

WESTMINSTER BUSINESS SCHOOL  
 FACULTY OF ARCHITECTURE AND THE BUILT ENVIRONMENT  
 CENTRE FOR THE STUDY OF THE PRODUCTION OF THE BUILT ENVIRONMENT  
 (ProBE)

SYMPOSIUM:  
 WOMEN IN CONSTRUCTION:  
 NO MORE SOFTLY, SOFTLY; IT'S TIME FOR REAL CHANGE

DATE: Thursday 18 June 2015, 10.30am-5.30pm

VENUE: University of Westminster, 309 Regent Street, London W1B 2HW, **Board Room**  
 (Oxford Circus underground, north Regent Street exit, west side)

ABOUT THE SYMPOSIUM

This symposium, organised in association with the European Institute for Construction Labour Research (CLR), will identify - with the help and active participation of researchers, academics, employers, trade unions, and those from women's organisations, local authorities etc. from Britain, mainland Europe, US, Canada and Australia – what can be done to increase the participation of women in the construction industry. We have seen a lot of tinkering and tailoring over the past decades in an attempt to improve the situation, but there has been little change, whether in engineering or in the operative workforce. The symposium will provide an opportunity to present projects across the world which have shown some success, examine the reasons for this and discuss what is needed to shift an exclusive male-dominated industry with its entrenched white- and blue-collar structures to become inclusive, diverse and composed of a range of green-collar professionals, 'manual' and 'non-manual'.

10.00-10.30	REGISTRATION AND COFFEE	
10.30-10.40	Welcome: Symposium theme and housekeeping	David Dernie Linda Clarke/Christine Wall
SESSION 1: AN INTERNATIONAL PERSPECTIVE: WOMEN IN THE CONSTRUCTION WORKFORCE CHAired BY		
10.40-11.00	Strong and consistent measures needed	Sylvia Snjiders/ Linda Clarke
11.00-11.20	The example of the Vancouver Highway	John Calvert, Simon Fraser Univ., Vancouver
11.20-11.40	Women and their career advancement in the Australian construction industry	Valerie Francis, University of Melbourne
11.40-12.15	What has been done in the US	Susan Moir, Labour Resource Centre, Boston
12.15-12.45	Discussion	
12.45-13.45	LUNCH	
SESSION 2: INCREASING PARTICIPATION: PROCUREMENT, TARGETS, QUOTAS AND OTHER MEASURES CHAired BY		
13.45-14.05	Advancing equality through procurement: evidence from the Women into Construction project	Tessa Wright, Queen Mary University
14.05-14.25	The examples of the Olympics, Crossrail and beyond	Kath Moore, Women into Construction
14.25-14.45	Network Rail's Women on Board initiative	Kevin Bowsher, Network Rail
14.45-15.15	Discussion	
15.15-15.30	TEA	
SESSION 3: 'RAISING THE BAR': WHAT CAN BE DONE IN THE WORKPLACE? CHAired BY		
15.30-15.50	Leicester City Council, Women in Construction	Barry Sullivan, Leicester City Council
15.50-16.10	The importance of employee and trade union involvement: trade union initiatives in Austria	Brigitte Schulz, Austria Construction Trade Union
16.10-16.30	Discussion	
PLATFORM DISCUSSION ON WHAT NEEDS TO BE DONE NOW AND IN THE LOW CARBON FUTURE CHAired BY		
16.30-17.30	Plenary session with invited panellists, including Andy Mitchell (Thames Tideway Tunnel) and more	Introduced by Jean Lambert MEP tbc
17.30-18.30	Drinks and networking	Barbara Allan

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The symposium offers the opportunity for an informed, critical, open and international discussion with a range of professionals, employers, employees, trade unionists, academics, researchers and all those interested to participate. It is an old subject, but one which does not go away and is becoming ever more urgent, and we hope that the outcomes of our discussions can inform policy and challenge the current unsatisfactory system.

## PROGRAMME

We have organised the day around three key problem areas:

- *Strong measures and international perspectives*
- *Increasing participation*
- *What can be done in the workplace*

The symposium will conclude with a platform discussion with invited panellists, intended to bring the different themes together and to discuss how best to 'raise the bar' on women's participation in construction



## ABOUT ProBE

ProBE (Centre for the Study of the Production of the Built Environment) is ideally placed to organise this symposium as a joint research centre between Westminster Business School (WBS) – this event being within its regular seminar series - and the Faculty of Architecture and the Built Environment (fABE). ProBE is committed to the development of a rich programme of research and related activities, including projects, oral history, film, exhibitions, and seminars. The Centre provides a research hub, a forum for debate and discussion, and a focus for interdisciplinary and international activity related to the production of the built environment, as a social process, and its members have long experience of research on social and labour issues in the construction industry in Britain and abroad.

To reserve a place please contact:

For further information please contact: Linda Clarke: [clarkel@westminster.ac.uk](mailto:clarkel@westminster.ac.uk) (020350 66528) or Christine Wall [c.wall@westminster.ac.uk](mailto:c.wall@westminster.ac.uk)