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Report for the CIC Diversity Panel

Gathering and Reviewing Data on Diversity within the Construction Professions

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Gathering and Reviewing Data on Diversity within the Construction Professions: Executive Summary

- Government legislation covers the prevention of discrimination according to: gender; race; disability; religion; sexual orientation; family; and age.
- Women constitute 51% of the UK general population and just under **46%** of the total workforce, but only **13.5%** of the construction industry workforce.
- Women are much more likely to work part-time (58% of women work full-time compared to 89% of men).
- The gender pay gap is just over **17%** and is possibly increasing.
- Black Asian and Minority Ethnic (BAME) groups constitute 10.9% of the total population, **5%** of the total workforce and only **2%** of the construction industry workforce.
- BAMEs achieve only a **60%** employment rate versus their white counterparts who have a **76%** employment rate (a 16% differential).
- There are 6.9 million disabled people of working age i.e. 19% of the total working age population. 14% of the construction workforce has some form of disability.
- The employment rate is approximately **50%** for disabled people versus 80% of the able bodied population.
- There is a pay gap of **9.5%** between disabled and non-disabled people.
- By 2020 almost a third of the labour force will be over 50.
- The Construction Industry Professional Institutes largely gather information on gender and age.
- The BIFM, LI, RIBA, RICS and RTPI also gather information on race/ethnicity.
- Monitoring across the construction professions' institutes is not compatible (particularly in relation to ethnicity) and lags behind law and medicine.
- The Construction Industry is disproportionately white, male and able bodied.
- Excluding the Landscape Institute and the RTPI, all of the construction industry institutes have fewer than 20% female membership and the majority have **less than 10%**.
- Only the RTPI and the Landscape Institute have higher levels of female membership at 31% and 47 % respectively.
- The HESA statistics show the number of female students is rising but still lagging dramatically behind medicine and law
- Landscape courses attract the lowest numbers of BAME's Degrees in Electrical Engineering attract the most.
- Architecture attracts relatively high proportions of BAME students but there are higher than average drop-out rates and BAME students achieve lower degree classifications.
- The Construction Industry has a long way to go to achieve diversity
- Some professional institutes are not committed
- There is a lack of available information on diversity.
- There is a need to 'catch up' with the legal and medical professions that have achieved increased diversity within their professions and in education and have a strong system of monitoring and implementation of diversity strategies.

Table of Contents

Acronym and abbreviation key	3
Introduction, Remit and Objectives	4
Methodology	4
The Road to Equalities	7
Timeline Pre-1999: Key legislation relating to equalities and diversity	7
Timeline 1999 and onwards: Key legislation relating to equalities and diversity	9
Diversity Definitions, Categories and Issues	10
Diversity profile of the British Population	11
Diversity generally	11
Gender	11
Race/Ethnicity	12
Disability	13
Social Economic group	16
Age	16
Sexual orientation	17
Religion	17
Region	19
What the Professional Institutes Record	19
The Construction Industry and Diversity	19
Gender	20
Race/Ethnicity	21
Disability	22
Age	22
The Profile of Construction Professional Bodies	23
Review of and Comparisons between the Professional Bodies	25
Summary findings	25
Non construction related professional bodies	31
Comparative Information	33
Higher Education	35
Education and construction disciplines	36
Gender	37
Ethnicity	38
Disability	38
Socio-Economic Background	39
Key Conclusions and Recommendations	41
Appendices	42
References and Literature Search	42
CIC Members	50
Other organisations engaged on or which have been engaged on work related to the construction disciplines and equalities issues	50
Contact details: Institutes	51
Contact details: Other organisations/interest groups	53

Acronym and abbreviation key

ABE	Association of Building Engineers	I&DeA	Improvement and Development Agency
AFC	Architects for Change	IHIE	Institute of Highways Incorporated Engineers
APM	Association for Project Management	IMBM	Institute of Maintenance and Building Management
APS	Association for Project Safety	IPHE	Institute of Plumbing & Heating Engineering
ARB	Architects Registration Board	IStructE	Institution of Structural Engineers
ARCHAOS	National Architecture Student Association	LEOF	London Equal Opportunities Federation
BIFM	British Institute of Facilities Management	LI	Landscape Institute
CABE	Commission for Architecture and the Built Environment	NAWIC	National Association of Women in Construction
CAE	Centre for Accessible Environments	NGRF	National Guidance Research Forum
CEBE	Centre for Education and the Built Environment	ODPM	Office of the Deputy Prime Minister
CIAT	Chartered Institute of Architectural Technologists	RIBA	Royal Institute of British Architects
CIBSE	Chartered Institution of Building Services Engineers	RICS	Royal Institution of Chartered Surveyors
CIC	Construction Industry Council	RTPI	Royal Town Planning Institute
CIOB	Chartered Institute of Building	SOBA	Society of Black Architects
CITB	Construction Industry Training Board	UCAS	Universities and Colleges Admissions Service
CIWM	Chartered Institute of Waste Management	WDS	Women's Design Service
CRE	Commission for Race Equality	WES	Women's Engineering Society
DCA	Department for Constitutional Affairs	WIA	Women in Architecture
DRC	Disability Rights Commission	WIP	Women in Property
EOC	Equal Opportunities Commission	BMA	British Medical Association
ETF	Equalities Task Force	DCA	Department for Constitutional Affairs
HEFCE	Higher Education Funding Council for England	BAME	Black, Asian and Minority Ethnic
HESA	Higher Education Statistics Agency	BME	Black and Minority Ethnic
ICE	Institution of Civil Engineers	BEP	Built Environment professions
ICWGB	Institute of Clerks of Works of Great Britain	SME	Small and medium enterprise

Introduction, Remit and Objectives

In 2007 the Diversity Panel of the Construction Industry Council (CIC) elected to commission research to gather together and review data relating to diversity within the construction industry. This was in recognition of the fact that whilst there is a body of statistical information on representation covering aspects of the construction industry, it is clear that there are omissions and also inconsistencies in the recorded data. The Panel understood that without a more clearly collated statistical base it would be difficult to assess the situation with regards to representation within the construction industry and the various spheres within it and proceed with strategic recommendations across the sector. A team from the Faculty of the Built and Natural Environment at the University of the West of England was commissioned to undertake an initial scoping exercise and produce this report. The main objectives of this exercise were to identify and collate statistical material that is available and highlight gaps or inconsistencies in data relating to the construction industry. The research was undertaken between February and June 2008. The final report provides a summary statistical profile and also makes comparisons with other professions: medicine and law.

Methodology

The methodological approach is effectively an information search which includes identification of published data. This includes books, journals and web based information relating to the construction industry, disciplines and diversity. The aim has been to identify statistical information available and where possible set out an outline/basic statistical profile. Information relating to the following categories has been sought:

- Diversity generally
- Gender
- Race/Ethnicity
- Disability
- Social Economic group
- Age
- Sexual orientation
- Region
- Religion

Provision was made for identifying other categories where material came to light.

The researchers acknowledge that this is not an exhaustive list. The categories have been selected on the basis that there may be some statistical information whether general or construction discipline specific. Allowance was made to include any other categories if relevant statistics were identified.

The extent of the analysis is dependent on the availability of data and it is clear from the material gathered so far that there are significant variations in the amount of information available relating to some of the categories and also to some of the disciplines and professional bodies. There are also significant omissions. Where there are statistics which at first glance may seem comparable it is important to highlight the difficulties of comparing statistics from different sources, as these will have been gathered in different ways and using different sample sizes. However it is nonetheless useful to employ these statistics to provide a first glance indicator of issues that may be worthy of highlighting for further study.

The information search was undertaken using the following methods:

- A first scope literature search to identify publications or chapters within publications relating to representation.
- An online review of statistical material available such as data produced by Higher Education Statistics Agency (HESA).
- An online review of material published by the Professional Bodies and any readily accessible statistical data emanating from those bodies. This in some instances includes some progression information (for instance that produced by the Architects Registration Board (ARB), statistical information on employment and status and career patterns where this is available. The online review was to assess the extent to which institutions were transparent about their profile and to establish some sense of their commitment to achieving equalities objectives.
- A further investigation on material produced by the professional bodies undertaken after the online exercise. The institutions which have been investigated are generally members of the CIC although the ARB is not.
- Further investigation of HESA statistics relating to students.
- A first scope review of material covering representation produced by the following organisations: The Equality and Human Rights Commission and its predecessors the Equal Opportunities Commission, the Commission for Racial Equality, and the Disability Rights Commission.
- Identification and a brief review of comparative material produced by institutions representing law and medicine. Law and medicine have been chosen because historically there has been marked under-representation of certain groups but recent proactive moves to redress the situation have generally had a positive impact.
- Identification of some areas where there are incomplete statistical record or omissions.
- Compilation of interim research findings and analysis to form a draft report for submission to the CIC panel for their comment.
- Response to and action on the CIC feedback on the draft report and a review of the research at the interim report stage.
- Production of a report providing a statistical summary, references and publication list from the literature search. A list of relevant organisations which have undertaken work relating to diversity.

As an addition to the remit and scope set out in the methodology, a spreadsheet template was set up to establish the basis of a web based database for a future phase of the project. A simplified model template was passed over to the Diversity Panel and in principle agreed. The developing template has been used as a working document to incorporate material as it has been gathered and reviewed and to facilitate further stages in the research. It is not part of the presentation of this report.

It is stressed that the research is restricted to the UK providing an overview of material that is readily accessible within the public domain or from the relevant institutes.

The following table sets out the disciplines and categories used to structure the data gathering. It also indicates the opportunity to set up a web based information resource providing information on diversity relating to the construction industry. The table is structured to illustrate the potential for providing links to facilitate use with different optimum starting points/foci. For instance the information could be searched for all statistics on race/ethnicity or for information from a particular professional body or construction discipline.

Table 1

Construction Disciplines	Diversity Category	Publication details & Type
Architectural technology Architecture Building Engineering Building Maintenance and Management Building Services Engineering Waste Management Chartered Surveying Civil engineering Civil Engineering surveying Clerks of Work Construction generally	Diversity general Gender Race/ethnicity Disability Social economic group Age Sexual orientation Religion Region	Book Journal article Web based article Web based statistics Web based report

Construction Organisation: Professional body					
ABE APM ARB BIFM CIAT CIBSE CIOB	Association of Building Engineers Association for Project Management Architects Registration Board (statutory regulator) British Institute of Facilities Management Chartered Institute of Architectural Technologists Chartered Institution of Building Services Engineers Chartered Institute of Building	CIWM ICE ICWGB IHIE IMBM IPHE	Chartered Institute of Waste Management Institution of Civil Engineers Institute of Clerks of Works of Great Britain Institute of Highways Incorporated Engineers Institute of Maintenance and Building Management Institute of Plumbing & Heating Engineering	IStructE LI RIBA RICS RTPI	Institution of Structural Engineers Landscape Institute Royal Institute of British Architects Royal Institution of Chartered Surveyors Royal Town Planning Institute

Other organisations engaged on work for construction disciplines			
AFC CABE CAE CEBE CIC CITB ETF	Architects for Change Commission for Architecture and the Built Environment Centre for Accessible Environments Centre for Education and the Built Environment Construction Industry Council Construction Industry Training Board Equalities Task Force	SOBA WDS WES WIA WIP	Society of Black Architects Women's Design Service Women's Engineering Society Women in Architecture Women in Property Rowntree Trust

Other Agencies	
CRE DCA DRC EOC EHRC GEO HEFCE HESA NGRF ODPM ONS UCAS	Commission for Race Equality (now in EHRC) Department for Constitutional Affairs Disability Rights Commission (now in EHRC) Equal Opportunities Commission (now in EHRC) Equality and Human Rights Commission Government Equalities Office Higher Education Funding Council for England Higher Education Statistics Agency National Guidance Research Forum Office of the Deputy Prime Minister Office of National Statistics Universities and Colleges Admissions Service

Other Professional Disciplines
Medicine Law

Professional bodies or other organisations for other professional Disciplines			
BMA LS	British Medical Association Law Society	BC	The Bar Council

The Road to Equalities

There are several stages historically that can be identified in taking down the barriers to diversity. The legislative landscape has altered and certainly over the last 30 years a legal basis should in principle have been established which removed impediments to equality. A number of initiatives and reports have contributed to the increasing scrutiny placed upon diversity within the workforce generally, but whilst it is apparent that there have been significant developments in some work sectors it is clear that others are still lagging far behind. It is now almost 90 years since the Sex Discrimination (Removal) Act 1919 enabled women to enter the professions and nearly 40 since another tranche of legislation commenced to tackle equalities issues and discrimination. However it is clear that in aspects such as earnings and progression, the ambitions embodied within much of the legislation have failed to be realised.

The timelines below pre-2000 and then from 2000 onwards set out some of the key legislation which is relevant.

Timeline Pre-1999: Key legislation relating to equalities and diversity

Year	Category	Act	Outline
1833	Race	Abolition of Slavery	In fact slavery in different parts of the British empire continues into the 20 th Century.
1876	Gender	The Enabling Act	Permitted universities to award female students degrees in their subject although some universities continued to bar women from graduating. For instance Cambridge University took another 72 years before awarding women full membership.
1919	Gender	The Sex Disqualification (Removal) Act	<i>'A person shall not be disqualified by sex or marriage from the exercise of any public function, or from being appointed to or holding any civil or judicial office or post, or from entering or assuming or carrying on any civil profession or vocation...'</i> This act is still on statute books although it has hardly ever been used (Bennion 1979)
1967	Sexual orientation	Sexual Offences Act	Applies in England and Wales but not Scotland or Northern Ireland. The act decriminalised male homosexuality in private between consenting adults over 21.
1970	Gender	Equal Pay Act	Awards equal pay, contractual terms and benefits for men and women doing the same job or work rated as being of equivalent value
1975	Gender	Sex Discrimination Act	Bars discrimination on the grounds of sex. Areas covered are employment, education, advertising providing housing, goods, services or facilities. Also prohibits discrimination on the grounds of marital status in employment or advertisements for jobs. Formation of Equal Opportunities Commission whose remit in part is to review and make recommendations
1975	Gender	Equal Pay Directive	EEC legislation covering the same aspects as the Equal Pay Act
1976	Race	Race Relations Act	Prohibits discrimination on racial grounds in the areas of employment, education, provision of goods, facilities, services and premises (Idea 2008). The Commission for Racial Equality is set up. Part of its remit is to monitor the workings of the act and make recommendations
1980	Sexual orientation		Scottish law on male homosexuality brought into line with English law through an amendment to the Criminal Justice Bill:
1982			Northern Ireland decriminalises male homosexuality
1984			European Parliament passes its first resolution in support of lesbian and gay rights
1995	Disability	Disability Discrimination Act	Bars discrimination against disabled people in employment, the provision of goods, facilities and services or the administration or management of premises

(Hanlon 2007, Bennion 1979, I&DeA 2008, AIM25 accessed 2008)

The Report on Stephen Lawrence Inquiry by Sir William Macpherson (1999) moved the debate on in relation to discrimination generally and race in particular and introduced the notion of 'institutional racism' into the mainstream vocabulary and by default institutional discrimination. It is interesting to note the extent of anti discrimination and promotion of equalities legislation there has been since the report was published. What has emerged in recent years from 1999 onwards in relation to equality and diversity is a move to a more proactive and wider reaching framework with seven legislative strands covering:

- age
- disability
- gender
- race
- religion and belief
- sexual orientation
- work and families

(I&DeA 2008)

The positive aspect is that theoretically there is a much clearer legal basis through which to advance diversity, the danger is the progression to a culture where 'ticking boxes' obscures or detracts from committed progress vis-à-vis equalities.

Timeline 1999 and onwards: Key legislation relating to equalities and diversity

Year	Category	Act	Outline
1999	Gender	Sex Discrimination (Gender Reassignment) Regulations	Aims to prevent discrimination relating to gender reassignment. Provides clarification on equal pay and treatment in employment and training.
2000	Race	The Race Relations (Amendment) Act	Requires local authorities to promote race equality as a general duty.
2003	Race	The Race Relations Act 1976 (Amendment) Regulation	Provides new definitions of indirect discrimination and harassment, new burden of proof requirements.
2003	Religion	Employment Equality (Religion or Belief) Regulation	Intended to remove discrimination on the grounds of religious belief or perceived belief.
2003	Sexual orientation	The Employment Equality (Sexual Orientation) Regulation	Intended to remove discrimination on the grounds of sexual orientation.
2004	Gender	Gender Recognition Act	Gives legal recognition to transsexual people in their acquired gender conditional on the issue of a full gender recognition certificate by a gender recognition panel.
2005	Disability	Disability Discrimination Amendment Act	Places specific duties on local authorities and requires them to publish a disability equality scheme every 3 years.
2005	Gender	The Employment Equality (Sex Discrimination) Regulations	Provides new definitions of indirect discrimination and harassment. Prohibits discrimination on grounds of pregnancy or maternity leave.
2006	Family	Work and Families Act	Establishes family friendly provisions to better support all employees with children. Extends maternity pay, allowance and statutory adoption pay from 26-39 weeks, extends right to request flexible working to carers of disabled adults, removes length of service requirement for maternity leave, introduces new keep in touch rights for employers and employees during maternity or adoption.
2006	All	Equality Act	Introduces a new single commission for Equality and Human Rights by 2007. This replaces the previous 3 equalities commissions. Places positive duty on public sector bodies to promote equality of opportunity.
2006	Gender	Single Equality Act	Introduced the Gender Equality Duty (GED) for all local authorities. They are required to produce a Gender Equality Scheme (GES).
2006	Age	Employment Equality (Age) Regulation	Renders it illegal to discriminate against individuals on the basis of age in employment and vocational training.
2006	Race and Religion	Race and Religious Hatred Act	Aims to prevent intentionally threatening behaviour or language to stir up hatred.
2007	Sexual orientation	Equality Act (Sexual Orientation) Regulation	Extends legislation to prevent discrimination because of sexual orientation in the delivery of goods, facilities, services, and education.

(Source and extracts from I&DeA 2008)

Diversity Definitions, Categories and Issues

With a number of the categories, if not all, definitions can be problematic and not only does this have an effect on the general direction of debate but also on the statistical profile. Perhaps the two most problematic of the groups both in terms of definitions themselves and the consistency of definition are race and ethnicity, and disability. In the 1980's and early 1990's the CRE used the following categories:

White:	Caucasian
Black	Where a general group of African descent is being described
Black-African	
Black-Caribbean	
Asian	
Minority Ethnic Groups	Refers to groups including White people who are discriminated against because of their ethnicity, such as Irish, Turkish and Kurdish people
People of colour	A general term to apply to all people discriminated against on grounds of colour

(Extract: CRC 1991, de Graft-Johnson 1999)

Where applicable the terms adopted within the source material have been used. For instance where a text has referred to 'BME' we have adhered to this and where 'BAME' or 'ME' has been used we have applied these acronyms.

The changing international political, cultural and religious scene including the expansion of the European Union, changes in migration patterns and reasons, changes in the UK citizenship profile as well as events from 9/11 onwards has affected the debate. Categories have altered and more categories such as Chinese, Pakistani, Bangladeshi, Indian, and Roma have been added and this continues. However there are still often shortfalls in the categories if part of the exercise is to identify groups who might be excluded or treated differently. For instance Black-Caribbean does not fully cover the ethnic background and constitution of many people of Caribbean descent.

Although disabilities legislation appears much later in the earlier timeline compared to other groups who have faced equalities issues and achieved some progress in the 1970's, this does not mean that there was little activity on the disability politics during this period and earlier. Jane Campbell (1997) states that she and Michael Oliver identified the 1960's as 'the watershed for disabled people's mobilisation' and the point at which 'a united approach to social oppression took off'. However she does go on to confirm that twenty years at least had elapsed for the movement really to take off and the social rather than the medical model to take hold. In relation to this report key issues are:

- What constitutes disability
- Whether people who are deemed to be disabled consider themselves to be (Oliver 1983)
- Whether disabled people are able or willing to disclose their disability
- Whether a disability has been identified

These aspects raise questions about the veracity and consistency of the statistics. Disclosure is an issue which faces some of the other groups e.g. lesbians, gays and transsexuals.

For the purposes of this research we have used the definitions provided in the material we have obtained. The definitions used do in some instances give an insight to the progress a particular institution has made.

Set out below is a brief overview of the diversity profile in the British population.

Diversity profile of the British Population

Diversity generally

As indicated in the tables, until 2007 there were three anti discrimination/equalities commissions to cover gender, race and disabilities. The new Equality and Human Rights Commission, formed in 2007, brings the responsibilities of these organisations together and also covers additional aspects relating to equality age, religion/belief, sexual orientation and human rights generally. Theoretically the combining of the previous commissions (the EOC, CRE and DRC) should assist in supporting or promoting the rights of people who suffer discrimination on dual or multiple grounds and in promoting good practice. One concern is that areas of expertise may be lost in the reorganisation and that some element of 'redesigning the wheel' might occur. Another is that perhaps the merging of the organisations might result in the lowering of priority of issues facing some groups within the new hierarchy. Finally there is the consideration of conflicting interests, for instance the opposition of the Church of England and other denominations and faiths to same sex adoption or same sex partnership.

Many of the statistics cited are overall ones and there are different profiles and consequently interpretations where the data is broken down into more detail. As an example there are more variants in gender ratios in relation to men and women than the overall statistics indicate. For instance men outnumber women in the Pakistani, Bangladeshi and some other groups, whereas women outnumber men in the White, Black and Indian groups (Gurjao 2006).

Gender

Women constitute 51% of the UK population. By the age of 30 women outnumber men and gender/age representation widens after this (Gurjao 2006). 54% of females over the age of 16 work and they constitute just under 46% of the total workforce. Of women in the workforce 58% of women work full time compared to 89% of men (Labour Force Survey 2007). Women form a significant part of the workforce and this includes the professional levels. Croll (2008) cites Raffe (1988) in noting the 'convergence between occupational aspirations of males and females' and certainly at the younger age range the representation of women in the professional sphere has increased even in some of the more traditionally gendered disciplines. However, whilst there have been advances, the Fawcett Society and others have highlighted the ongoing issue of differential economic status and cited ONS (Office of National Statistics) figures indicating that the gender pay gap is just over 17% and is possibly increasing (Fawcett 2006). The glass ceiling is still an issue which affects women across many sectors no matter what their overall representation is. Yvonne Roberts in her article 'A crack in the glass ceiling?' states that 96% of directors are male (the Guardian 1st January 2008). In Norway the profile of women at the top has changed significantly since 2003 when a law was passed giving businesses 5 years to meet a 40% quota for female directors. 37% of Norwegian directors are now female having been only 6% in 2000.

Norway shatters the glass ceiling - but will it promote women's cause?

Norway is two months into a new regime that could see public companies broken up for failing to hit government-imposed quotas for the number of females on their boards by the end of next year.

Women must hold 40 per cent of boardroom positions in groups listed on the Oslo bourse by the end of 2007 or the company will have to delist, the Norwegian government decreed on 1 January. "I do not want to wait another 20 or 30 years for men with enough intelligence to finally appoint women," Karita Bekkemellem, the Norwegian equality minister, said.

By Susie Measure

Wednesday, 8 March 2006 The Independent

Some of the literature in relation to gender and sexual orientation has cited the difficulties of definition and there is some data where the information is incomplete possibly partly because of gender identity issues as well as some people's stated opposition to monitoring.

Race/Ethnicity

In 2005 White British represented 84.7% of the population with a further 4.4% listed in other White categories. Non White minority ethnic groups constituted 10.9% of the total. The specific ethnic categories named have historically covered the BAMEs who have had higher numerical representation and do not obviously cover all ethnic categories. (Office of National Statistics (ONS) 2008)

The current race profile illustrated by the chart below indicates significant differences in age profile between the White population and the BAME groups. The former has a larger proportion of people who are aged 65 and over. All of the BAME groups have a lower age profile. A number of the BAME groups have a higher ratio of working age representation. This is significant in relation to employment rates. A recent report from the National Employer Panel 2007 highlights a 16% differential in employment rates with BAMEs achieving only a 60% employment rate versus their white counterparts who have a 76% employment rate.

'It is a truism, but nonetheless true, that "you get what you measure". This is a principal reason why the ethnic minority employment gap is still sixteen percentage points. There is no over-arching goal towards which everyone can progress. There are no interim milestones for which organisations can be held accountable. And there is insufficient knowledge of the detail of discrimination to support change.'

(60/76 The Business Commission on Race Equality in the Workplace, a Report by the National Employment Panel (NEP) October 2007)

The guidance set out in this report makes clear that organisations should have in place action plans and undertake monitoring. The report goes on to say:

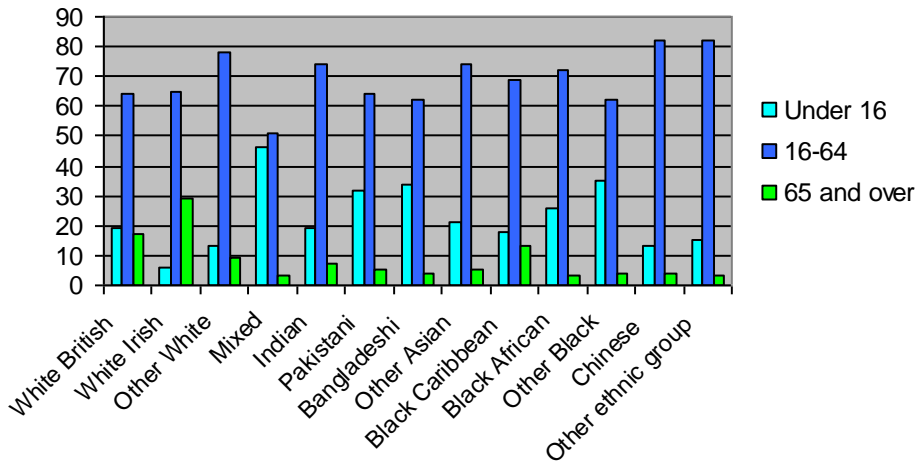
'As with any other business process or change programme, if businesses are serious about promoting race equality in the workplace, they need time-bound action plans. They also need to monitor progress against these plans and apply effort where it is needed'

(NEP 2007)

The report states that recruitment, retention, training and development and promotion should be assessed. Public institutions have a responsibility to undertake this and

certainly it is implicit that larger organisations should also assess the profile of their workforce.

Ethnicity and Age Profile 2005

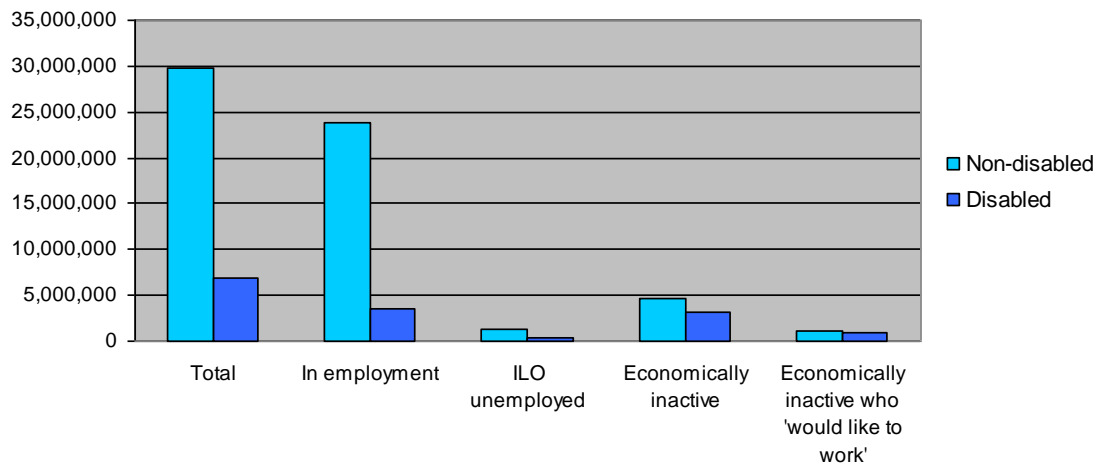


(Source: Office for National Statistics 2008)

Disability

As previously indicated definitions and declaration have an impact on the gathering and review of statistics. According to national statistics 6.9 million people of working age are disabled. This represents 19% of the total. There are significant differences between the employment rates for people with disabilities compared to those without. The employment rate is approximately 50% and 80% respectively. Many disabled people (1.2 million) are available and would like the opportunity to work (Shaw trust 2008, National Statistics Labour Force Survey 2006).

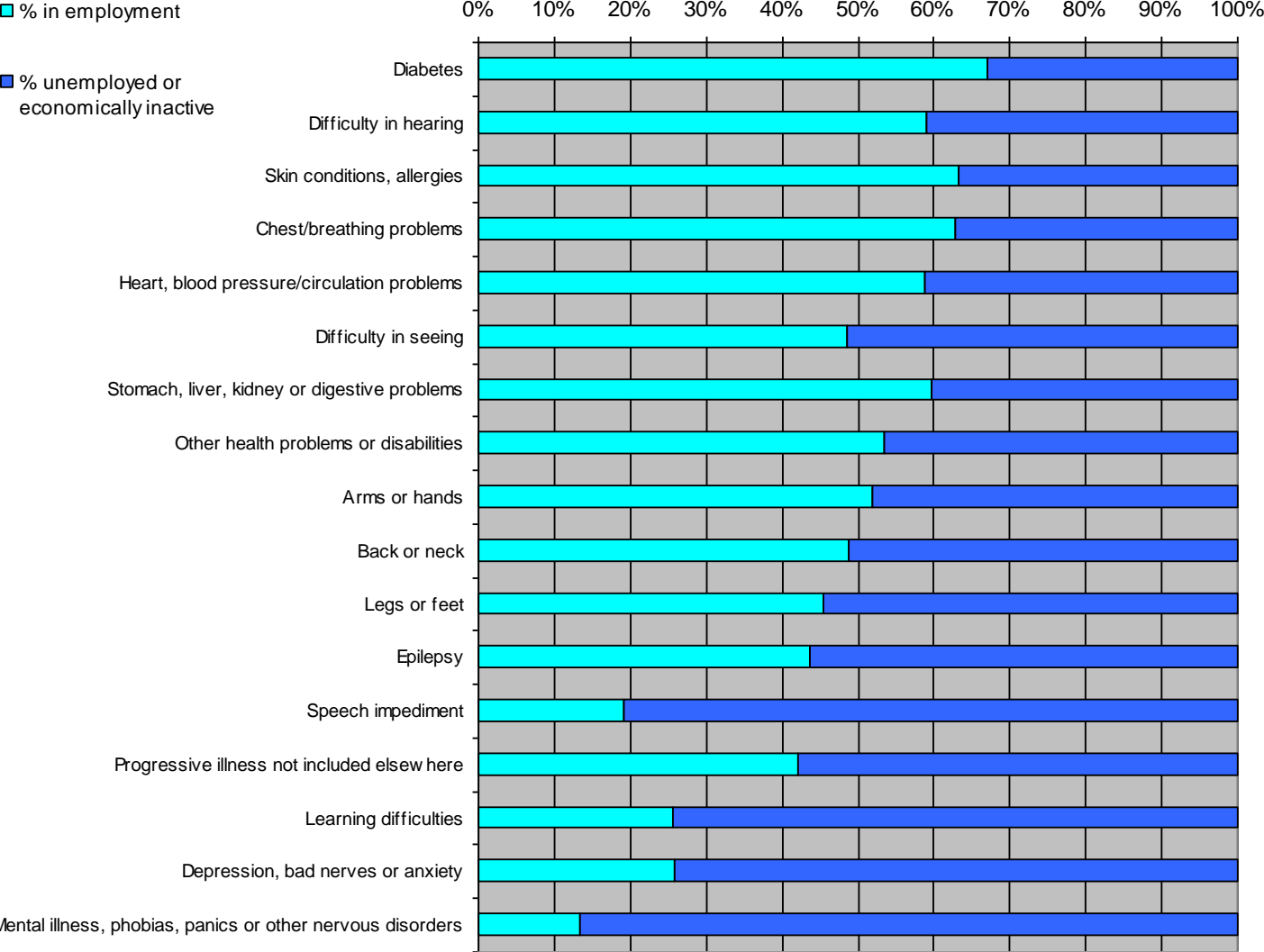
Disability and Employment



Source: Shaw Trust 2008, National Statistics Labour Force Survey 2006

Apart from the overall statistical profile, the specific disability impacts on employment rates and profile. DRC (Disabilities Rights Commission 2008) states that people with mental health disabilities have the lowest employment rate at 21% compared to people with diabetes who have an employment rate of 67.9%. It does however appear that people with any of the listed disabilities in the following table have lower employment rates. There is also a noticeable pay gap at approximately 9.5% in 2006. (Shaw Trust 2008, National Statistics Labour Force Survey 2006)

Employment related to specific disability



(Source: Shaw Trust 2008, National Statistics Labour Force Survey 2006)

The classifications set out in the national survey statistics do not always lend themselves to a very clear indication of a particular disability. For instances 'Arms or hands' is very vague. As will be evident from the section on education, organisations such as HESA and UCAS in their data present different disability categories to those shown above. They tend to tally more with what people perceive to be the various types of disability.

Social Economic group

Social economic group is a diversity category in which we see discrimination which often 'doubles up' with the other categories. This might mean for example that where female or BAME groups are beginning to show higher representation within a profession, these 'pioneers' are frequently from the higher socio-economic groups. There have been developments in relation to social economic status. However what has also been flagged up is the widening gap between the better off socio economic groups and those lower down the scale. Socio economic status can have an impact on progression and/or routes to further or higher education and in some instances can cut off what might have been achievable objectives. Croll 2008 sums this up in saying:

'Children from more occupationally advantaged families are more ambitious, achieve better educationally and have better occupational outcomes than other children. However, where young people are both ambitious and educationally successful the occupational outcomes are as good for those from disadvantaged as advantaged families. In contrast, where young people are neither ambitious nor educationally successful, the outcomes for those from disadvantaged homes are very much poorer than for other young people'

A number of studies have indicated that where young people are within a context such as family where there is a track record of aspirations being achieved they are more likely to have wider expectations.

Perhaps it would be useful to identify four critical factors

- Awareness/knowledge of careers and choices
- Aspirations
- Expectations/assumptions of themselves
- Expectations/assumptions of others

Age

According to the DTI (2006) using Office of National Statistics projections, by 2020 almost a third of the labour force will be over 50. The Employment Equality (Age) regulations 2006 Amendment Regulations 2008 came into force in 2008. Most of the emphasis of this legislation has been on people in older age ranges although there has been discussion in relation to the implications of the legislation in relation to younger age groups for instance vis-à-vis university admissions. The main points of the act are:

- to provide the right to apply and be considered for work beyond the age of 65.
- to require the employer to give a minimum 6 months notice to retire.
- to equalise dismissal and redundancy rights for older and younger workers alike.

Further to this is the intention to prevent harassment or refusal to offer employment or offer training or promotion on the grounds of age. The DTI (2006) puts the business case in terms of augmenting the workforce pool and also retaining people with experience and

knowledge. The impact of the legislation remains to be seen. Clearly age has historically had an impact on the prospects of people over 50 in or seeking employment.

Sexual orientation

Data relating to sexual orientation is perhaps the most problematic of the diversity categories. There appears to be no precise data although there is a government estimate that lesbians, gays and bisexuals constitute between 5-7% of the UK population. According to Purdam et al (2008) this figure seems to have been given by the DTI in the Employment Equality (Sexual Orientation) Regulations 2003 Regulatory Impact Assessment and appears to have been taken from a number of surveys. The Office of National Statistics (ONS) has made an assessment of user requirements relating to census content but whilst acknowledging a need for data have indicated that questions on sexual orientation will not be included in the 2011 census. This makes it the only equalities category for which there is no census information. The ONS have provided some background to the reasons for this and has indicated an intention to ascertain 'whether a suitable question can be developed' (ONS 2006.) There are a number of key factors which make data gathering problematic. The ONS has set some of these out and they include:

- What it is that is being measured e.g. 'behaviour, desire or identity'
- Collecting information in a way that respondents understand and accept
- Variabilities in concepts of identity and therefore definitions/language which might be to do with age, ethnicity, sex etc.

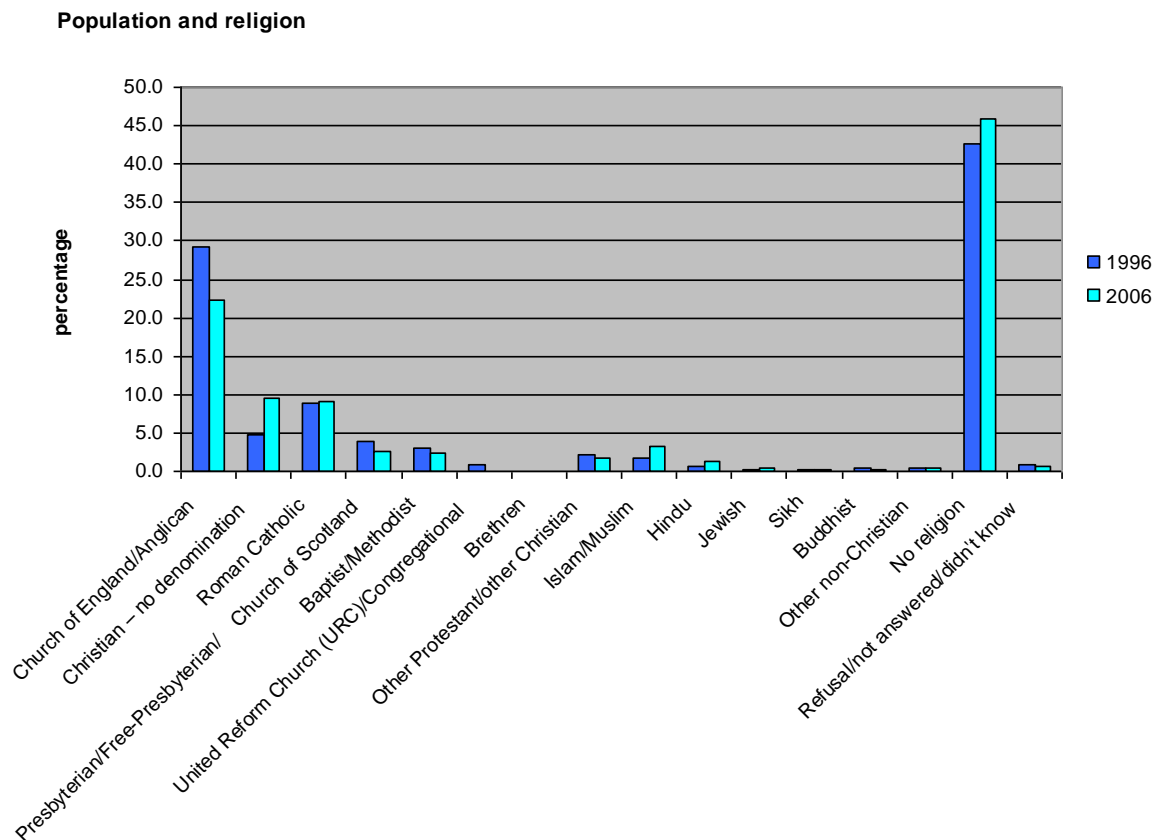
There are also concerns about disclosure. There have been significant attitudinal changes from a situation where in 1990 '70% of men and 58% of women between the age of 16 and 59 believed sex between men was mostly or always wrong' (Purdam et al 2008) NATSAL 1990. By 2001 the figures had dropped to 48% and 29% respectively. There appears to be less gender disparity in attitudes towards lesbians. It should be remembered that historically the legal status of gays and lesbians has been different and that whilst lesbians have clearly been discriminated against, being a lesbian has not in itself been illegal.

Religion

The 2001 Census by the Office for National Statistics lists over 170 religions declared by respondents. The religions set out below are identified as prominent although it is unclear why 'Brethren' is included as there do not appear to be any data for this group. Whilst the Church of England remains the official church, Vexen Crabtree (2007) states that between 1979 and 2005 half of all Christians stopped going to church on a Sunday. The chart below shows a decline in Church of England between 1996 and 2006 and an increase in the number of people who stated that they had no religion. The latter has risen from approximately 43 to 46%. Immigration has had an impact on certain denominations, for instance Polish immigration has had a noticeable impact on attendance at Catholic Churches nationally. Jonathan Brown in an article entitled 'New Wave of Poles bolsters Catholic Britain' states:

'In the first study of its kind, estimates for church attendance in 2006 showed that 861,800 Catholics attended services on a typical Sunday compared with 852,500 Anglicans.'

The author of the study Brown is referring to is Peter Brierley who is quoted as saying that the trend will reverse and that the number of Catholics will drop. However it is not clear to what extent the study took account of arrivals of Poles in the evaluation and predictions.



(Source: British Social Attitudes Survey, National Centre for Social Research 2007)

The most prominent religions in the public view are not necessarily ones with the highest representation. The prominence has tended to relate to a series of events rather than proportionality. The aftermath of 9/11 has had a major impact on attitudes to Muslims. There have been a number of high profile cases relating to religion and apparel affecting a number of people of different faiths including Christians. Apart from issues relating to religious discrimination and hostility there is also the issue of the impact of secularism.

Stuart Jeffries in his article 'Faith' February 2007 writes the following about Dawkins:

'This is the man so voguishly intemperate that when speaking to the Times recently about Nadia Eweida, the British Airways worker whose employer refused to allow her to wear a Christian cross openly to work said: "I saw a picture of this woman. She had one of the most stupid faces I've ever seen.'

Jeffries goes on to raise other examples of the issue of what people wear related to faith and or culture links to other assumptions and assumptions:

'.....Jack Straw's plea to Muslim women constituents to remove their veils at his surgery, have helped bring a sense of mutual persecution to many people of different faiths (including yarmulke-wearing Jews and turban-wearing Sikhs) - and a sense of solidarity.'

Region

Region is not a diversity category within the meaning of others but there are regional considerations and variations affecting many groups. Another locational factor is the urban versus rural factor where there may be significant differences in the profile and representation and in some instances visibility of some groups.

What the Professional Institutes Record

The next section of the report addresses the construction industry specifically and then goes on to consider how this compares with the profile for medicine and law. Below is a table which highlights the categories which the institutes appear to gather statistics on. Information which may not be collected on a regular basis but has been provided to us has been included. This may not be a definitive list as not all institutes contacted were clear about the information they held but it does provide some form of overview of what monitoring institutes undertake.

	Data collected on								additional information provided						
	gender	ethnicity	Disability	Social Economic group	Age	Sexual orientation	Region	Religion	Career break	Employment Status	Full-time/part-time	Overseas membership by	Membership grade	Salary	Gender re-assignment
ABE/IMBM	✓														
APM	✓				✓					✓					
ARB	✓				✓		✓		✓	✓	✓				
BIFM	✓	✓			✓		✓							✓	
CIAT	✓						✓								
CIBSE	✓				✓						✓	✓			
CIOB	✓				✓		✓					✓			
CIWM	✓				✓		✓								
ICE	✓				✓							✓			
ICWGB	✓				✓		✓								
IHIE	✓														
IPHE	✓				✓										
IStructE	✓				✓		✓					✓			
LI	✓	✓			✓		✓		✓					✓	
RIBA*	✓	✓										✓			
RICS	✓	✓			✓		✓		✓						
RTPI	✓	✓			✓		✓					✓			
Law BC	✓	✓	✓	✓	✓	✓		✓							✓
Medicine	✓	✓			✓				✓						

Information provided from the categories requested by the researchers

Additional information provided

May not be collected on a regular basis but has been provided to us

RIBA* Ethnicity only covered in Education statistics

The Construction Industry and Diversity

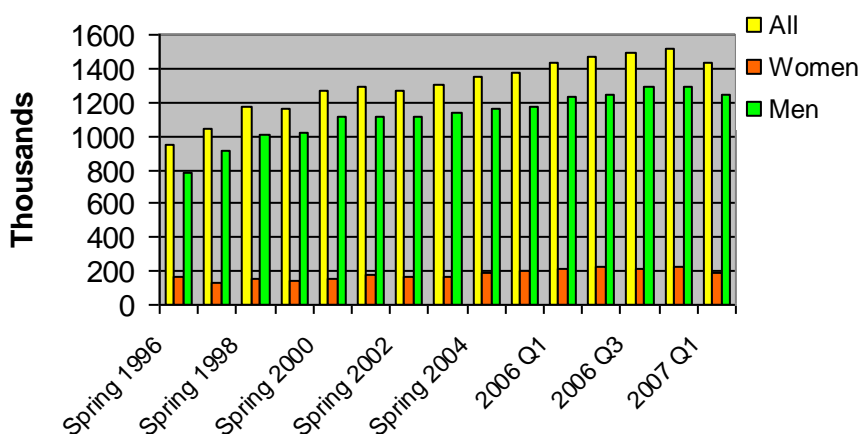
The construction industry forms a major part of the UK economy and employs a significant percentage of the population. According to the DTi (2006/7) it forms the second largest industry in the EU and constitutes 8% of the gross domestic product. The industry is not known for its diversity and whether it is in the areas of craft or the professional disciplines, the sector is perceived as principally white, male and able bodied. The statistical information bears this out both in relation to the gender profile and the representation of BAME people. Material is limited on the other groups focussed on in the report although there is a small amount on disability, regional aspects and age. In their journal article in Construction Management and Economics (December 2005), Andrew Caplan and Jamie Gilliam pointed out the lack of consistent data on BAMEs in the construction professions. A number of studies and reports have focussed on the issue of the lack of diversity. The Latham Report (1994) 'Constructing the Team' particularly addressed the 'stark under representation of women' and more recently the CBE 2005 study on 'Black and Minority Representation in the Built Environment Professions' highlights the failings of the Construction Industry and professions with regards to diversity.

Gender

In terms of general representation of women in the construction industry, whilst the number of women has increased slightly the actual ratio of males to females has remained relatively static over the last decade. Women fare better as employees and according to the latest figures taken in 2007 constituted approximately 13.5% of the total employed in construction. There is a significant difference in the representation as self employed where the figure drops to 2.4%. Overall women represented fewer than 10% of the workforce in 2005 (Gurjao 2007). Andrew Dainty et al (2007) points to vertical and horizontal segregation in the workforce in relation to gender in that there is segregation in terms of the type of work and also in levels of seniority reached.

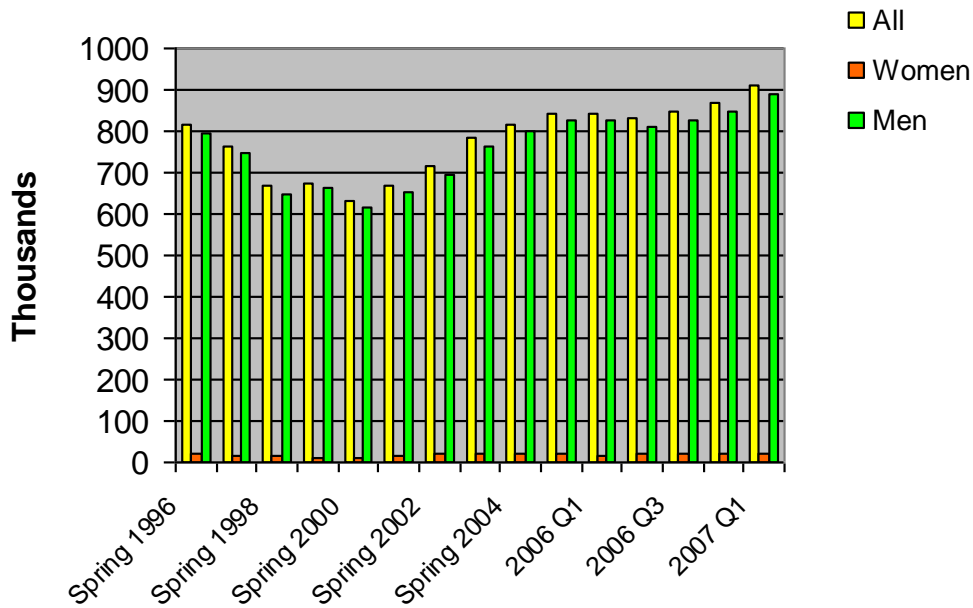
The tables below show a difference in the percentages of women as employees and those who are self employed.

Employees



Q= Quarter

Self employed

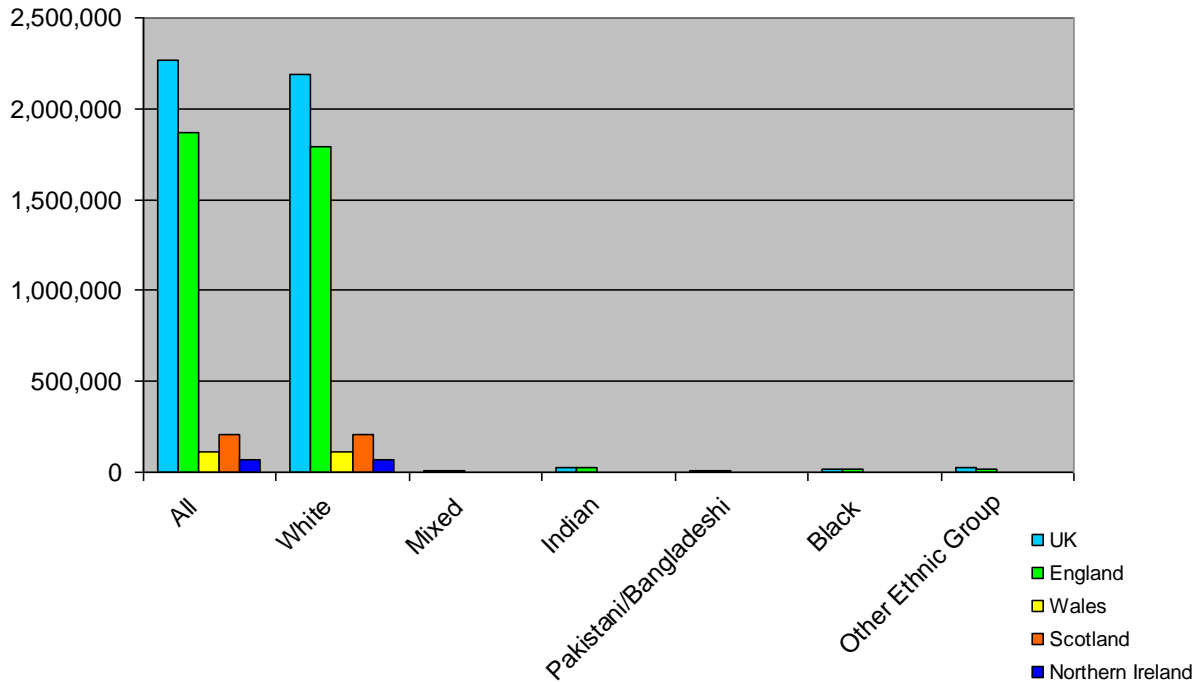


(Source of data: Labour Force Survey, Office for National Statistics
The LFS: http://www.statistics.gov.uk/downloads/theme_labour/LFSHQs/table23.xls)

Race/Ethnicity

BAME representation is lower in construction than in the population as a whole. In 2005 ethnic minorities constituted approximately 3% of the construction workforce (CIOB 2007, CITB Construction skills). Andrew Dainty et al (2007) cite the fact that only 2% of the construction workforce was Black and Asian versus 5% in the population at large. Andrew Caplan (2007) points out that BAME people are underrepresented particularly in senior posts where there is 'strikingly low representation'. He also highlights a lack of consistent data, monitoring and research and confirms that the focus has been on 'visible minorities' i.e. Black and Asian. He conjectures that part of the problem relates to traditional word of mouth recruitment and other processes which act to exclude people from BAME backgrounds. Research by CABE also highlighted this issue. (CABE 2005)

Construction industry by ethnicity



(Source: Nomis 2008)

Caplan reiterates some of the findings from the CAGE research. CAGE highlighted areas of concern vis-à-vis educational experience and outcomes noting that BMEs fare worse in academic progression, degree classification and going on from there in the work sphere where BMEs found it harder than their white peers to gain employment and then to progress up the career ladder (CAGE 2005). CAGE identified the poor collation of ethnicity data and also suggested that data was often not sufficiently comprehensive.

Disability

The profile in relation to disabled workers is not entirely clear but there is an estimate that approximately 14% of the construction workforce has some form of disability (Briscoe 2005). This appears to be roughly parallel for both manual and non-manual groups. There are regional differences which are not readily explained. For instance 8% of Northern Ireland's construction workforce has a disability versus 15% in the North West, South East and South West. Newman and Ormerod (2005) point out that disabled people tend to be ignored unless they are already working for a particular organisation and that often the type of construction company that does employ disabled people, both in the office and on site, tends to be a family business.

Age

A number of institutes collect data on age, but not all. What does emerge from the information gathered is that in relation to gender, women tend to have a lower age profile. There are some differences also in the age profile of BAMEs, who have a higher representation in the younger age groups.

The Profile of Construction Professional Bodies

As an initial exercise in the research a web based survey was undertaken to ascertain the extent of material readily and publicly available. Each of the websites relating to the Construction Institutes listed above was visited and scrutinised to identify any material relating to diversity. The institutes vary significantly in relation to the amount of material and information covering data in their public sites. Of the institutes websites visited no readily accessible information was found for the following:

ABE (Association of Building Engineers)
APM (Association for Project Management)
APS (Association for Project Safety)
CIAT (Chartered Institute of Architectural Technologists)
CIWM (Chartered Institution of Wastes Management)
IHIE (Institute of Highways Incorporated Engineers)
IMBM (Institute of Maintenance and Building Management)
IPHE (The Chartered Institute of Plumbing and Heating Engineering)
LI (Landscape Institute)
RTPI (Royal Town Planning Institute)

It was known that some of these institutes e.g. the RTPI do hold statistical information but this is not easily accessible to the public. Some institutes do hold web based information but this is only available to members. Of the institutes that did have readily available information the main emphasis was on gender. Only the ARB (Architects Registration Board), RIBA (Royal Institute of British Architects), RICS (Royal Institution of Chartered Surveyors) and BIFM (British Institute of Facilities Management) reveal statistics on race/ethnicity. In the case of the RIBA, the data provided on ethnicity related to their education statistics. There was no readily accessible data from any of the professional bodies on representation regarding disability, socio economic group, sexual orientation or religion.

Web based Information has been found for the following:

ARB (Architects Registration Board)
BIFM (British Institute of Facilities Management)
CIBSE (Chartered Institution of Building Services Engineers)
RIBA (Royal Institute of British Architects)
CITB (Construction Industry Training Board)
ICE (Institution of Civil Engineers)
ICWGB (Institute of Clerks of Works)
RICS (Royal Institution of Chartered Surveyors)

As a second phase of the investigation all the professional bodies listed were contacted. Initial e-mails were followed up with telephone calls and subsequent e-mails. Some institutes failed to respond, and others responded with information which is incorrect. In more than one instance institutes replied that they did not hold any diversity data on their members although it was evident from published work that they did. As with the web search there was a varying degree of information between the organisations, but the majority of information recorded was on gender with some information collected on age, region and ethnicity.

What did emerge from this search was that in some instances there was an issue relating to who at the institute was responsible for releasing information. At least one institute which does keep statistics which we knew were readily accessible proved unhelpful. There was a marked contrast between some of the construction industry responses and the medical and legal institutes.

Perhaps one of the most extraordinary responses came in a brief and terse sounding e-mail which confirmed that statistics were held:

“Only on gender and only current membership. Race stats are too like the old apartheid system as for religion and orientation: it’s not anyone’s business”

It is possible that not only has there not been much progress in promoting and prioritising greater diversity in some of the construction professions but that some organisations including those who had supported quite proactive initiatives were in fact going backwards. This was the impression given during the course of some of the discussion and correspondence with construction institutes. There were however examples of organisations which are evidently seeking to improve their monitoring procedures and progressing equalities issues.

It has to be said that all the medical and legal institutes which were contacted were helpful throughout our enquiries. It is evident from the quality and scope of information provided both in the public domain or sent, and in discussions, that these disciplines are further advanced in their promotion of diversity – by having monitoring structures in place and also by providing information on and advancing equality and diversity.

Review of and Comparisons between the Professional Bodies

Summary findings

Recorded in the following section are some of the key findings from the individual institutes, followed by a series of tables and figures which give an idea of how the institutes compare in terms of female representation and by breakdown of ethnic representation (where institutes collect this data). None of the institutes gathered information on disability, sexual orientation and religion and as has been indicated previously in the report there are some difficulties in obtaining information certainly in relation to the first two.

ABE Association of Building Engineers

The ABE responded that they collected information on gender but due to the organisation restructuring they were unable to access this information

APM Association for Project Management

The APM confirmed that a survey was undertaken in March and April 2006. Questions covered gender, age and employment status. There were 2482 respondents of whom 97% were members. 15% of respondents were female.

The main age bands of respondents covered the 31 to 50 age range. 76% of respondent were full time employees; only 3% were part time employees. 10% of respondents were self employed on a full time basis and 4% self employed and working part time. Students formed 3% of the total, 2% were retired and 2% were described as 'other'.

ARB Architects Registration Board

The ARB provided one of the most detailed profiles in their Annual Report providing a breakdown of gender by region. Also provided in the report is a summary of resignations and an outline of reasons for departure. At the end of 2006 17% of registered architects were female. Their annual reports indicate a 4% overall increase in female representation since the ARB Annual Report 2002 when regional profiles were first included. The ARB statistics indicate regional differences between Northern Ireland and Wales compared to the rest of the UK. Interestingly female representation in Northern Ireland was higher than in the rest of the UK at the end of 2001 at 14%. Wales has consistently trailed standing at 10% at the end of 2001 and 11% at the end of 2006. The percentage of Northern Ireland's architects who are women was recorded at 15% at the end of 2006 (ARB 2007, ARB 2001).

Additionally the ARB undertook a survey using a sample of 3000, 2/3 of whom were female. The resulting document called 'Composition of the Register Survey' provides some information on age, ethnic origin, earners in the household, architects and childcare, new admissions to the register, current employment position. The report was produced in 2005. Unfortunately not all the statistics are dated but it is assumed that the material resulting from the survey would have been obtained in 2004 or 2005. The emphasis is on women.

BIFM British Institute of Facilities Management

BIFM confirmed that they do not collect data. They are however setting up a special interest group on gender. There is a web based Facilities Management magazine FMworld which does produce an annual salary survey. Various aspects are covered or examined in relation to salaries including motivation, reasons for leaving employment, education and training. In both the 2006 and 2007 surveys the majority of respondents were BIFM members. The 2007 survey gives the response rate at 66% for members, institute associates at 25%, 5% student members and 4% corporate members, 2% institute fellows or honorary fellows. The differential response rate between men and women at 3 to 1 is confirmed as evidence of continued male dominance of facilities management. The survey does indicate that at the younger age range the gender discrepancy is less. 2006 was the first time that ethnicity was covered and this confirmed an overwhelmingly white profile of 92% White British, 2% White Irish 2% White other. Black people within FM only constituted 0.5% of the total and 2% Asian. A further 1% is described as 'Other'. The 2007 ethnicity profile gives a wider range of categories and there are some differences in the breakdown, namely 86% White British, 3% White Irish, 4% White Other (93% White total), 3% Asian background, 2% Black background, a small number (not quantified) Chinese background and the remainder from another ethnic group. FM points out that the 2007 figures are 'broadly similar to the national average but that as 'FM tends to be concentrated in major cities which are often more ethnically diverse than the national average' a higher ratio of BAMEs would be expected. Although the 2006 survey indicated that women appeared to be catching up and in some instances overtaking men on salary levels the 2007 report confirms that 'men control the salaries above £36,000' and that women 'dominate' the lower pay scales. 45% of female respondents were in the £26,000-£35,000 salary band. 27% of men were in that band. 14% of women earned up to £25,000 compared to 8% of men.

CIAT Chartered Institute of Architectural Technologists

CIAT collects data on gender and region. Their 2008 data gives a total of 8177 members of whom 773 are female. This represents 9% of the total.

The regional information shows that Members are represented in higher numbers in the South East, West Midlands, North West region and Yorkshire.

CIBSE Chartered Institution of Building Services Engineers

CIBSE records statistics on gender and grade, age and grade and members active by country. The gender profile is quite telling with women constituting overall only 5% of the total. At the most senior level only 0.4% of fellows are women and at the next level down, member grade, women constitute 2.9%. Women are better represented at the graduate level (14.5%) but at the student levels the representation drops to 11.3% for part time and 9.9% for full time. The higher ratio at graduate level may be because CIBSE admits people who have graduated in non engineering degrees e.g. physics, mathematics etc.

CIOB Chartered Institute of Building

The CIOB at the first quarter of 2007 had 41,654 members. It gathers statistics on membership grade, gender and age. These are included in CIOB Industry Statistics and in a research report by Sonia Gurjao (2006) *Inclusivity: the Changing Role of Women in the Construction Workforce*. In 2005, the CIOB stated that women constituted 10% of the UK construction workforce and BMEs 3%. Gurjao and others cite the correlation between the skills shortage within the construction sector and under representation identified in the EOC 2004 investigation.

The CIOB have also provided more information in their 2008 membership survey. Of the 847 respondents 534 were construction managers. The survey indicates a total of 38,155 members of whom 4.2% are female. The student grade is the one where females have the highest representation at 13.9%. In the highest grade, that of Fellow, women are only 0.9% of the total. Within the Member category their representation is 2.6%.

The CIOB age profile indicates that the 35-40 age group is the largest with the 40-44 age group second. Representation starts to rise from 30 onwards and then tails off after the 55-59 group. There is a dip in figures for the 25-29 age band. The membership grades profile tended to follow the age profile with age 35-55 reaching the highest membership bands.

The survey did not specifically cover disabilities but did provide responses in relation to health and safety, some of which raise concerns. 68% of respondents confirmed that they had suffered from stress, anxiety or depression. 85% felt that the industry did not address mental health in the workplace adequately and a similar percentage (84%) indicated that stress was a factor in poor retention levels.

In terms of regional information, within the UK the bulk of members are based in the South East, East of England and London, and the lowest number in the North East at just fewer than 3%. Overseas members form the largest constituency of members at 15.9% of the total

CIWM Chartered Institute of Waste Management

No information was received from the CIWM despite confirmation that they do hold some data.

ICE Institution of Civil Engineers

The ICE routinely gathers information on gender, age and membership profile. They are currently expanding the range of information that they gather through an online survey which also includes ethnicity. Their 2007 statistics reveal that women constitute 8.1% of the total membership. The levels where women have the highest representation are students (accredited) at 16.2%, then Companions (15.4%) and then Graduates (14.5%). As with most of the other institutes where this information is available, representation falls off significantly at the higher level so that at the level of Fellow, women's representation has plummeted to 0.7%. In the largest membership class: 'Members' women are only 4.3% of the total.

The biggest age concentrations are in the 22-23 age bracket which is generally made up of students and the 48-60 bracket appears to be the other age band where members are most numerous.

- ICWGB Institute of Clerks of Works of Great Britain**
 From the survey information provided for 2008, out of 1679 members, ICWGB confirmed that they have 4 active female members and 2 honorary members representing 0.36% of the total. The 41 to 70 age range formed the largest age group, followed by the 31-40 year old bracket. The regional profile is based on chapters. It is difficult to extrapolate clear regional information as the comparisons are not entirely like for like. For instance Scotland has only one chapter whereas Wales has 2 and Merseyside has its own chapter. The ICWGB does not appear to keep statistics on any of the other diversity categories.
- IHIE Institute of Highways Incorporated Engineers**
 The IHIE held statistics on the gender profile of members. They confirmed that 4% of engineers, 10% of graduates and 188 of its 2879 members are women. The female representation as members works out at approximately 6.5%.
- IMBM Institute of Maintenance and Building Management**
 This organisation has now merged with the ABE.
- IPHE Institute of Plumbing & Heating Engineering**
 The discussion in relation to whether they will release the statistics they hold on gender and age has been ongoing. They have currently stated that other pressures mean that they are unable to release information at present.
- IStructE Institution of Structural Engineers**
 The IStructE collects data on gender, age, membership grade and region. Woodholmes Group undertook a survey in 2006. There does appear to be some margin for adjustment from the percentages provided in relation to age, grade and region as the percentages do not add up to 100% and with regard to gender 6% of the total is unspecified. Taking this into account it is evident that the female representation of IStructE is between 5% and 11%.
- In relation to the age profile the percentage within age bands increases up to the 41-50 band and then starts to tail off again.
- With regard to region members predominate in North Thames, the South east, Lancashire and Cheshire. There is a significant overseas membership in Asia.

LI Landscape Institute

The Landscape Institute gathers a far more comprehensive range of data than many of the other institutes. It has statistics on gender, age, ethnicity, region, country of birth and practice. A self completion survey was undertaken in 2006 and the figures given here are a product of that. From these statistics it is apparent that the gender ratios are much more equal and that the LI is possibly the most gender balanced of the construction disciplines investigated, with female representation at 47% and male representation at 53%.

White British form 82% of the total respondents, 10% are identified as White other and the remaining 8% are described as 'non-White'.

The age band that has the highest representation is 25-35 at 33% of the total and the average age is 40.

RIBA Royal Institute of British Architects

The RIBA's most recent statistical profile is 2008. Information is gathered in gender and by 'Class' of member. The system the RIBA has in place appears to allow for regular updates and assessment of the available data. Figures provide an overall picture of gender representation and membership grade. Students and graduates are also included in these statistics. The representation of UK based women chartered architects is lower than that of the ARB: 13% as compared to approximately 17%. The 13% figure has remained static for the last 2 years but represents an increase over the year 2006. The grade of membership where UK registered females are most represented is in the student category where at January 2008, female Student RIBA members represent 41% versus male student RIBA members at 59%. The ratio drops for graduates down to 36% female to 64% male of the total graduate RIBA members. Over the last 5 years the overall ratio of females to males has increased in the student, graduate and chartered categories with the January 2003 figures coming out at 36%, 32% and 11% respectively.

In relation to Membership grade the Chartered category has the highest representation with student representation coming second. Representation within the other categories is low. In addition to the membership banding the RIBA does also cover some information in relation to members' circumstances such as taking a career break, being unemployed, retired etc.

In addition to the membership profile, the RIBA does also commission annual education statistics. Mirza and Nacey's latest report is the 2006-2007 one. The report includes some data on ethnicity. This information is referred to in the section on education.

RICS Royal Institution of Chartered Surveyors

The RICS produces data that covers gender, ethnicity, region and some information on the type or circumstances of members. The most recent statistics were produced in June 2008. We have inferred that the statistics relating to ethnic origin are on the basis of a sample survey or reflect a response rate, as the totals are rather less than the overall total number of members covered in the other categories. There are also some less pronounced differences in the totals covering other categories.

**RICS
cont...**

The gender ratio at present is 10.1% female representation versus 89.9% male. The RICS is one of the few organisations to record ethnicity and in some detail. Although this is not a like for like statistic, it is interesting to note that members over the age of 91 outnumber Black Caribbean members. Of Minority Ethnic groups, members of Chinese descent are represented in excess of their representation in the population at 5.73%. This appears to be the case for a number of the construction disciplines. The representation of a number of other ethnic groups is well below their representation in the population at large. For instance Bangladeshis account for only 0.3% of the profession and people in the 'Black Caribbean' category are 0.28% and outnumbered by Black African at 0.55% of the total. People of Pakistani descent again have very low representation at 0.11%. The general conclusion is that with the exception of Chinese members, visible minorities have extremely low representation. White members account for 92% of the total.

The RICS has a wide age range running from 21 to over 91. 462 members are aged 91 or over. 382 members are described as invalid. The 36 to 60 age bands have the highest representation of members.

**RTPI
Royal Town Planning Institute**

The RTPI, relative to some of the other institutes, produces more detailed statistics covering gender, ethnicity, age, grade and region.

In terms of gender, the RTPI compares relatively well with some of the other institutes with female representation standing at 31%. This represents an 8% increase from 1996. The gender/age statistics infer an ongoing increase in female representation. In the overall 18-25 age range women represent 51% and in the 26-30 age band 47%. Female representation decreases within each age band compared to males with the lowest representation ratios in the 51-55 and the 61-65 age band at 16% and then 9% respectively.

At the student, technical, licentiate grades there is almost parity between females and males. At membership level the representation is more or less in line with the overall percentage, however there is significant disparity at the Fellowship grade where women represent only 5.8% of the total. There are no Fellows in the age ranges up to age 45 and only one in the age range 46-50. The largest cohort of Fellows appear to be in the over 60's. This may imply that planners are by and large no longer seeking to become Fellows.

Of the overall UK total, the ethnic background of 7.22% of members is unknown and a further 0.34% of members are described as 'Other'. Of the remainder just over 90.4% of RTPI members are described as White. BAMEs are generally underrepresented, in particular Asian and African/Afro-Caribbean at 1.03% and 0.58% respectively and there is only 1 declared Gypsy/Roma in the entire membership. People of Chinese background represent 0.52% of the total. The Fellowship and Technical Grades are all either White, Other or not known. The 12 Legal Members are all white. In terms of percentages the grades where BAMEs are best represented are in the student grades.

Non construction related professional bodies

The disciplines of medicine and law have been selected because there have been far more advances in terms of representation. Whilst it is evident that there are a number of interest groups within construction institutes which are pushing for change, it is safe to say that both the medical and law institutes have made further progress in mainstreaming change. All the legal and medical organisations generally seemed much clearer about the location of relevant data and this is contrary to the responses of some (not all) of the construction institutes. It is evident from the legal and medical websites that equalities and diversity are given a high profile.

Medicine British Medical Association

There are quite comprehensive statistics on the BMA and other medical professions. The Statistics reviewed here are from the Information Centre 2008 report and tables. These statistics relate to medical and dental staff in hospitals and community health services.

Between 1997 and 2007 the number of female staff has increased significantly by 62% and this has had an impact on the gender balance as there has not been an equivalent increase in the number of males. Whereas in many of the profiles presented in the report it is clear that at senior levels there is a sparsity of women and a lack of evidence to show advances in career or seniority, there has been an increase in the percentage of female consultants. This has risen from 21% in 1997 to 28% in 2007. At 2007 65% of females and 85% of all male consultants were full time. There are quite significant divergences in relation to gender and speciality. Women have achieved numerical parity with males in Public Health Medicine and Community Health Service. However their representation in surgical specialism is very low at 8%. Female doctors account for 44% at the registrar grade. The number of doctors training is 47% and the figures generally indicate that women will constitute increasing ratios in more senior positions.

A significant number of doctors qualified outside the European Economic Area (EEA) and now represent 31% of the total. Over half of these remain in training grades and it is anticipated that many will not stay in the UK after completing training.

The Information Centre has achieved high response rates in their surveys and in 2007 there was a 93% response to the questions relating to ethnicity. In the 2008 survey they have revisited the categories and brought them into line with those set out in the 2001 Census. They also include the previous categories. BAME groups have a relatively high representation in the medical and dental staff disciplines as a whole and this has increased. In 1997 BMEs (the term used then) were 29% and in 2007 39% of the total. There is a drop in representation of BMEs at consultant level where they represent 24% of consultants. BAME doctors in training constitute 43% of trainees and the previous year this was 50%. Whilst the representation of BAME doctors is relatively high overall, there are marked differences between different ethnic groups and it is Asian or British Asians who have achieved the highest relative to representation in the national population. For instance this group constitutes 26% of all staff and 15% of consultants. Black and Black British represent 2% and 3% of these categories respectively.

In the GP sector female practitioners constituted 42% of the workforce (The Information Centre 2008) and female representation has increased noticeably from 1997 when they represented 31% of the workforce.

The Information Centre does not provide information on ethnicity in relation to GPs.

There have been changes to the age profile. In 1997 the 35-39 age band were the largest group whereas in 2007 the 45-49 age is now the largest and the main representation of GP occurs between 40 and 54. By the 60-64 year age group there is a significant fall off.

Law

Law Society

As with the medical profession the legal profession has achieved a rather more diverse profile than counterparts in the construction industry. The Law Society has been proactive in promoting equalities and provides funding to support this. The Law Society provides an overview in 'Trends in the solicitor's profession: Annual statistical report 2007' (Cole 2007)

Women constitute 43.4% of solicitors holding certificates and their number since 1997 has increased by 100.6%. There is a slight difference in the percentages of men working in private practice compared to women. 79% of male solicitors and 72.4% of female solicitors work in private practice. The gender age profile is relatively close compared to some of the information from some of the construction institutes and the average age of women in private practice was 36.9 and men 44.1. A graph showing women against the total shows a progressive increase from the mid 1980s to 2007. Before that, progress was very slow and women were barely featuring within the profession. The area where inequalities and differences really start to feature is the career progression. 49.9% of male solicitors are partners as opposed to 21.8% of women. Women outnumber men at the Assistant solicitor level and 49.7% of females are at this level versus 22.6% of men. Women do however appear to be catching up.

Minority ethnic groups represent 10.1% of all solicitors, 9.5% of solicitors with practising certificates and 9.15% of solicitors in private practice. There tends to be a concentration of MEs in London. 50.3% of MEs work there. The next largest grouping is in the Midlands. The North East, Wales and the South West appear to have the lowest numbers of MEs. African Caribbeans appear to have the lowest representation in relation to that within the national population at 0.65% on the roll and 0.68% with a practise certificate. Minority ethnic groups lag behind white solicitors at partner level with 40% of white solicitors and only 25.8% MEs achieving this level. A greater percentage if MEs are sole practitioners at 8.4% of MEs versus 5% of white solicitors.

An area which is currently being reviewed by the Law Society is pay. At present there is a 7.6% disparity between male and female solicitors and between white and BAME solicitors the disparity widens to 17% (Law Society 2008).

As with the other institutes the Law Society does not hold statistics on other groups. It does however have a Group for Solicitors with disabilities which has 350 members and also a group relating to sexual orientation. There are also groups for women and the Society of Black Lawyers.

Bar Council

As with the Law Society the Bar Council has been taking positive steps in an attempt to increase diversity and this is evident from some of the profiles in terms of those entering the bar. Quite detailed data is held, which enables some scrutiny for instance of ethnicity in relation to gender, and it is apparent that there are some differences when ethnicity together with gender is taken into account. The gender

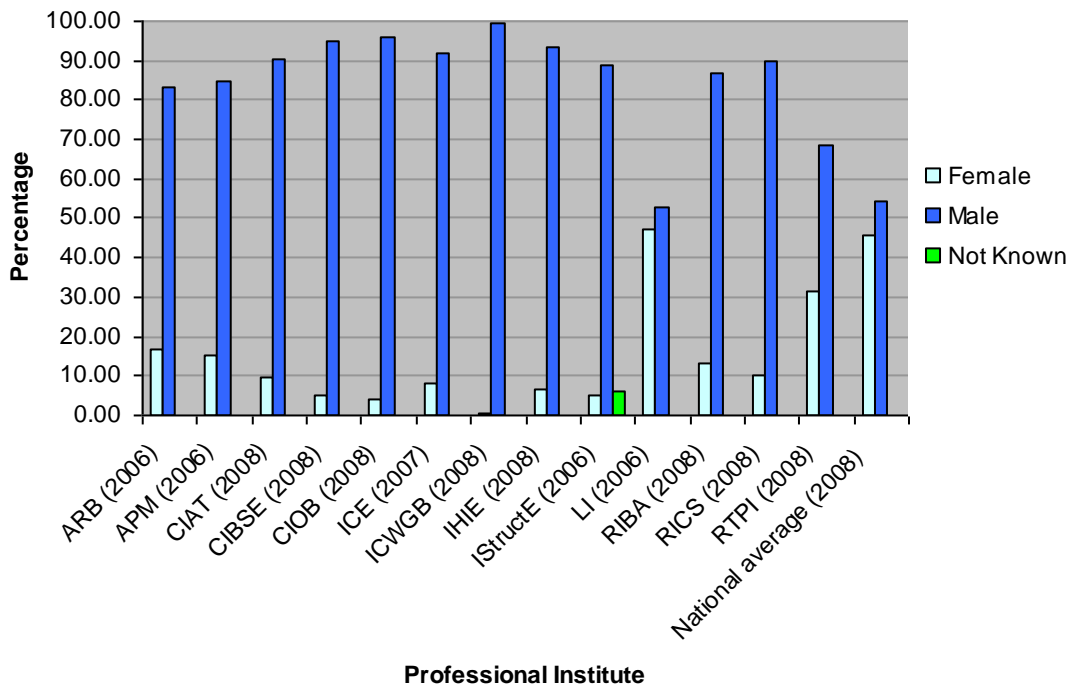
figures alone, as with a number of other institutes, show virtual parity at the commencement of career and in fact at pupillage level in 2007 females outnumber males at 52% of the total. In 2006 females also outstripped their male counterparts in being called to the bar at 50.6% of the total. An imbalance between the sexes begins to occur at the higher levels and also in the self employed category where women only constitute 34% of the total. At the Queen's Council (QC) self employed level the gender differential is significant with women only representing 9.5% of QCs. Within the judiciary at the district level women are more prominent for instance 28.1% of family division judges are women as are 23.7% of district judges. At the level of Lords of Appeal out of a total of 12 lords only one is a woman.

Despite progress in many areas of the legal professions there are some concerns. In an article 'Writ Large Judicial diversity goes into reverse' Marcel Berlins (Guardian May 19th 2008) highlights the fact that the percentages of women and ethnic minorities entering the judiciary were falling. In another article 'First 10 high court judges under new diversity rules' Clare Dyer (January 28th 2008) points out that 10 out of 10 appointments since September 2007 are white males.

Comparative Information

The following graphs show data gathered from across the construction industry from the different professional institutes. The data from each institute has been collected at slightly different times and in different ways so the information should be read with caution. However the comparisons are still worth making.

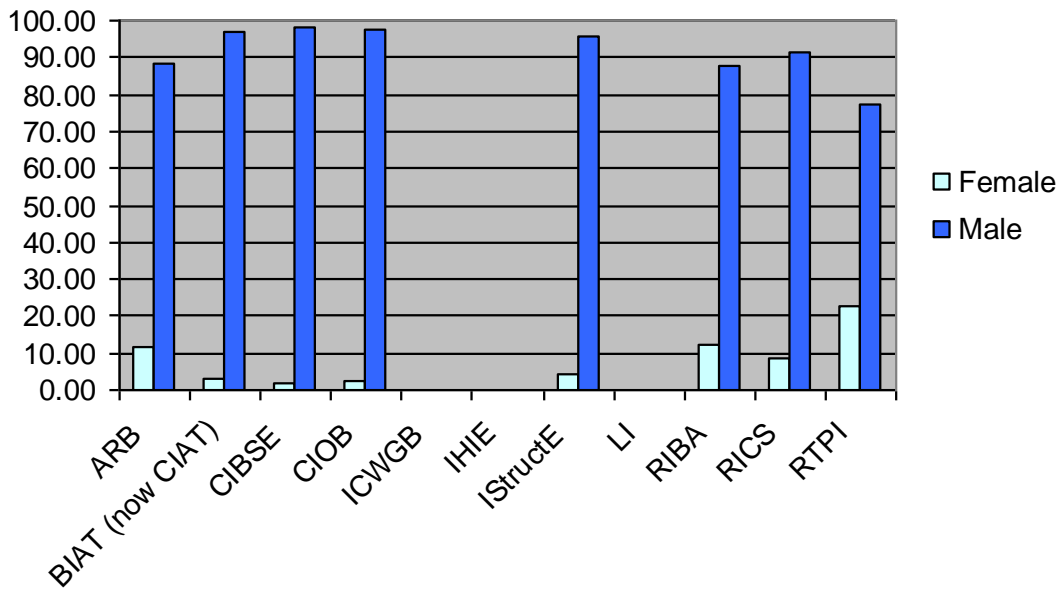
Membership of the Construction Professions by Gender, 2006 to 2008



(Source: Data gathered from the Institutes, 2008)

The graph above shows clearly that the construction industry remains a predominantly male dominated industry. It is only in the Landscape Institute that the ratios are comparable to the national averages for employment. The RTPI in second place has a better level of female representation than the general construction industry overall at 31%, whereas the ICWGB has just 6 female members out of 1685 members. Excluding the Landscape Institute and the RTPI, all of the construction industry institutes have less than 20% female representation and the majority of the institutes have female membership at below 10%.

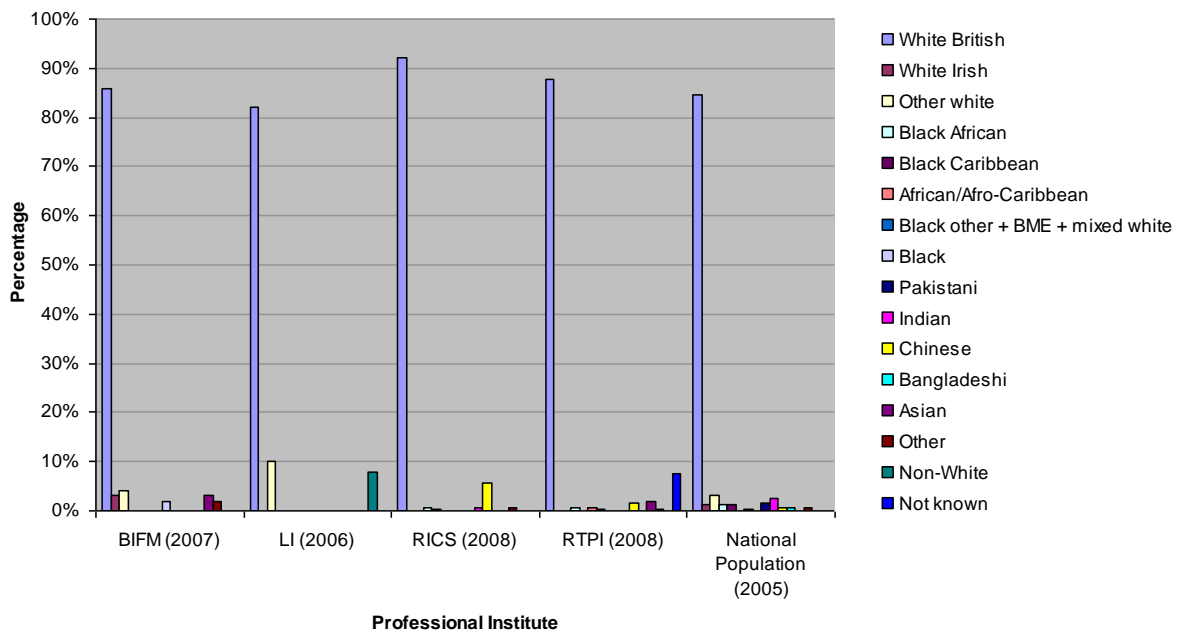
Membership of the Construction Professions by Gender 1996



(Source: Greed, 1999 Social Town Planning)

Data from 10 years previously seen in the graph above shows a similar trend, showing that the numbers of women in the construction industry is increasing ever so slowly. There seems to be evidence of a critical mass of female members in the RTPI which has attracted more women into the profession so that the RTPI which had the highest representation of female members also saw the biggest rise in female membership over the 10 year period.

Membership of the Construction Industry Professions by Ethnicity



(Source: Data gathered from the Institutes, 2008)

The above chart illustrates how few institutes keep records and also just how insignificant a part many BAMEs play in the construction industry professions.

Higher Education

Timeline: Higher Education and Gender

- 1862 London University rejects admission of women to take degrees by one vote
- 1866 Elizabeth Garrett qualifies as a physician
- 1878 London University Examinations opened to women
- 1884 Oxford University follows suit
- 1920 Cambridge University rejects admission of women
- 1920 Oxford University permits women to graduate
- 1948 Cambridge University admits women to full membership prior to that they could only receive a certificate to confirm their degree. A 20% quota is imposed.

(MC Bradbrook 1969)

It is not the purpose of this report to go through the historic background of Higher Education within the UK in detail and in any case there are differences in the way education has developed in the various countries constituting the United Kingdom. For instance Scotland has historically had a rather more inclusive education system than England. However a brief timeline has been included above which shows some key episodes on the path to achieving equality in higher education. It is a long time ago that Elizabeth Garrett qualified as a physician and became the first woman doctor in the UK after overcoming significant opposition. However there are still women alive today who sat the Cambridge University exams prior to 1947 and were not allowed to receive their degrees in the formal degree ceremonies and gain full membership despite some outstanding academic results.

Whilst things have moved on and in theory higher education is open to all who achieve the required academic level, there are still disparities in educational paths which in part relate to socio economic, gender factors etc. The document 'Widening Participation in Higher Education' (Department for Education and Skills (DES) 2003 states that the gap between *'those in higher and lower social classes has grown'* and that in fact the gap in 1960 was less than it is now. There are clearly still issues relating to access to and progress within Higher Education. Investigations have revealed that socio economic background is not the only factor pertaining to participation and most of the diversity categories covered in this report raise issues in relation to HE. For instance the CRE 2007 reported on ethnically divergent university entrant profiles and stated:

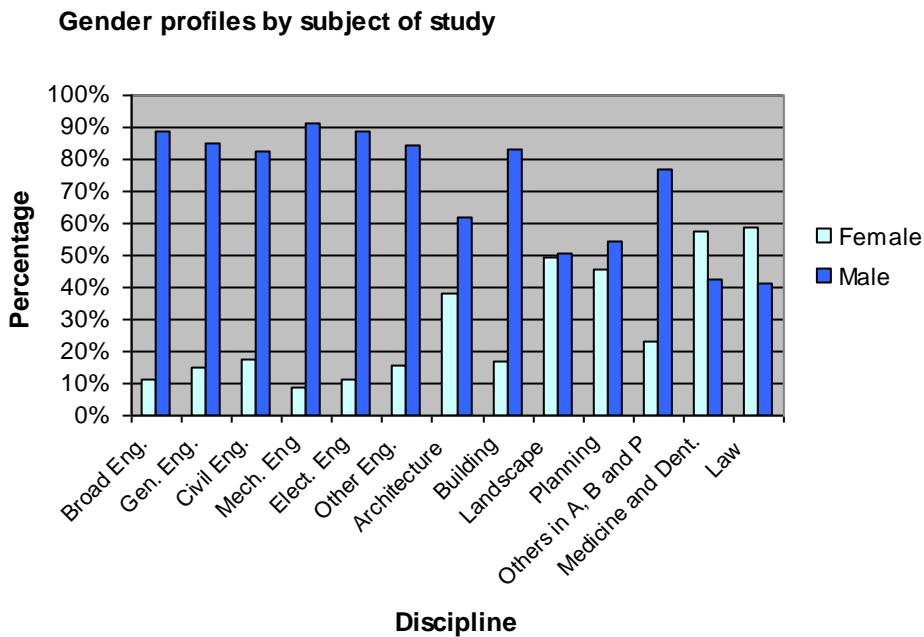
"During 2004/5, 18% of all accepted applicants to undergraduate HE courses were ethnic minority students. Students of Indian origin made up the largest number of non-white undergraduates (4.4 %). There are 53 higher education institutions with less than 5% ethnic minority students. About 20 have more than 40%. Half of the Russell Group universities have fewer than 30 black students of Caribbean origin each, and there are more black Caribbean students at London Metropolitan University than at the whole of the Russell Group put together. During 2005/6, there was an 11.6% increase in the number of UK based black students who registered for a first degree, but this group still accounts for only 5% of the total student population." (CRE 2007)

Education and construction disciplines

Most of the statistics covered here are from HESA (Higher Education Statistics Agency). UCAS' (Universities and Colleges Admissions Service) statistics which cover application, acceptances and entrance to HE has also been referred to.

The way in which disciplines are grouped and the fact that there are some omissions means that it has not been possible to provide a precise overview of HE subjects relating to construction disciplines and diversity. However an outline of the current state of play is given. In addition to the HESA data some other issues have been identified and discussed in relation to diversity. The tables and charts below illustrate some of the issues raised and provide a profile.

Gender



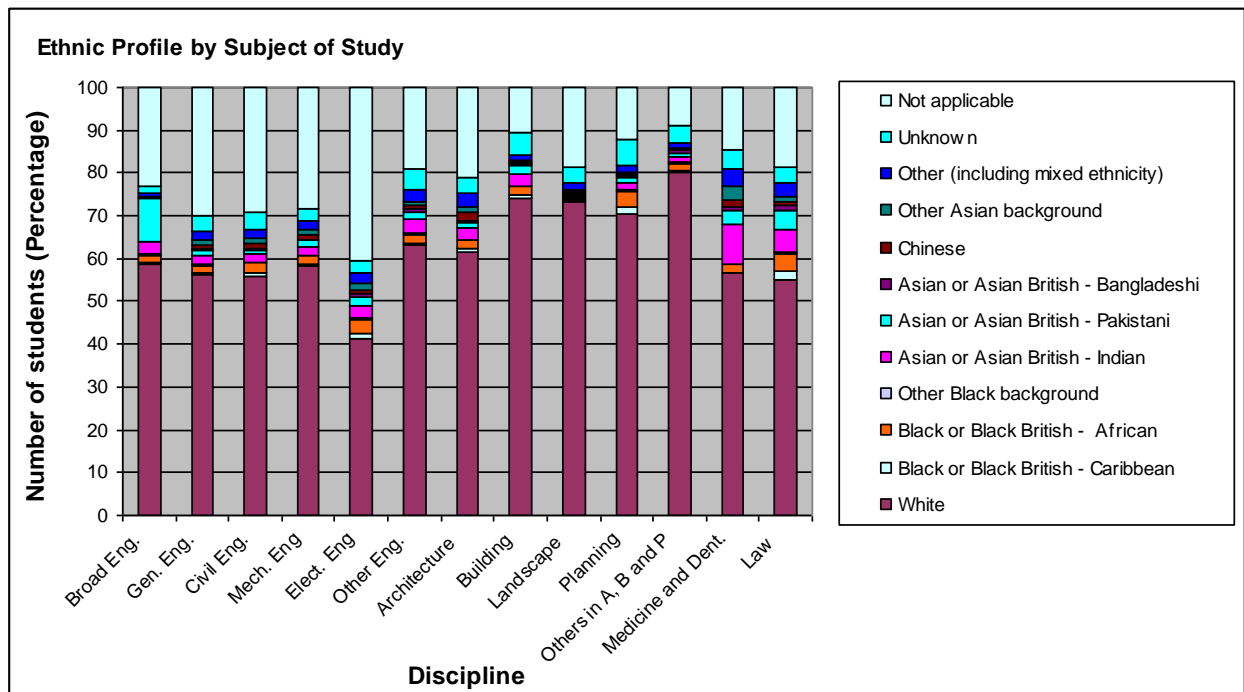
(Source HESA 2006/7)

The chart above describes the gender breakdown of students enrolled on courses in 2006/7. What this demonstrates (and is supported by the research generally) is that with the exception of landscape and planning courses there are still significant disparities in gender representation. In addition, in all subject areas apart from landscape and planning, the construction disciplines show considerably lower representation of females than in medicine, dentistry and law. The subject area where women are least represented is mechanical engineering followed by electrical engineering.

In the subject of law it is interesting to note that more women achieved first class or upper second degrees than men: 57.6% versus 51.5%. The enrolment figures for 2007 indicate an increasingly diverse profile with 62.7% female admission. (HESA 2006/7)

The RIBA Education annual Statistics give an overview of female progression in architectural education. All but one of the schools of architecture responded to the most recent 2006-2007 survey. The figures indicate that the percentage of women starting architecture courses has increased from 39% in 2005-2006 to 42%. The percentage of women starting Part 2 drops to 34% which is on a par for the previous 3 years. Those passing Part 3 only constitute 28% and this is down on the previous 2 year's figures which were 31%. This may give cause for concern.

Ethnicity



(Source HESA 2006/7)

The chart above records the ethnic profile of students enrolled on courses in 2006/7. It indicates that there are a number of notable differences across the construction subject bands with regards to ethnicity, with landscape courses presenting the lowest percentage of BAMEs, and electrical engineering the largest percentage of identifiable construction disciplines. Law and Medicine and Dentistry show a broader ethnic profile than the majority of the construction profession disciplines.

Whilst some of the disciplines show quite high ratios of BAME students relatively, for instance the RIBA education statistic 2006-2007 showed that BAMEs and others represented 22% of entrants to schools versus 78% who were White; there is clear disparity in progression. The concerns in relation to BAME students are not so much in the initial representation at entry but what happens after compared to their White counterparts. For instance the percentage of Black/Black British entering schools of architecture is 3.9% and for Asian/Asian British 8.4% (RIBA 2006-7). These figures drop to 2.5% and 4.6% of all students passing Part 1 (RIBA 2006-7). The CABE 2002 and 2005 studies highlighted differences in degree classifications with BAME students achieving noticeably lower results.

As with gender the admissions figures for law show a high entry rate at 30.7% for BAME students. This is higher than the percentage of BAME students who are currently enrolled on law courses and therefore also suggests an upward trajectory.

Disability

In terms of disability, the HESA statistics highlight low representation of disabled students across the disciplines. The representation highlights the higher proportion of dyslexic students in landscape (7% of the total number of students) and in architecture (5% of the total).

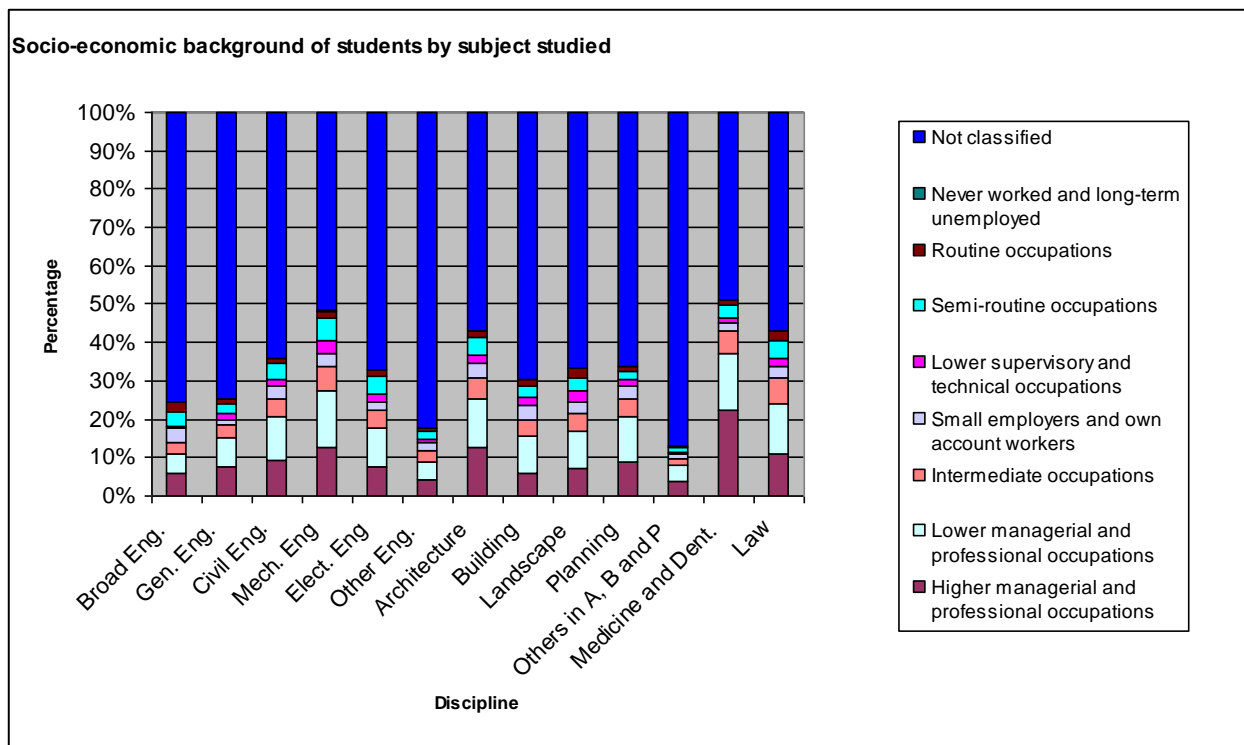
Principal Subject	No known disability	Dyslexia	Blind/are partially sighted	Deaf/have a hearing impairment	Wheelchair user/have mobility difficulties	Personal care support	Mental health difficulties	An unseen disability, eg diabetes, epilepsy, asthma	Multiple disabilities	A disability not listed above	Autistic Spectrum Disorder	Not known/sought
Broad Eng.	210	10	0	0	0	0	0	0	0	0	0	0
Gen. Eng.	16950	515	25	40	30	5	40	155	95	100	10	3705
Civil Eng.	20645	640	40	50	20	0	20	215	50	100	10	320
Mech. Eng.	21105	840	25	45	15	0	20	190	50	130	5	165
Elect. Eng.	30350	850	55	50	40	5	70	305	85	180	25	335
Other Eng.	1135	30	0	5	0	0	0	10	10	5	0	130
Architecture	18430	1050	25	65	40	5	40	210	45	115	5	265
Building	22285	830	40	60	40	5	25	230	50	105	5	315
Landscape	1660	125	0	10	0	0	5	30	10	25	0	10
Planning	10930	520	20	30	20	5	15	155	30	65	5	290
Others in A, B and P	2110	65	5	5	0	0	5	20	5	5	0	45
Medicine and Dent.	59615	1270	45	120	60	0	75	590	65	255	5	1145
Law	81360	1625	210	195	285	10	295	1100	550	830	30	4360

Numbers rounded to the nearest 5 in line with HESA requirements.

(Source HESA 2006/7)

Socio-Economic Background

The information on socio-economic background tells us the kinds of backgrounds that students in construction are coming from. Where their backgrounds are disclosed, the majority of students seem to be coming from the higher socio-economic groups of higher and lower management and professional occupations. Only medicine stands out as having a significantly higher proportion of students from the highest socio-economic group, whereas the majority of students in disciplines allied to the construction industry come from the lower management and professional occupations, with the exception of architecture which draws equally from the higher management and professional groups.



(Source HESA 2006/7)

The information that can be extracted from the socio economic profile is perhaps less clear than other categories because of the extent of the 'not classified' ratio.

There are a number of issues raised by studies such as CABE 2005 and Wilkinson and Hoxley that beg questions about access to some of the construction disciplines for some groups which include people from less privileged socio economic groups, BAMEs etc. There are some key factors affecting most construction subject streams namely:

- they are not specifically taught in schools and consequently they may not necessarily be subjects that are sufficiently known about;
- they are traditionally gendered;
- there are still concerns that career advice is running along stereotyped lines;
- some subjects such as architecture are entered by students who often are related to or closely know someone in that discipline;
- the construction professions are not known to create inclusive working environments and this may feed down to academic choices;

One particular discipline does appear to be facing problems. Since 1994 the RICS has seen a significant decline in the number of students (Wilkinson and Hoxley 2005). Between 1994 and 2001 surveying student numbers dropped from 4,700 to 2,400. This was during a period where student numbers were increasing and where widening participation was considered a priority. Wilkinson and Hoxley cite the opinion of Williams (2002) in the Estates Gazette Vol. September 2002 that *'low starting graduate salaries, lack of publicity and awareness of surveying as a career, and poor public image were factors affecting recruitment.'* It may be that surveying was not seen as a particularly enticing career path. In addition to the problem of low recruitment, there were also issues about the quality of graduating students.

Part of the RICS response, in an attempt to improve standards, was to increase the entry requirements and to reduce the opportunity for applicants with non traditional qualifications to enter courses. There has been a debate since that this has further reduced the pool of suitable applicants. From 2001 to 2003 there appears to have been an ongoing decrease in recruitment

to building surveying courses. The fact that nearly all the graduating students went on to become chartered surveyors, by inference meeting the expected standards, means that the ongoing problem does appear to be at the entry stage. The Wilkinson and Hoxley study involved approaching all building surveying university course leaders in the UK with a questionnaire. A 50% response rate was achieved. It is clear from the findings that some strong opinions were voiced about the RICS imposed changes. Whilst the target of improving the standard of graduates seemed to be being achieved, Wilkinson and Hoxley sum up the more negative views expressed thus:

'The perception that the RICS education policy "discriminates" against students by not benchmarking graduate output or attainment as a measure of entry into the profession is, in the current climate of widening participation in education, a move which does take the RICS away from current prevailing attitudes. The BS faculty should take note of the view which felt that building surveyors will break away from the RICS and/or move to the ABE, a move which could undermine the building surveying position within RICS in the future.'

Key Conclusions and Recommendations

The main finding from the research is how far off achieving diversity the construction profession is. There is a lack of consistency in the way data is gathered. In the case of some institutes there was a signal lack of commitment to achieving a more diverse profile and this is reflected both in lack of availability of information and in the poor response in some cases. It is evident that work needs to be done to catch up with the legal and medical professions and to take a far more proactive mainstreamed stance where there is appropriately detailed gathering and monitoring of the profile of the construction. It is clear that despite the number of interest groups and people who are trying to move the professions forward there are evidently obstacles still in place.

The main recommendations are that more detailed research into the construction professions continues. Also that the institutes should be encouraged to agree and adopt more consistent statistics with more detailed categories to enable them to properly assess whether they are sufficiently diverse and attracting and retaining the full pool of talent available. A cross-disciplinary professional body such as the CIC could potentially be the guiding force in driving this forward. In particular the CIC could provide guidance on the format and categories of data that it recommends the institutes collect. The CIC could then gather, collate and publish this information on its website. In addition the CIC could prompt the institutes for diversity strategy statements which could also be published or linked on the CIC website. This public information could provide the spur for institutes to effect change.

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CIC Members

CIC MEMBERS

ABE	Association of Building Engineers
APM	Association for Project Management
APS	Association for Project Safety
BIFM	British Institute of Facilities Management
CIAT	Chartered Institute of Architectural Technologists
CIBSE	Chartered Institution of Building Services Engineers
CIOB	Chartered Institute of Building
ICE	Institution of Civil Engineers
ICWGB	Institute of Clerks of Works of Great Britain
IHIE	Institute of Highways Incorporated Engineers
IMBM	Institute of Maintenance and Building Management
IPHE	Institute of Plumbing & Heating Engineering
IStructE	Institution of Structural Engineers
LI	Landscape Institute
RIBA	Royal Institute of British Architects
RICS	Royal Institution of Chartered Surveyors
RTPI	Royal Town Planning Institute

Other organisations engaged on or which have been engaged on work related to the construction disciplines and equalities issues

AFC	Architects for Change (RIBA)
ARCHAOS	National Architecture Student Association
CABE	Commission for Architecture and the Built Environment
CAE	Centre for Accessible Environments
CEBE	Centre for Education and the Built Environment
CIC	Construction Industry Council
CITB	Construction Industry Training Board
CWSET	Committee on Women in Science, Engineering and Technology
ETF	Equalities Task Force (RIBA) (now reverted to AFC)
LEOF	London Equal Opportunities Federation.
NGRF	National Guidance Research Forum
SOBA	Society of Black Architects
WDS	Women's Design Service
WES	Women's Engineering Society
WIA	Women in Architecture
WIP	Women in Property

Contact details: Institutes

Acronym	Institution	Web address	E-mail	Tel.	Postal Address
ABE	Association of Building Engineers	http://www.abe.org.uk/	building.engineers@abe.org.uk	+44(0)845 1261058	The Association of Building Engineers Lutyens House Billing Brook Road Weston Favell Northampton Northamptonshire NN3 8NW
APM	Association for Project Management	www.apm.org.uk/	info@apm.org.uk	+44 (0)845 4581944	Association for Project Management 150 West Wycombe Road High Wycombe Buckinghamshire HP12 3AE
APS	Association for Project Safety	www.associationforproject-safety.co.uk/	info@aps.org.uk	08456 121290 or +44 (0)131 3469020	APS Stanhope House 12 Stanhope Place Edinburgh EH12 5HH
BIFM	British Institute of Facilities Management	www.bifm.org.uk/	info@bifm.org.uk	+44 (0)845 0581356	BIFM Number One Building The Causeway Bishop's Stortford Hertfordshire CM23 2ER
CIAT	Chartered Institute of Architectural Technologists	www.ciat.org.uk/en/	info@ciat.org.uk	+44 (0)207 2782206	Chartered Institute of Architectural Technologists 397 City Road London EC1V 1NH
CIBSE	Chartered Institution of Building Services Engineers	www.cibse.org/	http://www.cibse.org/index.cfm?go=about.feedback	+44 (0)20 8675 5211	CIBSE 222 Balham High Road London SW12 9BS

CIOB	Chartered Institute of Building	www.ciob.org.uk/	reception@ciob.org.uk	+44 (0)134 4630700	Chartered Institute of Building Englemere Kings Ride Ascot Berkshire SL5 7TB
ICE	Institution of Civil Engineers	www.ice.org.uk/	communications@ice.org.uk	+44 (0)20 7222 7722	Institution of Civil Engineers One Great George Street Westminster London SW1P 3AA
ICWGB	Institute of Clerks of Works of Great Britain	www.icwgb.org/	info@icwgb.co.uk	+44 (0)173 3405160	Institute of Clerks of Works of Great Britain Equinox 28 Commerce Road Lynch Wood Peterborough PE2 6LR
IHIE	Institute of Highways Incorporated Engineers	www.ihie.org.uk/	secretary@ihie.org.uk	+44 (0)207 4367487	Institute of Highway Incorporated Engineers De Morgan House 58 Russell Square London WC1B 4HS
IMBM	Institute of Maintenance and Building Management	www.imbm.org.uk/			See ABE
IPHE	Institute of Plumbing & Heating Engineering	www.iphe.org.uk/	info@ciphe.org.uk	+44 (0)1708 472791	
IStructE	Institution of Structural Engineers	www.istructe.org/	http://www.istructe.org/contact/index.asp	+44 (0)207 2354535	The Institution of Structural Engineers 11 Upper Belgrave Street London SW1X 8BH

LI	Landscape Institute	www.landscapeinstitute.org/	mail@landscapeinstitute.org	+44 (0)207 2994500	Landscape Institute 33 Great Portland Street London W1W 8QG
RIBA	Royal Institute of British Architects	www.architecture.com/	info@inst.riba.org	+44 (0)207 5805533	RIBA 66, Portland Place London W1B 1AD
RICS	Royal Institution of Chartered Surveyors	www.rics.org/	contactrics@rics.org	+44 (0)870 3331600	RICS Contact Centre Surveyor Court Westwood Way Coventry CV4 8JE
RTPI	Royal Town Planning Institute	www.rtpi.org.uk/	online@rtpi.org.uk	+44 (0)207 9299494	The Royal Town Planning Institute 41 Botolph Lane London EC3R 8DL

Contact details: Other organisations/interest groups

Acronym	Organisation/interest group	Web address	E-mail	Tel.	Postal Address
AFC	Architects for Change (RIBA)	http://www.architecture.com/TheRIBA/WhatTheRIBADoes/Policy/EqualityAndDiversity/ArchitectsForChange.aspx	c/o lucie.gibson@inst.riba.org	+44 (0)207 3073625	RIBA Education Department RIBA 66, Portland Place London W1B 1AD
ARCHAOS	National Architecture Student Association	http://www.archaos.org/about/contact.html			
CABE	Commission for Architecture and the Built Environment	http://www.cabe.org.uk/default.aspx?contentitemid=1		+44 (0)207 0706700	Commission for Architecture and the Built Environment 1 Kemble Street London WC2B 4AN

CAE	Centre for Accessible Environments	http://www.cae.org.uk/	info@cae.org.uk	+44 (0)207 8400125	CAE 70 South Lambeth Road Vauxhall London SW8 1RL
CEBE	Centre for Education and the Built Environment	http://www.cebe.heacademy.ac.uk/	cebe@heacademy.ac.uk	+44 (0)292 0874600	Centre for Education in the Built Environment Bute Building King Edward VII Avenue Cardiff CF10 3NB
CIC	Construction Industry Council	http://www.cic.org.uk/home/index.shtml	info@cic.org.uk	+44 (0)207 3997400	Construction Industry Council 26 Store Street London WC1E 7BT
CITB	Construction Industry Training Board	http://www.citb.co.uk/	callcentre@cskills.org	+44 (0)148 5577577	Construction Skills Bircham Newton Kings Lynn Norfolk PE31 6RH
CWSET	Committee on Women in Science, Engineering and Technology				
ETF	Equalities Task Force (RIBA) (now reverted to AFC)	See AFC above			
LEOF	London Equal Opportunities Federation.	http://www.leof.org/default.php4	enquiries@leof.org	+44 (0)207 2377700	LEOF Ltd Ground Floor Offices 95 Elgar Street Rotherhithe London SE16 7QW
NGRF	National Guidance Research Forum	http://www.guidance-research.org/			
SOBA	Society of Black Architects	See AFC above			

WDS	Women's Design Service	http://www.wds.org.uk/index.htm	info@wds.org.uk	+44 (0)207 4905210	Women's Design Service Third Floor Tindlemanor 52-54, Featherstone Street London EC1Y 8RT
WES	Women's Engineering Society	http://www.wes.org.uk/		+44 (0)143 8765506	The Women's Engineering Society c/o The IET Michael Faraday House Six Hills Way Stevenage Hertfordshire SG1 2AY
WIA	Women in Architecture	http://www.diversecity-architects.com/WIA/wia.htm			
WIP	Women in Property	http://www.wipnet.org/		+44 (0)20 76034746	