



 **STACK**

State of Women in Construction

MARCH 2026



State of Women in Construction 2026 Report

The State of Women in Construction Report is an in-depth look at the current perception of women's roles in the construction industry and the top friction points in a male-dominated field that often go undiscussed. Fueled by data from over 500 American construction workers gathered through [Censuswide](#), an accredited third-party research platform, the new insights reveal the obstacles plaguing women in construction such as bias and harassment, while also highlighting important opportunities for upskilling, mentorship and more.

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Viyas Sundaram
STACK CEO

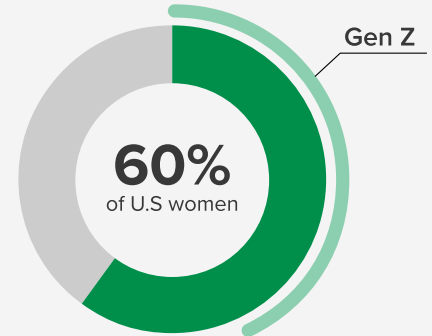
I hope we move from talking about inclusion to measuring it. This should start with transparent promotion criteria, clearer career paths, and accountability for culture at every level. Job sites and offices should be designed with employees of all genders in mind, and basic needs like properly fitting equipment and access to facilities should be accounted for. Most importantly, we need to continue to normalize women in every role, from trades to executive leadership. When representation increases, opportunity follows.

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How Stereotypes are Preventing Skilled Women from Progressing

More than half (**60%**) of U.S. women in construction have struggled to advance in the field. **72%** of them are Gen Z

Even more, **35%** of male and female respondents in C-Suite positions believe that construction will never be an ideal job for women to participate in.



“This stat is alarming and tells us culture change has to start at the top. Leadership perception shapes opportunity in this industry.”

Lindsay Powers, SVP of Marketing at STACK

There is opportunity to turn this around, and step one is addressing what women feel is stopping them from advancing in the industry and next is identifying what is currently lacking in the industry that could encourage more women to join.

Barriers to Advancement: (as told by female respondents)

More difficult to network with less women around to relate to and advocate for them
26%

Issues of misrepresentation such as not enough women in leadership positions to receive adequate mentorship
33%

Clearer career growth trajectory and advancement opportunities are missing for women
28%

Feel advancement opportunities are mostly shared in informal spaces women are excluded from
28%

Entering the Field: (as told by male & female respondents)

C-Suite positions say clear career growth trajectory and promotion opportunities for women would retain them, both in office roles and on-site positions
42%

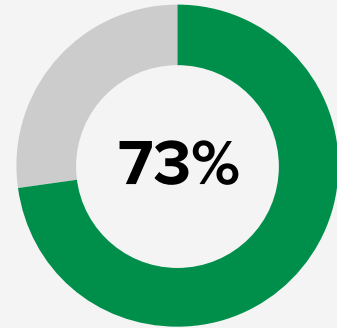
Believe a change in the “boy’s club” culture that isolates women could encourage more to join
30%

Cited accommodations encouraging privacy and protecting against harassment (e.g., separate restrooms and properly fitting protective equipment) would help women
29%

Gender Bias Blocks Advancement

73% of female construction workers have experienced bias on the job.

This bias spans from entry level to senior management roles and across generations of women working in the industry. Female respondents have experienced the following bias while at work.



For younger generations:

Colleagues assuming one is physically weaker



Having a task one is qualified for “mansplained”



Colleagues suggesting assistance when performing physical



Being forced to wear equipment that doesn't properly fit



Seen in senior management:

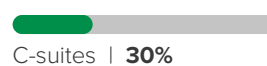
Coworkers being more averse to suggestions versus male counterparts



Being perceived as “bossy” or “aggressive” by coworkers based on female gender



Colleagues assumed one was a “diversity hire” due to race



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Lindsay Powers, SVP of Marketing at STACK

“It is disheartening to see that women in this industry are experiencing this bias today. We have an obligation to do better and take action to ensure the future of this field not only feel safe at work but have ample opportunity to advance.”

Viyas Sundaram, CEO at STACK



Job Safety Plays an Important Role



7 in 10 (68%) of men & women construction workers surveyed have felt unsafe while working in the industry.

Unfortunately, there is a stark difference in where and how men and women in the industry feel their safety is compromised, such as:

Having to work at notable heights and operating high-risk equipment



Operating high-risk equipment



Not reporting harassment and/or safety concerns, out of a fear of losing a job



Receiving sexual comments and/or gestures from colleagues



Where they more closely align on safety issues includes:

Being forced to wear improper fitting personal protective equipment (PPE)

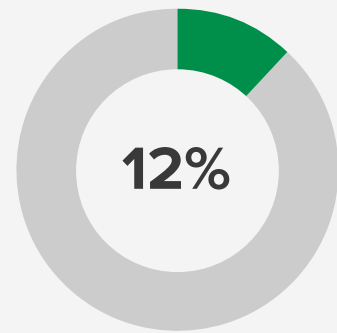


Not receiving proper on-site training compared to colleagues



Delayed Tech Adoption Introduces Risk

More than 1 in 10 (12%) of men and women in construction surveyed have been injured on the job, not spotting potential hazards/safety concerns ahead of time as a direct result of the industry's delay in adopting new technology.



Technology is a key solution to many of the industry's problems, including safety, upskilling and more. Male and female respondents surveyed reported experiencing the following because of the industry's delay in adopting new technology:

Working longer hours



Leadership gatekeeping important information, resulting in miscommunication and loss of projects



Losing a significant amount of money on a job



Working excessive unpaid hours



Biased performance feedback, not measured based on data or evidence



Being excluded from key decision-making moments



“Technology increases transparency. When workflows, performance metrics, and project data are visible, advancement becomes less dependent on informal networks and more tied to measurable outcomes. It also helps standardize processes. When expectations and results are documented, bias has less room to operate. Overall, digital tools expand the impact of roles available in construction - from field supervision to data analysis to preconstruction strategy. That broadens the entry points into the industry.”

Viyas Sundaram, CEO at STACK





Methodology

All figures, unless otherwise stated, are from [Censuswide](#). The total sample size was 501 construction workers in the US. Fieldwork was undertaken between February 13-17, 2026. The survey was carried out online. The figures have been weighted and are representative of U.S. adults in the construction industry age 18+.

About STACK Construction Technologies

STACK Construction Technologies is a cloud-based preconstruction software platform advancing construction's digital transformation. Founded to fill a gap in integrated, cloud-based preconstruction solutions, STACK pioneered an all-in-one, AI-accelerated takeoff and estimating platform for contractors to evaluate, bid and win more profitable projects. By connecting teams and keeping measurements, quantities and costs continuously in sync as drawings evolve, STACK is streamlining workflows, eliminating repetitive tasks and mitigating risk – all while strengthening contractor confidence and helping them to achieve more predictable profitability. Headquartered in Cincinnati, Ohio, STACK has over 100 employees and operates in the U.S. and Canada.



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