

What is Women can Build?

The construction industry employs more than 21 million people in Europe. However, labour market participation of women in the sector remains a pending issue.

Promoting the inclusion of women in a sector where the feminization rate is 9%, offers numerous opportunities, but requires a structural change engaging the different players involved.

The European initiative **Women can Build**, led by the Fundación Laboral de la Construcción, in collaboration with seven other entities from six European countries -Spain, France, Germany, Portugal, Italy and Belgium- sets up several **training and awareness-raising measures** to achieve a more equal construction industry: promoting gender-inclusive educational spaces, overcoming gender stereotypes and encouraging employment opportunities for women in the sector.



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womencanbuild.eu

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FORMEDIL
ENTE NAZIONALE PER LA
FORMAZIONE E L'ACQUISIZIONE
PROFESSIONALE DELL'EDILIZIA



BZB
Bildungsstellen des
Baugewerbes e.V.

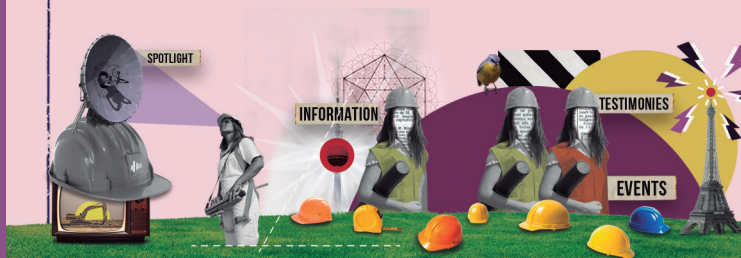


IFAPME
Institut Français de l'Apprentissage
CCCA-BTP
Le réseau de l'apprentissage BTP

Cenfic
CENTRO NACIONAL DE FORMACIÓN
PROFESSIONAL DE LA CONSTRUCCIÓN
E INICIACIÓN EN EL EMPLEO

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Towards an equal construction industry



COMPANIES

Orienting companies to promote gender balance and foster the recruitment of women

- Action plan
- Public endorsement

- ✓ **60** interviews with entrepreneurs for the analysis of barriers to employment
- ✓ **120** interviews with women in the industry to learn about their experience



WOMEN

Encouraging the overcoming of sociocultural barriers and increasing women's interest in the sector

- Immersive experience
- Labour-market orientation



- ✓ **6** pilot courses with 60 women for general knowledge of construction and its activities
- ✓ Testimonials. Inspiring figures of women in the sector



TRAINERS AND VET CENTRES

Redefining Vocational Education and Training from a gender perspective for a more inclusive training offer

- Gender equality training for trainers
- Road map for training centres

- ✓ **800** surveys to identify gender gaps in training
- ✓ **24** focus groups for the proposal of measures and solutions

goals

actions

methodology