



## Anna M. Caballero

12<sup>th</sup> Senate District

### SCR 16 – Women in Construction Week

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#### SUMMARY

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SCR 16 declares March 7<sup>th</sup> – 13<sup>th</sup> as Women in Construction week. This resolution aims to eliminate the disparities women face in the construction industry by raising awareness of gender inequities and declaring the support by the Legislature of programs and policies that promote women in the construction workforce.

#### BACKGROUND

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The construction industry grew by 3% in 2019 and remained an essential industry during the pandemic in 2020. That includes an additional \$52 billion in construction spending, with 323,000 newly created jobs, a number that could grow to almost two million by 2022. While more than 1 million women are employed in the construction industry, women comprise less than 10 percent of the construction workforce. Only 1.3 percent of operating engineers and construction equipment operators are women, making these occupations the tenth most male-dominated in the country. In an industry with so much potential growth, we cannot overlook women as valued construction workers; it is vital that women feel represented, seen, and supported in the construction sector.

#### PROBLEM

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Across all industries and markets, women in the U.S earn an average of 20% less than their male counterparts. Women face severe underrepresentation in construction, with just an 8.9 percent share of the entire U.S. construction industry alone. Like many industries struggling to close the skilled labor gap, the construction industry has been especially hit hard by the last economic downturn when tens of thousands of construction workers left the state or industry. Today, for every five construction workers who retire, there is only one available to replace them.

#### SOLUTION

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SCR 16 will help reduce the gender disparity in the construction workforce by:

- Declaring March 7<sup>th</sup> – 13<sup>th</sup> as Women in Construction week;
- Calling attention to the importance of full participation in the workforce regardless of gender, race, or ethnic background; and
- Supporting programs and policies within the construction industry that educate and encourage careers for women
- Promoting accessible pathways towards sufficient wages

Construction based career technical programs have higher graduation rates, providing a viable pathway to stable employment and financial security.

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The need for construction workers provides a lot of opportunities for women in the industry. It is also worth mentioning that the gender wage gap is notably smaller compared to other sectors. Across all industries and markets, women in the U.S earn an average of 81.1% of what their male counterparts make. However, in the construction industry, women earn 95.7% of what men make—an 18% pay bump compared to other industries.

#### SUPPORT

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The California Builders Alliance (sponsor)

#### CONTACT

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