

READ THIS HANDOUT TO YOURSELF BEFORE YOU START THE ACTIVITY

Unequal treatment for women in the trades

Many tradeswomen face barriers that keep them from getting the opportunities and training they deserve. In fact, 39% of women working in construction say they're treated unequally with regard to hiring, and 43% say they don't get the same treatment when it comes to the assignment of tasks.¹

These systemic issues have real consequences for how far women in the trades are able to advance in their careers. For more than 40 years, women's share of construction jobs has remained stagnant at less than 4%.² Only 3% of the top 500 contracting companies have a female construction manager.³ Roughly 44% of union members are women, yet only about 21% hold leadership positions across all types of unions.⁴

What does this mean for women?

In short, without advocating proactively and consistently for themselves, women in the trades are unlikely to get the same opportunities as fellow crew members who are men. The good news is that there are concrete strategies to help tradeswomen effectively ask for the opportunities, access, flexibility, respect, and training they deserve.

To learn more and access key research, visit leanin.org/tradeswomen.

DIFFERENT CIRCLE MEMBERS SHOULD VOLUNTEER TO READ THESE QUOTES OUT LOUD

Voices of Tradeswomen



Just ask. No one has more rights on this planet than anyone else. If they won't show you, find someone else. They get the point that you are not going away."

Rose, 57, an electrician with 25+ years' experience



I speak up if I believe my coworker and I are in danger, and the issue is usually solved. If not, I go to my job steward and he deals with the situation every time."

Jade, 35, an ironworker, 8 years' experience

