



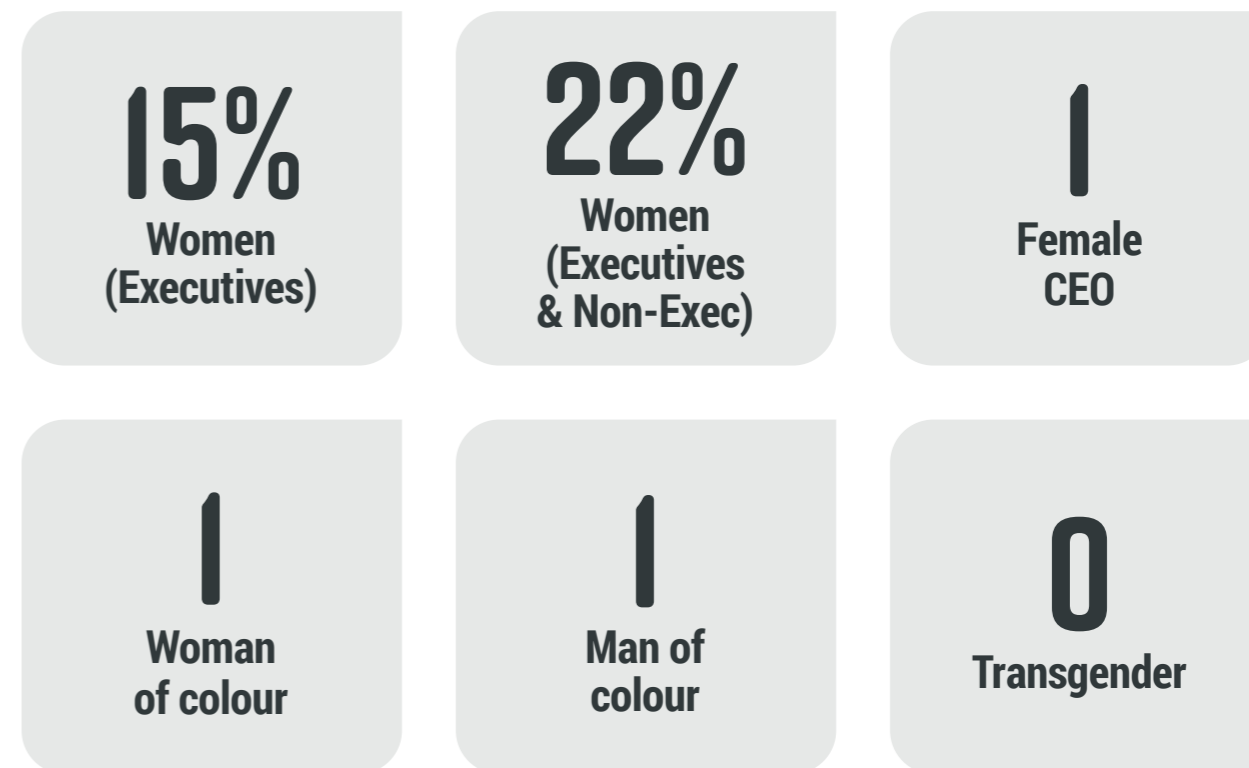
**THE**  
**REBUILD**  
**PROJECT**  
THE PROGRESSIVE HEART  
OF THE INDUSTRY

THE UK GOVERNMENT IS PLANNING TO DRIVE ECONOMIC STIMULUS BY SPENDING £640BN ON CONSTRUCTION AND INFRASTRUCTURE PROJECTS. MOST OF THIS WILL BE SPENT WITH THE UK'S TOP TWENTY CONTRACTORS. IT'S IMPACT WILL DISPROPORTIONATELY BENEFIT MEN AND HAVE CONSIDERABLY LESS IMPACT ON UK WOMEN. WITH A 22% DIFFERENCE IN THE GENDER PAY GAP AND WITH LESS THAN 20% OF WOMEN ON BOARDS, WOMEN ARE MISSING OUT.

**THIS IS AN EASY FIX.**

## THE CURRENT SITUATION

UK Top 10 construction companies, board level diversity:



Statistics taken from 2019.

Our aim is to engage and energise government and procurers to improve the 3R's for women in the construction industry:

## REPRESENTATION

Increase the percentage of women joining the industry at all levels

## RECOGNITION

Improve the percentage of women holding board-level and senior positions

## REMUNERATION

Address pay differentials and close the gender pay gap

## OUR GOALS

**50%**

women in executive positions by 2030

**30%**

women in executive roles on top 10 contractor boards by 2025

**50%**

women in entry level roles by 2025

**ZERO**

gender pay gap by 2035 – starting with equal pay for equal work!

# TOGETHER, WE CAN DRIVE CHANGE IN THE INDUSTRY.

## **Government**

**REinforce:** Ensure that the commitments to promoting equal opportunities and diversity are followed up by all government departments and public sector bodies awarding construction contracts.

## **Procurers**

**REquire:** Ensure that gender equality is embedded into the process by setting the necessary policies, asking the right questions and insisting on their implementation.

## **Supply Chain**

**REspond:** Address inequality, by adapting cultures and practices to encourage more women into the industry, appoint more women to board positions and reward them properly to reduce their gender pay gap

## **Allies**

**REaffirm:** Sign our petition and share our campaign.

# OUR FOUNDERS & ALLIES

## **Anne McNamara**

CEO, ShineX

## **Stuart Cairns**

Partner and Co-Head of International Projects & Procurement, Bird & Bird

## **Amanda Fisher**

CEO, Amey

## **Gerry Hughes**

President, Avison Young Europe

## **Lucy Monie**

Highways & Transport Procurement Professional

## **Christine Allen**

Highways & Transport Procurement Professional



# A CHANGE IN ATTITUDES TOWARDS EQUALITY IN CONSTRUCTION IS LONG OVERDUE.

It's 2021. Construction companies cannot stay saddled with 1950s values. The business case for diversity is demonstrable but construction companies are slower than some other sectors in recognising this.

**IT'S TIME TO CHANGE.  
JOIN OUR CAMPAIGN TODAY.**



# GET INVOLVED

## **Sign our petition**

Head over to: [www.therebuildproject.co.uk/petition](http://www.therebuildproject.co.uk/petition)

## **Make some noise**

Share our campaign updates on social media and tell your network

## **Sponsor our campaign**

Demonstrate your commitment to driving change and increase your profile in the industry as a leader.

Contact us to find out how.

# THE REBUILD PROJECT

[www.therebuildproject.co.uk](http://www.therebuildproject.co.uk)

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Scan the QR code  
to sign our petition

