

netzwerk frau und sia
réseau femme et sia
rete donna e sia
network woman and sia

Survey on the unequal treatment and discrimination in everyday working life in the construction industry

Extract of the results

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Contextualisation

This evaluation of the **survey on unequal treatment and discrimination in everyday working life in the construction industry** launched by the Women and SIA Network brings together the responses of 203 participants. The survey was primarily sent to members of the Women and SIA Network (approx. 400 people).

The response rate allows the conclusion that the topic has a large presence within the surveyed group and gives us a **valuable insight into the experiences of the participants. No generalised conclusions can be drawn for the construction industry based on this group and number of participants.**

This report presents the responses without drawing any specific conclusions. We kindly ask all recipients of this report to refrain from drawing generalised conclusions. We have currently decided not to integrate the shared quotes on specific situations into this report.

The Women and SIA Network is reviewing the results and analyses which **measures / support formats** can be derived from this survey, how the **results can be communicated to the SIA** and examines **further steps** to address this issue. Specific feedback on the Women and SIA network and the SIA will be further analysed internally.

We would like to thank all participants!

Current atmosphere

Intro

The questions aim to obtain a picture of the frequency and context of discrimination in everyday working life in the construction industry.

The question is:

Have you ever experienced or observed discrimination/unequal treatment?

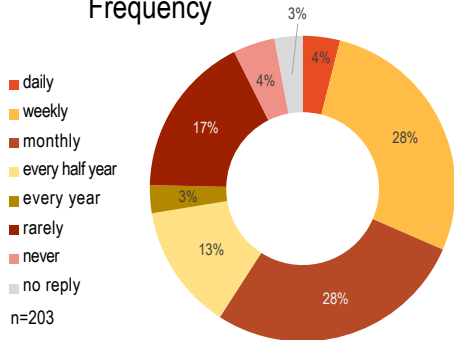
We ask about the following topics:

- Communication
- Career and Team
- Harassment

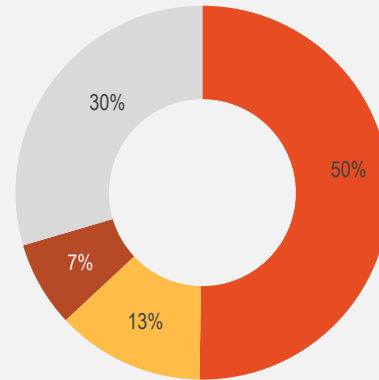
Communication

I have experienced or observed discrimination / unequal treatment when it comes to communication:

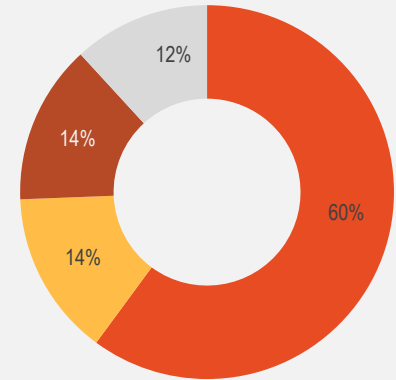
Frequency



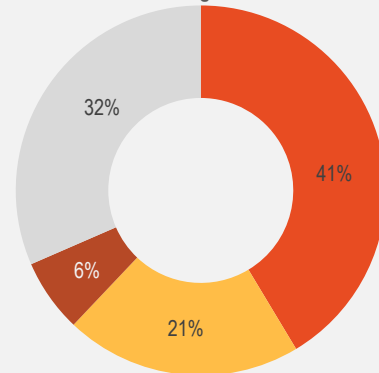
Not being informed / involved



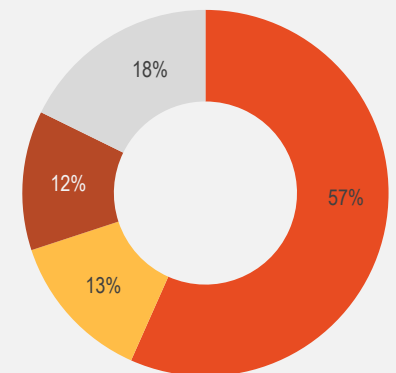
Not to be taken seriously



Language / reference examples with a feminine connotation, e.g. "Dear women - mixing concrete is like baking a cake".



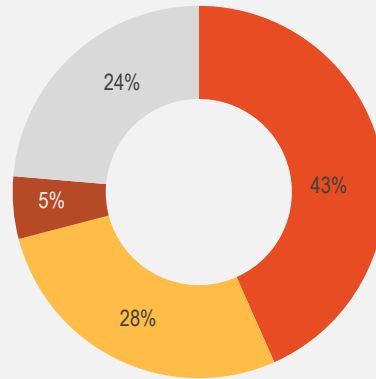
Male address only



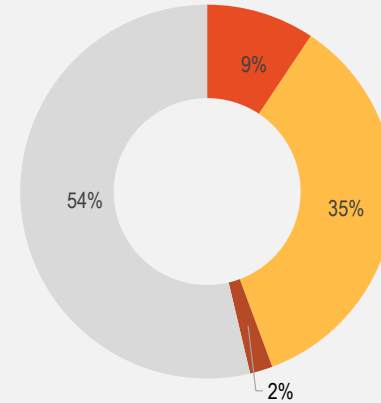
Career & Team

I have experienced or observed discrimination / unequal treatment when it comes to career and team:

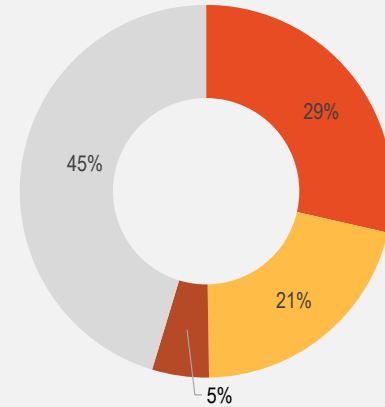
Wage inequality



No part-time granted



No promotion

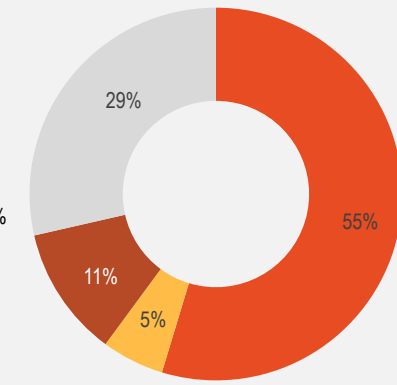
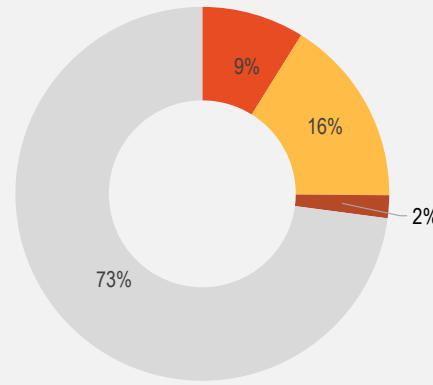
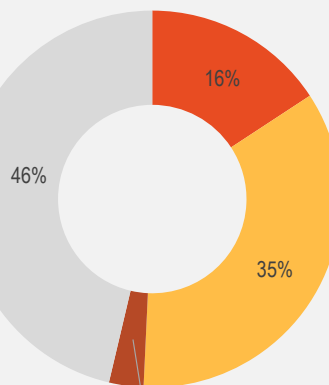
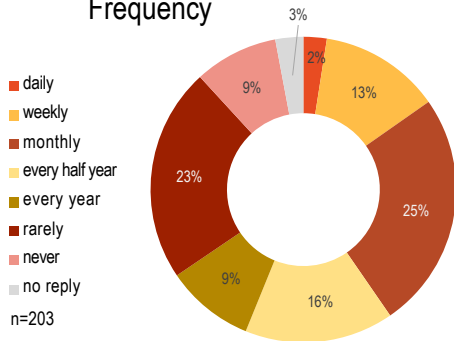


Lack of flexibility to balance work and family

Denied access to training / further education

Being a minority in a group as a woman

Frequency

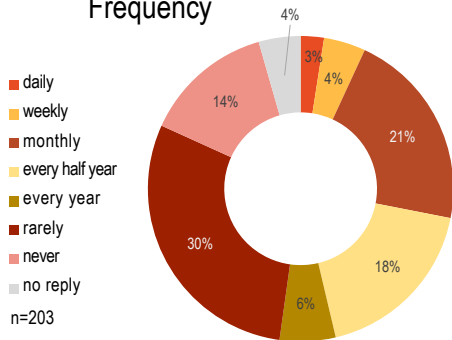


n=203 | experienced | observed | experienced, observed | no reply

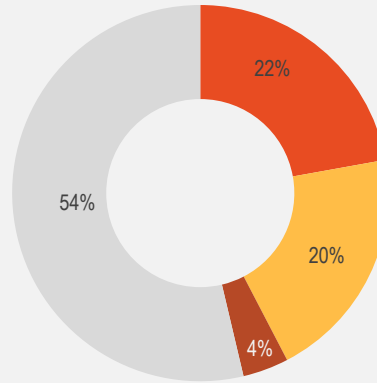
Harassment

I have experienced or observed discrimination / unequal treatment when it comes to harassment:

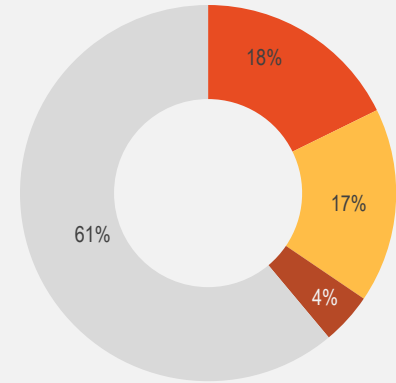
Frequency



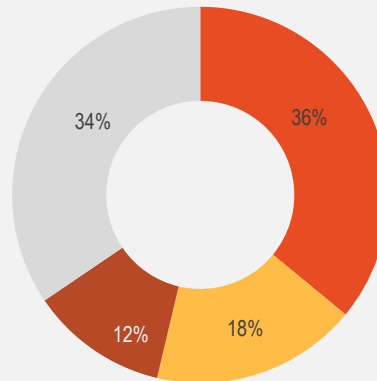
Mobbing



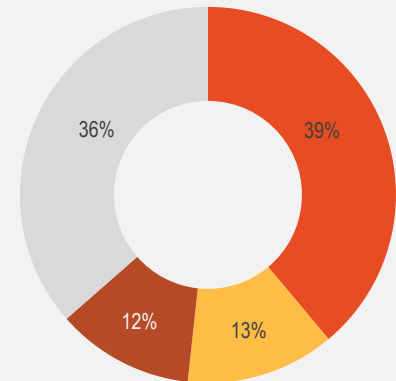
(Sexual) harassment



Comments on the body



Catcalling (insinuating whistling / shouting in public space) / inappropriate flirting

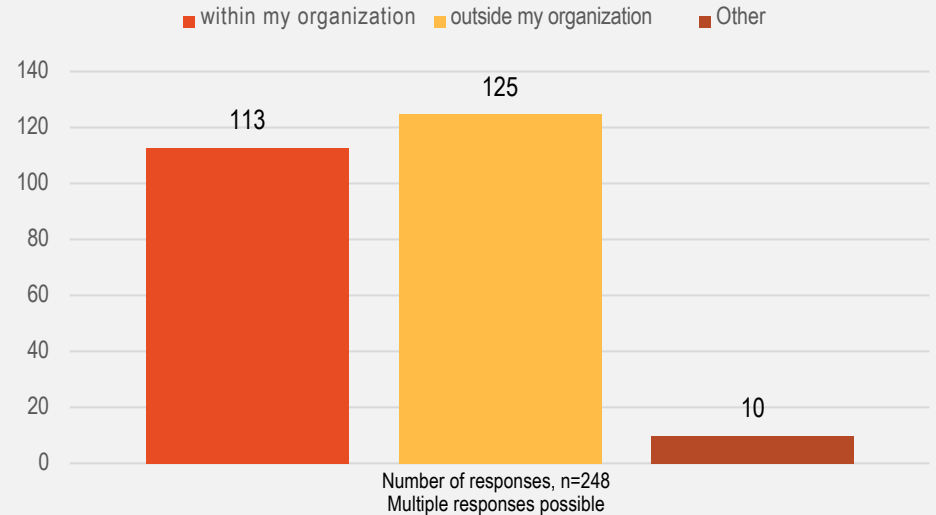


Work Context

Results

- The situations experienced occur both inside and outside the organisation.
- The following situations are mentioned under "Other":
 - Clients, client meetings
 - With architects / engineers
 - With former employers
 - In the organization policy of the SIA
 - Construction site
 - With clients
 - Education / further training
 - Profession of the partner
 - Public transport
 - Colleagues and friends in other organizations

Work context of the experienced situations



Support

Intro

In an open question, possible support in everyday working life in the construction industry is addressed:

- **What support would have helped you?**
- **Which offers / services do you think the Network Women and SIA should promote?**

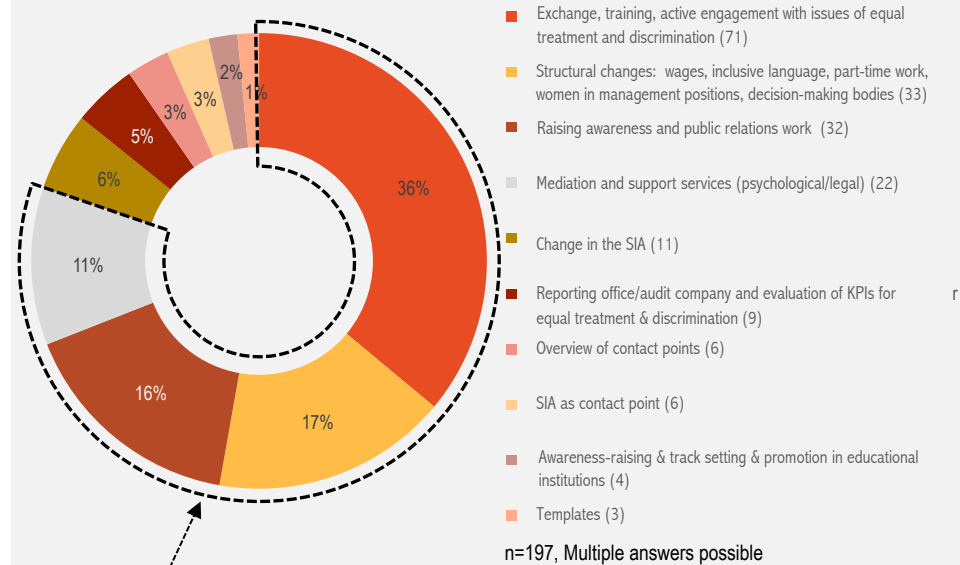
The open textfield responses are systematically categorised in order to be able to analyse the number of mentions. If an answer contains several support formats, it is counted in several categories.

Results

The most frequently expressed needs for support are:

- Exchange, training, active engagement with issues of equal treatment and discrimination
- Structural changes, such as equal wages, inclusive language, facilitating part-time work for women and men, and more women in management positions and decision-making bodies.
- Raising awareness and public relations work
- Mediation and support services (psychological/legal)
- Change in the SIA

Support – overarching categories



Zoom-in

Zoom-in: Exchange, training, active engagement

71 participants would like to see formats for exchange, training and active engagement with issues of equal treatment and discrimination.

Extract from the suggestions:

- *"Courses for self-help (appearance, practicing possible reactions to inappropriate behavior ...)"*
- *"Creating a podcast with experience reports and tips in the form of a book"*
- *"Analyzing and acting out role plays"*
- *"A forum aimed at bringing women together to talk about frequently experienced situations, share experiences and learn how to deal with them"*
- *"Coaching, 1:1 and as a workshop in groups"*

Zoom-in: Exchange, training, active engagement



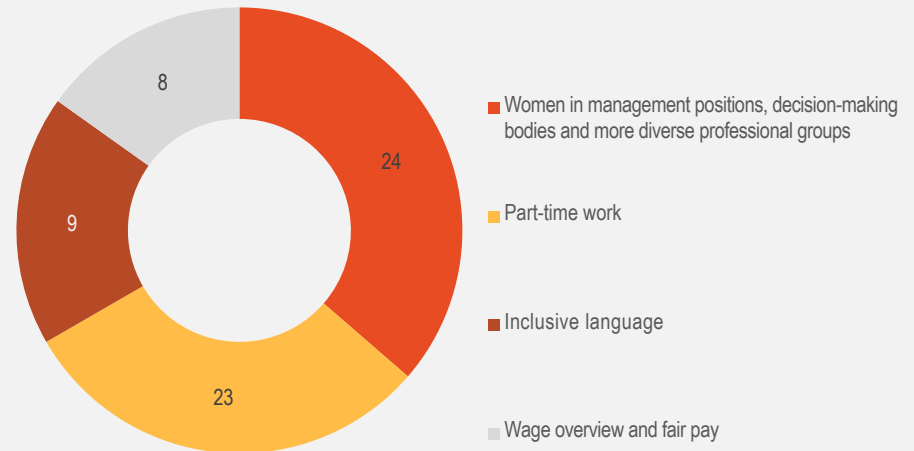
Zoom-in: Structural changes

33 people would like to see structural changes.

Extract from the suggestions:

- *"With more women in all sectors of the construction industry, things will hopefully get better and better"*
- *"Promotion of "new" working models, e.g. job sharing"*
- *"Women in management positions. Flexible scheduling for women and men with children."*
- *"Perhaps a blog article / magazine article would be interesting here that highlights how everyday language also contains sexist, racist or violent expressions."*

Zoom-in: Structural changes



n=33, Multiple responses possible

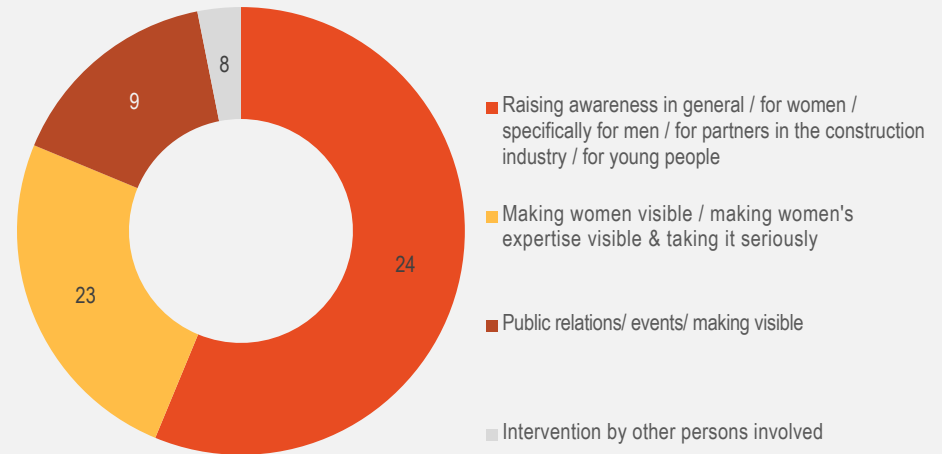
Zoom-in: Raising awareness and public relations work

Awareness-raising and public relations work is requested by 32 participants.

Extract from the suggestions:

- *"Generally strengthening the public perception of women as professional participants in the work process: we know a lot, we can do a lot, we are highly professional."*
- *"Stronger and more present public awareness work (we won't get far with flyers and events without male audiences)"*
- *"Raising awareness in the sector (campaigns at companies, offices, MOs, etc.)"*
- *"Greater recognition of the work of women in the construction industry through awareness campaigns and / or events and magazines dedicated to women's projects / information stands (e.g. fair pay depending on experience and function)"*

Zoom-in: Raising awareness and public relations work



n=32, Multiple responses possible

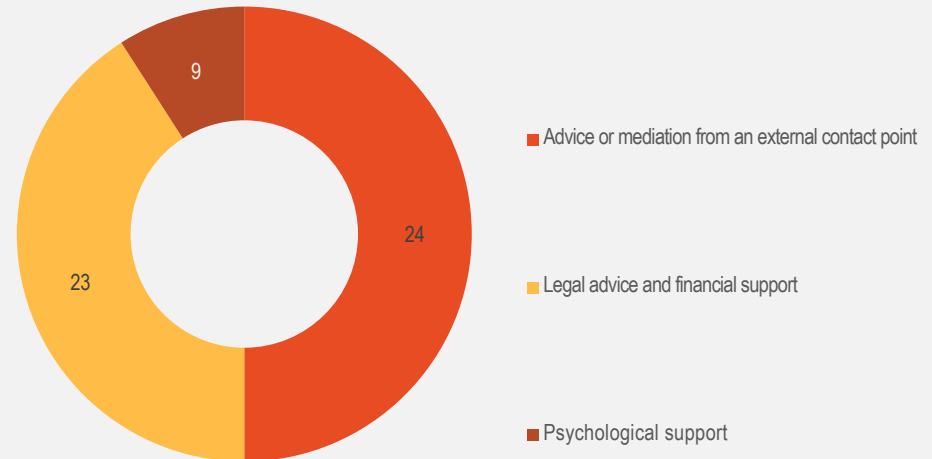
Zoom-in: Mediation and support services (psychological / legal)

Mediation and support services (psychological / legal) is requested by 22 persons.

Extract from the suggestions:

- *"Financial and structural support to officially address discrimination (in court)."*
- *"External contact points for harassment and unequal treatment, which do not play down or accuse, but initiate understanding and understanding, e.g. discussions with superiors. Create a protected space... Mediation, solutions, supervision, feedback."*
- *"Some kind of external arbitration or advice center that would have discussed these issues neutrally with the whole team... discussions, education, workshops, longer program to learn to be inclusive and create safe structures."*

Zoom-in: Mediation and support services (psychological / legal)



n=22, Multiple responses possible

Statistics of participants

Survey key data

Number of participants: 203

- Sent to
 - Members of Netzwerk Frau and SIA (approx. 400 people)
 - Employees of Studio Banana (around 40 people)
 - Employees of Studio Banana (around 40 people)
- Membership of Network Women and SIA:
 - 164 participants
 - Approx. 40% response rate within the network

Timeline

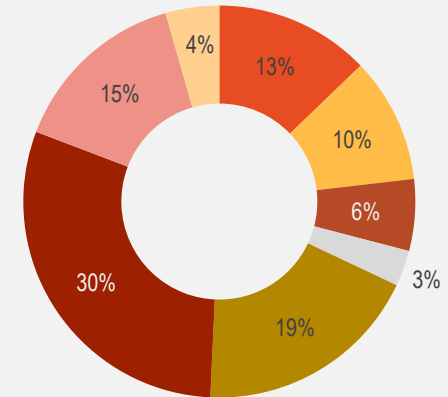
- Sent out on 01.11.23
- Duration until 17.11.23

Language

- Mostly German and French

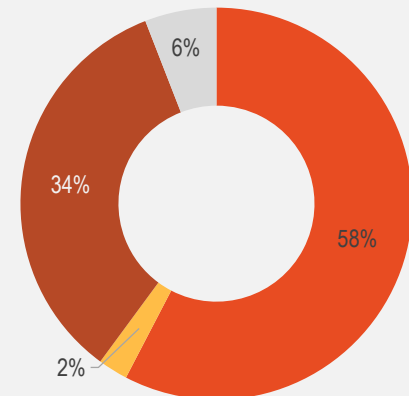
Regional group

n=203 ■ Basel ■ Bern ■ Genf ■ Tessin ■ Waadt ■ Zürich ■ zu keiner zugehörig ■ k.A.



Language

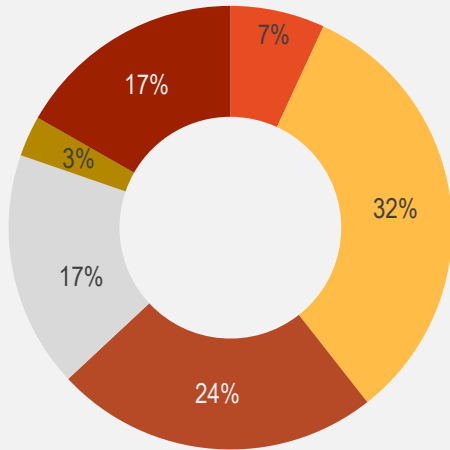
n=203 ■ Deutsch ■ English ■ Français ■ Italiano



Statistics

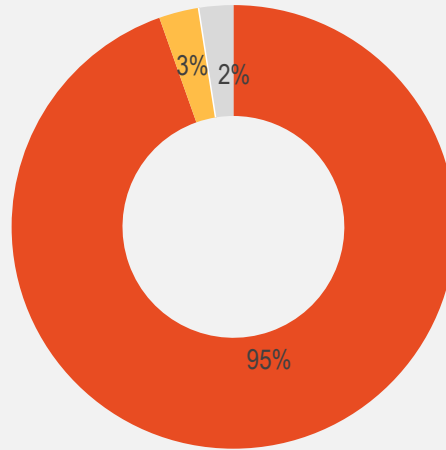
Age

n=203 ■ 20-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60+ ■ k.A.



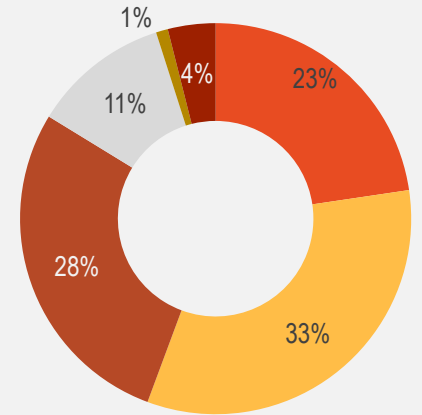
Gender

n=203 ■ female ■ male ■ divers ■ no reply



Position

n=203 ■ Self-employed ■ Employed without management responsibility ■ Employed with management responsibility ■ Managing Board ■ Trainee or intern ■ no reply



Thank you!

The survey was developed by Isabelle Dietrich (Basel regional group), Rebekka Habegger (Zurich regional group), Saskia Hinger (Basel regional group, Studio Banana) and Margarethe Müller (Basel regional group).

Before distribution, the survey was mirrored and optimised with experts, in particular:

- Meike Müller (HSLU)
- Olympia Georgoudaki (Lares und Vorstand Netzwerk Frau und SIA, RG ZH)
- Stefanie Tuggener (Lares)
- Céline Antonetti (HR Lead, Studio Banana)
- Paola di Romano (Co-Präsidentin Netzwerk Frau und SIA)
- Alexa Bodammer (Co-Präsidentin Netzwerk Frau und SIA)

Our special thanks go to the 203 participants. Your responses provide us with very valuable insights and encourage us to continue to actively shed light on the topic of discrimination and unequal treatment in the construction industry and to contribute to positive change in this sector.