

Barriers Facing Women in Construction

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ACBA5024 Research Project Design

WHY IT MATTERS

The UK construction industry remains heavily male dominated, particularly within site-based and leadership roles. Despite increasing Equality, Diversity and Inclusion (EDI) initiatives, women continue to face barriers affecting recruitment, retention and career progression.

15%

Of Women in Construction

1–2%

Of Women in site-based trades

EXPECTED OUTCOMES & IMPACT

- Better understanding of women’s lived experiences
- Evaluation of current Equality, Diversity and Inclusion (EDI) strategies
- Identification of barriers affecting recruitment, retention and progression
- Practical recommendations for construction organisations
- Support for workforce sustainability and diversity within UK construction

PROPOSED METHODOLOGY

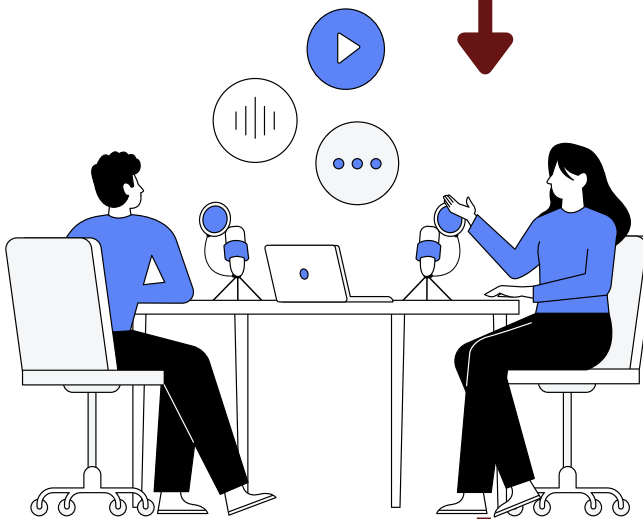


Questionnaire Survey

- 40–50 participants
- Google Forms
- Likert scale & ranking questions

Semi-Structured Interviews

- Approx. 10 participants
- Women working across construction roles
- Lived experiences explored



Data Analysis



Quantitative:

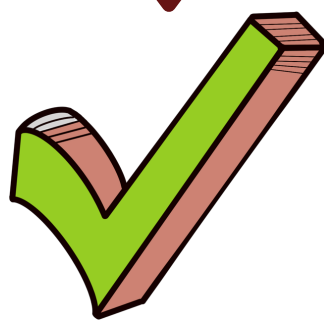
- Percentages
- Charts & graphs

Qualitative:

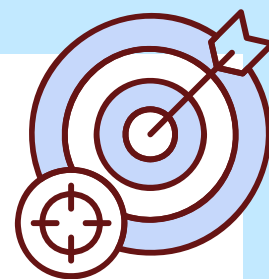
- Thematic coding
- Recurring themes

Research Recommendations

- Recruitment
- Retention
- Career progression



RESEARCH QUESTION



What cultural, structural and organisational barriers affect women entering, remaining and progressing within the UK construction industry

This study investigates barriers affecting women’s entry, retention and career progression within the UK construction sector and evaluates whether current Equality, Diversity and Inclusion (EDI) strategies are creating meaningful change.

KEY BARRIERS IDENTIFIED

Workplace Culture

- Masculinity
- “Old Boys Club” norms
- Workplace exclusion

Structural Barriers

- Long working hours
- Limited flexibility
- Travel demands

Organisational Barriers

- Leadership bias
- Limited mentoring
- Restricted career progression

