

Gathering21

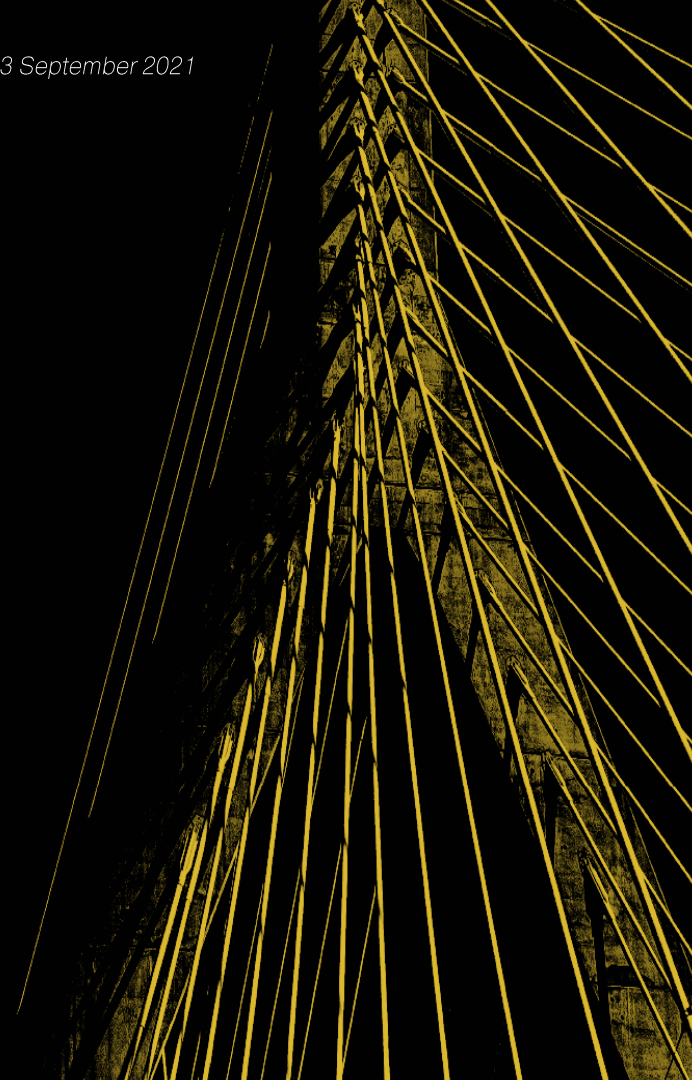
Construction Innovations
for Future Generations

CitA

Day Three

Thursday 23rd September 2021

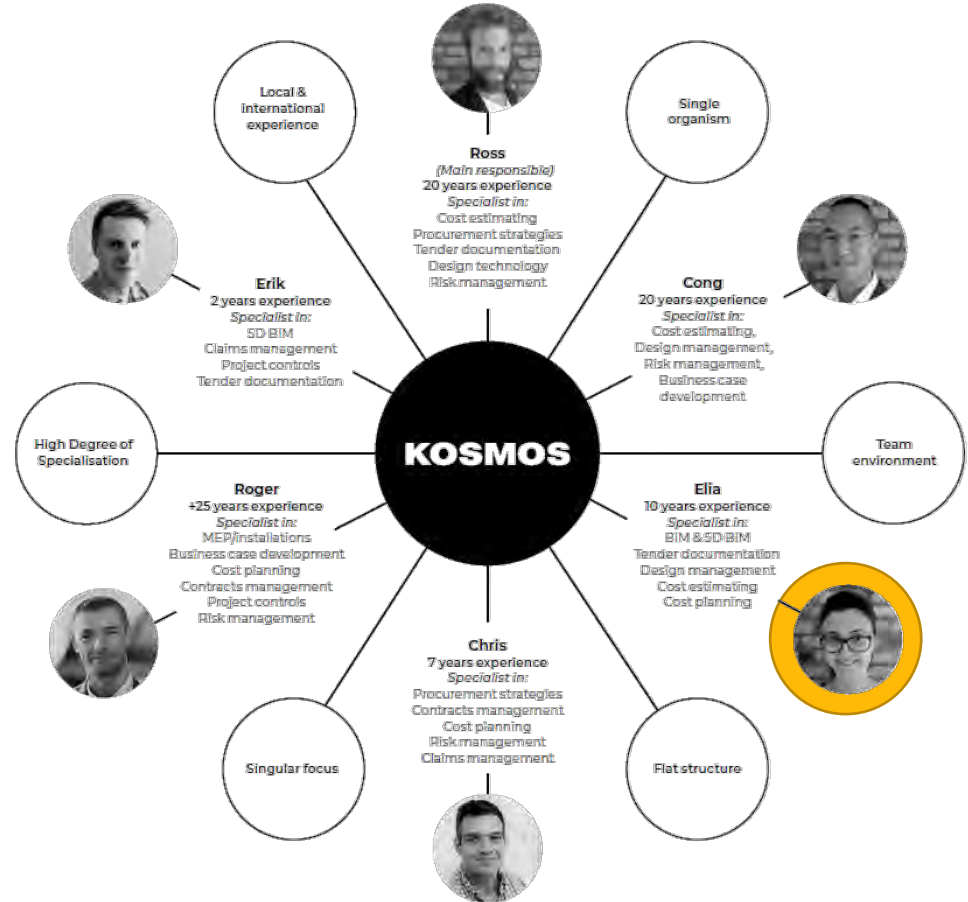
Diversity in digital construction and BIM



Under-representation in construction:

As a foreign young female working in construction, I have been, and still am:

- The only **female** in the Quantity Surveying team.
- A **foreigner** working in a country which language I do not excel at.
- The **only Quantity surveyor** in the project.
- The **youngest** in the company.





Gender

breaking into an industry dominated mostly by tradition, mostly driven by men, and very local and national



Background

is an integrated collaborative approach to designing to cost, as well as continuous cost follow up & control



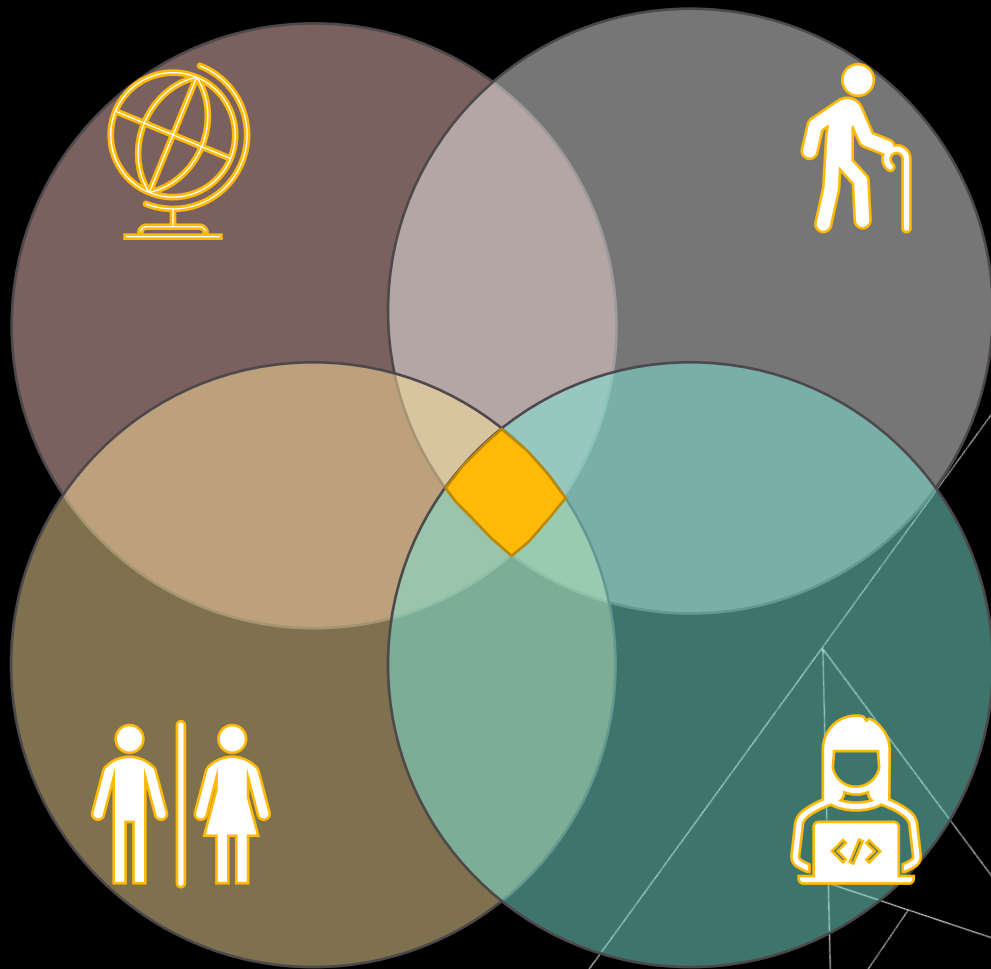
Age

is an integrated collaborative approach to designing to cost, as well as continuous cost follow up & control



Different profession

is an integrated collaborative approach to designing to cost, as well as continuous cost follow up & control

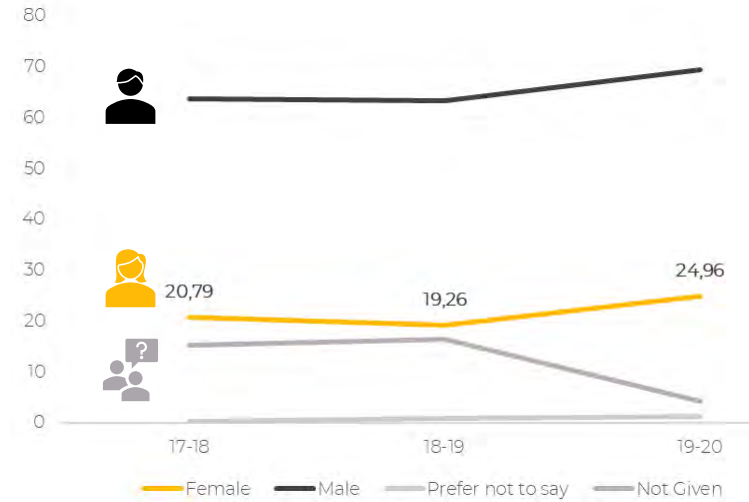


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Women Quantity Surveyors:

Taking as reference attendees to RICS conferences:

- The ratio of female attendees has **increased by 4% in the last 3 years**, but still remaining 3 times less than men.



15% of Quantity Surveyor qualified professionals are women, the % of women in the profession overall is **17%** (Global Data)

14% of newly qualified Quantity Surveyor are women, the % of women newly qualified is **24%** (Global YTD)

22% of Quantity Surveyor enrolments are by women, the % of women enrolling across the profession is **25%** (Global YTD)

Women Quantity Surveyors:

Numbers are improving, but the growth rate is still slow, at around 2% per year.

Women in RICS (Tompkins, 2020)



Women in BIM:

When someone or something is underrepresented, it makes it much more difficult to prove it is equally valid to what we consider “normal”.

It means you need to prove your value harder.

BIM
(Collaborative
environment)

Digital
transformation
strategies

Data
management in
construction

They are needed

It is going to be the future

Everybody knows it is coming

Most companies are already
investing on it

By logic, the benefit is clear

why and how they are valuable

Women in BIM:

In the very same way underrepresented minorities are always pre-judged, and it is needed to start proving harder than other professional bodies why and how you as an asset are as good as the socially accepted “norm”.

Do not fear the one who stands out in the project meeting room.

All Women who want to change their career, to consider BIM, digital transformation, and data management as options. And encourage them to visualize their presence in the industry.

All Quantity surveyors considering a career choice or shift, to embrace a digital process and begin their BIM environment experiences.

The more presence women have in the industry, the more other young women choosing their career paths will consider the profession.

Conclusion:

- Diversity in the workspace enriches the team by providing ***different perspectives, cultural backgrounds, skills and widens the mind*** of the team as a collective.
- ***Women are underrepresented in construction***, taking as a reference the profession of Quantity Surveyors.
- ***The more presence women have*** in the industry, and the more this fact is visualised, ***the more other young women*** choosing their career paths ***will consider the profession***.
- Same applies to other underrepresented collectives, minorities and new professional profiles, such as BIM specialists in all branches.

Elia González Salas – 20 September 2021

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23 September 2021



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5th CitA BIM Gathering Virtual Conference
21 - 23 September 2021