





IIWIC

International Institute for Women in Construction

2026 GLOBAL STATUS OF WOMEN IN CONSTRUCTION REPORT

Introduction

Construction is one of the world's largest and most influential industries. **It builds the homes, schools, hospitals, transportation systems, energy infrastructure, and communities that support economic growth and improve quality of life.** The sector employs hundreds of millions of people globally and contributes significantly to national economies, accounting for an estimated 6–13% of gross domestic product (GDP) in many countries. **As nations respond to growing populations, rapid urbanization, climate change, aging infrastructure, and the transition to cleaner energy, demand for a skilled and diverse construction workforce will continue to increase.**

Women remain significantly underrepresented throughout the global construction industry despite decades of participation. While participation rates vary considerably across countries and regions, women continue to represent a minority of the construction workforce in every major market**. Their representation is often concentrated in professional, administrative, engineering, and project management roles, with substantially lower participation in skilled trades, site supervision, and executive leadership**. At the same time, many countries are experiencing critical labor shortages that threaten their ability to deliver essential infrastructure and housing, creating both a challenge and an opportunity to attract and retain more women in construction careers.

Since publishing the first Global Status of Women in Construction report in 2025, the International Institute for Women in Construction (IIWIC) has continued to monitor developments across the global construction industry**. This updated report examines the current status of women in construction across six regions: North America, South America, Europe, Africa, Asia, and Australia and Oceania.** Each regional section provides an overview of the construction market, the industry's economic significance, workforce trends, women's participation, regional challenges, and emerging opportunities.

Although each continent faces unique economic conditions, cultural influences, labor market dynamics, and policy environments, several common themes emerge. **Construction employers across the world are confronting persistent workforce shortages, accelerating technological change, increasing sustainability expectations, and growing demands for more inclusive workplaces**. At the same time, governments, industry associations, educational institutions, labor organizations, and employers are introducing new initiatives designed to increase the participation and advancement of women throughout the industry.

This report is intended to provide industry leaders, policymakers, educators, employers, researchers, and advocates with a current, evidence-based overview of the global landscape. **By identifying both the progress that has been achieved and the challenges that remain, IIWIC seeks to support informed decision-making and encourage greater collaboration among organizations working to expand opportunities for women in construction.** Ultimately, increasing women's inclusion is not a matter of equity—it is a strategic imperative for an industry that must attract the talent, innovation, and leadership necessary to build the world's future.



NOTE:

All figures provided represent the percentage of women in the total construction industry for that country. The percentage is calculated as female construction employment divided by total construction employment × 100. ILOSTAT is the primary source wherever both female and total values were available; alternative official or peer-reviewed sources are used only when the required ILOSTAT values were unavailable. Data sources and audit notes are listed in the Evidence Tables. The number in parentheses indicates the latest year available at the stated confidence level:

***	**	*
High confidence	**Medium confidence**	**Low confidence**

This is followed by an approximation of the national annual construction output in the 2024/2025 timeframe converted to $US Billions. The construction-output figures are presented separately from the updated women-in-construction data.

We chose to report on the 42 countries with the largest construction output.
Country colors indicate the level of female participation in the construction industry workforce:

Green

greater that **10%** female participation

Yellow

5% to **9.9%** female participation

Red

0 to **4.9%** female participation

Table 1: The 20 of 42 Countries Sampled With Greater than 10% Female Construction Industry Workers

	Japan	18.4%	(2025***)	$620B
	Austria	15.9%	(2025***)	$65B
	New Zealand	15.6%	(2025***)	$36B
	Germany	15.5%	(2025***)	$430B
	United Kingdom	15.5%	(2025***)	$280B
	Thailand	15.3%	(2025***)	$90B
	South Korea	15%	(2024**)	$285B
	China	13.6%	(2022**)	$2900B
	France	13.3%	(2025***)	$275B
	Canada	13.2%	(2025***)	$215B
	Australia	12.9%	(2025***)	$205B
	Belgium	12.8%	(2025***)	$82B
	Sweden	12.8%	(2025***)	$80B
	Netherlands	12.6%	(2025***)	$125B
	Russia	12.2%	(2025***)	$140B
	Malaysia	12.1%	(2022***)	$86B
	Switzerland	12%	(2025***)	$92B
	United States	11.4%	(2025***)	$2150B
	South Africa	11%	(2024***)	$60B
	Vietnam	10.4%	(2024***)	$110B
	Belgium	10%	(2024***)	$82B
	Sweden	10%	(2024***)	$80B

Table 2: The 22 of 42 Countries Sampled With Less than 10% Female Construction Industry Workers

	Pakistan	0.2%	(2025***)	$55B
	Egypt	0.9%	(2024***)	$48B
	Iran	1.2%	(2024***)	$25B
	Morocco	1.2%	(2022***)	$28B
	Indonesia	1.7%	(2022***)	$275B
	Algeria	1.8%	(2017***)	$27B
	Bangladesh	1.8%	(2024***)	$58B
	Philippines	2.4%	(2023***)	$68B
	Nigeria	2.7%	(2024***)	$70B
	Argentina	3.8%	(2025***)	$78B
	United Arab Emirates	4%	(2024***)	$105B
	Brazil	4.6%	(2025***)	$180B
	Mexico	4.8%	(2025***)	$165B
	Türkiye	5.7%	(2025***)	$145B
	Peru	5.9%	(2025***)	$45B
	Saudi Arabia	6.4%	(2024***)	$170B
	Colombia	6.9%	(2025***)	$50B
	India	7.8%	(2025***)	$820B
	Italy	7.8%	(2025***)	$235B
	Poland	8.8%	(2025***)	$115B
	Chile	9%	(2025***)	$52B

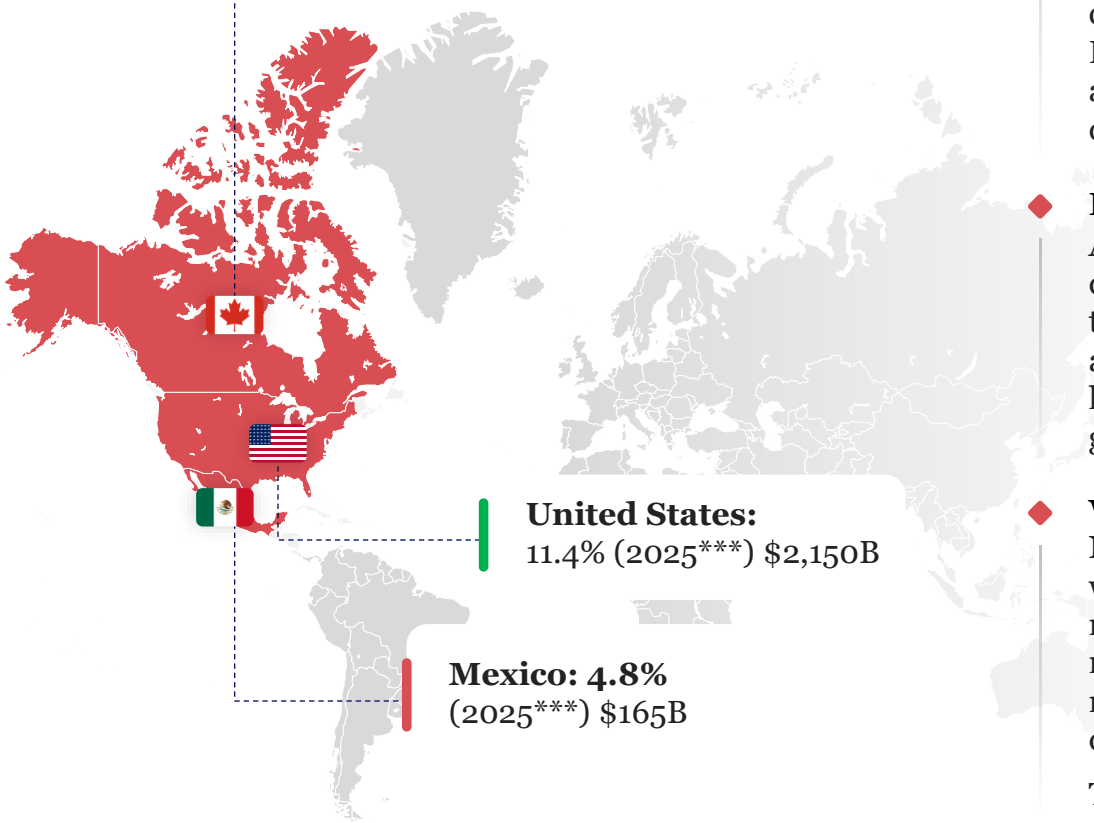
*** **High confidence**

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* **Low confidence**

This is followed by an approximation of the national annual construction output in the 2024/2025 timeframe converted to $US Billions. The construction-output figures are presented separately from the updated women-in-construction data.

North America



Overview

North America's construction industry remains one of the world's largest and most technologically advanced markets. The United States dominates regional activity, while Canada continues to experience significant infrastructure investment, and Mexico remains a rapidly growing manufacturing and industrial construction market driven by nearshoring. Construction contributes substantially to employment and economic growth throughout the continent, although persistent labor shortages continue to constrain industry expansion. Public investment in transportation, clean energy, semiconductor manufacturing, housing, and utility infrastructure is expected to support construction activity over the remainder of the decade (Oxford Economics).

Economic Contribution

Across North America, construction generally contributes approximately 5–8% of national GDP directly, while the broader built environment supports a much larger share of economic activity through manufacturing, engineering, real estate, and infrastructure services. In the United States alone, more than 12 million people work in construction, making this sector one of the nation's largest employers. Canada and Mexico similarly rely heavily on construction to support housing growth, transportation infrastructure, and industrial development (World Bank Open Data).

Women in Construction

North America has some of the highest levels of female participation globally, although women remain significantly underrepresented. Most women continue to work in management, administration, engineering, architecture, estimating, and project management rather than skilled trades. Women's representation in skilled trades remains below 5% across most occupations. Nevertheless, female participation has steadily increased over the past decade in both the United States and Canada (National Association of Home Builders).

The updated data show a clear regional split: Canada reports 13.2% women in construction and the United States 11.4%, while Mexico reports 4.8%. These figures were directly verified from ILOSTAT using female and total construction employment for the latest available year. Women therefore remain significantly underrepresented across the region, particularly in Mexico and in construction occupations beyond the professional and administrative roles in which women are often more visible.

North America

Key Industry Trends

Several major trends are reshaping construction across North America:

- Aging workforce and retirements
- Chronic skilled labor shortages
- Rapid adoption of digital technologies
- Growth in modular and industrialized construction
- Expansion of clean energy and semiconductor manufacturing
- Increasing owner expectations regarding diversity and inclusion

Government infrastructure spending continues to provide significant opportunities for women entering construction professions (Oxford Economics).

Challenges

Despite progress, women continue to encounter:

- Low recruitment into skilled trades
- Workplace harassment
- Limited access to sponsorship
- Career interruptions related to caregiving
- Underrepresentation in executive leadership
- Unequal representation on corporate boards

Although women comprise approximately one in ten construction workers, they remain considerably underrepresented among craft professionals and senior executives.

Reasons for Optimism

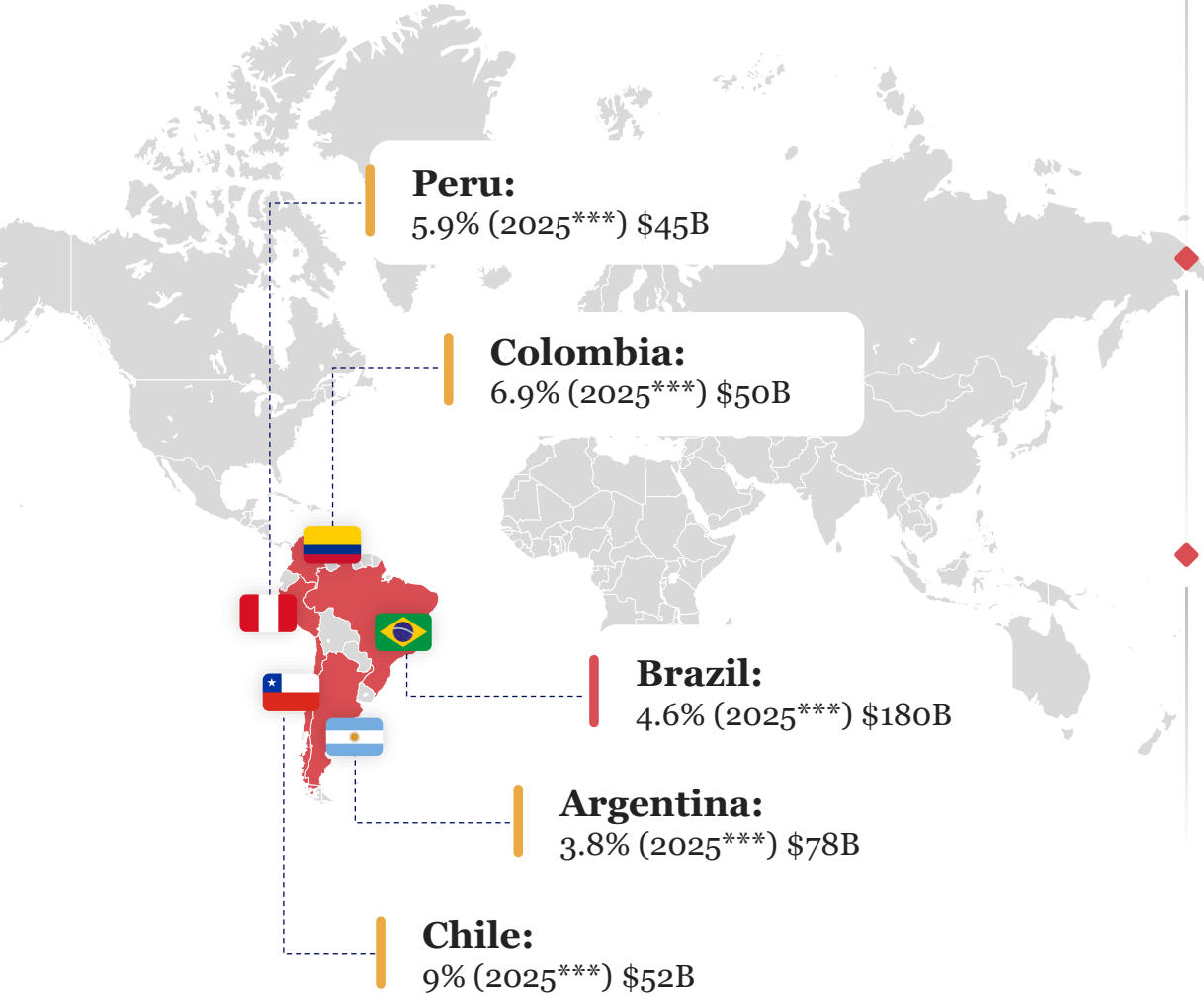
North America has seen rapid growth in:

- Women-focused apprenticeship programs
- Industry diversity initiatives
- Corporate inclusion strategies
- University construction management enrollment by women
- National organizations supporting women in construction

These investments position North America as one of the global leaders in advancing women in the construction workforce.



South America



Overview

South America's construction industry is closely tied to infrastructure investment, housing demand, mining, energy, transportation, and urban development. Brazil is the region's largest construction market, while Chile, Peru, Colombia, and Argentina each have significant infrastructure and resource-sector construction activity. Construction's share of GDP varies by country; in Peru, Mexico, and Chile, it has recently represented roughly 5–8% of GDP, while Brazil and Argentina are generally lower, below 4% (Statista).

Economic Contribution

The region faces uneven economic growth, inflationary pressures, political volatility, and infrastructure gaps. These conditions make construction both a driver of growth and a sector vulnerable to public spending cycles. Latin America's construction market is expected to continue expanding through the decade, with demand in housing, infrastructure, energy, and urban development (Business Wire).

Women in Construction

Women remain significantly underrepresented across South American construction, particularly in skilled trades, site supervision, and executive roles. Brazil, Chile, Peru, Colombia, and Argentina have active conversations around women in engineering, mining, infrastructure, and construction, but workforce participation remains low compared with the overall female labor force. In many countries, women are more visible in architecture, engineering, administration, health and safety, sustainability, and project controls than in craft roles.

The updated 2025 figures show that women remain underrepresented across the five South American countries in this sample. Chile has the highest reported share at 9.0%, followed by Colombia at 6.9%, Peru at 5.9%, Brazil at 4.6%, and Argentina at 3.8%. All five figures were directly verified from ILOSTAT using female and total construction employment. Argentina's figure is based on the Permanent Household Survey with urban coverage, which should be considered when interpreting the comparison.

South America

Key Industry Trends

Major trends include infrastructure modernization, transport investment, renewable energy projects, mining-related construction, affordable housing demand, and climate resilience. Chile and Peru are especially linked to mining and energy infrastructure, while Brazil's market is shaped by its scale, housing needs, and public infrastructure agenda.

Challenges

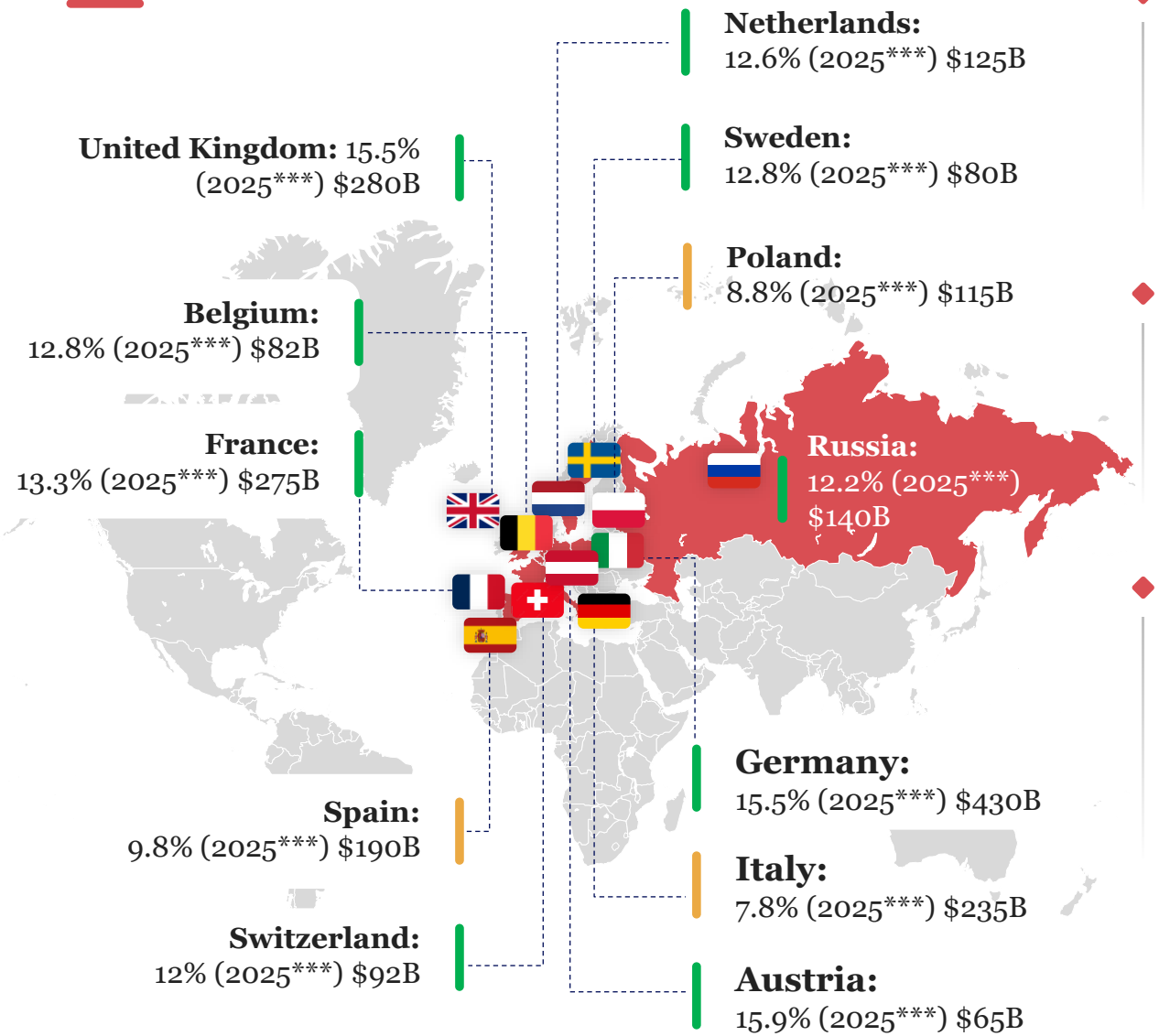
Key barriers include informal employment, limited access to apprenticeships and technical training, weak enforcement of workplace protections, harassment, cultural stereotypes, and instability in public infrastructure funding. Economic volatility also affects women disproportionately because they are often newer entrants or concentrated in less secure roles.

Reasons for Optimism

South America has strong potential for growth because infrastructure needs are substantial and governments, development banks, mining companies, and construction firms are increasingly linking workforce development with gender inclusion. Programs connected to STEM education, women in mining, technical training, and supplier diversity could create pathways for more women into construction.



Europe



Overview

Europe has a mature, highly regulated construction sector shaped by sustainability, renovation, infrastructure maintenance, housing shortages, and energy transition. The sector is central to the European economy, representing approximately 9–10% of EU GDP and employing millions of workers across the EU (EBC Construction).

Economic Contribution

Construction is especially important because of Europe's decarbonization agenda. Building renovation, energy efficiency upgrades, low-carbon materials, and infrastructure modernization are all major drivers. The European Green Deal, building performance rules, and net-zero commitments are reshaping demand for skills.

Women in Construction

Women remain underrepresented. Eurostat reported that women made up only about 10% of workers in construction in the EU, compared with much higher representation in health, education, and services (European Commission). Women are more likely to be found in professional, design, administrative, legal, sustainability, and project management roles than in trades and site production.

The updated country figures show substantial variation across the European sample. Austria reports the highest share at 15.9%, while Italy reports the lowest at 7.8%; Germany and the United Kingdom each report 15.5%. The figures in the evidence tables were directly verified from ILOSTAT using female and total construction employment for the latest available year, providing a consistent basis for comparison across the countries sampled.

Europe

Key Industry Trends

Europe's construction agenda is dominated by labor shortages, aging workforces, digitalization, building information modeling, offsite construction, circular economy practices, low-carbon building materials, and energy retrofits. Renovation is particularly important because Europe's existing building stock must be upgraded to meet climate targets.

Challenges

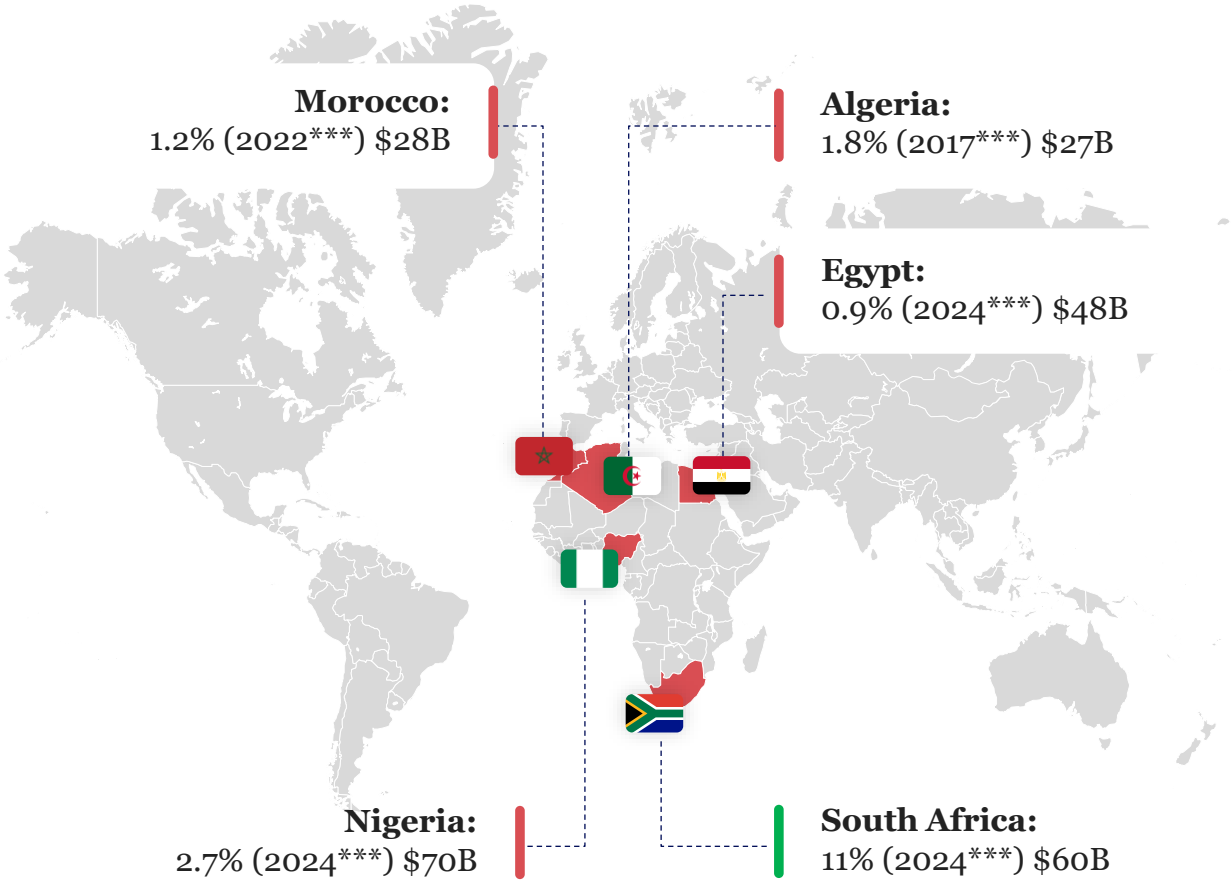
The biggest workforce challenge is not simply recruiting women; it is changing the culture of the sector. Persistent stereotypes, limited visibility of women in site leadership, inflexible work patterns, harassment, and male-dominated apprenticeship pathways continue to slow progress. The engineering gender gap also affects construction leadership pipelines; women represented only about 21% of professional engineers in the EU by 2025 (Financial Times).

Reasons for Optimism

Europe has some of the strongest gender equality legislation, public procurement requirements, paid leave systems, and workforce protections in the world. These policies create a stronger foundation for inclusion than exists in many regions. The sustainability transition may also help attract more women because it connects construction careers with climate, community, and social purpose.



Africa



Overview

Africa's construction industry is one of the world's most important long-term growth markets because of rapid urbanization, population growth, housing demand, energy access needs, and infrastructure gaps. The continent requires major investment in transport, water, sanitation, electricity, housing, schools, hospitals, ports, and digital infrastructure.

Economic Contribution

The African construction market was valued at approximately USD 240 billion in 2025 and is projected to grow strongly through 2031, driven by urban migration, regional trade integration, and connectivity projects (Mordor Intelligence). The African Development Bank has estimated that closing Africa's infrastructure gap requires roughly USD 130–180 billion annually, with a large annual financing shortfall (African Futures).

Women in Construction

Women's construction participation across Africa varies widely and is often undercounted because of informal labor. In some countries, women are visible in materials handling, small-scale contracting, informal construction work, architecture, engineering, and public works programs, but they remain underrepresented in skilled trades, licensed technical roles, site management, and ownership of larger construction firms.

The updated figures show wide variation across the African countries in this sample, from 0.9% in Egypt to 11.0% in South Africa. Nigeria reports 2.7%, Algeria 1.8%, Morocco 1.2%, and South Africa 11.0%. These figures from ILOSTAT, although the latest available year differs by country and should be considered when making comparisons.

Africa

Key Industry Trends

Major trends include urban infrastructure, affordable housing, transport corridors, ports, energy generation, electrification, water systems, and climate-resilient infrastructure. Development finance institutions, public-private partnerships, and regional initiatives such as AfCFTA (African Continental Free Trade Area) are likely to influence construction demand.

Challenges

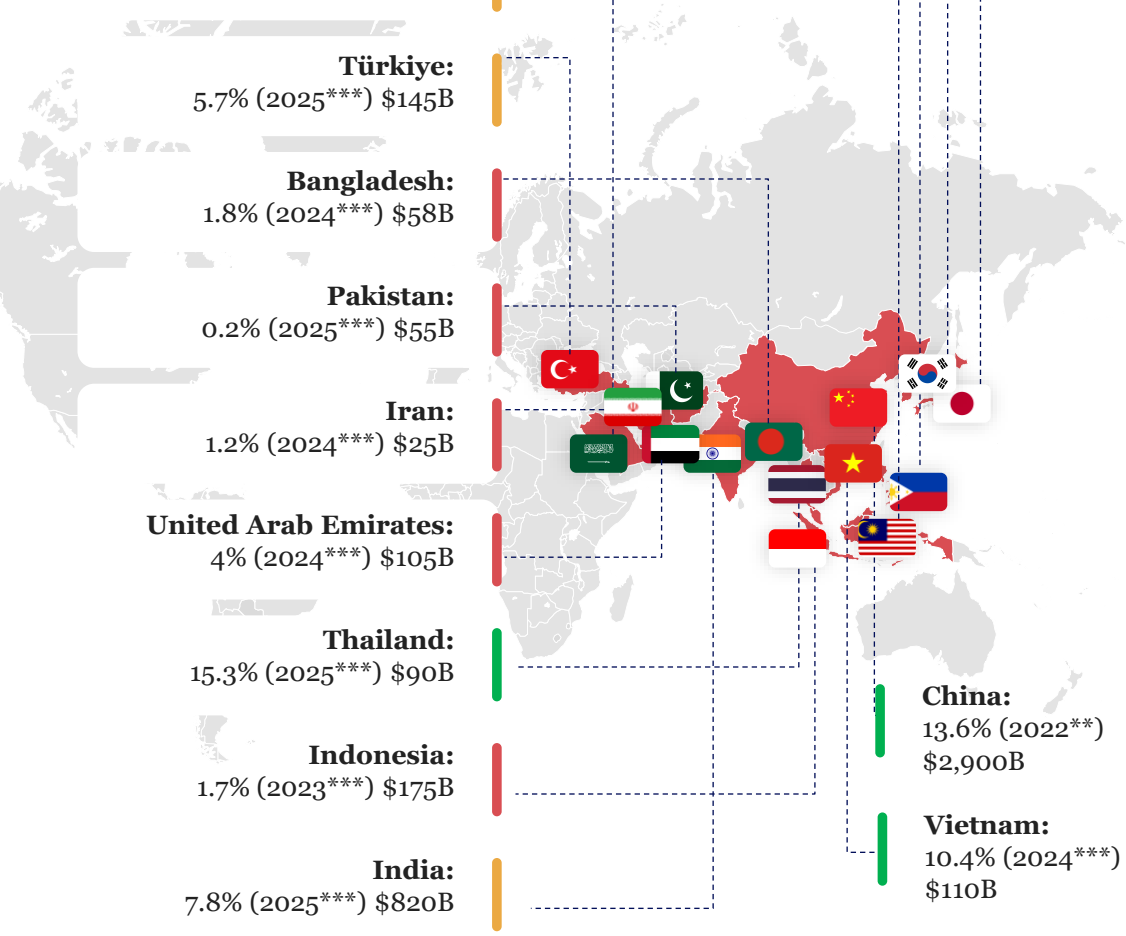
The major challenge is the combination of a massive construction need with limited formal workforce systems. Many countries face skills shortages, informal employment, weak safety protections, limited vocational training capacity, financing constraints, and uneven enforcement of labor standards. These barriers make it difficult for women to enter and remain in construction careers.

Reasons for Optimism

Africa's infrastructure build-out could create one of the largest opportunities in the world to intentionally design gender-inclusive construction workforce systems from the beginning. Technical education, public works programs, women-owned contractor development, green infrastructure, and donor-funded procurement requirements could all be used to expand women's participation.



Asia



South Korea:
15% (2024**) $285B

Philippines:
2.4% (2023***) $68B

Japan:
18.4% (2025***) $620B

Malaysia:
12.1% (2022***) $86B

Saudi Arabia:
6.4% (2024***) $170B

Türkiye:
5.7% (2025***) $145B

Bangladesh:
1.8% (2024***) $58B

Pakistan:
0.2% (2025***) $55B

Iran:
1.2% (2024***) $25B

United Arab Emirates:
4% (2024***) $105B

Thailand:
15.3% (2025***) $90B

Indonesia:
1.7% (2023***) $175B

India:
7.8% (2025***) $820B

China:
13.6% (2022**)
$2,900B

Vietnam:
10.4% (2024***)
$110B

Overview

Asia is the world's largest construction region, driven by China, India, Southeast Asia, and major infrastructure investment across rapidly urbanizing economies. Construction demand is shaped by housing, transport, manufacturing, energy, industrial corridors, ports, airports, and urban megaprojects.

Economic Contribution

Construction is especially important in India, where the sector contributes about 9% of GDP and employs approximately 71 million people (International Labour Organization). China and India remain central to global construction demand, while Indonesia, Vietnam, the Philippines, Malaysia, Thailand, and other Southeast Asian economies are seeing continued urban and infrastructure growth.

Women in Construction

Women's participation varies sharply by country. India has millions of women in construction, but many are concentrated in low-paid, informal, manual roles with limited mobility into skilled trades or supervision. The ILO (International Labour Organization) has highlighted systemic barriers, wage disparities, and limited career advancement for women in India's construction sector (International Labour Organization). In other countries, women may be more visible in engineering, architecture, design, and administration, but still underrepresented on sites and in leadership.

The updated data shows the widest variation of any region in the sample. Japan reports the highest share at 18.4%, followed by Thailand at 15.3%, South Korea at 15.0%, China at 13.6%, and Pakistan reports 0.2%. Most country figures were directly collected from ILOSTAT using female and total construction employment. China is retained from Wang et al. (2025), based on China National Bureau of Statistics data and subject to the scope limitation documented in the evidence table. South Korea is retained from KOSIS (Statistics Korea) as a national statistical source, and Saudi Arabia's 6.4% figure is based on official GASTAT data. These source differences should be considered when comparing the figures.

Asia

Key Industry Trends

Asia's construction future will be shaped by urbanization, industrialization, climate adaptation, finance infrastructure, automation, prefabrication, and digital construction. Automation may create productivity gains, but it can also displace women if they are concentrated in manual roles and not included in reskilling. A recent study in Gujarat, India, found that automation reduced women's participation in some traditional construction tasks (The Times of India).

Challenges

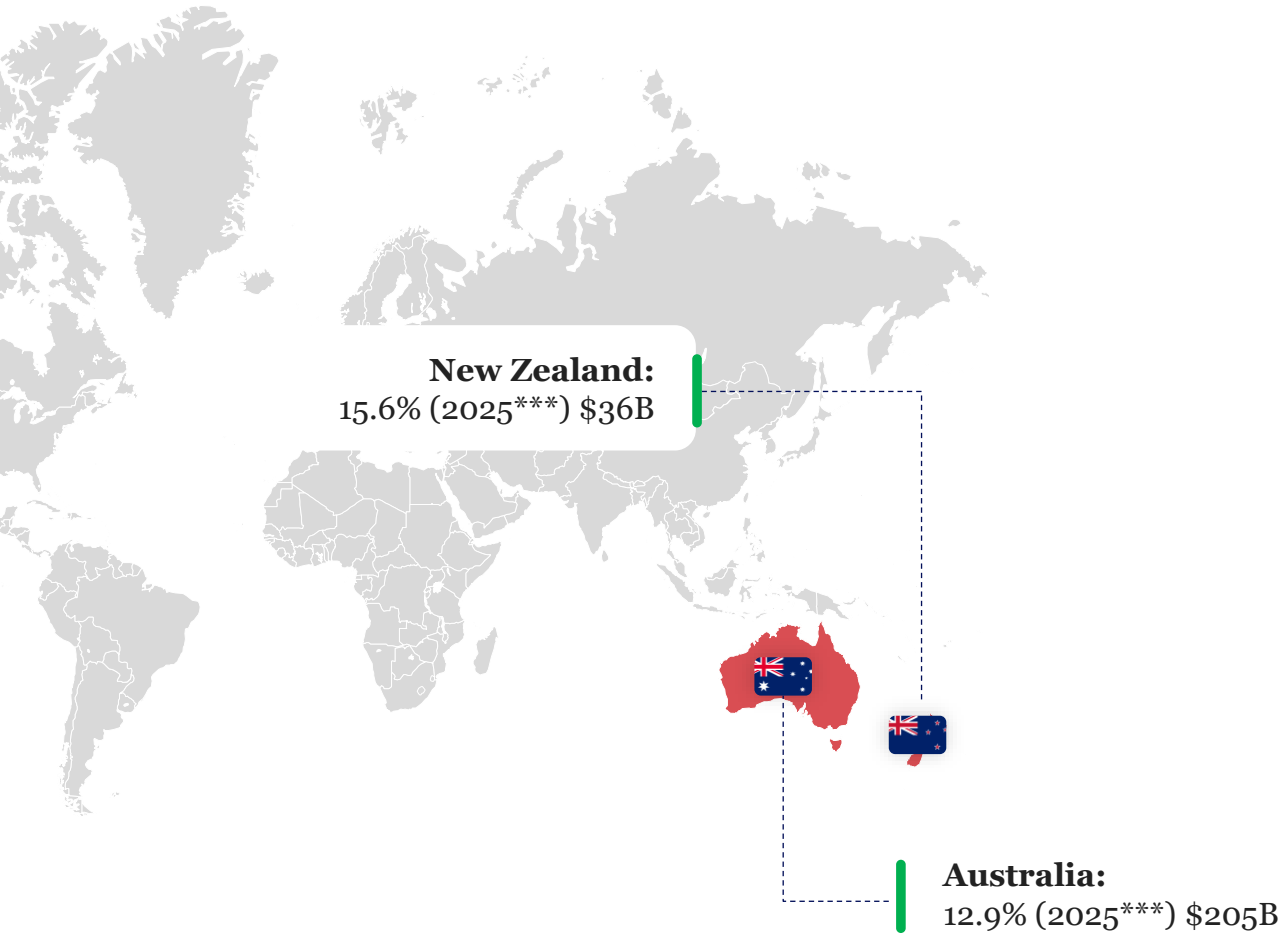
Key barriers include informality, wage gaps, occupational segregation, migration systems, lack of childcare, safety risks, harassment, limited access to skills training, and social norms about women's work. The scale of Asia's construction workforce means that even small percentage changes could affect millions of women.

Reasons for Optimism

Asia has enormous potential because construction demand remains high and many governments are investing in infrastructure, manufacturing, and urban development. Gender-responsive skills training, formalization, safer worksites, and pathways into technical roles could substantially increase women's participation.



Oceania



Overview

Australia dominates the construction economy of Oceania, with New Zealand also having a substantial construction sector relative to population. Across the Pacific Islands, construction is closely tied to climate resilience, housing, tourism infrastructure, disaster recovery, and development finance.

Economic Contribution

Australia's building and construction industry contributes approximately 11.7% of national GDP and is one of the country's largest employers. In the year ending June 2025, building and construction work totaled about USD 211 billion (Trade.gov). In New Zealand, construction represented 7.8% of GDP in the year ended March 2024 (Stats NZ).

Women in Construction

Australia and New Zealand have relatively high reported female participation compared with many countries, but the trade numbers remain very low. Infrastructure Australia reported that women make up approximately 13% of Australia's construction workforce and only about 4% of trades workers (Infrastructure Australia).

The updated data continue to show relatively high reported female participation in Australia and New Zealand compared with many countries in the sample. Australia reports 12.9% and New Zealand 15.6%, with both figures directly verified from ILOSTAT using female and total construction employment for 2025. The figures describe the overall construction workforce and should not be interpreted as the share of women in construction trades specifically.

Oceania

Key Industry Trends

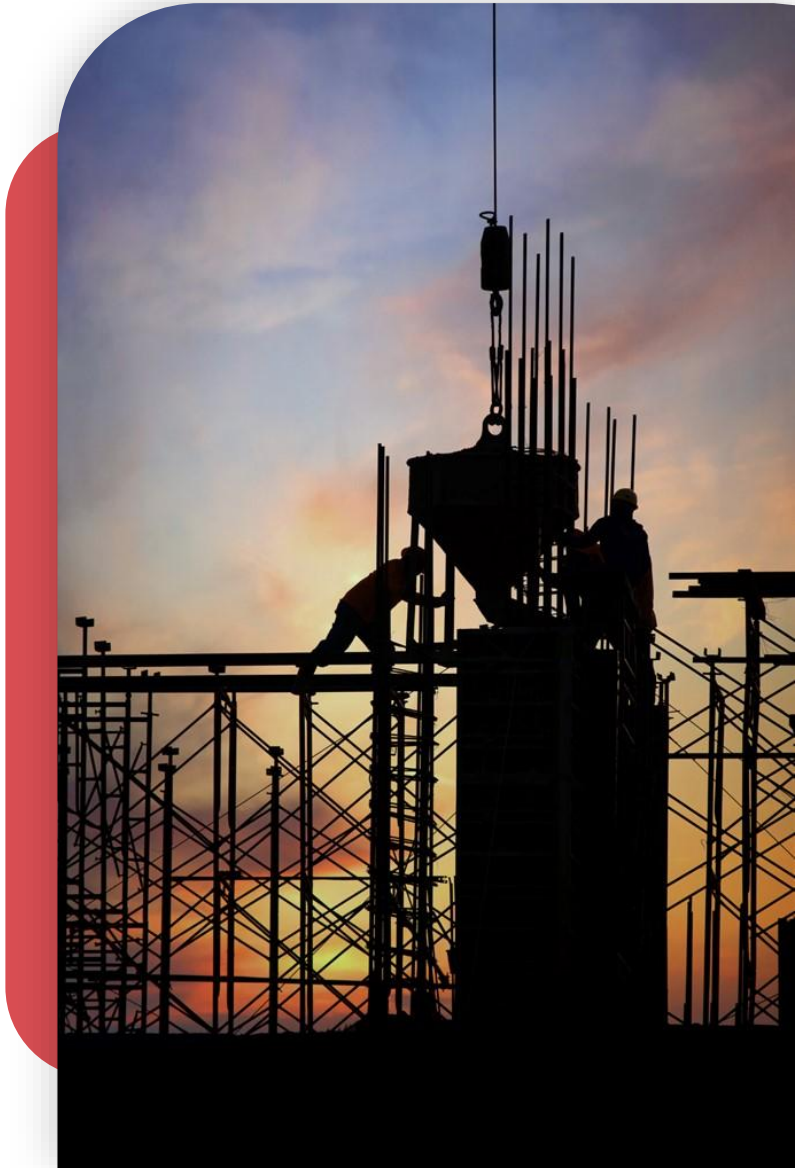
Australia faces major workforce shortages linked to infrastructure, renewable energy, housing, and regional development. New Zealand faces similar challenges in housing, infrastructure resilience, and post-disaster rebuilding. Across the Pacific, climate adaptation is increasingly central, with construction needs related to coastal protection, resilient housing, water infrastructure, and disaster recovery.

Challenges

The region's challenge is not awareness; it is conversion. Australia and New Zealand have many women-in-construction initiatives, but women remain concentrated outside trade roles and underrepresented in senior site, commercial, and executive positions. Rigid work hours, fly-in/fly-out structures, remote project sites, harassment, limited amenities, and masculine site cultures remain serious barriers.

Reasons for Optimism

Australia and New Zealand have active industry organizations, government gender equality reporting, procurement levers, and a growing focus on culture change. The labor shortage creates a practical business case for expanding women's participation. Climate resilience and renewable energy construction may also attract women who are motivated by sustainability and social impact.



Conclusion

The global construction industry stands at a pivotal moment. Demand for housing, infrastructure, energy systems, transportation networks, and climate-resilient communities continues to grow, while many countries face unprecedented shortages of skilled workers. The need to attract, develop, and retain talent has never been greater. **Expanding opportunities for women is therefore both a workforce necessity and a significant opportunity to strengthen the industry's long-term capacity.**

No single approach will address the challenges facing women in construction worldwide. Economic conditions, educational pathways, cultural expectations, labor regulations, and industry structures vary widely across continents. At the organizational level, emerging research and industry examples also suggest that the structures and practices of individual firms can shape women's opportunities for advancement. For example, research in Australia found that company size was a significant factor in women's managerial advancement, with women in smaller firms more likely to reach top management positions than those in larger firms (Yan et al., 2025). Similarly, in the United Kingdom, Willmott Dixon has been recognized for initiatives aimed at advancing gender equality, including a Women's Leadership Programme, gender-equality targets, more inclusive construction-site environments, and agile working practices (Willmott Dixon, 2024). Together, these examples illustrate the importance of considering organizational context alongside broader economic, policy, and industry conditions when developing strategies to increase women's participation and advancement in construction.

The updated evidence tables reinforce the substantial differences among countries. Across the 42 countries sampled, 20 report women representing at least 10% of the construction workforce, while 22 report shares below 10%. The reported range runs from 0.2% in Pakistan to 18.4% in Japan. Most figures were directly verified from ILOSTAT using female and total construction employment; China, South Korea, and Saudi Arabia rely on alternative documented sources under the project's source hierarchy. These differences reinforce the importance of comparing countries carefully, considering source scope, year, and classification, and adapting successful strategies to local contexts rather than relying on one-size-fits-all solutions.

IIWIC believes that improving the representation of women in construction is not simply about increasing participation rates. **Success should also be measured by women's ability to build long-term, rewarding careers; advance into technical, operational, and executive leadership positions; serve on corporate boards; establish and grow construction businesses; and help shape the future of the built environment.**

IIWIC is committed to supporting research, fostering international collaboration, and sharing evidence-based practices that accelerate progress. This report represents one step in that ongoing effort. By continuing to improve the quality and availability of global data, highlighting successful initiatives, and encouraging collaboration across countries and sectors, the construction industry can better position itself to meet future workforce needs while creating greater opportunities for women around the world.

The future of construction will depend on attracting the broadest possible range of talent. Building that future requires not only new infrastructure, but also new perspectives, stronger partnerships, and an unwavering commitment to ensuring that women have the opportunity to contribute fully to one of the world's most important industries.

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Appendix A Data source tables for each country

Continent	Country	Women in construction (%)	Latest year	Primary source	Confidence	Audit note
North America	United States	11.4	2025	ILOSTAT	High	Verified in ILOSTAT: female 1,434.2k; total 12,583.5k; 1,434.2/12,583.5 = 11.4%.
North America	Canada	13.2	2025	ILOSTAT	High	Verified in ILOSTAT: female 215.4k; total 1,633.6k; ratio = 13.2%.
North America	Mexico	4.8	2025	ILOSTAT / National Occupation and Employment Survey	High	Verified in ILOSTAT: female 182.4k; total 3,761.5k; ratio = 4.8%.
South America	Brazil	4.6	2025	ILOSTAT / Continuous National Household Sample Survey	High	Verified in ILOSTAT: female 344.2k; total 7,435.5k; ratio = 4.6%.
South America	Argentina	3.8	2025	ILOSTAT / Permanent Household Survey (urban)	High	Verified directly in ILOSTAT. 2025 construction employment: 1,145.5 thousand total; 43.6 thousand female; 1,101.9 thousand male. Women in construction = 43.6 / 1,145.5 × 100 = 3.8%. Source: LFS – Permanent Household Survey, Urban; ISIC Rev. 4: F. Construction. Note: survey coverage is urban.
South America	Chile	9	2025	ILOSTAT / INE Chile	High	Verified directly in ILOSTAT. 2025 construction employment: 720.7 thousand total; 65.0 thousand female; 655.7 thousand male. Women in construction = 65.0 / 720.7 × 100 = 9.0%. Source: LFS – National Employment Survey; ISIC Rev. 4: F. Construction.
South America	Colombia	6.9	2025	ILOSTAT / DANE	High	Verified directly in ILOSTAT. 2025 construction employment: 1,604.6 thousand total; 110.3 thousand female; 1,494.4 thousand male. Women in construction = 110.3 / 1,604.6 × 100 = 6.9%. Source: LFS – Integrated Household Survey; ISIC Rev. 4: F. Construction.
South America	Peru	5.9	2025	ILOSTAT / INEI	High	Verified directly in ILOSTAT. 2025 construction employment: 1,170.6 thousand total; 68.8 thousand female; 1,101.7 thousand male. Women in construction = 68.8 / 1,170.6 × 100 = 5.9%. Source: LFS – Permanent Employment Survey, National; ISIC Rev. 4: F. Construction.
Europe	Germany	15.5	2025	ILOSTAT / LFS - EU Labour Force Survey	High	Verified in ILOSTAT: female 416.7k; total 2,691.5k; ratio = 15.5%.
Europe	United Kingdom	15.5	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 322.0k; total 2,083.5k; ratio = 15.5%.
Europe	France	13.3	2025	ILOSTAT / Employment Survey	High	Verified in ILOSTAT: female 259.8k; total 1,956.4k; ratio = 13.3%.
Europe	Italy	7.8	2025	ILOSTAT / EU Labour Force Survey	High	Verified in ILOSTAT: female 131.6k; total 1,682.2k; ratio = 7.8%.

Appendix A Data source tables for each country

Continent	Country	Women in construction (%)	Latest year	Primary source	Confidence	Audit note
Europe	Spain	9.8	2025	ILOSTAT / EU Labour Force Survey	High	Verified in ILOSTAT: female 150.7k; total 1,530.0k; ratio = 9.8%.
Europe	Netherlands	12.6	2025	ILOSTAT / EU Labour Force Survey	High	Verified in ILOSTAT: female 56.9k; total 452.4k; ratio = 12.6%.
Europe	Poland	8.8	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 114.4k; total 1,307.0k; ratio = 8.8%.
Europe	Russia	12.2	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 590.6k; total 4,824.0k; ratio = 12.2%.
Europe	Switzerland	12.0	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 39.0k; total 324.2k; ratio = 12.0%.
Europe	Sweden	12.8	2025	ILOSTAT / EU Labour Force Survey	High	Verified in ILOSTAT: female 43.4k; total 339.7k; ratio = 12.8%.
Europe	Belgium	12.8	2025	ILOSTAT / EU Labour Force Survey	High	Verified in ILOSTAT: female 41.2k; total 322.4k; ratio = 12.8%.
Europe	Austria	15.9	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 56.0k; total 353.2k; ratio = 15.8%.
Africa	South Africa	11.0	2024	ILOSTAT / Quarterly Labour Force Survey	High	Verified in ILOSTAT: female 142.4k; total 1,296.1k; ratio = 11.0%. Latest available year shown was 2024.
Africa	Egypt	0.9	2024	ILOSTAT / Labour Force Sample Survey	High	Verified in ILOSTAT: female 36.6k; total 4,042.2k; ratio = 0.9%.
Africa	Nigeria	2.7	2024	ILOSTAT / Unemployment, Under-employment Watch	High	Verified in ILOSTAT: female 55.2k; total 2,023.2k; ratio = 2.7%.
Africa	Morocco	1.2	2022	ILOSTAT / National Employment Survey	High	Verified in ILOSTAT: female 14.7k; total 1,208.8k; ratio = 1.2%. Latest available year shown was 2022.
Africa	Algeria	1.8	2017	ILOSTAT / Household Employment Survey	High	Verified in ILOSTAT: female 32.9k; total 1,846.5k; ratio = 1.8%. Latest available year shown was 2017.
Asia	China	13.6	2022	Wang et al. / China National Bureau of Statistics	Medium	Published research based on China National Bureau of Statistics data. ILOSTAT was checked, but the available China observation provides total construction employment only and does not provide the female construction employment value needed to independently calculate the share. The 13.6% figure therefore comes from the published study rather than a directly reproducible ILOSTAT female/total calculation.
Asia	India	7.8	2025	ILOSTAT / Periodic Labour Force Survey	High	Verified in ILOSTAT: female 4,363.5k; total 56,210.6k; ratio = 7.8%.

Appendix A Data source tables for each country

Continent	Country	Women in construction (%)	Latest year	Primary source	Confidence	Audit note
Asia	Japan	18.4	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 880.0k; total 4,780.0k; ratio = 18.4%.
Asia	South Korea	15.0	2024	KOSIS / Statistics Korea	Medium	KOSIS is the national statistical source. 15.0% is retained from the supplied source row; direct ILOSTAT female+total extraction was not available in the screenshots reviewed.
Asia	Indonesia	1.7	2023	ILOSTAT / National Labour Force Survey	High	Verified in ILOSTAT: female 150.2k; total 8,928.8k; ratio = 1.7%.
Asia	Saudi Arabia	6.4	2024	GASTAT / Labour Market Statistics	High	GASTAT Q2 2024: female construction employment 184.2k; total 2,894.6k; ratio = 6.4%. Official GASTAT source identified and the figures cross-checked against a reproduction of GASTAT data.
Asia	Türkiye	5.7	2025	ILOSTAT / Household Labour Force Survey	High	Verified in ILOSTAT: female 126.9k; total 2,224.1k; ratio = 5.7%.
Asia	Vietnam	10.4	2024	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 467.4k; total 4,489.4k; ratio = 10.4%.
Asia	Thailand	15.3	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 334.3k; total 2,180.8k; ratio = 15.3%.
Asia	Malaysia	12.1	2022	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 141.8k; total 1,170.5k; ratio = 12.1%. Latest available year shown was 2022.
Asia	Philippines	2.4	2023	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 106.3k; total 4,370.3k; ratio = 2.4%.
Asia	United Arab Emirates	4.0	2024	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 78.7k; total 1,977.7k; ratio = 4.0%.
Asia	Bangladesh	1.8	2024	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 67.5k; total 3,694.1k; ratio = 1.8%.
Asia	Pakistan	0.2	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 18.4k; total 7,559.1k; ratio = 0.2%.
Asia	Iran	1.2	2024	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 42.3k; total 3,397.5k; ratio = 1.2%.
Oceania	Australia	12.9	2025	ILOSTAT / Labour Force Survey	High	Verified in ILOSTAT: female 173.1k; total 1,340.6k; ratio = 12.9%.
Oceania	New Zealand	15.6	2025	ILOSTAT / Household Labour Force Survey	High	Verified in ILOSTAT: female 45.4k; total 291.6k; ratio = 15.6%.

References

Source	APA-style reference	Link
ILOSTAT	International Labour Organization. (2026). ILOSTAT data: Employment by sex and economic activity (thousands), annual. ILOSTAT.	https://ilostat.ilo.org/data/
KOSIS	Statistics Korea. (2026). Korean Statistical Information Service (KOSIS).	https://kosis.kr/eng/
GASTAT	General Authority for Statistics. (2024). Labor Market Statistics, Q2 2024 / related labour-market tables. Kingdom of Saudi Arabia.	https://www.stats.gov.sa/en/
GASTAT construction table	General Authority for Statistics. (n.d.). Number of employees by construction activity, sex and nationality [Tableau statistical table].	https://tableau.stats.gov.sa/views/survey_of_construction_activity_2018_en/NumberOfEmployeesBySex
China study	Wang, X., Du, M., Li, H. X., Hasan, A., & Ahmadian Fard Fini, A. (2025). Gender inequality and challenges of women in the construction industry: An evidence-based analysis from China. Engineering, Construction and Architectural Management, 32(13), 213–233. https://doi.org/10.1108/ECAM-03-2024-0389	https://doi.org/10.1108/ECAM-03-2024-0389
ISIC Rev. 4	United Nations Statistics Division. (2008). International Standard Industrial Classification of All Economic Activities (ISIC), Revision 4.	https://unstats.un.org/unsd/classifications/Econ/Detail/EN/27/F

