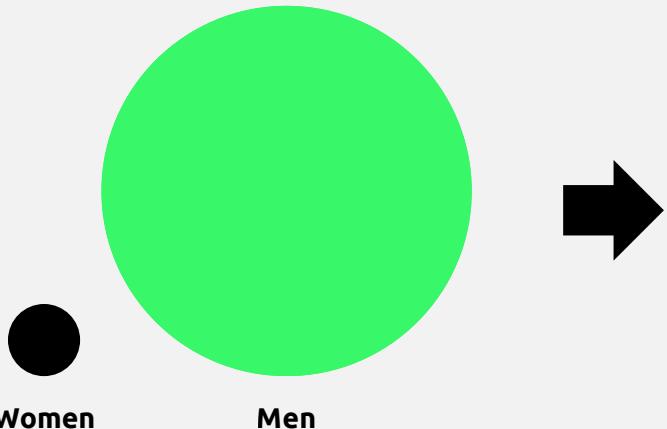


# Building Without Women? The STEM Gap in Construction

## 1. A Gender-Imbalanced Sector

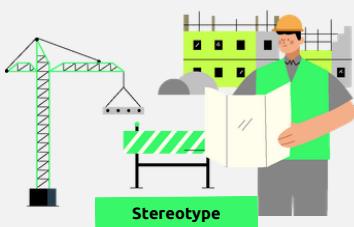
Construction remains one of the most male-dominated sectors in Europe.



Women represent only ~10% of the construction workforce in Europe, while ~90% are men. (European Commission, 2023)

## 4. Breaking the Myth: What Construction Really Looks Like Today

The stereotype is outdated. **Construction today goes far beyond concrete.** You don't need to be on a construction site to help build the future.



**Construction = manual,  
on-site, male-dominated**



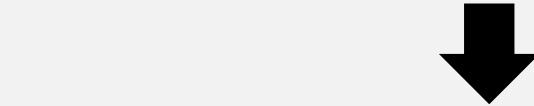
## **Modern construction is science- and technology-driven**

2. Zooming In: Where Are Women Actually Working?

Sector	Percentage
Admin / support	60%
Management	25%
Technical / STEM	15%

Even within that 10%, women are underrepresented in STEM and technical roles.

Within the ~10% of women in construction, most work in administrative, managerial, or support roles, not STEM or technical positions. (Green Circle, 2024)



### 3. Data Gap

**Where is the data on women in construction STEM?** Women scientists and researchers in construction remain largely invisible in data, policy, and career narratives.

Missing or limited data on:

- Women scientists in construction
- Women researchers in circular construction
- Women in demolition, materials recovery and reuse

## 5. A New Perspective: STEM as the Gateway to Gender Balance

STEM is one of the most powerful levers for gender equality in construction.

STEM opens the door to a more inclusive construction sector. Encouraging women to pursue STEM careers in construction is a key pathway toward gender balance, especially in circular construction.

## 6. The Opportunity: STEM Careers Powering Circular Construction

These are real, impactful, future-proof careers.

Materials science

Circular economy

Climate & energy systems

Demolition & resource recovery

Urban systems & planning

Digital construction



**R** Reconmatic



Funded by  
the European Union

Designed by Future Needs

These are STEM careers. These are science roles. **These are opportunities for women in construction.**