Evaluating Inclusion and Support in Learning and Workplace Environments Among Female Students in Construction and Property Economics Programs

The construction industry is a key driver of economic growth and infrastructure development; however, women in this sector continue to encounter significant barriers to career advancement. Gender bias, limited access to mentorship, and restricted professional development opportunities not only hinder individual career progression but also restrict the industry's potential to leverage a diverse and skilled workforce. This ongoing research explores the specific obstacles faced by women in construction and aims to identify effective strategies to address them.

Why the study is relevant:

- The research addresses the critical issue of inclusion and support for female students in both academic and workplace settings, which are key to shaping their future career opportunities. Using an online survey to collect perceptions anonymously, the study explores the challenges female students face across different environments and assesses the effectiveness of policies and initiatives. The insights gained will help inform strategies to foster a more inclusive and supportive pipeline for women in the industry.

What we are doing:

- Evaluate female students' perceptions of inclusion and support in both university learning environments and workplace settings, identifying key factors that influence these perceptions.

- Examine the specific challenges female students face regarding inclusion and support during university studies, cadetship programs, and industry roles, comparing these challenges across academic, site-based, and office-based environments.

- Assess the effectiveness of university and workplace policies and initiatives in promoting inclusion and support for female students, analysing variations in their impact across different environments (e.g., universities, large firms vs. small firms, contractors vs. consultants).

What we aim to achieve:

- The analysis aims to provide a comprehensive understanding of female students' perceptions of inclusion and support across academic and workplace settings, highlighting key challenges they face. By analysing online survey responses, the research will uncover trends and variations in perceptions, while also evaluating the effectiveness of university policies and initiatives in fostering an inclusive environment, offering insights to inform future strategies for supporting women in the industry.

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