

Women in Construction Week 2024: Management Role Increases and Other Key Statistics





Industry Numbers

- 4** Number of women in construction
- 5** Slowdown in workforce increase
- 6** States with the most women in construction
- 7** Gender pay gap

Job Roles

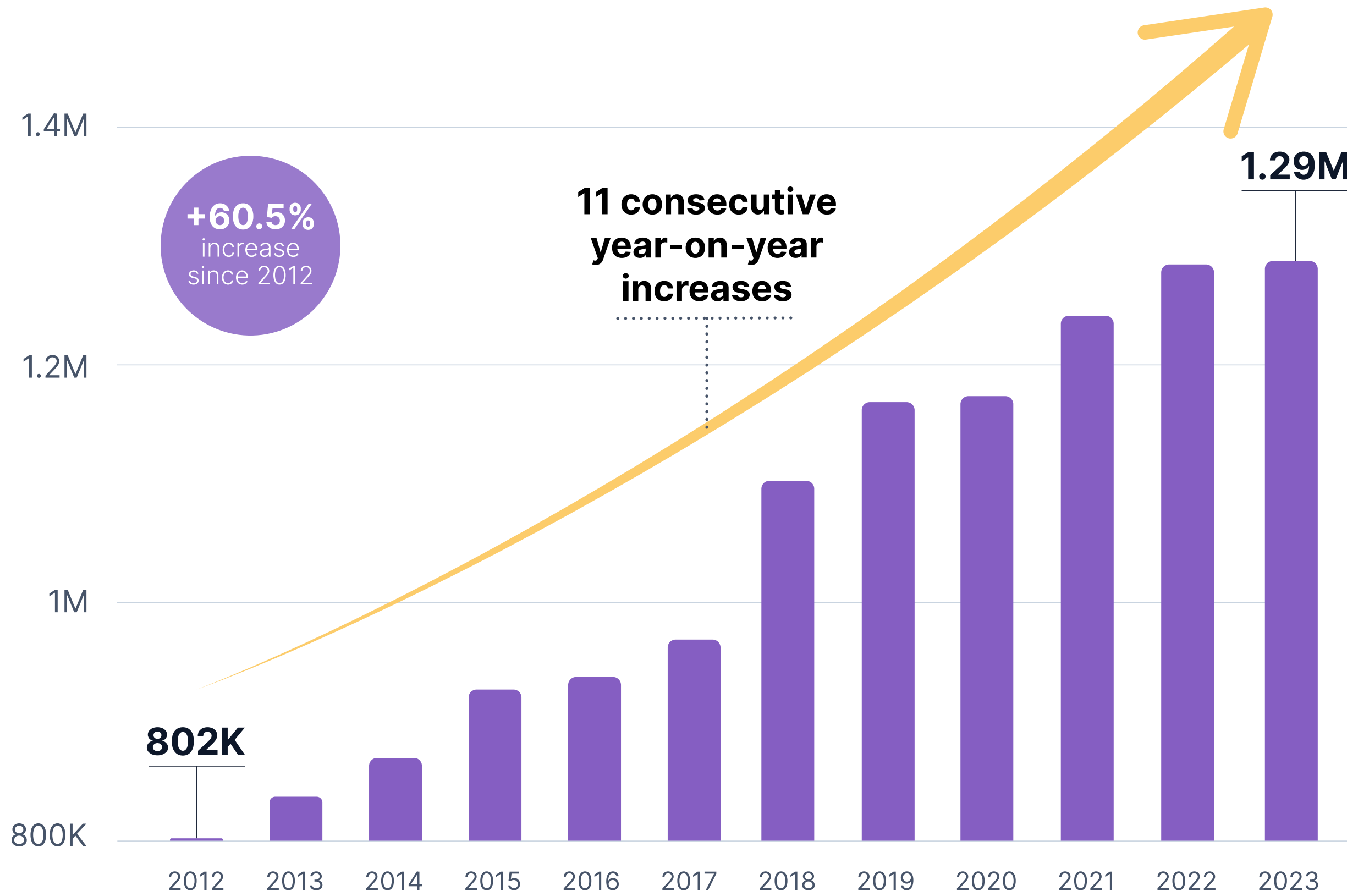
- 9** Women in management positions
- 10** Job roles share
- 11** Men and women's role share

Keys to the Future

- 13** Labor shortages
- 14** Thoughts from women in construction

01. **Women in Construction Week™: Latest Industry Numbers**

We have taken the [latest data](#) from the U.S. Bureau of Labor Statistics to visually share the current picture of women in construction. Below, we explore the continuous year-on-year rise in the number of women in the industry, the number of women currently working, and the states that have the most women working in construction.



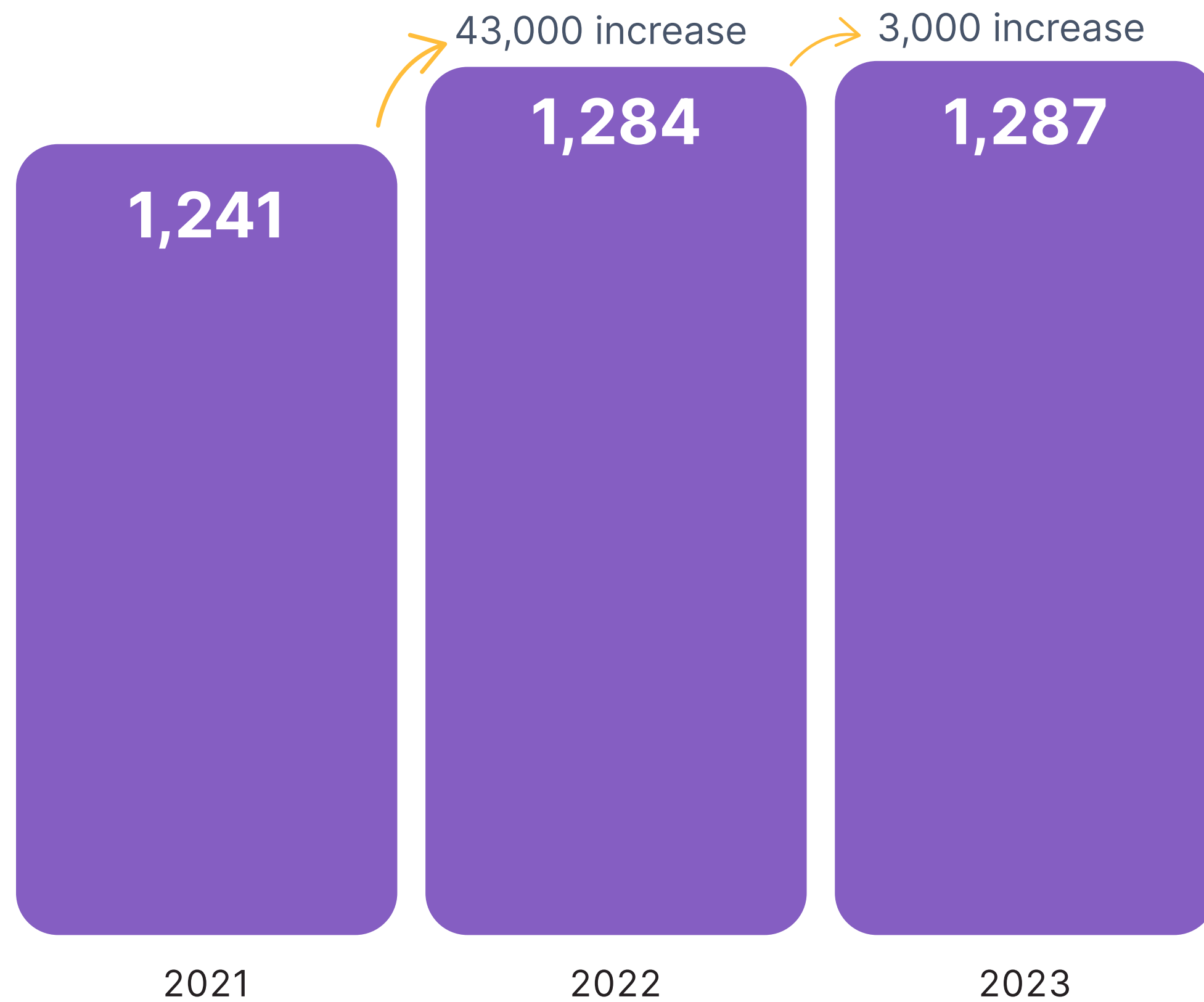
Increase of Women in the Construction Industry (2012-2023)

↓ DOWNLOAD GRAPHIC

Year-on-year increase of women in construction for over a decade

For the last 11 consecutive years, the number of women in the construction industry has increased. That also amounts to a 60.5% increase since 2012 with almost half a million women added to the sector in this time frame. While other influences can play their part in how many women leave the workforce or are recruited, the continuous positive trend is extremely promising, highlighting the good work from events such as Women in Construction Week™.

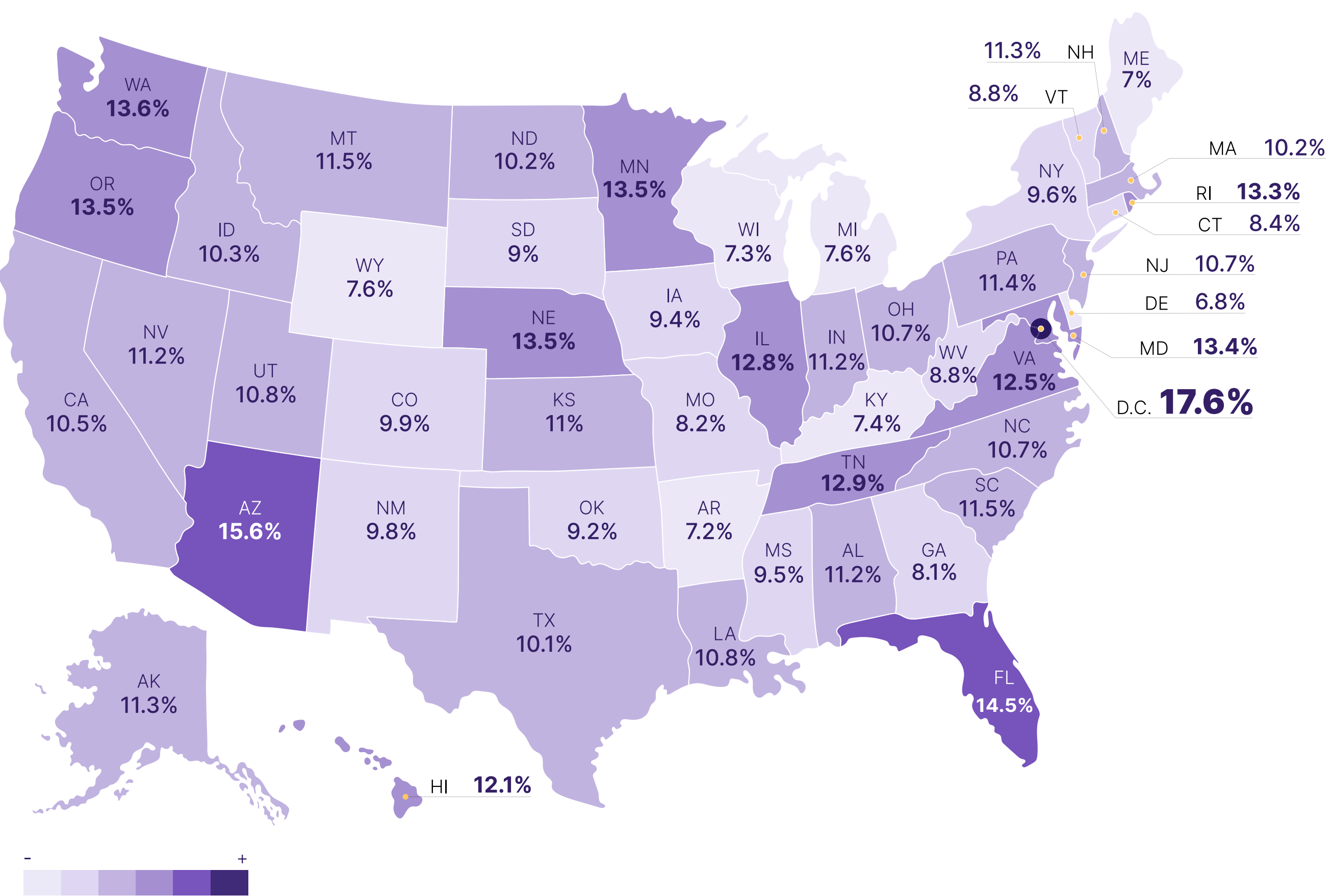
+ [Read more on our website](#)



The increase is 40,000 less than the previous year

It is also worth taking into consideration that the number of women in construction increased by 43,000 from 2021 to 2022, but by only 3,000 from 2022 to 2023.

[+ Read more on our website](#)



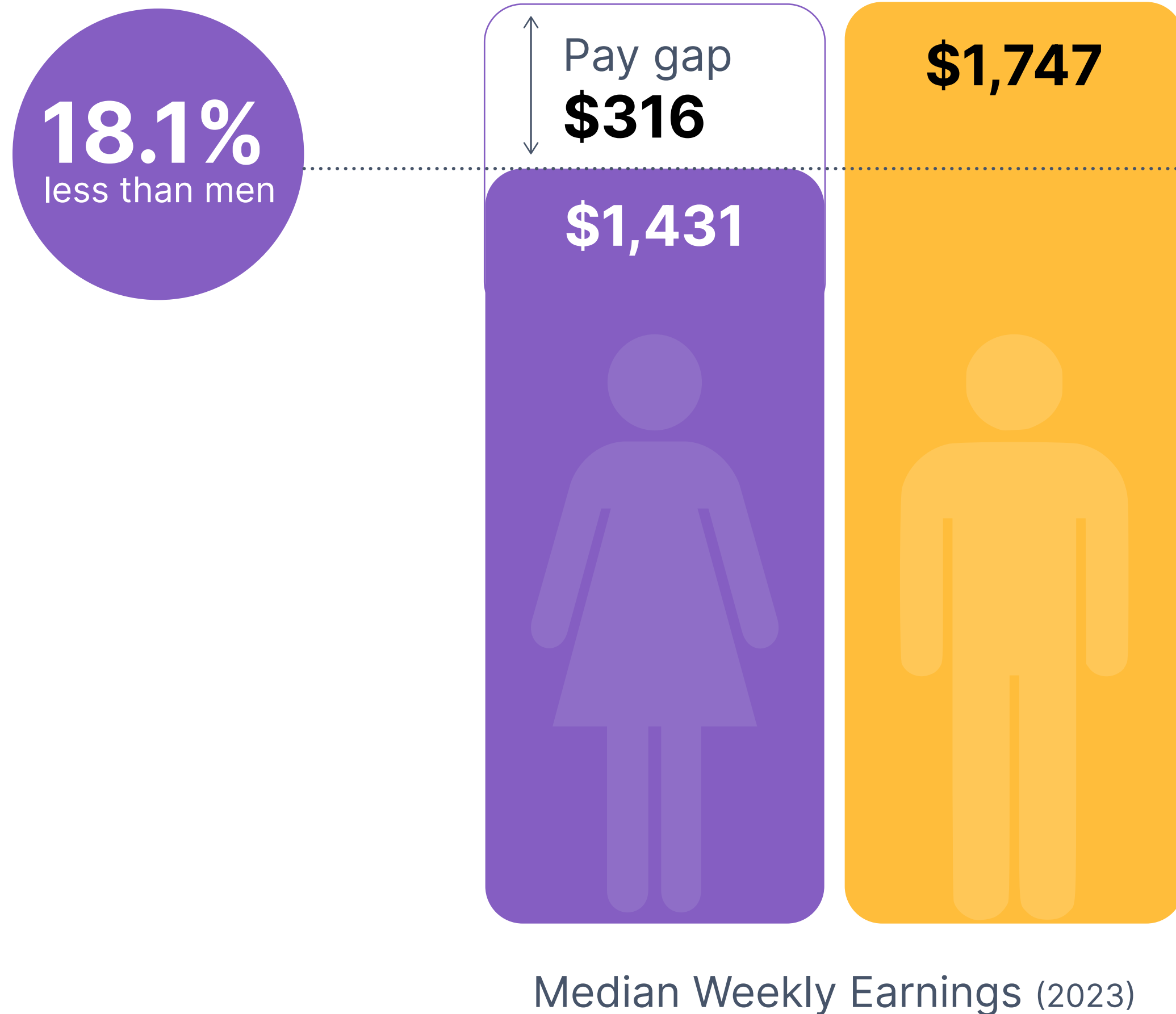
Percentage Share of Women in the Construction Industry in Each State

DOWNLOAD GRAPHIC

States with the most women in construction

When breaking down the percentage of the total number of women in construction in each state, we see that there are some differences across the country. **D.C. boasts the biggest percentage with 17.6% of its total construction workforce being women.** This is much higher than the national average of 10.9%. Elsewhere, Arizona (15.6%) and Florida (14.5%) also have high percentages of women in the construction workforce. There are also quite a few states that fall below the national average and where a lack of diversity remains an issue, the lowest being Delaware, where only 6.8% of construction workers are women.

[+ Read more on our website](#)



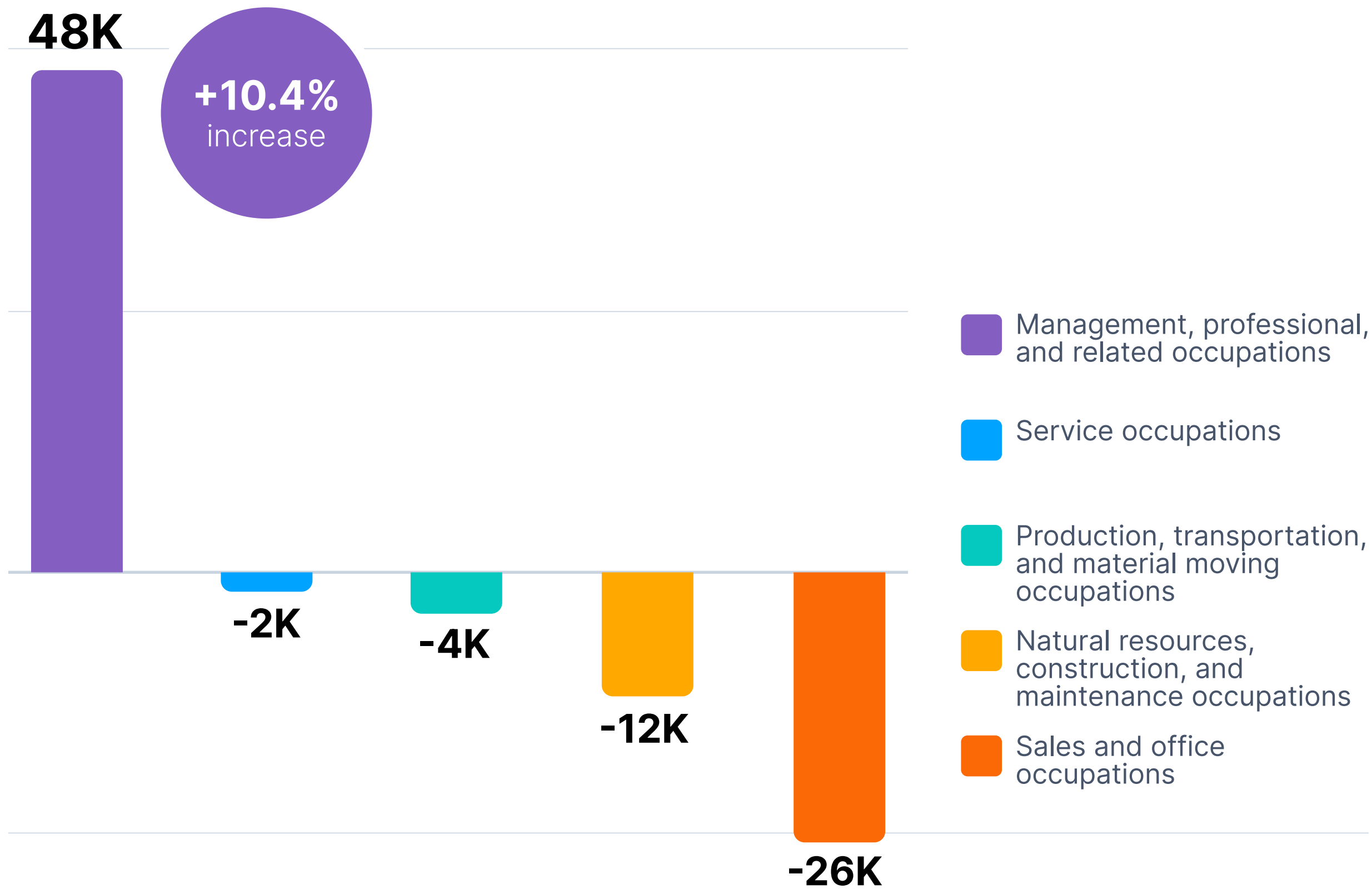
Gender Pay Gap of Construction Managers

[↓ DOWNLOAD GRAPHIC](#)

Female construction managers earn 82 cents for every dollar earned by men

According to the latest BLS report, in construction management roles, women earn a median weekly salary of \$1,431 compared to men's \$1,747, equating to 81.91% of men's earnings, which is lower than the U.S. average. The earnings of women in the construction management field are 30% higher than the women's median earnings of all occupations (\$1,005), and median man's earnings (\$1,202).

02. **Women's Representation in Construction Occupations**



The Change in the Number of Women in Various Job Roles 2022-2023

[↓ DOWNLOAD GRAPHIC](#)

Women in management positions have grown by over 10%

Since last year, 100% of the increase in women in the construction industry was seen in management, professional, and related occupations. The graphic shows that this equates to 48,000 more women in these roles compared to the previous year. That's an increase of 10.4%.

[+ Read more on our website](#)

Percentage of Women in Job Roles

 DOWNLOAD GRAPHIC

Management, professional, and related occupations

40%

Sales and office occupations

34%

Natural resources, construction, and maintenance occupations

24%

2%

1%

Service occupations

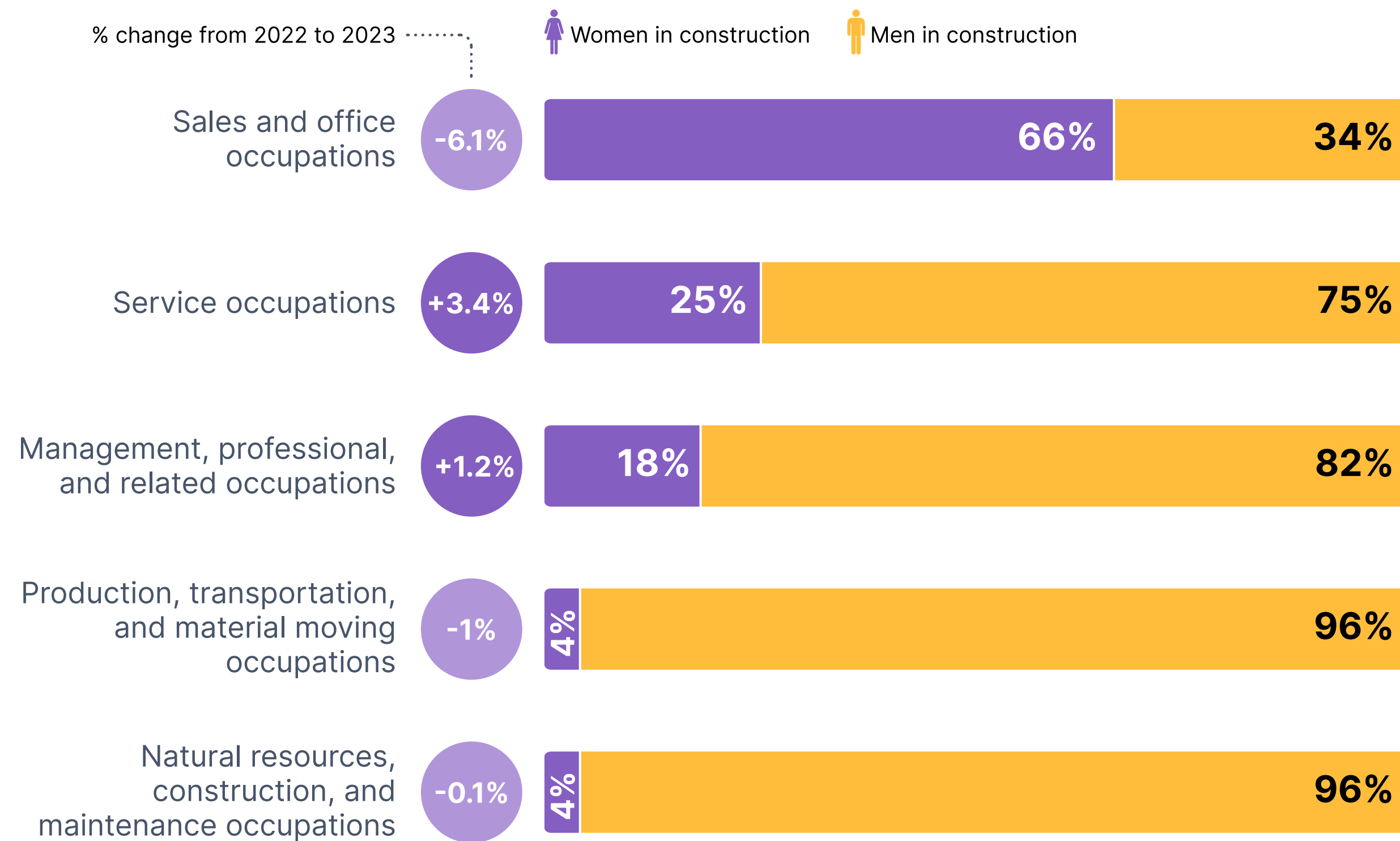
Production, transportation, and material moving occupations

40% of women in construction are now in leadership roles

Over half a million (511,000) women are employed in management, professional, and related job roles.

That is 40% of the total number of women who work in the construction industry. Elsewhere, 34% (437,000) of women work in sales and office occupations. This number drops to 24% (304,000) for natural resources, construction, and maintenance roles. Production, transportation, material moving, and service occupations continue to have low female representation, with only 22,000 (2%) and 14,000 (1%) women employed in these fields, respectively.

[+ Read more on our website](#)



Percentage Differences in Job Roles of Women and Men

[!\[\]\(3e2231b1ad3ca8da8658228c00dd08e0_img.jpg\) DOWNLOAD GRAPHIC](#)

Men continue to outweigh women in 4 out of 5 occupational areas

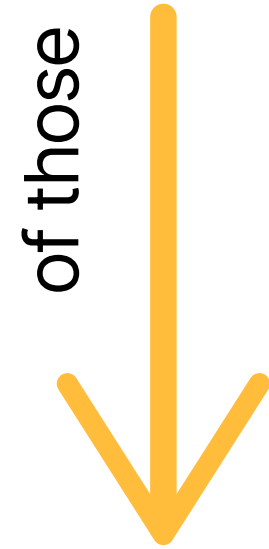
When it comes to diversity in different areas of the industry, the above graphic highlights the evident lack of it. What is thought of as traditional job roles for either a man or woman remain. Men far outnumber women by 96% to 4% in onsite, physical roles such as production and construction itself. Women only outnumber men in sales and office occupations. However, this has also seen the biggest shift in the last year, dropping by 6.1%.

[!\[\]\(4fe57c3593bf1b21d272ae7ac8dfaf77_img.jpg\) Read more on our website](#)

03. **Keys to the Future**

85%

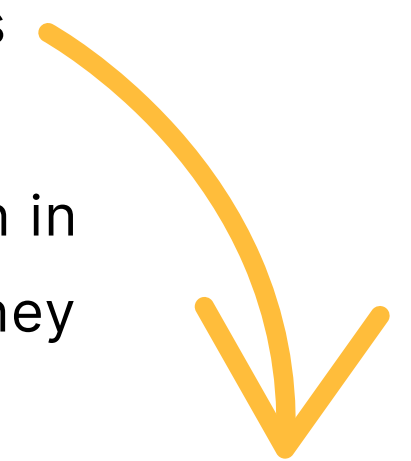
of construction firms have open positions



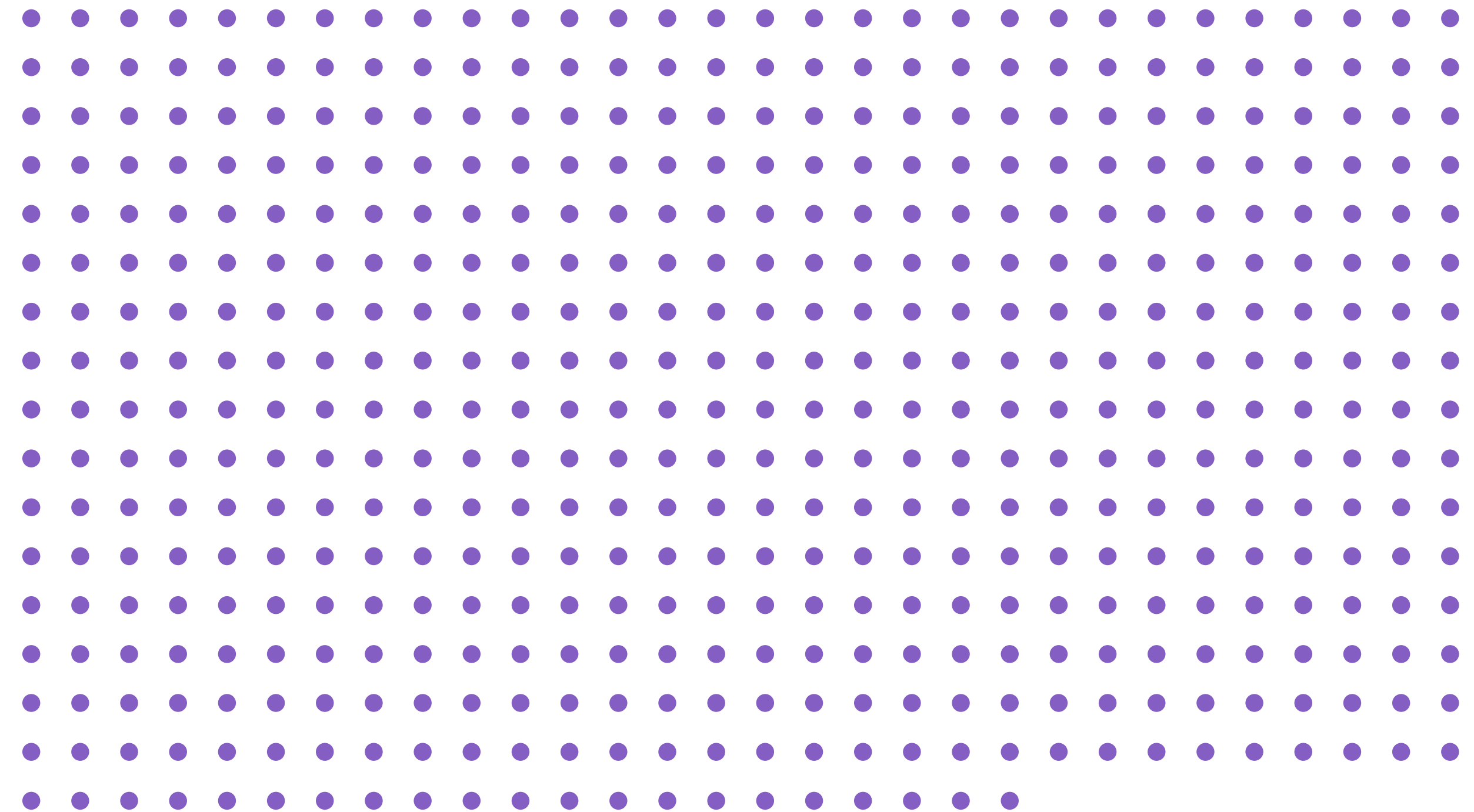
88%

are having issues filling some of the positions

In 2024 construction industry needs to attract 501,000 new workers to be able to balance the supply and demand. Couple this with the need to diversify the industry, there is ample opportunity for women in construction. As this year's Women in Construction Week™ states; they hold the keys to the future.



● = 1k workers



“I have had many male peers in the industry make space for me, recognize my accomplishments, and accept my input.”

Mandi Kime

“It must be said that a career in construction is exciting, fulfilling, and economically sustaining; for me, being a woman in construction field operations has been highly rewarding and a positive experience in several ways.”

Kabri Lehrman-Schmid

“It’s important to note that I, like most other women I know, are present in this industry because we are competent construction professionals who are dedicated to providing for our families and building careers that have meaning.”

Rita Brown

“The construction industry is filled with opportunities. It’s not perfect, but I like the opportunities that exist today—and future opportunities will undoubtedly continue to grow—for women who are serious about building strong careers, whether in the field or the C-suite.”

Jocelyn Knoll

Final thoughts from women in construction

WOMEN IN CONSTRUCTION

