

# Activities – Accessibility for Employers



## Growing your trades workforce:

how to attract women to your jobs



“ I've got nothing but good to say about working with women. They are careful, methodical, good with the gear. I'd love to see more women coming into the industry. ”

Peter Turner, Managing Director,  
Peter Turner Contracting

# Activities - Accessibility for Women





## Activities - Recognition



## Activities – Leadership





## Activities – Leadership



# WOMEN IN CONSTRUCTION

## Raising the Visibility



## Continually keeping women visible



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# Continually keeping women visible

## GREATHER CHRISTCHURCH Recovery Update ISSUE 20 Women in the recovery



**Theresa Holland**  
**Occupation:** Bricklayer, T O Brick & Block  
Theresa Holland has been working as a bricklayer for about the past year. She was looking for a career change from farm work, likes working in the outdoors and doesn't mind working hard. Theresa says there was a bit of training but it's mostly common sense.

**What does working in the recovery mean to her?**  
"We do a lot of fences and walls and people are just really pleased to have their fences back up. Owners will come round and you can see the sheer joy on their faces, after years and years of waiting."

"I encourage any woman to work in the recovery - women and young girls leaving school. There's plenty of training out there for lots of different trades. Just go for it, it's not that intimidating, I've never had a negative word."



**Tessa Flaws**  
**Occupation:** Engineering design coordinator, Stronger Christchurch Infrastructure Rebuild Team (SCIRT)  
Tessa's current position is assisting SCIRT's design manager with overall delivery of \$100 million project cost estimates of engineering concept and detailed design each month. Tessa coordinates activities between SCIRT's four design teams (170 designers) and other teams.

**What does working in the recovery mean to her?**  
"There's a real purpose to your daily work - everyone has this shared goal to get the city back on its feet and we are all working in the same direction."



**Alicia Janssen**  
**Occupation:** Site Traffic Manager  
SCIRT's Downer team  
Alicia has been working in traffic management for four years but followed the work in Christchurch about two years ago. It's layout plans to manage traffic while re-undertaking. Alicia is currently managing projects on the Travis/Frodo Road site.

**What does working in the recovery mean to her?**  
"It's awesome. You go to a road that's damaged. After you've spent quite a bit of time doing all the harking and channelling and people come out and say 'thank you go for it, it's 2013. There's no reason here doing it. There's heaps of us. We

### Building back better

As the rebuild gains momentum, demand for construction labour is increasing in greater Christchurch and it yet to peak. Canterbury's economic recovery depends on a labour supply that meets demand now and into the future. Many women are already working in the recovery, but recent research by the Ministry of Women's Affairs shows that there is a hidden pool of female labour which, if better utilised, will help build a prosperous and productive Canterbury.

The research *Building back better: Utilising women's labour in the Canterbury recovery* is based on a survey of 500 women. About half the respondents were unemployed but not receiving a benefit, the remainder were working but indicated they would be open to changing occupation.

The research found that the top three factors that would encourage women to consider any job in the rebuild were: flexible hours and environment; good pay; and more information about rebuild opportunities.

Over half the women surveyed were not opposed to rebuild positions, but many had not considered these jobs, or were not sure how to access them. Women saw construction jobs as 'jobs for men'. That kind of idea is what the Ministry of Women's Affairs is keen to see disbanded.

SCIRT design engineer, Jeanette White sees rebuild work as something anyone can do. She says the greater Christchurch rebuild is the biggest civil engineering project ever undertaken in New Zealand's history.

"Why would you not want to be a part of that? I've never been one to sit on the side-line and it's an exciting, since it is a life time opportunity to be a part of a team that is reshaping a whole city."

Ministry Chief Executive Dr Jo Grigg says making the most of the female labour force in the construction sector may mean changing employer practice, including recruitment; providing more information about rebuild opportunities; and encouraging women to train or retrain.

### For women looking to get started in the Canterbury...

- Christchurch Polytechnic Institute (CPTI) is offering women free Tu Trade and Engineering program. To find out more about CPTI's e of programmes, go to: [www.epi.govt.nz](http://www.epi.govt.nz) call 0800 24 24 70.

Contact the Canterbury Skills and Hub at [www.opportunitycent.govt.nz](http://www.opportunitycent.govt.nz)

For a copy of the full research report: *Utilising women's labour in recovery as well as a summary of it go to: [www.mwa.govt.nz](http://www.mwa.govt.nz)*



### women in neon

High-vis vests aren't just for big, burly men; women are increasingly taking up roles in the construction industry and helping the city back on its feet.

Words: Pattie Pegler  
Photos: Danielle Colvin



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