



Women in Construction Ireland

Annual Membership Proposal



**Women in Construction
Ireland**

About Women in Construction Ireland:

Women in Construction Ireland (WICI) is a national social enterprise founded by Joanne White in 2024 to drive systemic change across the construction industry. Launched with strong support from across the sector, WICI is dedicated to building a more inclusive, gender-balanced construction sector by empowering women at every stage of their careers.

WICI connects, supports, and elevates women through targeted networking, professional development, visibility, and advocacy, creating real pathways to leadership, retention, and career growth. Through these networks, a strong and supportive community of women in construction is emerging, reshaping the industry from the inside out. Our work is funded through and supported by company membership, enabling us to deliver impactful programmes and expand our reach.

Why join Women in Construction Ireland?

By becoming a member of WICI, companies actively support the advancement of women in construction within their own workforce and across the sector. Your membership helps fund vital programmes that connect, support, and elevate women, while also positioning your organisation as a visible leader in Equality, Diversity and Inclusion (EDI).

WICI membership is a tangible, strategic step toward inclusive growth, stronger talent retention, and visible leadership in shaping a more equitable industry. It enables companies to comply with legal obligations, publicly demonstrate their commitment to gender equality, and showcase the actions they're taking to support women. With Gender Pay Gap reporting expanding, new EU Pay Transparency obligations imminent, and additional requirements under the Corporate Sustainability Reporting Directive (CSRD), WICI membership supports organisations to:

- Embed EDI in meaningful and measurable ways.
- Meet Environmental, Social and Governance (ESG) goals and comply with obligations under the CSRD.
- Demonstrate commitment to gender equality in annual Gender Pay Gap reports - WICI membership can be referenced in your report as a tangible action taken to support gender equality.



Women in Construction Ireland Networking Event, Galway, July 2025



Women in Construction Ireland

Membership Benefits

WICI membership offers companies a meaningful way to support women in construction while demonstrating leadership in EDI. But it's not just about what you gain, it's about what you help build.

Branding & Visibility

- Company logo featured on WICI website
- Use of WICI member logo across your platforms
- Inclusion in member announcements and partner listings
- Option to publish your job posts via WICI channels
- Recognition and inclusion in WICI's Annual Impact Report

Networking Opportunities

- Up to 10 tickets annually to WICI networking events
- Access to the WICI Educational Webinar Series
- Priority invitations to speak on panels and webinars
- Early invites to pilot programmes and partnership opportunities
- Annual Members' Briefing: insights, trends, and case studies
- Regular newsletter with insights, updates, and opportunities

Training & Development

- Access to future WICI-led training and development opportunities, for example, mentoring schemes, leadership development sessions, etc.
- Opportunities to co-develop or pilot new training initiatives with WICI
- Discounted rates for WICI facilitation services, such as:
 - Guest speaking at internal events
 - Panel moderation or MC roles
 - Custom webinars or staff engagements tailored to your team

Impact & Accountability

- Your membership directly supports WICI's mission to advance women in construction through networking, training, mentoring, and visibility initiatives
- Demonstrate your organisation's commitment to gender equality in a credible, visible, and sector-wide way
- Strengthen your reputation as an employer of choice for diverse talent
- Align with national and EU-level expectations around transparency, inclusion, and sustainability
- Be recognised as part of a collective movement driving long-term, measurable change in the construction industry
- Contribute to WICI's Annual Impact Report, showcasing your role in shaping a more suitable sector

Membership Details:

- Annual investment: €800.
- Term: 1 December 2025 – 30 November 2026.



Women in Construction Ireland Networking Event, Dublin, February 2025

Annual Member Commitments:

All WICI members are asked to make a voluntary public annual commitment to promoting gender equality, under one of the following four key themes:

1. **Inclusive Recruitment:** Commit to improving how women are attracted and hired into construction roles. For example, this could be done through outreach, inclusive job ads, hiring practices, or early career pathways.
2. **Policies & Practices:** Review and strengthen internal policies and everyday practices that impact gender equality, such as flexible working, parental leave, pay transparency, or anti harassment measures.
3. **Training & Awareness:** Deliver or participate in training that builds awareness of gender equality, unconscious bias, inclusive leadership, or allyship helping to foster a more inclusive workplace culture.
4. **Development & Progression:** Support women's career advancement through mentoring, sponsorship, leadership development, or clear progression pathways.

A public commitment is more than words, it is a powerful declaration that your organisation is serious about driving real change. By openly sharing your goals and actions, you create transparency and accountability, which are crucial for meaningful progress.

Public commitments inspire trust among employees, clients, and partners by showing that gender equality is a core value, not just a checkbox. They also encourage other organisations to step up, helping to build momentum for industry-wide transformation.

At WICI, we believe that visible leadership through public commitment is key to breaking down barriers and fostering a culture where women can thrive. Your commitment signals to the entire construction community that progress is not optional, it's a shared responsibility we all must embrace. By publicly committing to gender equality, your organisation demonstrates leadership, accountability, and a genuine commitment to change. Together, we can break down barriers, create more inclusive workplaces, and ensure that every woman in construction has the opportunity to succeed and lead.

These commitments will be published in the WICI Annual Impact Report, providing transparency, accountability, and a platform to showcase your organisation's progress and leadership.

Ready to Join?


Complete the form today and start your membership immediately.

Join a community of companies committed to breaking barriers, shaping inclusive workplaces, and growing the construction industry for everyone.

Step 1: Complete our Membership Sign-Up Form to provide your organisation's details.

[Membership Sign Up Form](#)

Step 2: We'll follow up with an invoice and onboarding information. If you'd prefer to speak with us first or have questions about membership, please contact us directly at joanne@wici.ie. We're happy to talk through how WICI membership can align with your organisation's goals.

 www.wici.ie

 <https://www.instagram.com/womeninconstructionireland/>

 <https://www.linkedin.com/company/women-in-construction-in-ireland>



Joanne White
Founder WICI