

[S.W.I.C]



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CENTRE FOR COMMUNITY EMPOWERMENT
AND SUSTAINABLE DEVELOPMENT

Strengthening Women in Construction aims to support equality in work and income distribution among women. The SWIC programme is designed to offer young women pre-apprenticeship training in class and on the job for specific skilled trades in the construction industry. It includes employability and workplace preparation to help women prepare for a predominately male work environment as well as to make them aware of employer expectations.



CAUSES

Gender diversity in the construction industry is shockingly poor. Women make up just 11% of the entire workforce, but even this figure includes many who work behind a desk, often in design, management or secretarial roles. On building sites themselves, it is estimated that 99% of workers are men.



Women face a gender wage gap. Across the world, women are in the lowest-paid work. Globally, they earn 23 percent less than men and at the current rate of progress; it will take 170 years to close the gap! 700 million fewer women than men are in paid work. Also, there is a perception that some traditionally male dominated skilled trades deter women from entering them.



Where they have some basic skills to set up an enterprise, they find it difficult as they face constraints ranging from extreme difficulty in accessing start-up capital, and hostile business environment- including non-supportive partners, and family.



Women only account for 9% of the construction work force in Nigeria, constantly challenged with the barriers of entry, development and retention.

Women have continued to be underrepresented and underutilized in construction industry sector which have been regarded traditionally as stereotypically "male" occupations.



SOLUTION:



Empower more women to learn employable skills along the construction value chain in order to gain entry into the construction sector and improve their livelihood.

Advocacy to Construction companies for a more supportive and unbiased role in promoting the entry of skilled and qualified women into the construction industry, and in so doing closing the inequality gap whilst fostering women economic self-sufficiency.



OUTCOME

25% increase in young women working in the construction sector.

SUSTAINABILITY:



A cooperative of young women in the construction sector is established, who continues to support, train, empower and identify more opportunities for female placements in the construction work sector.

PROJECT MODEL:

IMPACT



RECRUITMENT

300 women are recruited across the country from wide pool.



CAPACITY BUILDING

The women are trained on employable skills, also most successful are empowered to start.



PROCURE & DISTRIBUTE

A platform that trains, empowers and places the skilled women through a guiding channel is established for the construction companies to grow and have more manpower.



ECONOMIC

The gross development profit of the construction sector increases and more women can earn from their skilled labour.



SOCIAL

Gender equality is addressed and there is reduction in work stereotyping in the construction sector.



ENVIRONMENTAL

More women are placed in the key operations thereby reducing brain drain as well as human resource wastage.



SUPPORT

₦70,000

#70,000 as a social start-up fund to provide a woman construction tools.

₦45,000

#45,000 for intensive training to acquire skills on choice construction value chain

90%

We strive to ensure that 10% is used on administrative costs and 90% for our programs.

--- CONTACT US ---

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