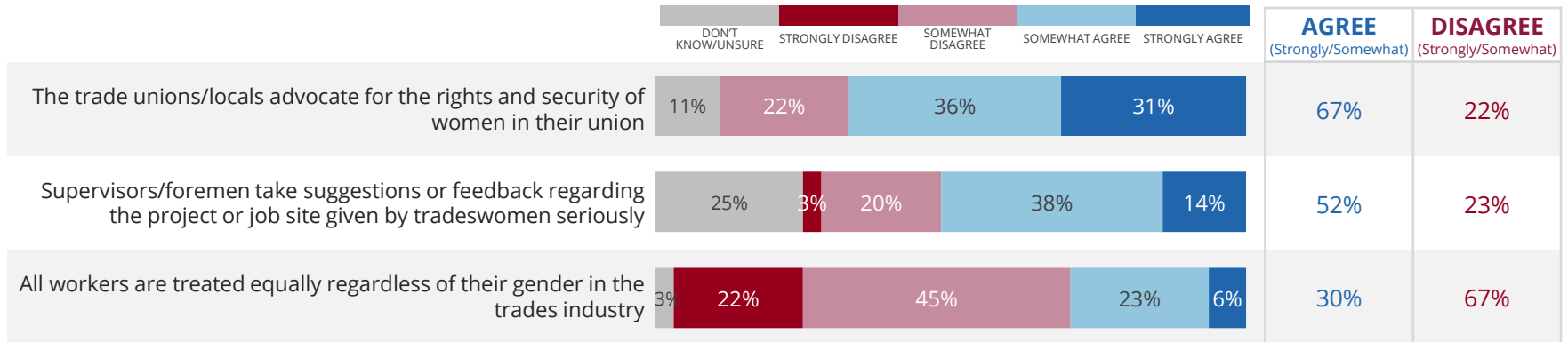
Size and Strength: 90% agree that women are strong enough to work in construction, including women who are petite, with almost all agreeing that gender does not matter as long as the worker is strong enough to do the job

- Majority (72%) *strongly* disagree that women can only do jobs that are not labour-intensive. Women leaders (78%) are more likely to feel this way than the men (67%).
- Three-quarters (72%) *strongly* disagree that only larger build women are suited for this industry and 56% disagree that male workers are more comfortable with tradeswomen who have a larger build. Male leaders are more likely to not look at size as a factor – they are more likely to *strongly* disagree that only larger build women are suited for construction (76% vs. 67% women) and disagree that male workers would be more comfortable with women with a larger build (62% vs. 45% women). Moreover, men are also more likely to *strongly* agree that women are strong enough (73% vs. 62%) and that petite women can be strong enough (63% vs. 50%) to work in construction.
- *The women leaders, perhaps, give more importance to size and strength as factors for being considered “suitable” for construction work, because they have themselves experienced or seen other tradeswomen experience discrimination on the basis of their size or build.*



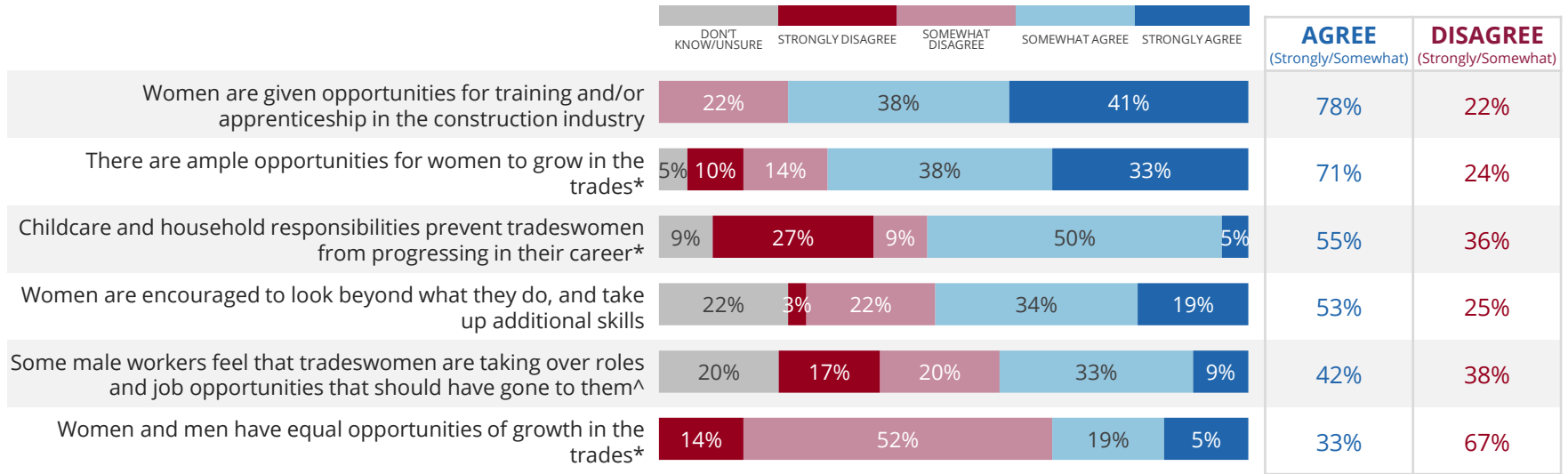
Equal Treatment: A two-third majority do not feel that all workers are treated equally regardless of their gender in the trades industry; women are more likely to feel the disparity than men

- Women leaders (77%) are much more likely to feel there is inequality than the male leaders (61%). Similar sentiments are expressed by the younger, under 50 year old leaders (71%) compared to those 50 years and above (64%).
- Just about half (52%) feel that supervisors/ foremen take suggestions given by women seriously. Not surprisingly, women (45%) are less likely to feel this than the men (64%).
- While a majority (67%) feel that trade unions advocate for the rights and security of women in their union, this is more so agreed upon by the male leaders (83%) than the women leaders (55%).



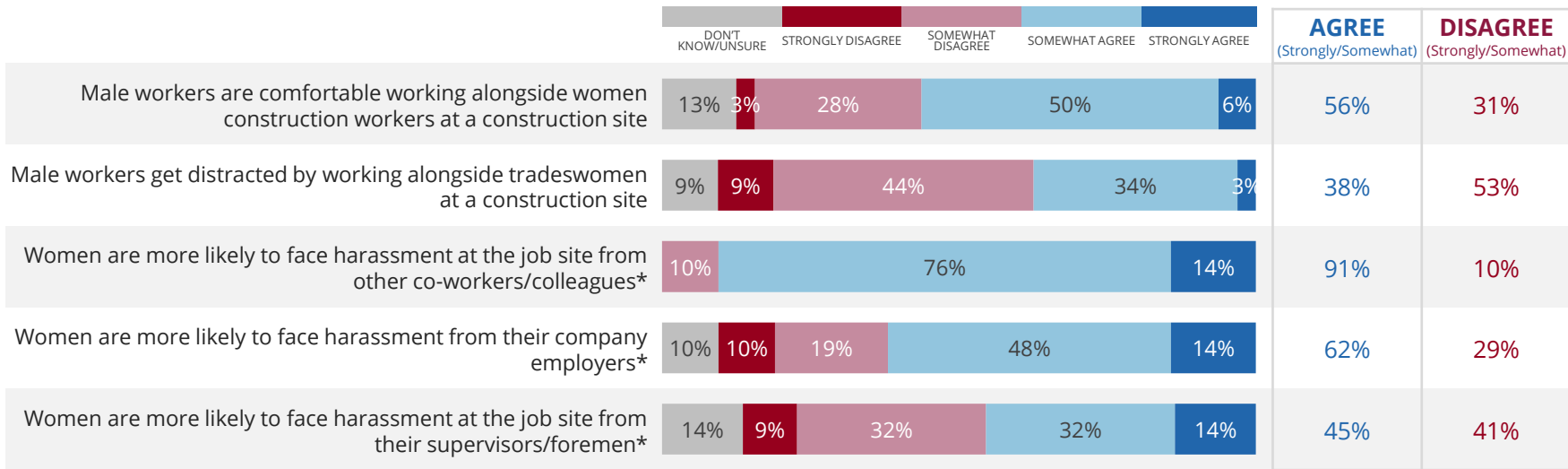
Opportunity and growth: While a majority agree that women in the trades are given opportunities for training/apprenticeship and growth, only a third agree that men and women have equal growth opportunities

- Four-in-ten (42%) agree that male workers feel that women are taking over jobs and roles that should have gone to them, whereas 38% disagree. Women leaders are more likely to agree that male workers tend to feel this way than the male leaders (50% vs. 33% respectively). The older leaders (50+) are also more likely to agree than the 18-49 year olds (48% vs. 35% respectively).
- There is a clear disparity among the male and women leaders' perceptions when it comes to growth opportunities – while the men believe that women are given ample of growth opportunities and encouragement to develop new skills, women do not agree to the same extent. Women are more likely to disagree that women and men have equal growth opportunities.



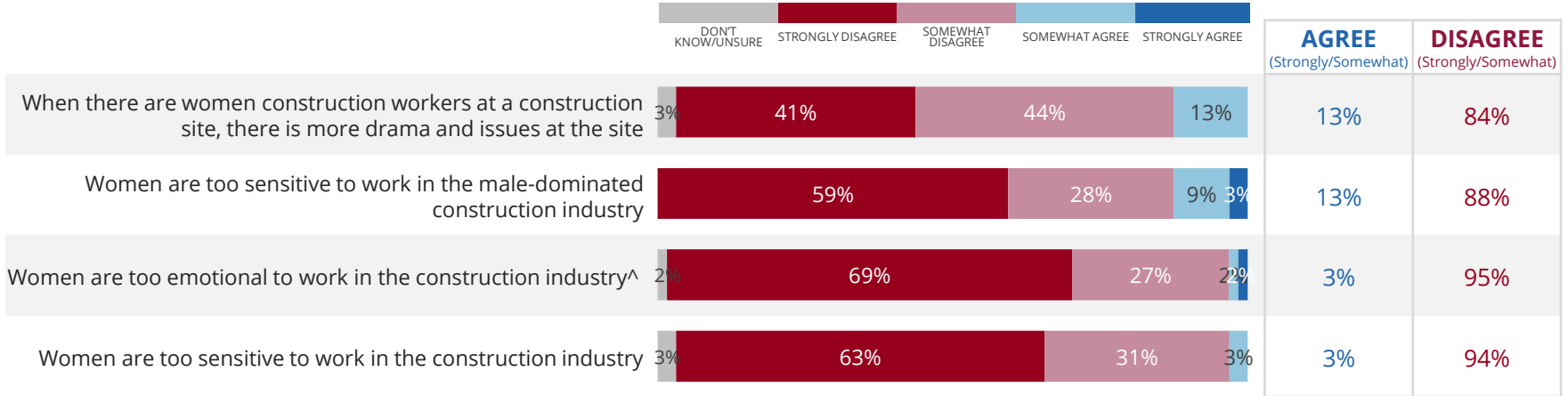
Harassment: Leaders feel that men are comfortable working alongside women, but they also feel that men tend to get distracted and that women face harassment at all levels

- Male leaders are more likely to feel that the male workers are comfortable working alongside women (65% vs. 50% women). That said, they are also much more likely to agree that male workers get distracted when working alongside women (61%), and notably, only 10% of the women leaders feel this is true.
- *Leaders feel that women are much more likely to face harassment at the job site from their colleagues than the employers and least likely from the supervisors or foremen. And, the men are more likely than the women leaders to feel that women face harassment from colleagues and supervisors, whereas women leaders feel that women face more harassment from the employers.



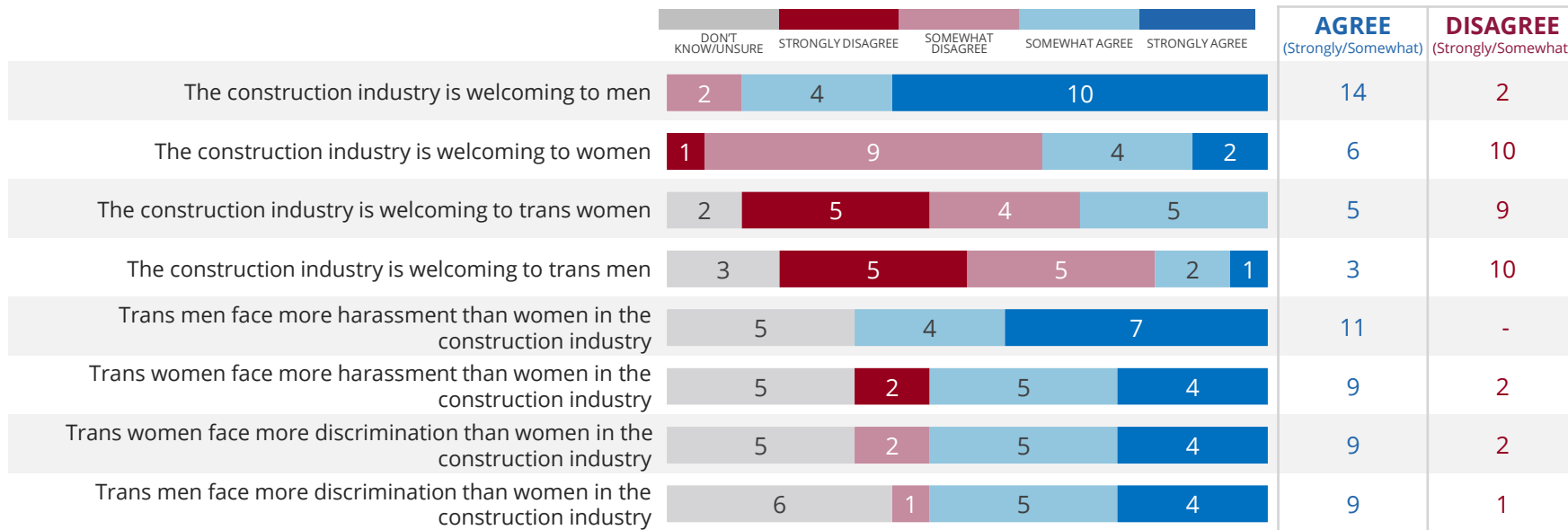
Emotional Factor: Large majority of leaders do not feel that women are too sensitive or emotional to work in the construction industry or that it leads to more drama and issues at the site

- Not surprisingly, women are more likely to *strongly* disagree with these notions than men – 73% *strongly* disagree that women are too emotional to work in construction compared to 64% men. Likewise, women (45%) are more likely to *strongly* disagree than the men (25%), that when women are at the construction sites there is more drama and issues.
- *There is a subtle underlying bias among the men that having women at the construction sites lead to more conflicts as they are more sensitive or emotional.*



Gender Identity Biases: Leaders agree that the construction industry is not as welcoming to women and transgenders as it to men

- Transgender tradespeople face more discrimination and harassment in the industry than even women.



***CAUTION: Base size is extremely small (N=16). The results are shown as counts and are directional only**

QA9. Now, looking at the trade and construction industry, in general, to what extent do you agree or disagree with the following? (Total N=16)

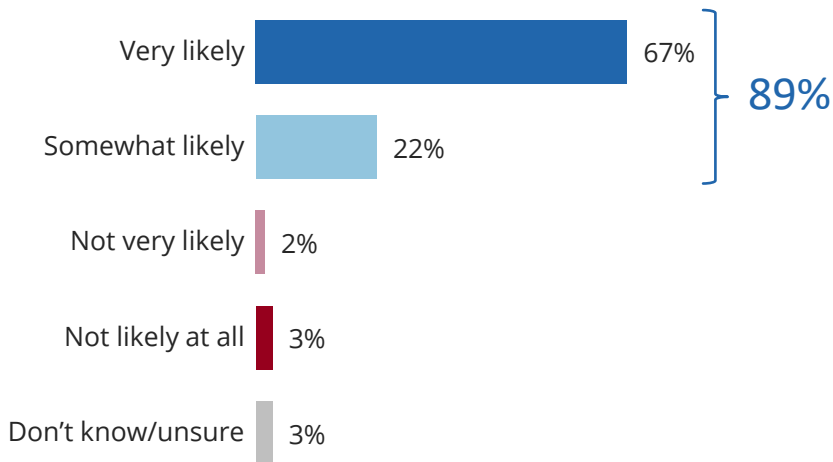


Challenges and Concerns When Hiring Tradeswomen

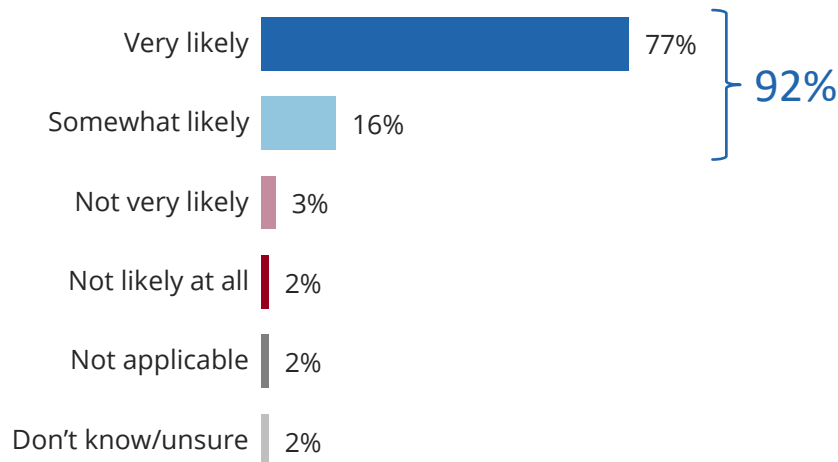
Nine-in-ten industry leaders would recommend women to join the construction trades and would also be likely to hire tradeswomen as an employee or part of their crew

- Among those likely to recommend (67%) or hire (77%), majorities say they are *very likely* to.
- While 11% of men are not likely to recommend the trades to women, only 3% say they are not likely to hire women. On the other hand, 9% of women leaders say they are not very likely to hire women as employees; 91% (77% *very likely*) say they are likely to hire, comparatively the male leaders are more open towards hiring women (97%; 81% *very likely*).
- Younger leaders (18-49 years) are *very likely* to recommend (77%) and hire women (81%), compared to those who are 50+ (58%; 77% respectively).

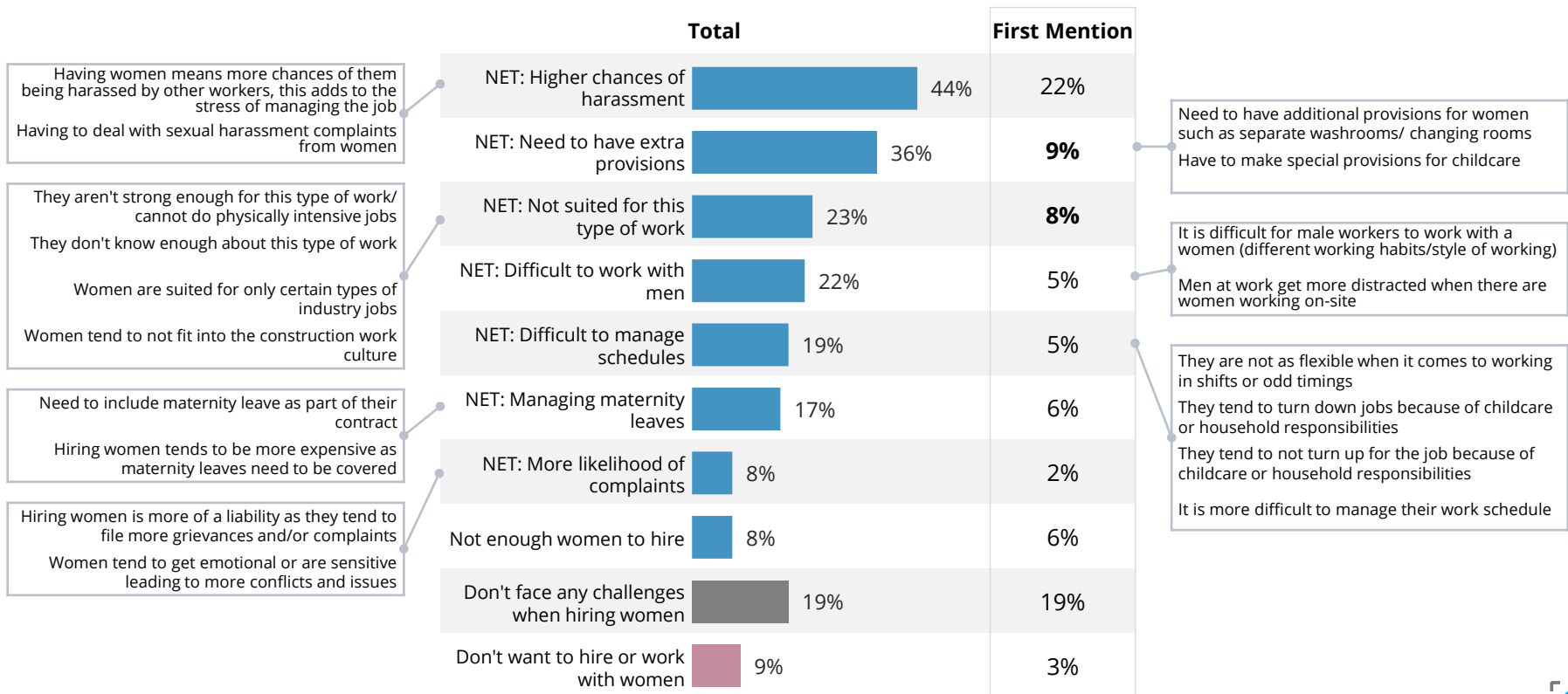
Likelihood to Recommend the Trades to Women



Likelihood to Hire Tradeswomen as Employees



Challenges faced by trade industry employers or contractors when hiring tradeswomen...



QB4. Generally speaking, what are some of the challenges the trade industry employers or contractors face when hiring tradeswomen or welcoming women into the trades industry? Please select all that apply. (Total N=64)

Challenges faced by trade industry employers or contractors when hiring tradeswomen...

- One of the main challenges industry leaders face when hiring women is the increase or higher tendency of women being harassed by other workers (44%) which leads to dealing with more sexual harassment complaints (33%) and higher job stress (33%). A few feel women are more of a liability as they tend to file more complaints (8%). A quarter (22%) feel that it is difficult for men to work with women (14%) and that men are likely to get more distracted with women working on site (20%).

"Dealing with poor behaviours of the male counterparts related to women in the workplace has increased dramatically as we work to increase the number of women in the trades."

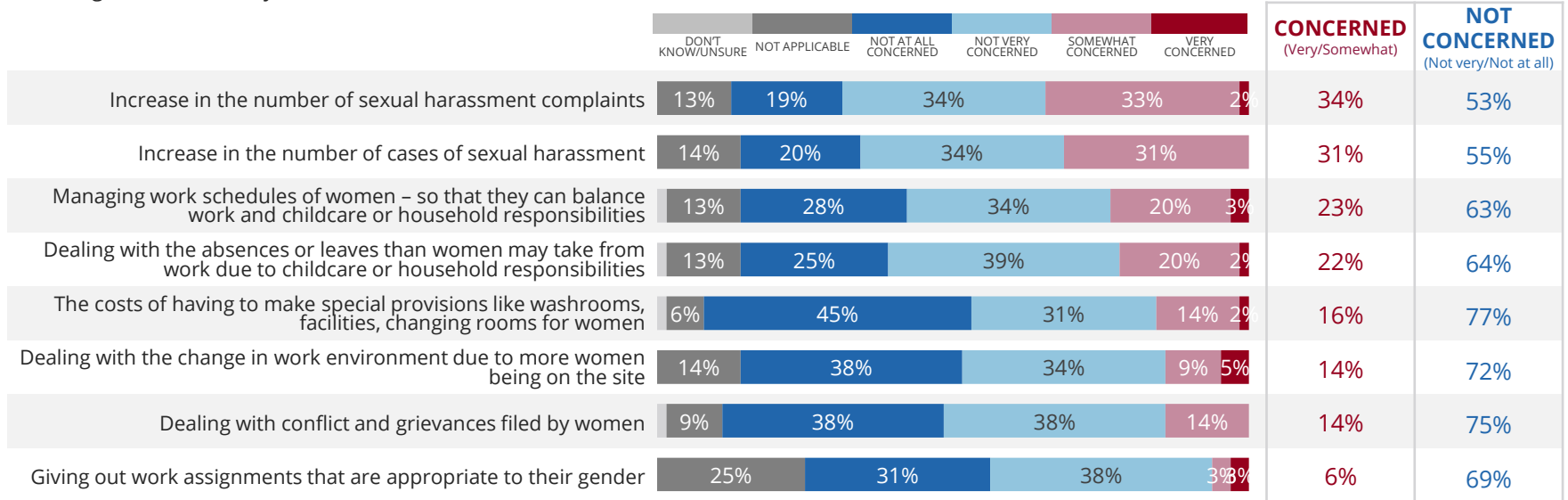
- Construction sites would need to have additional provisions like special washrooms and changing rooms for women, which is a challenge for some employers (36%).
- A quarter (23%) feel that women are not suited for this type of job – that they are suited for only certain types of industry jobs (11%), are not strong enough (9%), don't fit into the work culture (9%) or don't know enough about this type of job (8%).
- 19% of leaders find it difficult to manage the schedules of women as women tend to not be as flexible with shift timings (13%) or turn down jobs (14%) due to their childcare or household responsibilities.
- For 17% hiring women is an issue due to maternity leaves which need to be included as part of the contract (13%) or that it gets more expensive to cover maternity leaves (13%).
- While 9% don't want to hire or work with women, 8% want to but feel there aren't enough women in the industry to hire.

"The biggest challenge is the limited amount of women available for these positions"

- 19% say they haven't faced any challenges while hiring women.
- *In the previous section, most leaders agree that harassment is a prevalent issue in the construction industry. Therefore, it is not surprising, that dealing with complaints, particularly sexual harassment, adds to the stress of their job as a leader.*
- *Additionally, as seen in the previous section, the leaders surveyed indicate that they are keen to hire women, and do not feel that women are not suited for this type of work. However, the reasoning of women not fitting into this industry comes up when asking about challenges they face when hiring women. Thus, it appears there are likely accommodation and evolution pains in following through on these expressed attitudes and intent*
- *Focussing and addressing these two areas are key in making women feel more welcomed in the trade industry and attracting more women to join the trades.*

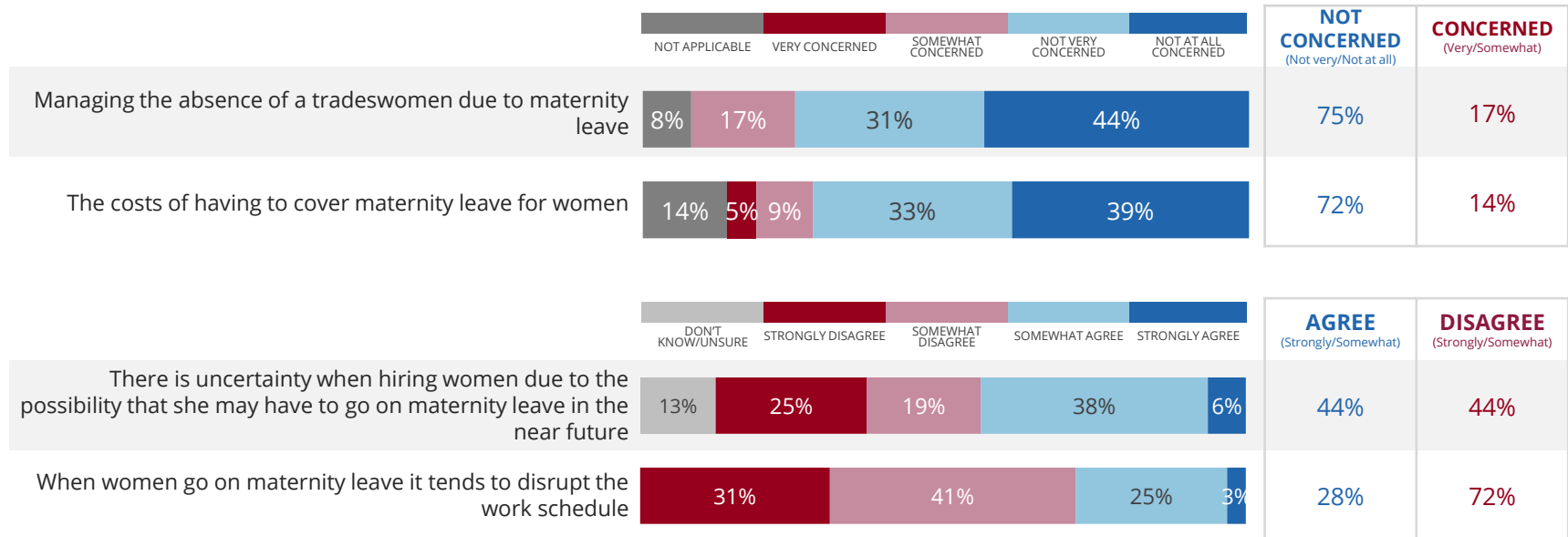
Despite the challenges, majority of the leaders are not concerned about more women joining the trades or taking it up as a full-time career, generally speaking

- Similar to the challenges of hiring women on construction sites, about a third are concerned about the increase in the number of sexual harassment cases (31%) and complaints (34%), and a quarter (22-23%) have concerns about managing and scheduling work due to women having other household responsibilities. Men are much more concerned about dealing with sexual harassment complaints (42-44%) compared to the women leaders (18-23%).
- While the need for additional provisions such as washrooms and changing rooms for women is listed as a challenge when hiring women, it is not a major concern for leaders – only 16% say it is a concern, while a three-quarter (77%) majority says it is not a concern.
- Men are more concerned about dealing with change in the work environment due to more women on site (22% vs. 5% women) and dealing with conflict and grievances filed by women (17% vs. 9% women).



Maternity Leave: Majority do not feel that when women go on maternity leaves it disrupts the work schedule, and are not concerned about managing the absence of tradeswomen due to maternity leave

- Three-fourth majority are also not concerned about the costs of covering maternity leave for tradeswomen. Men are somewhat more concerned about costs than women leaders (19% vs. 5% respectively).
- That said, leaders have divided views about hiring women – while 44% are uncertain about hiring women due to the possibility of them going on maternity leave, an equal proportion are not worried.



QB3. To what extent do you agree or disagree with the following? (Total N=32)

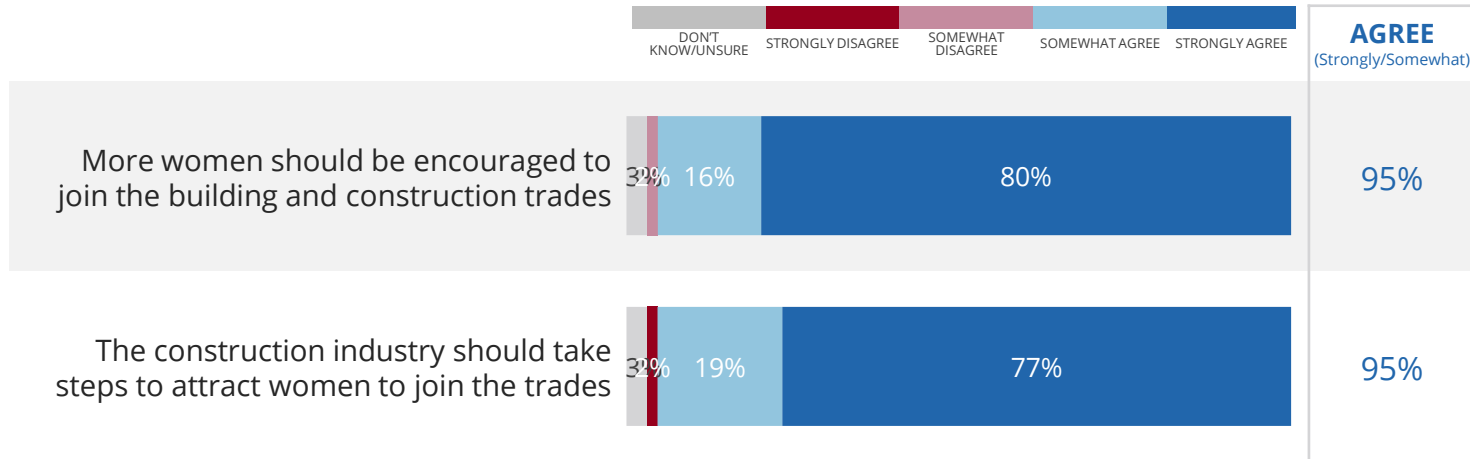
QB5. Now, specifically thinking about having more women joining the construction trades, that is, more women taking it up as a full-time career option, how concerned are you about the following? (Total N=64)



Steps to Attract and Retain Tradeswomen

Seven to eight-in-ten *strongly* agree that more women should be encouraged to join the building and construction trades and that the trade industry should take steps to attract more women to join

- The 5-6% that disagree or are unsure are all men.
- Younger leaders (81-84%) are more likely to *strongly* agree to encourage and attract more women to the trades than the 50+ year old leaders (73-76%).

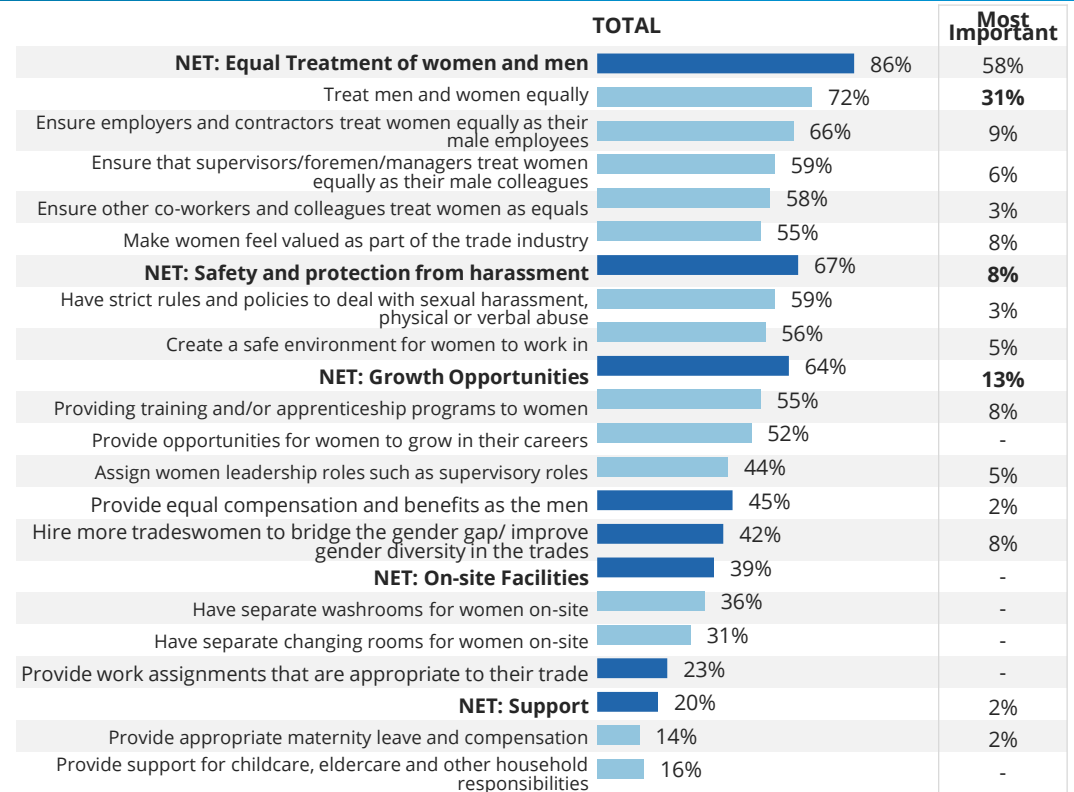


Important steps that the construction industry should take in order to retain and attract women include treating men and women equally, that is, ensuring employers, contractors, supervisors, colleagues treat women as equal to men and ensuring the safety and protection of women

- These steps are also considered as the **most important** steps that the industry should take to encourage more women to join the trades or retain them.
- Women leaders are more likely to feel that the industry should work towards providing training/apprenticeship programs to women than men (73% vs. 47% resp.)

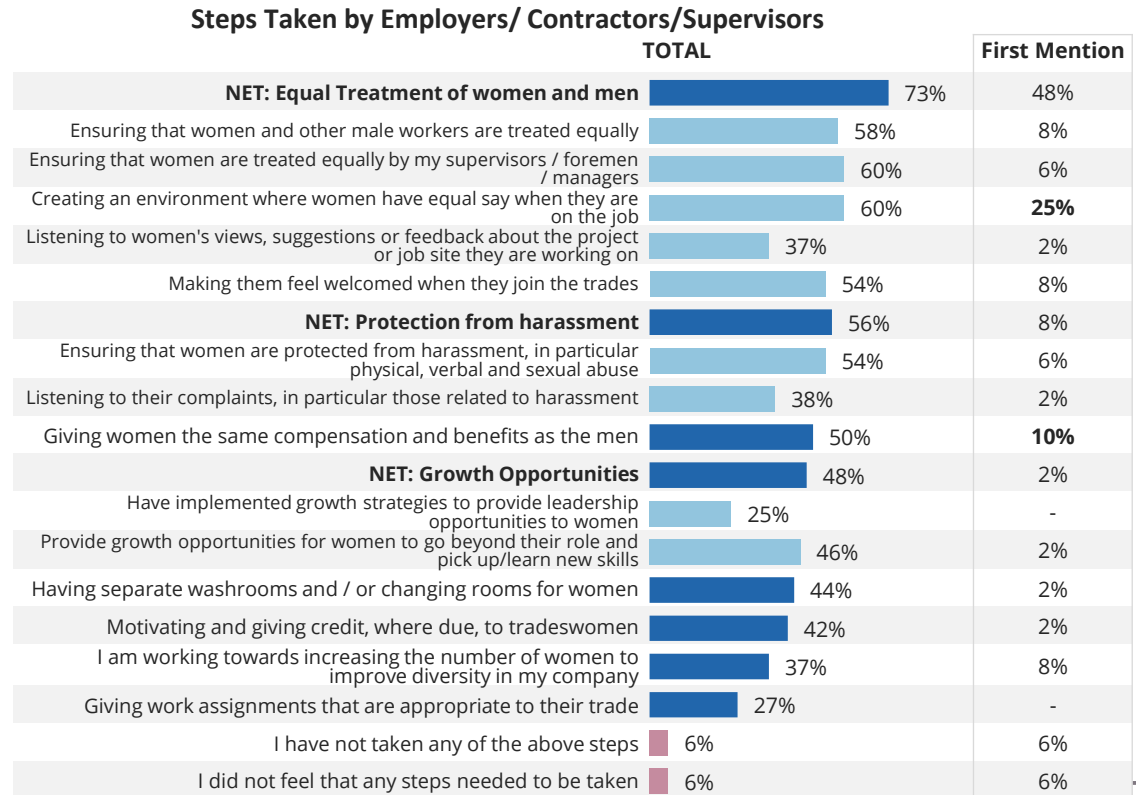
“Mentorship is happening between the women and their journeyperson/ experienced partner. We see women not receiving the same experience through their apprenticeship and taking longer to move up because they aren’t mentored the same way. Removing fear - creating an open conversation is important.”

- Two-fifths feel some of the other important steps are to hire more women to bridge the gender gap, to provide separate washrooms and changing rooms for women and to provide additional support in the form of maternity leave, childcare and eldercare. Women leaders are more likely to want the industry to provide these supports than men (36% vs. 14% resp.). They are also more likely to say women should get equal compensation (59% vs. 39%).



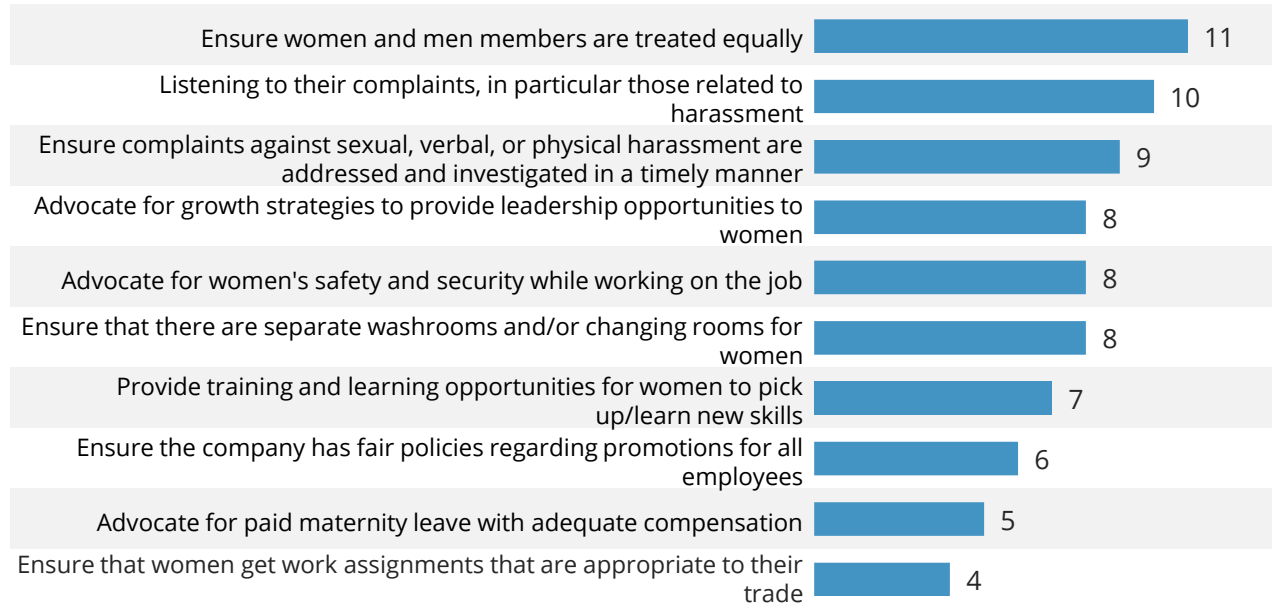
Employers are already working towards creating an environment where women are treated equally to men, have equal say and feel welcomed; these are also the top-of-mind action steps taken by employers to help retain and attract more women to the trades industry

- More than half the employers say they are working towards ensuring that women are protected against all forms of harassment (56%).
- Men are more likely to say they have taken steps towards protecting against and listening to complaints about harassment (67% vs. 44% women). While women leaders are working towards ensuring that women are being treated equally (83% vs. 70% men).
- Half of the employers mention giving women the same compensation and benefits as men, equal growth opportunities to develop new skills and leadership opportunities and having separate facilities. Men are more likely to say they are working towards increasing the number of women to improve diversity in their company (50% vs. 17% women) and providing equal compensation to women as men (57% vs. 39% women).
- 12% have not taken any steps or do not feel the need to take any steps to help attract or retain women in the construction industry. Men are more likely to say they have not taken or don't need to take any steps.



Union officers have taken steps to ensure women are treated equally, listening to their complaints against harassment and ensuring that complaints are addressed and investigated in a timely manner

Steps Taken by Union Officers



***CAUTION: Base size is extremely small (N=12). The results are shown as counts and are directional only**

QB8. As a union officer, what are some of the steps you or the union **have already taken** to encourage more women to join the construction industry and to help retain those who are already in the trades? Please select all that apply. Union Officer (Total N=12)

Similar to what the industry should be doing, leaders feel that OBCT should also advocate for the same – that is, equal treatment of men and women across all levels, equal growth opportunities and equal compensation

- These are also the most important priorities that OBCT should advocate to the government to improve the working conditions of women.
- Many feel that OBCT should advocate to the governments to have mandatory anti-harassment training to deal with harassment of tradeswomen.
- OBCT should also advocate for on-site facilities, childcare, maternity support and mental healthcare support.

	TOTAL	Most Important
Women and men should be treated equally across all levels, that is, by employers, supervisors, as well as co-workers	78%	47%
NET: Growth Opportunities	70%	33%
Provide equal growth opportunities to women such as promoting women to leadership or supervisory roles	58%	13%
Providing training and/or apprenticeship programs to women	56%	20%
Have mandatory anti-harassment training to deal with sexual harassment, physical or verbal abuse of tradeswomen	58%	5%
Provide equal compensation and benefits as the men	58%	-
NET: On-site facilities	41%	2%
Have separate washrooms for women on-site	38%	2%
Have separate changing rooms for women on-site	34%	-
NET: Support	31%	5%
Provide appropriate maternity leave and compensation	22%	2%
Provide quality, affordable and accessible childcare for working women	20%	3%
Provide support for eldercare for working women	5%	-
Provide mental health care supports	27%	-
Employers and/or contractors should have a fixed percentage of women in their company to improve gender diversity in the trades	8%	2%

"It starts from the top-union leaders need to be trained to be accepting, less condescending and treat women equal to men. This is currently NOT the case."

"We need to get the basics set first. Separate washrooms. Women fit PPE. Basic training for male colleagues and supervisors. THEN once those are mandated and that foundation is there ... then work on higher level items."

"Encouragement at an earlier age (Elementary/High School) for young women to look into construction-based career paths"

Some other challenges or barriers that leaders face are lack of enough women in the trades to hire – some suggest that trades should be promoted to women as well as there should be a shift in the current mindset of tradespeople

Need the unions and trade partners to continue to promote women in the skilled trades and continue to bring them into the trade so they can be hired. Unionized employers are limited to who they can hire.

What has changed little over the years is the acceptance of women in skilled trades on a construction site. Many women tire of having to prove themselves at every turn.

They need to know what's available. Leaders need to manage employees who are opinionated against woman and have flawed gender role ideas. Educate all.

Employers, Contractors and tradespeople all need to change their collective mindset around having women in the trades.

I don't believe trades are promoted enough to women as a viable career.

Number of women are based on the Hiring Halls dispatch practices and recruiting of women, contractor has little ability to hire union trades outside of the parameters of the Collective Agreements.

In the past, the women who have left my projects because of workplace issues do not wish to disclose the issues or address them.

Workers need to learn to accept everyone on a jobsite or leave the trades. Union leaders need to allow everyone in the trade and support the discipline or removal of all "bad apples". Union leaders need to accept that gender no longer matters in 2022.

We don't have a large pool of women to hire from. We need to increase the number of available women.

The generation that dominates most leadership positions aren't open to new perspectives, diversity and inclusion.

Overcoming the stigma that construction is just for men. The idea that construction is a valid career choice for women needs to gain traction in our society. Normalize this.

Some other suggestions that leaders would like OBCT to take up to get more women to join the trades and to help retain them

They don't know what they don't know. We need to create a "Try a trade" or trial period for EDI candidates including women. They may love an industrial Boilermaker job but not a commercial plumbing job. We need to give them exposure to all with a briefing of the benefits and shortcomings of each.

Better awareness programs in high school. Women need to want to be there for the right reasons. It is very challenging to get into a trade. The best candidate should get in. Empower women to be the best candidate and equal.

Be fair, realistic, and honest of the manual labour component of trades work. Do not falsely promote trade work for women as easy or a pretentious government mandated minimum demographic hire. All women are equal who accept equality in any trade or profession and deserve to be held to the same standard as any men otherwise the program is just a veiled program of misogyny and political placatement.

Advocating for childcare benefits and elderly care benefits and the like is not productive. Those things are family issues for both the parents to deal with not the contractors or employers. Why can't the other parent deal with those issues? Don't create a burden for the employer to hire a woman. Same thing for hiring quotas. Women need to be hired because they have the skills and desire to be in the industry. There needs to be equality across the board for all things.

More information sessions to high school aged females to encourage them to go into the trades. Summer info sessions at the colleges to open up practical observations or sessions to let them try the different trades.

Union leaders need to be examples and currently they say one thing and do another. Until this changes, the site behaviour will not change. Employers are ready, unions are not.

Promote positive role models in the trade. Safe working environment is really important and women only facilities only makes sense. Male facilities on job sites are terrible at the best of times. Don't put a square peg in a round hole, there has to be a real desire to be in the trades. I don't agree with giving money to employers to hire women. It gives the wrong message.

If you make special considerations and force people to hire less skilled labour they will resent it. As a female, DO NOT institute special considerations for female or any other group.

(1) Get into high schools and to parents. (2) Get "welcoming" conditions mandated on sites: washrooms, women fit PPE. These are some of the practical basics that women already in trades are telling us should improve (we should listen to them!). (3) Then look at union models and see where "traditional" models need to be updated (this isn't just for women - this is also so we can bring more men in too!)

Having their benefit plans cover H&W and pension during Maternity leave would be a positive step.

It is a generational change or shift in culture that is necessary to boost interest in young women to become successful skilled tradespeople.

Start encouraging public school and high school level girls to become interested in fields of work they might not normally consider. Have women who are already in the field speak with them, trades might not be something they would ever consider.

I'd like to see more development for elementary/ high school programs that are geared towards women for construction-based careers. I believe the stereotype for construction work (to those that are unaware/ do not have family within the industry) is that it's all heavy lifting and demolition type work. There are highly skilled trades (such as cabinetry, flooring, painting, electrical, mechanical, etc.) that require critical thinking, planning and attention to detail - all things that women could contribute to. There are other positions within construction out of the field (project coordination, management, estimating, architectural, engineering, etc.) that women are also just as capable of performing well in. Making students more aware of the massive variety within the industry might encourage growth in both the labour pool and women in the industry.



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