



*European Builders Confederation*



# **DIVERSITY – INCLUSIVENESS IN CONSTRUCTION**

## **FIGURES AND CONTEXT**

### **EBC CONFERENCE 2015**

**Geneva – 19 June 2015**

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EBC Secretary General**

- Youth employment
  - Worrying levels of youth unemployment
  - Demographic issues of the construction sector
  - Image of the sector towards new generations
- Gender Equality
  - Actions and initiatives in many countries
  - Own initiative report by the EP
  - EU legislation on quotas of women in Boards
  - Little attention by European sectoral social dialogue

**WHY CONSTRUCTION??**

Largest single industrial employer in the EU  
15 million workers in EU 28

90% Male

13,5 million

10% Female

1,5 million

## Not a sector for young people

92% of the workers older than 25

8% of the workers are YOUNG

1,3 million workers younger than 25

10% of all young workers are female

80% of female between 25 and 54

Young female = less than 1% of the working population

**POSITIVE EVOLUTION?**

## A sector of small companies

40% of workers in companies with less than 20 workers  
50% of workers in companies with less than 50 workers

65% of young workers in small companies  
60% of female in companies with less than 50 workers  
60% of female in specialised trades & finishing works

### UNITED KINGDOM

**2,1 million workers**

10% young workers = slightly above EU average

Higher female participation than EU average = 12%

All female workers in the 25y - 55y group = no young females

### FRANCE

**1,8 million workers**

Higher percentage of young workers than EU average – 11%

Higher percentage of female workers – 14%

BUT lower percentage of **young female workers** – 5% of all youth

### ITALY

**1,5 million workers**

Low participation of youth and female working population: 7%  
All young workers in companies with less than 50 workers  
Problems with reliability of statistics

### SPAIN

**1 million workers**

10% of female workers - EU average  
Very low youth participation in working population – 2%  
**No data on young female workers for 2012 nor 2013! Reliability**

### GERMANY

**2,7 million workers**

Higher percentage of young workers than EU average – 11%

75% of young workers in small companies – higher than EU

Higher participation of female workers than EU average

BUT young women are below the 10% EU average

### AUSTRIA

**370k workers**

High percentage of young workers – 19%

Also high percentage of female workers = 15%

No available data on young women

### POLAND

**1,2 million workers**

Low participation of young workers = 7,5%

Lower participation than average of females to workforce = 6,5%



- **EBC Engagements**

  - EBC Social Dialogue project

  - EBC 25th Anniversary celebration

  - Focus on a blue-collar sector

- **Social partners**

  - Driving much needed cultural changes in the sector

- **Training providers**

  - Diversity to start in training

  - Need to change percentages of young female in training

- **Entrepreneurship**

  - Sustainable development of entrepreneurial spirit



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**JOIN THE DEBATE**

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