



INNOVATIVE QUALIFICATIONS FOR TECHNOLOGICAL AND
ORGANIZATIONAL INNOVATION IN BUILDING SECTOR

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How to make the construction sector more inclusive? - The results of the survey

WP5 – Dissemination and exploitation

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1 Icaro survey – How to make the construction sector more inclusive?

During the last months, the Icaro partners UniBO (University of Bologna) and ACE (Architects’ Council of Europe) conducted a survey aiming to track the main barriers for women and youngsters who would like to approach a career path in the construction sector. The survey has been concluded with 100 participants coming from 12 countries, with different educational backgrounds and levels of experience in the construction sector, including also non-professionals in the sector. Two-third of all responses come from women, while, when it comes to age of the respondents, half of them is in their 40s.

2 Section 1: The construction sector and the gender issue

In the first part of the survey the participants valued 5 statements related to women and construction as in Figure 1:

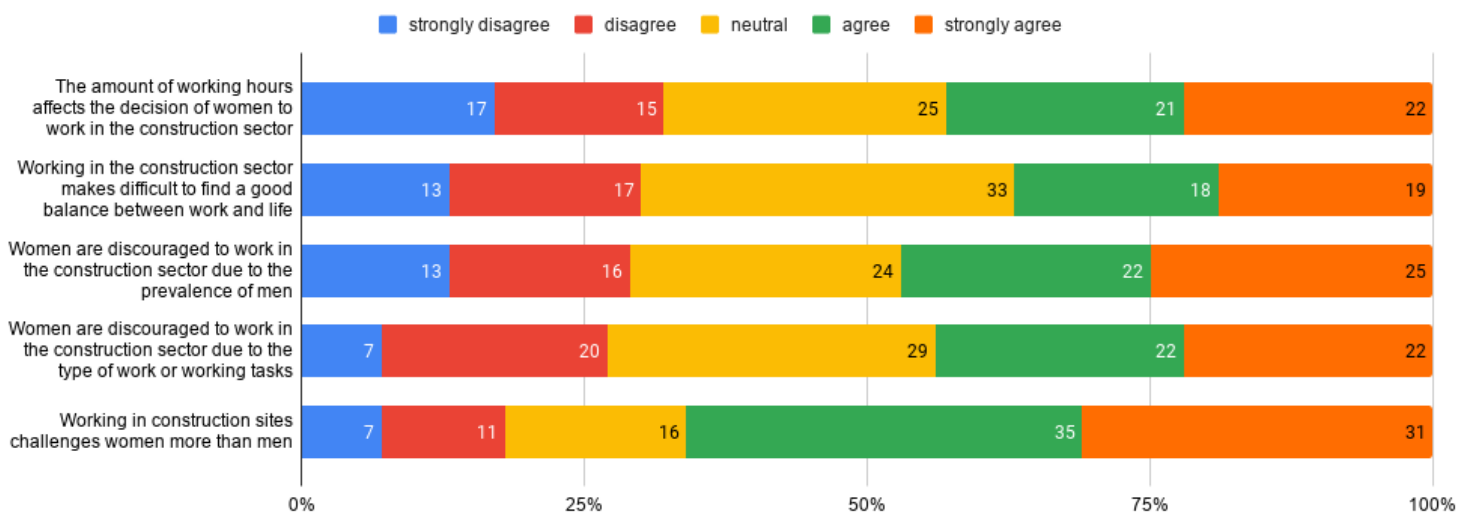


Figure 1: Main issues affecting the decision of women to work in the construction sector – numbers are expressed in %

According to the survey participants, additional reasons preventing women to work in the construction sector are related to gender stereotypes, discrimination, and sexism episodes in the workplace. Other comments are addressed to the construction sector in general, which is still stigmatised as a ‘physical’ and tiring work environment with a lack of industrialisation and willing to cultural changes.

As suggestions to improve the involvement of women in the construction sector, some of the participants state that women should be invited to speak more frequently about their research and work - for instance through female role models campaigns and mentorship in the building industry and in universities. Other participants underlined the importance of organising gender-equal conference panels and investing more money and time in trainings and gender equality within construction companies.

3 Section 2: The construction sector and the youngsters

In the second part of the survey the participants valued 4 statements related to young people in construction as in Figure 2:

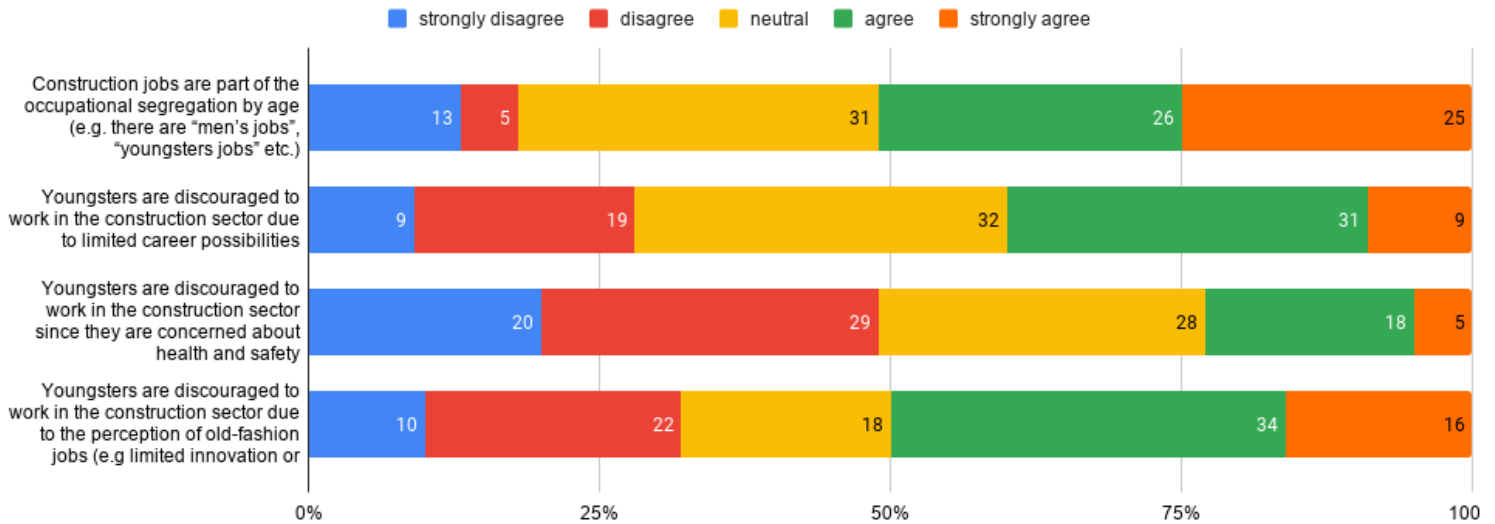


Figure 2: Main issues affecting the decision of youngsters to work in the construction sector – numbers are expressed in %

Besides the topics raised in Figure 2, the survey participants think that the youngsters are discouraged to work in construction because of the lack of job stability, low wages, and lack of career development.

To address these issues, possible solutions can be: raising the salaries; ameliorating labour conditions; promoting mentors and examples of successful Construction workers who began their journey through different ways (work way up the system, education etc); investing in the robotization of traditionally arduous and less secure tasks and in the training of technicians for the growing phase of industrialization and construction 4.0.

4 Section 3: The career as a Worksite Technician

In this section of the survey, we asked the participants what they about the construction site technician figure that the Icaro project is currently developing.

Have you ever thought about a construction technician training?



Figure 3.1

Looking at Figure 3.1, 44% of the participants never thought about a career as a construction site technician because they have already achieved a higher qualification level (architect, trainer, etc), or they are currently involved in other training courses.

Would you suggest a construction technician training to women?

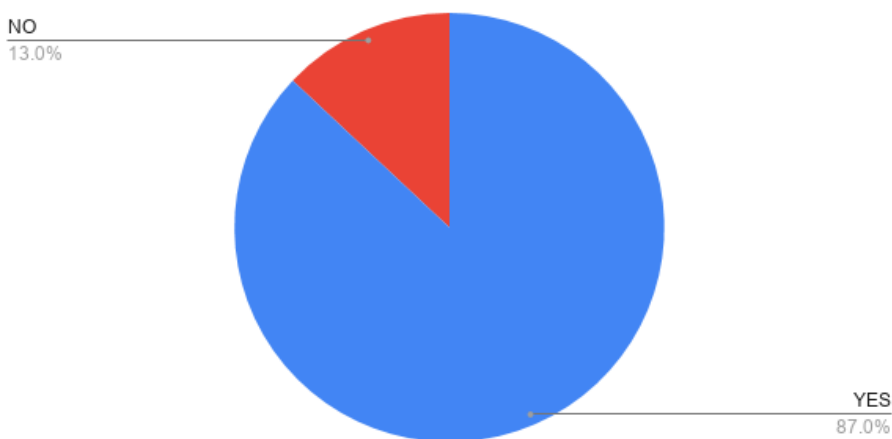


Figure 3.2

Would you suggest a construction technician training to youngsters?

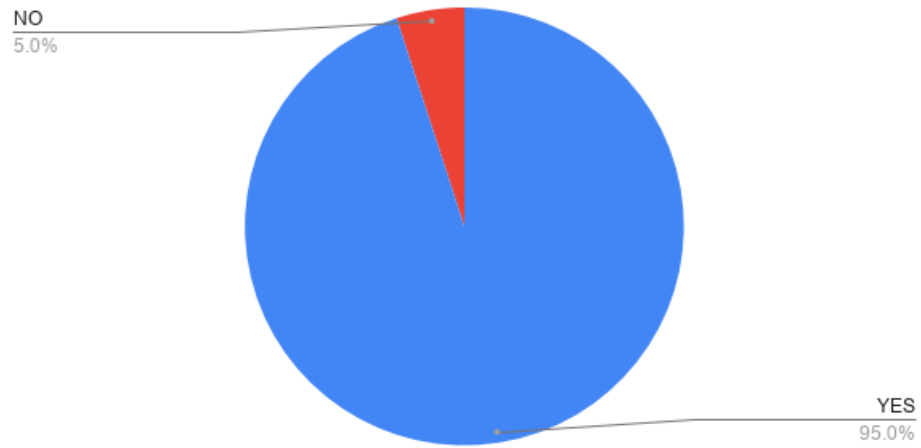


Figure 3.3

5 Section 4: a few questions about you

In the last section of the survey, we asked the participants to indicate demographic and professional data about themselves:

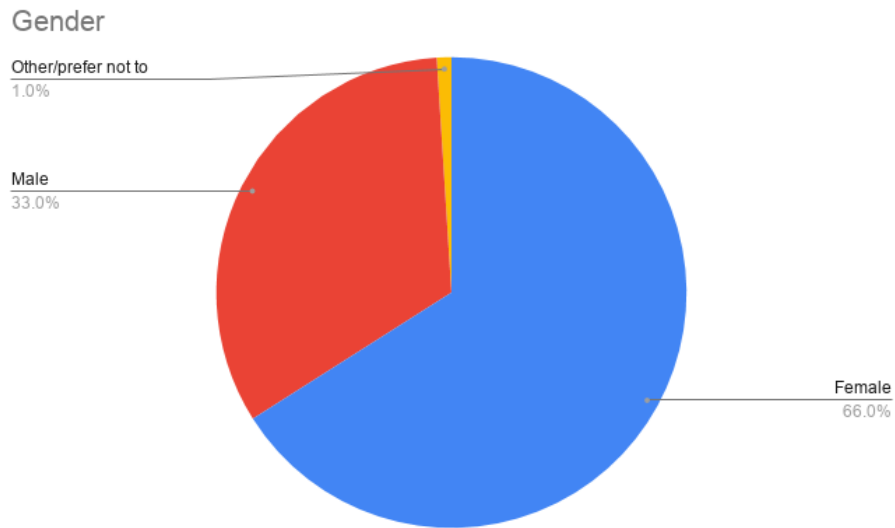


Figure 4.1

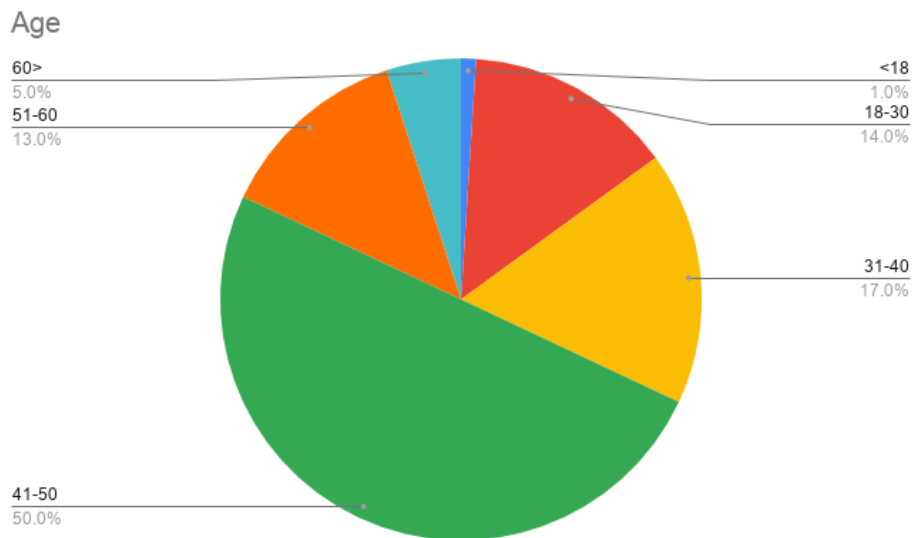


Figure 4.2

Country of residence

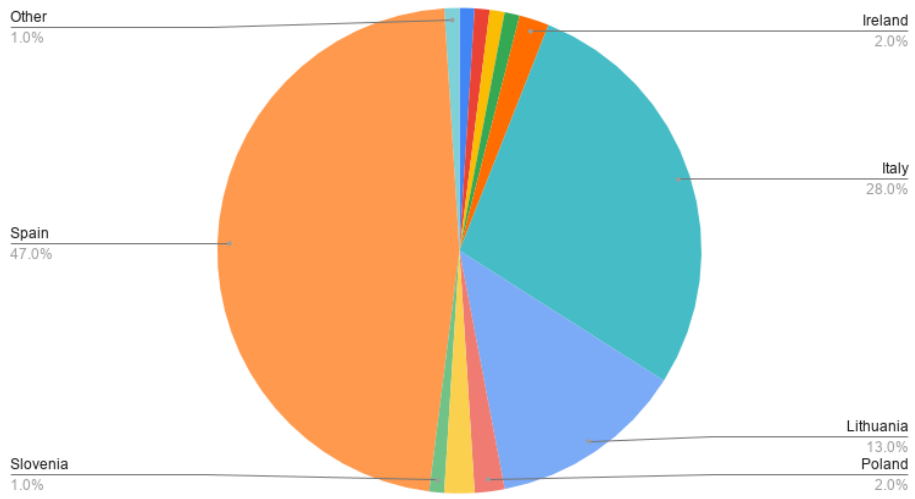


Figure 4.3

Educational background

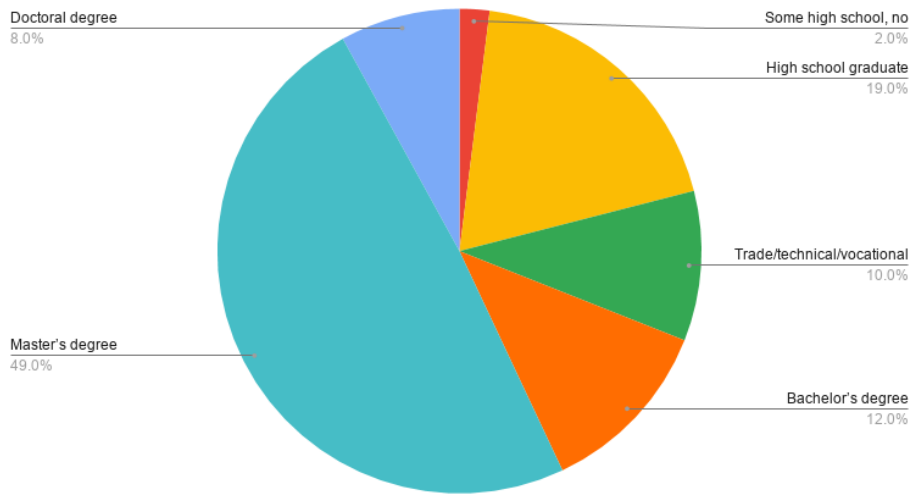


Figure 4.4

Are you currently studying or working in the construction sector field?

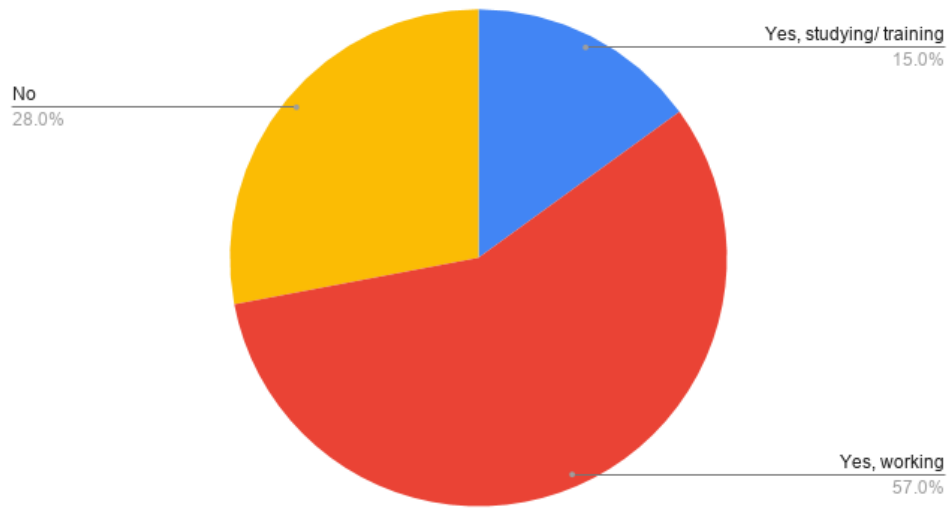


Figure 4.5

Experience in the construction sector?

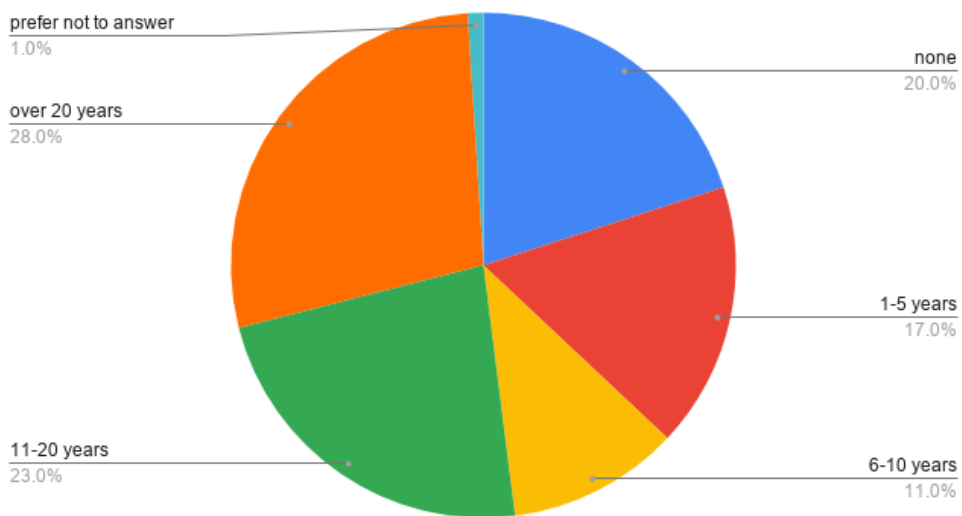


Figure 4.6

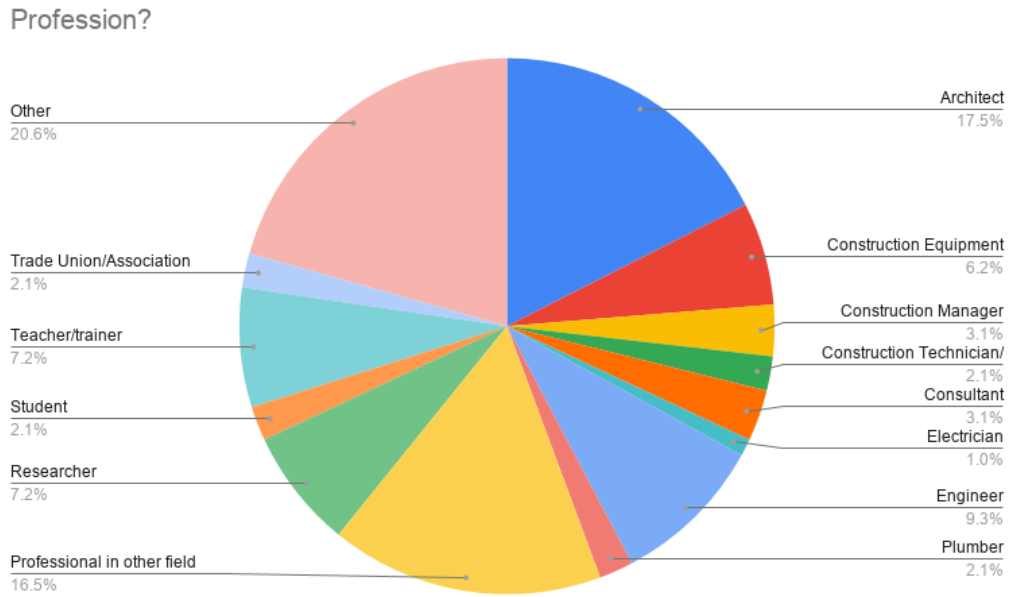


Figure 4.7

6 Conclusions

As claimed by several participants in the survey, in order to make the sector more inclusive further role models are needed. For this reason, the Icaro team is planning an awareness campaign with the aim to attract more women and youngsters to the industry. The team will run a series of interviews to key figures in construction (architects, trainers, as well as students) in the following weeks.

You can find more information about our campaign on this website, as well as on our [Facebook](#) and [Twitter](#) pages.