

Survey Results Appendix



BUILDING WOMEN
How everyone in construction can win

A Survey of 302 women in construction.

Methodology

The data in this appendix was collected via a Google Forms questionnaire.

Women from the construction community were invited to participate in the research survey via social media platforms and posts on Faye Allen's LinkedIn (which was shared by many connections and reposted over 100 times receiving almost 20,000 impressions). It was also shared via email by Graeme Collie who shared it with almost 400 women in his network and Chirag Shah who again shared it to many women in his network.

The original post can be found here:

Original Post

https://www.linkedin.com/posts/fayeallen_womeninconstruction-construction-work-activity-7018479381303943168-z5AH?utm_source=share&utm_medium=member_desktop

75 reposts - 19,608 impressions

Original Post Wording

Calling 📞 all women in construction 🏗️ – I need your help!!

One of the things I love so much about construction is that it's so diverse, no two jobs are ever the same. One year you can be building a hospital and the next be involved in a huge infrastructure project or building a school or a ship (or like me, now often dealing with disputes on these projects!).

While I am passionate about the industry, and love encouraging the next generations into it with my STEM work, I know being a woman in construction is hardly ever an easy career path.

In 2021 I spoke at @LondonBuild on the diversity and inclusion stage. I met various women on the panels and attendees that day and it became clear to me that some of the same issues I've had in my career were still very much the same issues young women entering the industry now are facing. This cannot be right.

So, this 💡 lightbulb moment is where my book 📖 idea was born.

But it's not just a book to have a moan about issues that seem to keep happening to women year after year - NO! Things are changing (thankfully) but it's slow. In fact, research shows it will be years before we reach parity in construction.

My aim for this book is:

- to help women when they go through difficult issues in their career.
- to help women know they are not alone
- to provide guidance from other women in the sector who have experienced similar issues and dealt with difficult circumstances yet still managed to navigate their way through.

This book won't just be for women. It will help others in the industry who want to understand more about women's experiences in the construction industry, including the effects some of these experiences have had on them.

There is a huge retention issue with women in the industry meaning even if we attract women into the industry they often leave. This needs to change.

How does that happen you may ask? !?

Well, that's where the second part of my book comes in, I am going to showcase some of the brilliant male role models in the construction industry. Men who are true advocates, mentors and allies to women and who have helped

them in their careers and who are also driving for change. Men that will inspire others to do the same.

So, what do I need from you?

I need women in the industry to email me at fayeallen99@gmail.com and I will send you a questionnaire to complete.

All the information will be confidential and for my research.

If I want to ask you more, I'll contact you and we will discuss it.

Any experiences I use in the book will remain anonymous unless specifically agreed.

Please share this post with your networks so that we get as many women as possible involved in this research and truly make change happen for us and all those that come after us. I'm collating responses from now until the end of January 2023.

[#Construction](#) [#WomenInArchitecture](#) [#WomenInConstruction](#) [#Property](#)
[#Architecture](#) [#WomenInEngineering](#) [#BuiltEnvironment](#)

The post was also posted to various groups on LinkedIn as follows:

- Construction Law & Engineering Network
- Women in Construction & Trades
- Global Women's Engineering Network (GWEN)
- Women in Construction and Engineering UK
- Women in Construction UK.

Follow up posts were created and shared over the next 4 weeks in order to reach as many women as possible.

https://www.linkedin.com/posts/fayeallen_construction-womeninarchitecture-womeninconstruction-activity-7007977108450725889-WEkP?utm_source=share&utm_medium=member_desktop

https://www.linkedin.com/posts/fayeallen_womeninconstruction-construction-constructionindustry-activity-7028793704802873344-Eohr?utm_source=share&utm_medium=member_desktop

https://www.linkedin.com/posts/fayeallen_womeninconstruction-construction-constructionindustry-activity-7028793704802873344-Eohr?utm_source=share&utm_medium=member_desktop

43 reposts - 11,287 impressions

https://www.linkedin.com/posts/fayeallen_womeninconstruction-construction-work-activity-7018479381303943168-z5AH?utm_source=share&utm_medium=member_desktop

75 reposts - 19,608 impressions

Once participants confirmed they wanted to complete the questionnaire a link to the questionnaire was sent to the email they had provided.

A total of 515 survey questionnaires were sent out to women who requested the questionnaire. A total of 302 questionnaire responses were received and the participants are split as follows.

1. Age

Age of Participant	No Participants	%
19-24	11	3.64%
35-44	92	30.46%
25-34	82	27.15%
45-55	77	25.50%
55-65	35	11.59%
Under 18	1	0.33%
Over 65	3	1%
Did not answer	1	0.33%
Total	302	100%

2. Ethnicity

Ethnicity of Participant	No Participants	%
White	259	86%
Asian	16	5%
Other	9	3%
Black or African	14	5%
Middle Eastern or North African	4	1%
Total	302	100%

3. Occupation

Occupation of Participant	No Participants	%
Quantity surveyor/ Cost Consultant/ Commercial Manager etc	64	21.2%
Health and Safety	11	3.6%
Project/ Site/ Construction Management	90	29.8%
Structural/ Civil - Design and/ or Engineering	33	10.9%
Designer e.g. Architect/ Engineer	44	14.6%
Company Owner	16	5.3%
Supplier	2	0.7%
Quality/ Environmental/ Sustainability	14	4.6%
Director	22	7.3%
Trades	6	2.0%
Total	302	100%

4. How many years have you been working in the industry?

How many years have you been working in the construction industry?	No Participants	%
Under 5 years	34	11.26%
10 - 15 years	56	18.54%
5 - 10 years	68	22.52%
25+ years	65	21.52%
15 - 20 years	37	12.25%
20 - 25 years	42	13.91%
Total	302	100%

5. What is your current occupation level?

What is your current occupation level?	No Participants	%
Entry Level - Trainee or Assistant	24	7.95%
Middle Management (e.g. responsible for teams etc)	81	26.82%
Leadership Level (Senior Manager/Associate Director etc)	85	28.15%
Operative /Supervisory	30	9.93%
Senior Leadership Level (Director, Managing Director and above)	33	10.93%
Business Owner	27	8.94%
Other	22	7.30%
Total	302	100%

6. What type of company do you work for?

What type of company do you work for?	No Participants	%
Construction - Main Contractor	84	27.81%
Construction Consultancy - Project Management/ Quantity Surveying Practice	63	20.86%
Construction Consultancy - Surveying (Quantity/ Building etc)	18	5.96%
Construction – Subcontractor	24	7.95%
Construction - Supplier/ Manufacturer	11	3.64%
Construction Consultancy – Designer or Engineer	61	20.20%
Construction Disputes	17	5.63%
Self Employed	24	7.95%
Total	302	100%

7. Size of organisation

Size of organisation	No Participants	%
Large - Over 500 employees	152	50.33%
Medium - Between 50 and 500 employees	67	22.19%
Small - Less than 50 employees	62	20.53%
Self Employed	14	4.64%
Consultant	7	2.32%
Total	302	100%

8. How old were you when you started working in construction?

How old were you when you started working in construction?	No Participants	%
Under 18	38	12.58%
19-24	182	60.26%
25-34	65	21.52%
35-44	11	3.64%
45 and over	6	1.99%
Total	302	100%

9. In what capacity did you start working in construction?

In what capacity did you start working in construction?	No Participants	%
Graduate	123	40.73%
Career Change	68	22.52%
Trainee/Apprentice	85	28.15%
Part Time Day Release for Studies (e.g. 4 days work 1 day at college/university)	20	6.62%
Mature Training	6	1.99%
Total	302	100%

On the topic of children and how women in the industry are treated all participants answered questions 10 and 11.

Of the total 302 participants, 144 stated 'yes' they had children and these participants then went on to answer questions 12 to 16:

10. Do you think you have ever been discriminated against because you were a woman of 'child bearing age'?

Question 10	No Participants	%
Yes	135	44.70%
No	140	46.36%
Rather Not say	0	0.00%
N/A	26	8.61%
Not Sure	1	0.33%
Total	302	100%

11. Do you have children?

Question 11	No Participants	%
Yes	144	47.68%
No	154	50.99%
Rather Not say	3	0.99%
N/A	1	0.33%
Not Sure	0	0.00%
Total	302	100%

12. If you answered yes to having children, do you think you have been discriminated against in the workplace in terms of promotional prospects since becoming a mother?

Question 12	No Participants	%
Yes	76	52.78%
No	63	43.75%
Rather Not say	0	0.00%
N/A	5	3.47%
Not Sure	0	0.00%
Total	144	100%

13. If you answered yes to having children, do you feel you have been treated differently since your return to work?

Question 13	No Participants	%
Yes	76	52.78%
No	53	36.81%
Rather Not say	0	0.00%
N/A	15	10.42%
Not Sure	0	0.00%
Total	144	100%

14. If you answered yes to having children, do you feel maternity allowances were adequate and supportive in your workplace?

Question 14	No Participants	%
Yes	58	40.28%
No	68	47.22%
Rather Not say	0	0.00%
N/A	18	12.50%
Not Sure	0	0.00%
Total	144	100%

15. If you answered yes to having children, do you think you have lost out on promotional opportunities as a result of becoming a mother?

Question 15	No Participants	%
Yes	82	56.94%
No	55	38.19%
Rather Not say	0	0.00%
N/A	7	4.86%
Not Sure	0	0.00%
Total	144	100%

16. If you answered yes to having children, do you think you have lost out on pay rises or bonuses as a result of having children?

Question 16	No Participants	%
Yes	82	56.94%
No	57	39.58%
Rather Not say	0	0.00%
N/A	5	3.47%
Not Sure	0	0.00%
Total	144	100%

The next set of questions were centered around women's experiences when being interviewed for prospective jobs in the construction and built environment industry.

17. Have you ever been asked in an interview if you are married?

Question 17	No Participants	%
Yes	110	36.42%
No	192	63.58%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Total	302	100%

18. If you answered yes please confirm roughly when this happened.

Question 18	No Participants	%
In the last year	17	15.45%
In the last 5 years	29	26.36%
In the last 10 years	20	18.18%
Over 10 years ago	44	40.00%
N/A	0	0.00%
Never	0	0.00%
Total	110	100%

19. Have you ever been asked in an interview 'do you plan to wear that to work'?

Question 19	No Participants	%
Yes	24	7.95%
No	277	91.72%
Rather Not say	0	0.00%
N/A	1	0.33%
Not Sure	0	0.00%
Total	302	100%

20. If you answered yes please confirm roughly when this happened.

Question 20	No Participants	%
In the last year	3	12.50%
In the last 5 years	7	29.17%
In the last 10 years	5	20.83%
Over 10 years ago	8	33.33%
N/A	1	4.17%
Never	0	0.00%
Total	24	100%

21. Have you ever had someone say at interview "sometimes people make jokes around the office that some women find inappropriate, how do you think you will handle that" (or something similar)?

Question 21	No Participants	%
Yes	78	25.83%
No	224	74.17%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Total	302	100%

22. Have you ever been asked at interview how you will handle a predominantly male team?

Question 22	No Participants	%
Yes	126	41.72%
No	176	58.28%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Total	302	100%

23. Have you ever been asked at an interview how do you plan to balance work and family?

Question 23	No Participants	%
Yes	73	24.17%
No	229	75.83%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Total	302	100%

24. Have you ever been asked in an interview whether you intend to have children or are pregnant (even in a roundabout way)?

Question 24	No Participants	%
Yes	97	32.12%
No	205	67.88%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Total	302	100%

25. If you answered yes, when did this happen?

Question 25	No Participants	%
In the last year	7	7.22%
In the last 5 years	23	23.71%
In the last 10 years	21	21.65%
Over 10 years ago	45	46.39%
N/A	1	1.03%
Never	0	0.00%
Total	97	100%

The next questions were around women's lived experiences in the workplace working in construction and the built environment.

26. How often in your career have you experienced being the only female in a meeting?

Question 26	No Participants	%
Almost always	4	1.32%
Often	255	84.44%
More than once	40	13.25%
Never	3	0.99%
Total	302	100%

27. If you said you have been the only female in the meeting please confirm when this last happened

Question 27	No Participants	%
In the last year	230	76.92%
In the last 5 years	48	16.05%
In the last 10 years	18	6.02%
Over 10 years ago	3	1.00%
N/A	0	0.00%
Never	0	0.00%
Total	299	100%

28. How often in your career have you been asked to take minutes of meetings despite there also being numerous men available who could have been asked?

Question 28	No Participants	%
Almost always	0	0.00%
Often	91	30.13%
More than once	127	42.05%
Never	62	20.53%
Once	22	7.28%
All the time!	0	0.00%
Total	302	100%

29. How often in your career have you been asked to make the teas/coffees?

Question 29	No Participants	%
Almost always	0	0.00%
Often	2	0.66%
More than once	148	49.01%
Never	89	29.47%
Once	31	10.26%
All the time!	32	10.60%
Total	302	100%

30. How often have you been asked to set up or send meeting invites?

Question 30	No Participants	%
In the last year	167	55.30%
In the last 5 years	65	21.52%
In the last 10 years	29	9.60%
Over 10 years ago	9	2.98%
N/A	0	0.00%
Never	32	10.60%
Total	302	100%

31. If you answered yes to being asked to set meetings up has it ever been said this is because you are more organised than men?

Question 31	No Participants	%
Yes	172	63.70%
No	95	35.19%
Rather Not say	0	0.00%
N/A	3	1.11%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	270	100%

*Only 270 participants completed this question

32. Do you think you ever been passed up for promotion over a male colleague of the same approximate experience?

Question 32	No Participants	%
Yes	146	48.34%
No	98	32.45%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	58	19.21%
Total	302	100%

33. Have you ever found out a male colleague was earning more than you for doing the same role?

Question 33	No Participants	%
Yes	192	63.58%
No	109	36.09%
Rather Not say	0	0.00%
N/A	1	0.33%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

34. Have you ever left a job because you weren't getting given the same promotional opportunities men were?

Question 34	No Participants	%
Yes	128	42.38%
No	174	57.62%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

The next questions were around the issues of bullying in the workplace and women's experiences.

35. Have you ever been bullied in the workplace?

Question 35	No Participants	%
Yes	188	62.25%
No	114	37.75%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

36. If you answered yes to being bullied in the workplace - did you report it?

Question 36	No Participants	%
Yes	113	60.11%
No	73	38.83%
Rather Not say	0	0.00%
N/A	2	1.06%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	188	100%

37. If you reported bullying in the workplace were you taken seriously?

Question 37	No Participants	%
Yes	46	40.71%
No	67	59.29%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	113	100%

38. If you reported bullying in the workplace did you get support from the company?

Question 38	No Participants	%
Yes	37	32.74%
No	76	67.26%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	113	100%

39. If you reported bullying in the workplace did the company investigate the issue?

Question 39	No Participants	%
Yes	45	39.82%
No	67	59.29%
Rather Not say	0	0.00%
N/A	1	0.88%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	113	100%

40. If you reported bullying in the workplace were you made to feel you were too emotional or sensitive?

Question 40	No Participants	%
Yes	79	69.91%
No	34	30.09%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	113	100%

41. Have you ever left a job as a result of bullying?

Question 41	No Participants	%
Yes	94	31.13%
No	179	59.27%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	29	9.60%
Total	302	100%

The next questions were around aggressions and micro aggressions women may experience in the workplace.

42. Have you ever been shouted at by a male colleague in the workplace?

Question 42	No Participants	%
Yes	173	57.28%
No	129	42.72%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

43. Have you ever been spoken over in meetings by a male colleague ?

Question 43	No Participants	%
Yes	278	92.05%
No	24	7.95%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

44. If you answered yes do you think this was because you are female?

Question 44	No Participants	%
Yes	164	58.99%
No	31	11.15%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	83	29.86%
Total	278	100%

45. Have you ever had a male colleague take credit for your work or ideas?

Question 45	No Participants	%
Yes	208	68.87%
No	94	31.13%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

46. Have you ever been blamed for something you didn't do by a male colleague?

Question 46	No Participants	%
Yes	98	32.45%
No	204	67.55%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

The next set of questions were specifically in respect of language and comments that may be made towards women in the workplace.

47. Have you ever been referred to as love, babe, darlin or another potentially derogatory term or reference you do not approve of at work by a male work colleague?

Question 47	No Participants	%
Yes	253	83.77%
No	49	16.23%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

48. If you answered yes, when did this last happen?

Question 48	No Participants	%
In the last year	122	48.22%
In the last 5 years	63	24.90%
In the last 10 years	40	15.81%
Over 10 years ago	28	11.07%
N/A	0	0.00%
Never	0	0.00%
Total	253	100%

49. Have you ever been referred to as any of these 'names' by subcontractors or suppliers on site?

Question 49	No Participants	%
Yes	198	65.56%
No	104	34.44%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

50. If you answered yes, when did this last happen?

Question 50	No Participants	%
In the last year	89	44.95%
In the last 5 years	53	26.77%
In the last 10 years	33	16.67%
Over 10 years ago	23	11.62%
N/A	0	0.00%
Never	0	0.00%
Total	198	100%

51. Have you ever received comments from a colleague about how you look at work?

Question 51	No Participants	%
Yes	214	70.86%
No	88	29.14%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

52. If you answered yes, when did this last happen?

Question 52	No Participants	%
In the last year	112	52.34%
In the last 5 years	47	21.96%
In the last 10 years	34	15.89%
Over 10 years ago	21	9.81%
N/A	0	0.00%
Never	0	0.00%
Total	214	100%

53. Have you ever received comments from a client/subcontractor or supplier about how you look at work?

Question 53	No Participants	%
Yes	99	32.78%
No	203	67.22%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

54. If you answered yes, when did this last happen?

Question 54	No Participants	%
In the last year	36	36.36%
In the last 5 years	26	26.26%
In the last 10 years	18	18.18%
Over 10 years ago	17	17.17%
N/A	2	2.02%
Never	0	0.00%
Total	99	100%

The next set of questions were asked specifically in relation to women’s experiences in the workplace when it comes to inappropriate behavior both physical and verbal.

55. Have you ever been touched inappropriately (sexual assault) by a colleague/client/subcontractor or supplier in the workplace or on site?

Question 55	No Participants	%
Yes	92	30.46%
No	210	69.54%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

56. If you answered yes, when did this last happen?

Question 56	No Participants	%
In the last year	16	17.39%
In the last 5 years	17	18.48%
In the last 10 years	26	28.26%
Over 10 years ago	33	35.87%
N/A	0	0.00%
Never	0	0.00%
Total	92	100%

57. Have you ever been inappropriately propositioned or asked out at work? (I say inappropriately as I know some colleagues do enter into consenting romantic relationships and these are not included in this question as they are matters between two respectful and consenting adults)

Question 57	No Participants	%
Yes	141	46.69%
No	161	53.31%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

58. If you answered yes, when did this last happen?

Question 58	No Participants	%
In the last year	22	15.60%
In the last 5 years	44	31.21%
In the last 10 years	35	24.82%
Over 10 years ago	40	28.37%
N/A	0	0.00%
Never	0	0.00%
Total	141	100%

59. Have you ever attended work 'nights out' or 'events' and been propositioned by colleagues/subcontractors/suppliers or clients verbally or by text message? e.g. a male colleague sends you a message saying what room number they are in.....

Question 59	No Participants	%
Yes	124	41.20%
No	177	58.80%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	301	100%

60. If you answered yes, when did this last happen?

Question 60	No Participants	%
In the last year	18	14.52%
In the last 5 years	40	32.26%
In the last 10 years	37	29.84%
Over 10 years ago	29	23.39%
N/A	0	0.00%
Never	0	0.00%
Total	124	100%

61. Have you ever been touched inappropriately on work 'nights out' or 'events' by colleagues/subcontractors/suppliers or clients?

Question 61	No Participants	%
Yes	98	32.45%
No	204	67.55%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

62. If you answered yes, when did this last happen?

Question 62	No Participants	%
In the last year	22	22.45%
In the last 5 years	31	31.63%
In the last 10 years	21	21.43%
Over 10 years ago	24	24.49%
N/A	0	0.00%
Never	0	0.00%
Total	98	100%

The next set of questions were around how women may adjust their behaviours in the workplace and their experiences in comparison to men in their workplace.

63. Have you ever worn a 'façade' at work? (e.g. in my younger days on site I was called 'Rottweiler' where I became hard to deal with the behaviours I was encountering)

Question 63	No Participants	%
Yes	175	57.95%
No	127	42.05%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

64. Have you ever purposefully dressed differently when working around men?

Question 64	No Participants	%
Yes	162	53.64%
No	140	46.36%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

65. Have you ever changed the way you speak to enable you to 'fit in'? (This may be trying to be more one of the boys/swearing/being less posh/trying to alter the level of your voice etc etc)

Question 65	No Participants	%
Yes	143	47.35%
No	159	52.65%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

66. Have you ever joined in with banter just to be accepted even when you don't find it funny?

Question 66	No Participants	%
Yes	113	37.42%
No	189	62.58%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

67. Do you feel you can be yourself at work?

Question 67	No Participants	%
Yes	232	76.82%
No	70	23.18%
Rather Not say	0	0.00%
N/A	0	0.00%
Not Sure	0	0.00%
Maybe	0	0.00%
Total	302	100%

68. Do you feel you have had to work harder than a man doing the same job to get recognition?

Question 68	No Participants	%
Yes	259	85.76%
No	43	14.24%
Total	302	100%

69. Do you feel respected at work?

Question 69	No Participants	%
Yes	114	79.17%
No	30	20.83%
Most of the time	158	109.72%
Total	144	100%

Women were asked specifically about their experiences if they had a woman boss/authority figure.

71. Have you ever had a woman boss/authority figure?

Question 71	No Participants	%
Yes	217	71.85%
No	85	28.15%
Total	302	100%

72. If you answered yes have you ever felt the woman boss/authority figure was not supportive to you?

Question 72	No Participants	%
Yes	116	53.46%
No	98	45.16%
N/A	3	1.38%
Total	217	100%

The next set of questions are around women's experiences in respect of diversity, equity and inclusion in the workplace and the effects this has on them and along with their views on male allies and affects DEI initiatives may have on men.

70. Do you understand that men may feel nervous about trying to be an ally to women?

Question 70	No Participants	%
Yes	203	67.22%
No	38	12.58%
Maybe	61	20.20%
Total	302	100%

73. As businesses set D, E & I targets and gender balance targets, do you think enough is being done to really address the key issues and empower women, change company policies and do more than simply paying lip service to the issues?

Question 73	No Participants	%
Yes	60	19.87%
No	240	79.47%
N/A	2	0.66%
Total	302	100%

74. Do you think companies simply say they are doing things to create equal opportunities to 'look good' to the public?

Question 74	No Participants	%
Yes	245	81.13%
No	57	18.87%
Total	302	100%

75. Do you think policies to help D, E & I actually work?

Question 75	No Participants	%
Yes	51	16.89%
No	59	19.54%
Maybe	192	63.58%
Total	302	100%

76. Do you think specific gender policies can alienate men in the workplace?

Question 76	No Participants	%
Yes	186	61.59%
No	114	37.75%
N/A	2	0.66%
Total	302	100%

77. If you said yes do you think this also means men are less supportive to women?

Question 77	No Participants	%
Yes	57	30.65%
No	40	21.51%
Maybe	89	47.85%
Total	186	100%

78. Have you ever experienced men challenging targets and policies as being 'unfair' or 'stacked against men'?

Question 78	No Participants	%
Yes	119	39.40%
No	183	60.60%
Total	302	100%

79. Do you think D, E I initiatives send out the signal (wrongly) that women for example need more 'help' to succeed or aren't as capable?

Question 79	No Participants	%
Yes	125	41.39%
No	174	57.62%
Maybe	3	0.99%
Total	302	100%

80. Do you think D, E & I policies mean women are taken less seriously as men think they only got the job to tick the diversity box?

Question 80	No Participants	%
Yes	190	62.91%
No	109	36.09%
Maybe	3	0.99%
Total	302	100%