

**Women In Construction
Ireland**

Impact Report & Strategic Plan



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A Message From our Founder and CEO, Joanne White

My journey into construction began early, inspired by my father, a Quantity Surveyor. From my school years through the start of my career, I often found myself as the only woman in the room. That experience was both challenging and eye-opening. It revealed, from the outset, how little support existed for women in our industry.

In 2020, I became a mother. That milestone brought immense joy, but it also raised a difficult question: Could I continue working in construction while raising a family? The reality was stark. Rigid site hours, long commutes, and limited childcare options made it nearly impossible to balance both. I couldn't be on site and make the crèche drop-off. I couldn't attend parent-teacher meetings if I was stuck in traffic. I couldn't give my best at work without sacrificing time at home. Ultimately, I faced a heartbreaking decision to step away from a career I loved and had worked so hard to build.

That experience lit a fire in me. In 2024, I founded Women in Construction Ireland (WICI) with a clear purpose: to create an industry where no woman has to choose between the career she loves and the family she cherishes. Today, that mission drives everything we do.

This inaugural Impact Report and Strategic Plan is more than a document. It is a statement of intent and a celebration of progress. It reflects the passion, resilience, and determination of everyone who believes construction should be a place where talent thrives, regardless of gender. It also sets out a clear roadmap for the future – one that will accelerate change and create lasting impact across our industry.

We are proud of what we have achieved so far, but this is only the beginning. Together, we are building an industry that works for everyone, and we invite you to be part of that journey.



Joanne White
Founder & CEO



Accelerating Change Through Social Enterprise

Women in Construction Ireland (WICI) is a national platform supporting, connecting, and amplifying the voices of women working across all areas of the construction sector. We are an inclusive, voluntary-led social enterprise, championing equity, visibility, and professional development for women in one of Ireland's most dynamic and evolving industries.

We connect professionals, tradeswomen and allies through education, events, storytelling, advocacy, and support. Our community is made up of those passionate about shaping a more inclusive future for the construction industry.

Since our foundation, we have strived to disrupt stereotypes, support careers, and build a diverse, innovative, and equitable future for construction in Ireland.

Purpose



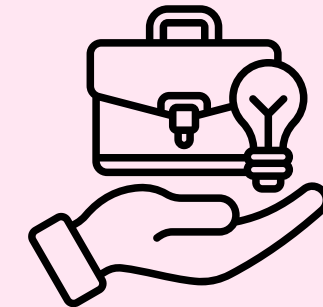
To advance women's representation, participation, and leadership across Ireland's construction industry.

Vision



A construction sector where gender is never a barrier and women thrive at every level.

Values



Equity

We champion fair access, opportunity, and recognition for all women.



Collaboration

We build partnerships and networks to drive collective progress.



Visibility

We amplify women's voices, achievements, and leadership at every level.

“I’m proud to work alongside Women in Construction Ireland as both a Strategic Advisor and Advisory Board member. Improving gender equality in our industry is something I care deeply about. We must remove barriers and tackle challenges so that women can enter, stay, and grow in construction. Collaboration is key, and I am delighted to contribute to this important work. Together, we can create an industry where inclusion is not just an aspiration but a reality. I am excited for what lies ahead and committed to supporting women at every stage of their journey.”

Amy Martin

Strategic Advisor and Member of Advisory Board, Women in Construction Ireland
Equality, Diversity and Inclusion Partner, Sisk

Our Team and Board of Advisors

Our Team



Joanne White

Founder and CEO



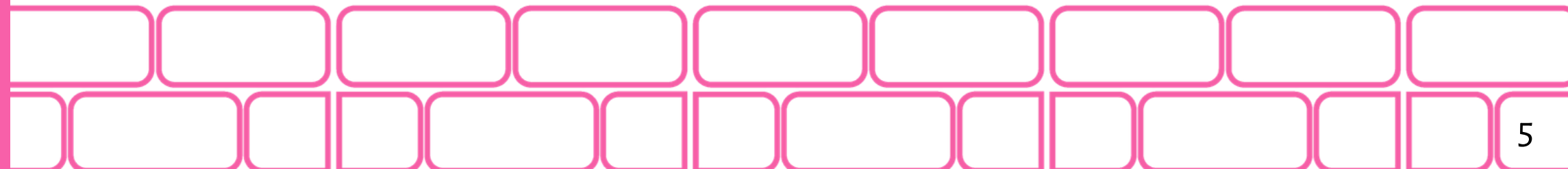
Amy Martin

Strategic Advisor



Leanne McGrath

Administrative Assistant



Our Board of Advisors



Amy Martin

Equality, Diversity and Inclusion Partner, Sisk



Debbie Treacy

Operations Director of Human Resources, Walls Construction Limited



Edel Corrigan

Group HSQE Manager, Flynn



Amy Greene

Senior HR Business Partner, John Paul Construction



Helen Finlay

Senior Development Manager, Property, Land Development Agency



Sonya Meekel

Structural Engineer, Lecturer, Director Region 8 ASC, Board Member Tuath Housing



Denise Walsh

Chief Executive Officer, D Key to Safety Ltd



Fiona Egan

Partner and Head of the Construction Team, Beauchamps



Josie Landy

Procurement Manager, Dornan Engineering



Laura O Donavan

Head of Business Development, Irish Centre for Diversity



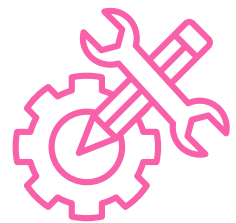
PJ Ryan

Head of ESG, Construction Industry Federation (CIF)

The Challenge We're Tackling

Construction remains the most gender-imbalanced industry in Ireland. According to the CSO, women represented just 10.2% of the construction workforce in Q4 2024 – the lowest of any sector. This figure includes all roles, many of which are non-technical, meaning representation in core construction roles is even smaller.

While progress is being made, the pace is slow. For example:



Apprenticeships: As of February 2025, women account for only 9% of apprentices (2,603 individuals), despite a 70% increase since 2021 following the launch of the Action Plan for Apprenticeship.



Leadership: According to the recent CSO Gender Balance in Business Survey 2025, women hold just 15.2% of senior executive roles in construction, compared to one-third across all industries. This is an improvement from 9.5% in 2021, but still far behind other sectors.

Beyond representation, retention remains a major challenge. There is limited specific data on when and why women leave the industry, but research and industry insights consistently point to several key factors that may influence their decision to stay or leave.

- Rigid workplace cultures and inflexible working hours, particularly challenging for those with caring responsibilities.
- Lack of visible career progression and leadership opportunities.
- Prevalence of gender stereotypes and exclusionary behaviours on site and in offices.
- Limited access to mentoring, sponsorship, and professional development.
- Insufficient support for work-life balance, including childcare and family leave.
- Experiences of harassment or discrimination, and a lack of confidence in reporting mechanisms.



The Challenge We're Tackling

WICI is committed to addressing these challenges through research and collaboration, because understanding these factors is key to creating meaningful, effective supports.

Our work is directly aligned with the National Strategy for Women and Girls 2025–2030, which sets out a vision of “an Ireland where women and girls can thrive in a gender equal society.” The Strategy’s objectives, such as “Being a Leader,” “Having a Fair Share,” and “Being Supported”, mirror our own priorities: increasing women’s visibility and leadership, ensuring fair access to economic opportunity, and supporting women at every stage of their careers. The Strategy also recognises the need for partnership between government, business, and civil society to dismantle barriers and drive real change.

By aligning our efforts with this national vision, WICI is helping to build a construction sector, and a society, where women are counted, valued, and empowered to reach their full potential.



When asked in our survey what would help offer support to women in the construction industry, mentorship, networking and education came up time and time again:

“Meeting up every few months for networking. Having a mentorship programme between junior and senior employees who are within a similar job title to help progression.”

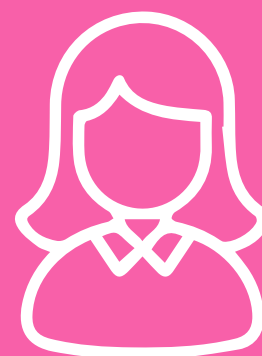


Turning Advocacy into Action: Our Impact in Numbers

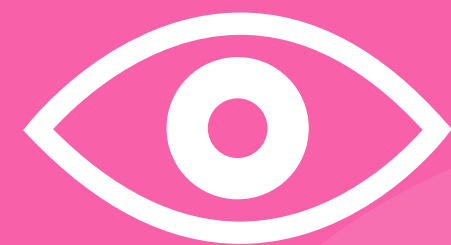
**PODCAST
NUMBERS**



**5 PODCAST
EPISODES**



**11 WOMEN
INTERVIEWED**



**44,000+ VIEWS
ON YOUTUBE**

Turning Advocacy into Action: Our Impact in Numbers



55

Members, representing over 20,000 employees across the construction sector

3

Networking events in 2025 connecting over 100 women in construction

10

Interviews published and 10 podcasts recorded with our Founder & CEO

4

Award nominations and **Winner of the CIOB Open Recognition Award**

4

Research papers published
Feedback gathered from **110 women** in construction through surveys and focus groups

13

Active members of our team

Our Strategic Pillars

Our Three-Year Strategic Plan: Building Momentum for Change

Over the next three years (2026–2028), WICI will focus on four core pillars:

Mentorship

Education

Networking

Knowledge Sharing

These pillars reflect our purpose and vision: to create an industry where gender is never a barrier and women thrive at every level.

This plan sets out clear goals designed to break down structural and cultural barriers, foster professional growth, and strengthen community connections. Through collaboration with industry partners, innovative learning solutions, and a national mentoring framework, we aim to accelerate progress and create lasting impact.

Our strategy is ambitious yet practical. It is about more than programmes, it is about transformation. By investing in mentorship, advancing skills, and building strong networks, we are laying the foundation for an inclusive, equitable, and thriving construction sector.





Pillar 1

Mentorship: Empowering the Next Generation

Objective:

Establish a national mentoring framework that connects experienced professionals with women entering or progressing in construction careers.

What We Aim to Achieve:

- Build a culture of guidance and support that accelerates career progression.
- Provide structured mentoring resources and a trusted network for women at all stages.
- Create lasting relationships that foster confidence, leadership, and retention in the industry.

Pillar 2

Education: Advancing Skills and Knowledge

Objective:

Deliver accessible, high-quality learning opportunities that strengthen technical expertise, leadership capability, and personal development.

What We Aim to Achieve:

- Equip women with the skills needed to develop and grow in a rapidly evolving sector.
- Offer flexible, practical and accessible learning formats.
- Position WICI as a trusted source of knowledge and a driver of lifelong learning in construction

Pillar 3

Networking: Building Communities

Objective:

Create vibrant regional networks that foster connection, collaboration, and career growth.

What We Aim to Achieve:

- Provide safe, inclusive spaces for women to share experiences and opportunities.
- Strengthen local engagement through events and thematic meetups tailored to diverse career stages.
- Build a national community that champions visibility and collective progress.

Pillar 4

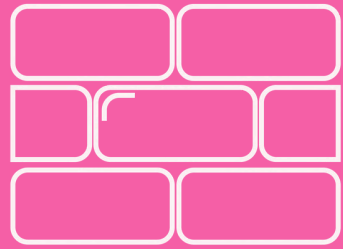
Knowledge Sharing: Driving Collective Learning

Objective:

Offer members exclusive platforms to exchange insights, best practices, and expertise

What We Aim to Achieve:

- Facilitate open discussion on critical topics such as gender pay gap reporting, leadership programmes, etc.
- Highlight successful strategies and practical solutions that can be replicated across organisations.
- Empower members to lead change within their own workplaces through shared learning.



**Women In Construction
Ireland**

Our Members and Their Commitments

All WICI members are asked to make a voluntary public annual commitment to promoting gender equality. A public commitment is more than words, it is a powerful declaration that their organisation is serious about driving real change. By openly sharing their goals and actions, they create transparency and accountability, which are crucial for meaningful progress. Please see below a number of our members Impact Statements:



Our Members



Company Name	Commitment
Atlantach Technical Services	At Atlantach Technical Services, we are committed to supporting and encouraging women in engineering and construction through inclusive hiring practices, mentorship and creating visible pathways for career progression within our organisation. We strive to foster a workplace culture where ambition is supported, teamwork is valued and success is shared.
Beauchamps LLP	We commit to prioritising and increasing our client referrals to female architects, engineers, quantity surveyors, programming analysts, project managers, and other technical experts, and advocating for diverse project teams across all matters on which we advise
Breffni Group	Breffni Group are proud to commit to providing opportunities for women to forge career pathways in the industry, and to actively promote and support a diverse and all-embracing work environment.
Cairn Homes	We commit to improving gender balance in Cairn through the attraction of females into our early career pipeline, retention of our current female workforce and investment in the development and progression of our female talent
Campion Insurance	At Campion Insurance we continuously challenge and evolve our workplace culture to make it an inclusive work environment for all
Capital Sky Group	Capital Sky Group commits to actively supporting initiatives that showcase women's expertise in construction, ensuring visibility of female talent across all stages of our projects and beyond."

Company Name	Commitment
CHM Ltd	We commit to beginning our journey toward a more inclusive workplace by engaging in awareness-building initiatives, including introductory training on unconscious bias, to help strengthen our understanding and inform future actions
Coffey Group	We will actively work to attract more women into construction roles by strengthening early career engagement opportunities, improving our internal programmes and broadening external networking through WICI's webinars, speaking opportunities, and industry events
CPAC	Support women's career advancement through mentoring, sponsorship, leadership development, or clear progression pathways.
Crown	We are committed to promoting gender equality by taking practical steps to support inclusive recruitment, fair policies and flexible working practices, ongoing awareness training and development opportunities, with a focus on continuous improvement across our organisation.
Cunningham Contracts	Cunningham maintains a clear commitment to promoting women in construction at all levels of the business. Through inclusive recruitment, supportive workplace practices and strong early career pathways, we continue to provide a welcoming environment where women can learn, develop and thrive.
Designer Group	We are committed to advancing opportunities for women in construction by actively breaking down barriers to entry and advancement, championing equitable hiring and promotion practices, investing in mentorship and skills development, and fostering working sites where women are respected, supported, and empowered to lead and thrive

Company Name	Commitment
Dornan Engineering Ltd	Dornan Engineering is dedicated to supporting the advancement of women in Ireland's construction sector through active participation in WICI, hosting events, and contributing to WICI initiatives
Elliott Group	At Elliott Group, we commit to creating a workplace where everyone feels welcome, respected, and supported. We will take part in training and conversations that help us understand each other better and ensure everyone has a fair chance to grow
Errigal Group	We commit to creating opportunities for women in construction through mentorship, training, and career development, fostering a culture of inclusion and progression.
Ethos Engineering	Our mission is to empower and support women at all levels of our organization by fostering an inclusive, collaborative environment that drives career advancement, leadership, and advocacy. We are committed to championing gender equity, ensuring women's voices are heard, valued, and influential in shaping meaningful change. Through development programs, mentorship, and community-building, we equip women with the skills, confidence, and support needed to thrive and lead.
Flynn	As an organisation, we take full responsibility for fostering gender equity in construction. We will ensure women have fair access to opportunities, leadership roles, and career progression.
Hayes Mechanical & Engineering	We commit to fostering an inclusive workplace by supporting the development of women in STEM roles at Hayes Mechanical through training, career progression opportunities, and leadership pathways.

Company Name	Commitment
Instantor	Instantor is proud to join Women in Construction Ireland, standing with an industry movement committed to greater equality and opportunity. We are dedicated to fostering an inclusive culture, supporting the growth and visibility of women in our sector, and taking meaningful action that helps shape a more innovative, diverse, and vibrant construction industry for the future
Invennt	Invennt is committed to raising the profile of women in construction by actively supporting female leadership and pushing for equal opportunities. We back women's progression through action, by creating a workplace where all talent is recognised and rewarded
Katie Naughton Safety	At KNS, we are committed to making construction an industry where women and girls can see their future. We will strive for 85% female representation across both our sites and offices, creating real opportunities for women and girls to learn, grow, and lead. Our vision is a sector where the next generation of women are not only welcomed, but empowered to thrive.
Keypoint	We're dedicated to making sure every worker—regardless of gender—has access to well-fitting personal protective equipment. Our aim is to enhance safety, comfort, and performance by offering PPE that reflects the diverse needs of our workforce.
Kirby Group Engineering	We believe diversity of thought and experience is key to unlocking the future of our industry. Together we can empower, support, and connect women to ensure we provide solutions to biggest engineering challenges faced by our generation.
KORE Group - Insulation & Retrofit	As a member of Women in Construction Ireland, we commit to promoting inclusivity, respect, and professional development for women across all areas of the construction industry. We will actively support equal opportunities, challenge bias where we encounter it, and contribute to creating a more diverse and welcoming workplace culture.

Company Name	Commitment
Matheson LLP	We commit to contributing to the furtherance of women within the construction sector in Ireland through our engagement with WICI, the hosting of events and involvement in WICI initiatives
O'Neill O'Malley Architecture	We are committed to supporting the advancement of women in the construction sector in Ireland through our engagement with WICI, attendance at industry events, and active participation in WICI initiatives. We aim to create opportunities for women through mentorship, training, and career development programmes, fostering an inclusive environment that encourages progression and leadership.
Palmer Shore Limited	We commit to leading by example in advancing women's participation and leadership within the data centre construction industry, ensuring that inclusion and equality are reflected not only in our workplace culture but in the guidance we provide to clients across Europe.
PHD Access Ireland Ltd	We commit to actively supporting the advancement of women in construction by engaging with initiatives that address gender bias and promote inclusive workplace cultures. Through our participation, we aim to contribute to a more equitable industry where women are empowered to grow, lead, and succeed.
SIAC Bituminous Products Ltd	At SIAC Bituminous Products Ltd, we are committed to fostering a workplace where all women are respected, supported, and empowered to succeed. We recognise the impact of unconscious bias, and we are dedicated to promoting awareness, encouraging open dialogue, and ensuring fair opportunities for everyone.
Sisk	To implement and action a gender inclusive strategy to support the attraction, retention, and development of women in our business and wider industry.

Company Name	Commitment
Tower Security	We commit to challenging stereotypes in security and construction by actively recruiting, developing, and promoting women into all roles
Turner & Townsend	We embrace the diverse skills and perspectives that our people bring through their gender, origin, ethnicity, culture, disability, age, sex orientation and religious beliefs, and we are committed to ensuring an inclusive and motivating workplace where all our people can deliver their best.
Vision Built Structures	We are committed to a diverse and inclusive workforce where everyone belongs. By creating opportunities, support, and pathways for women across the business. We aim to retain top talent but also to enable them to reach their full potential. We will also actively collaborate with industry partners to drive change and advance gender equity across the sector.
Vision Contracting	We are committed to promoting equality, diversity and inclusion across our workforce by supporting training and initiatives that raise awareness of unconscious bias and encourage inclusive leadership within the construction sector.
Whitbread PLC	At Whitbread, we value difference. We are committed to being here for everyone, championing inclusivity and driving diversity. We believe there should be no barriers to entry and no limits to ambition, no matter how you identify. We seek to bring this to life through our commitments to diversity and inclusion

Thank You To Our Sponsors



**Limerick Networking
Event February 2026**



**Cork Networking
Event May 2026**



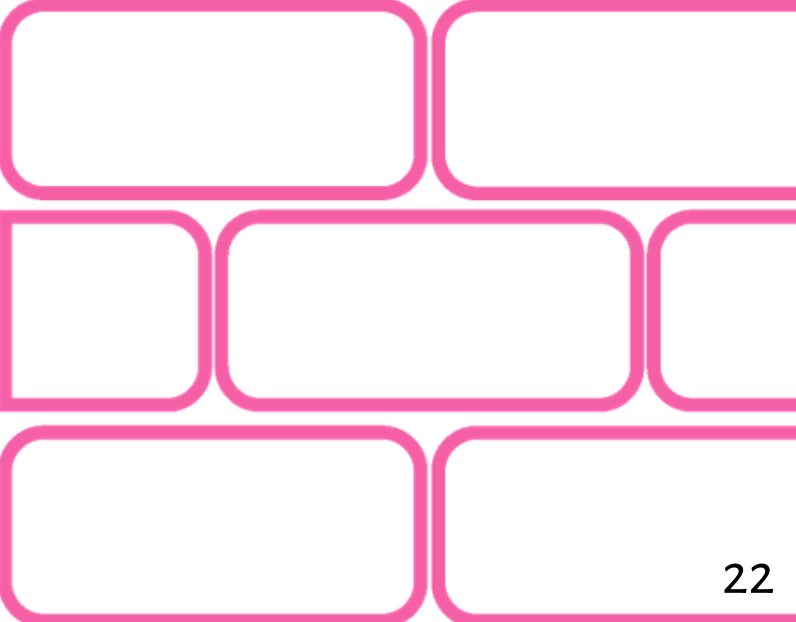
**Galway Networking
Event July 2026**



**Dublin Networking
Event November 2026**



**Impact Report and Mentoring Launch
Event & the Webinar Series Hosted
by Advancia on Career Insights**



Join Us In Accelerating Action

The construction industry is evolving, and real transformation requires collective action. WICI is building a future where gender is never a barrier, and we invite you to be part of that journey.

Become a Member

Whether you're a contractor, consultant, client, supplier, or service provider across the built environment, your voice matters. By joining WICI, you gain access to a national network committed to equity, innovation, and progress. Together, we can create opportunities, share knowledge, and shape an industry that works for everyone.

Partner With Us

We are seeking sponsors to help deliver impactful programmes in mentorship, education, and networking. Your support will enable us to scale initiatives that empower women and strengthen the sector for the future.



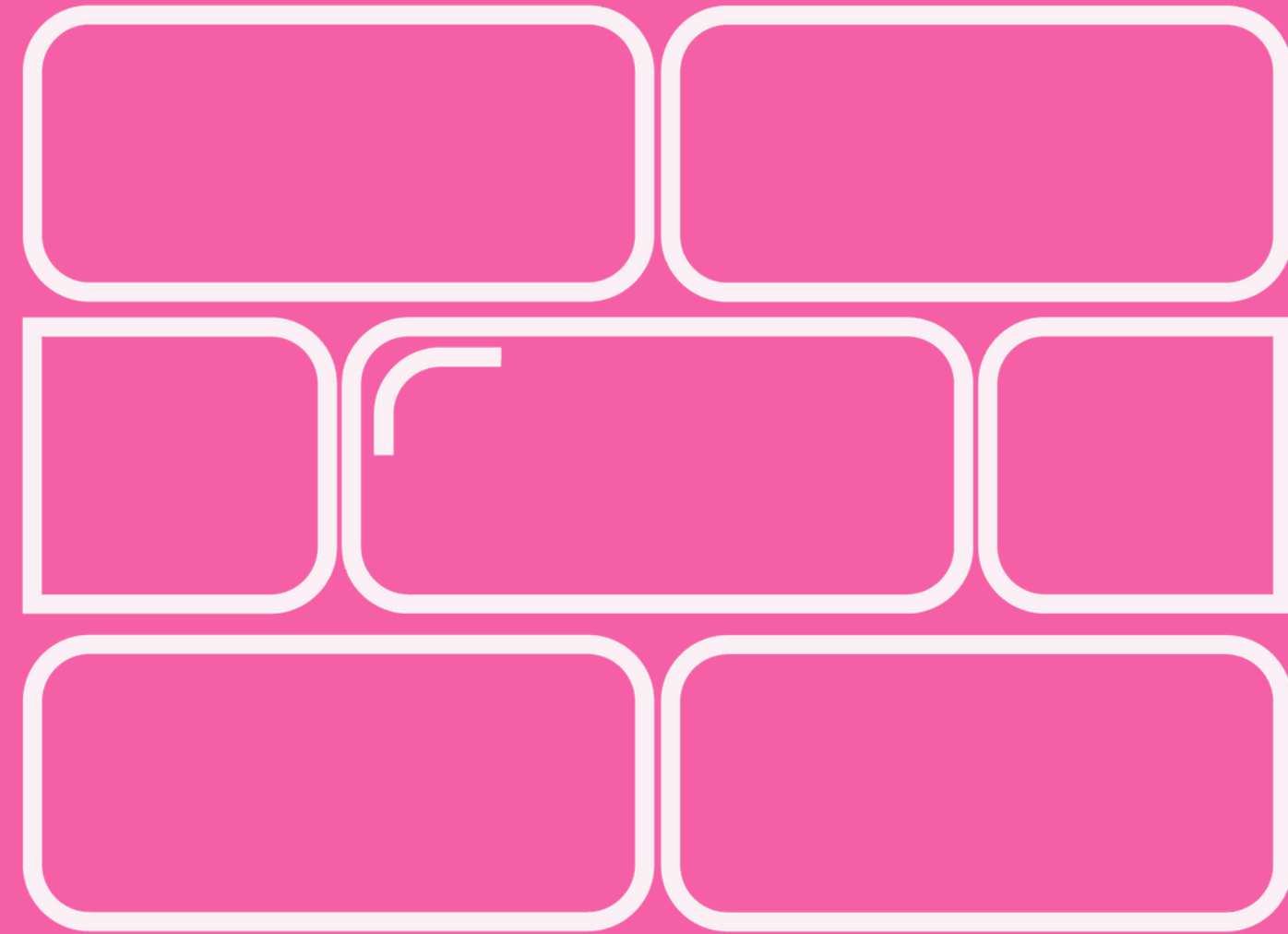
Speaking Engagements

WICI's Founder and Director, Joanne White, brings a distinctive and influential voice to conversations on equity, innovation, and the future of the construction sector. With a track record that includes keynote contributions at numerous events and serving as a panellist at workshops and conferences, Joanne offers thought leadership grounded in experience, insight, and impact. Joanne is available for keynote speaking, guest lectures, panel discussions, and event hosting. For enquiries, **please contact joanne@wici.ie**

Ready To Join WICI?

Send us a message through the Contact section on our website and our team will be in touch to guide you through the next steps!





Women In Construction Ireland

