

# 2021 IWPR Tradeswomen's Retention and Advancement Survey

This is a companion resource for *A Future Worth Building: What Tradeswomen Say about the Change They Need in the Construction Industry*. For the full report, please visit <https://iwpr.org/a-future-worth-building-report>.

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# Survey Questionnaire

## 2021 IWPR Tradeswomen's Retention and Advancement Survey

This survey is part of a research project on women's retention and advancement in the construction trades. It asks about your experiences in the trades, whether you work in the trades now or did so in the past. The goal of the study is to provide evidence on what helps and hinders women's success in the trades to policymakers, contractors, unions, and other stakeholders as part of our efforts to improve women's access to good jobs. The survey is supported by a grant from the W.K. Kellogg Foundation.

### Your Participation

The survey should take no more than 20 minutes to complete. You can stop the survey at any time and return to it later; select "save and continue later" at the bottom of the page, and return using the same link as long as you are using the same device. To move through the survey, all questions (apart from those that are write-in/open-ended) require an answer; if you do not want to provide an answer to a question, just select "Don't know/decline" to get to the next question. You are under no obligation to complete the survey.

### Privacy and Confidentiality

All responses will be anonymous and treated in the strictest confidence. We have put in place strict security measures to ensure that your information is secure and protected.

Please contact Ariane Hegewisch at the Institute for Women's Policy Research:  
hegewisch@iwpr.org

For questions about your rights as a Research Subject, please contact IRB Coordinator,  
American University: irb@american.edu

Anyone responding to the survey can **enter a draw for \$50 gift cards** (200 can be won); the link for entering is at the end of the survey. Likewise- if you would like to **receive the results of the study**, please click the link for that at the end of the survey. Finally, we have also added a list of **resources for self-care** at the end of the study.

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### Q1 I UNDERSTAND AND AGREE TO TAKE THE SURVEY:

- Yes (1)
- No (2)

**PART 1: Your Background in the Trades**

Q22 Please indicate your trade(s): (Please select all that apply.)

- Bricklayer and Mason Trades (including stone mason, marble setter, tile setter, etc.) (1)
- Carpenter (including pile driver, millwright, scaffold erector, exterior/interior systems) (4)
- Cement Mason (5)
- Drywall Finisher (6)
- Electrician (7)
- Elevator Constructor (8)
- Floor Coverer (9)
- Glazier (10)
- Heat & Frost Insulator (11)
- Ironworker (12)
- Laborer (13)
- Line Industry (line worker, powerline clearance tree trimmer, meter repairer) (14)
- Operating Engineer, Heavy Duty Repairer or Equipment Mechanic (15)
- Painter (16)
- Plasterer (17)

- Plumber (18)
  - Roofer & Waterproofer (19)
  - Sheet Metal Worker (20)
  - Steamfitter (21)
  - Welder (22)
  - Other (please specify): (23) \_\_\_\_\_
- 

Q23 In which sector do you work most often?

- Commercial (1)
  - Institutional (hospitals, universities, etc.) (4)
  - Residential (5)
  - Industrial (factories, shipyards, mines) (6)
  - Service/maintenance (7)
  - Other, please specify: (8) \_\_\_\_\_
  - Don't know/Decline (9)
-

Q24 How many hours did you work in the trades in 2019? (Box only accepts numbers.)

- Hours (number only): (1) \_\_\_\_\_
- Don't know/Decline (9)
- 

Q68 Which of the following best describes your work in the trades in 2019?

- Full-time year round (e.g. at least 35 hours most weeks) (1)
- Mix of full-time and part-time (2)
- I did not work in the trades (4)
- Don't know/Decline (5)
- 

Q69 Please indicate your status:

- Apprentice (1)
- Journey level/Mechanic (2)
- Experienced tradeswoman (but have not completed apprenticeship) (3)
- Other, please specify: (4) \_\_\_\_\_
- Don't know/Decline (5)
-

Q70 What year of your apprenticeship are you in?

- 1st Year (1)
- 2nd Year (2)
- 3rd Year (3)
- 4th Year (4)
- 5th Year (5)
- 6th year (6)
- Don't know/ Decline (7)
- 

Q71 How many years since you completed your apprenticeship? (Please answer for your first apprenticeship if you completed more than one):

- 1-3 Years (1)
- 4 to 6 years (2)
- More than 6 years (3)
- Don't know/ Decline (4)
- 

Q26 How many years altogether have you worked in the trades, including residential construction or non-apprenticeship connected jobs? (Box only accepts numbers.)

- Years (number only) (1) \_\_\_\_\_
- Don't know/Decline (4)
-

Q28 How old were you when you first started to work in the trades? (Box only accepts numbers.)

- Years (number only) (1) \_\_\_\_\_
- Don't know/Decline (2)
- 

Q29 When you entered the trades, did you have any children?

- No (1)
- Yes, all were 13 years and older (4)
- Yes, at least one was ages 6 to 12, but none younger than 6 (5)
- Yes, at least one was younger than 6 years old (6)
- Don't know/Decline (7)
-

Q30 How did you find out about opportunities in the trades? (Please select all that apply.)

- Family/friends (1)
  - Met a tradeswoman (4)
  - High school counselor (5)
  - Job training program (6)
  - Women's organization/ tradeswomen's organization (7)
  - Newspaper advertisement (8)
  - Facebook or other social media (9)
  - One Stop counselor/American Job Center (10)
  - Other (please specify): (11) \_\_\_\_\_
  - Don't know/Decline (12)
-



Q31 Before starting work in the trades, did you complete a 'Shop Class' in High School or in a Community/Technical College class in a trades-related subject?

- No, neither (1)
- Yes, a shop class in a trades-related topic in high school (4)
- Yes, a class in a trades-related topic in a Community/Technical College (5)
- Don't know/Decline (6)
- 

Q32 Did you complete a pre-apprenticeship program? (Please select all that apply.)

- No (1)
- Yes, a mixed gender one (4)
- Yes, a women-only pre-apprenticeship program (5)
- Don't know/Decline (6)
- 

Q33 Are you a member of a trade union?

- Yes (1)
- No (2)
- Don't know/Decline (3)
-

Q34 What union are you a member of? To maintain anonymity, we are not collecting information on your Local.  
(Optional)

Union (1) \_\_\_\_\_

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Q35 Is there a union women's committee in your area?

- Yes, I attend regularly (1)
- Yes, I do not attend/only attend rarely (2)
- No (3)
- Don't know/ Decline (4)
-

Q36 How do you usually find your jobs? (Please select all that apply.)

- On-the-job contacts or word-of-mouth (1)
  - Online job listings (e.g. Indeed) (20)
  - I have a regular employer/I am on the core crew (21)
  - Hiring Hall (22)
  - Apprenticeship assignment (23)
  - Referrals from Tradeswomen's Organization (24)
  - Self-employed/own business (25)
  - Other (please specify): (26) \_\_\_\_\_
  - Don't know/ Decline (27)
-

Q37 During 2019, did you work mainly for union contractors/employer, non-union contractors/employer, or as self-employed/own business?

- All/almost all union contractors/employer (1)
- All/almost all non-union contractors/employer (4)
- All/almost all self-employed/own business (5)
- Mix of above (6)
- I was unemployed/not working (7)
- Not relevant (8)
- Don't know/ Decline (9)

Q38 Have you held any of the following positions? (Please select all that apply.)

	Hold currently (1)	Held in the past (2)	Never held (4)	Don't know/ Decline (5)
Foreman/Supervisor (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Superintendent (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shop steward (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union officer (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainer/Instructor (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q39 If you held a supervisory/ foreman/ management position, did you receive any training for your position?

- No, I did not receive any training (4)
- Yes, some but not sufficient (5)
- Yes, I felt well trained for the position(s) (6)
- Not applicable/ Don't know/ Decline (7)

**PART 2: What is/was it like to work in the trades? (If you have worked in the trades for a long time, please answer for the last couple of years.)**

Q41 Why did you start to work in the trades?

	Not important (1)	Slightly important (2)	Somewhat important (3)	Very important (4)	Don't know/ Decline (5)
Opportunity for high earnings (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good benefits (e.g. healthcare) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like physical work (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am mechanically inclined (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comradery/teamwork (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A parent or mentor encouraged me to apply (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to fix things/see the work of my hands (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am contributing to my community (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family member worked in the trades (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public agency/job training program referred me (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q84 Are there any other reasons you started to work in the trades? (Optional)

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Q43 Do you think you are/were being treated equally to men in hiring and on the job?

	Never treated equally (1)	Rarely treated equally (6)	Sometimes treated equally (2)	Frequently treated equally (3)	Always treated equally (4)	Don't know/Decline (5)
Hiring (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Layoffs (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-the-job training (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom/formal training (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of tools (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Assignments (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respect (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership development (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion opportunities (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours of Work (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to overtime (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q44 Do you feel that your work is/was held to a higher standard than men's in your position?

	Never (4)	Rarely (9)	Sometimes (5)	Frequently (6)	Always (7)	Don't know/ Decline (8)
My work is/was held to a higher standard as men's in my position (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q46 How often is/was there at least one other woman on the job with you?

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Don't know/ Decline (5)
Another woman in your trade (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another woman in another trade (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q47 If you are a Woman of Color: How often is there at least one other woman of color on the job with you? If you are not a Woman of Color, please select "Not relevant or don't know/ decline."

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Not relevant or Don't know/ Decline (5)
Another woman of color in your trade (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another woman of color in another trade (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q48 How often do you have a woman foreman/supervisor?

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Don't know/ Decline (5)
I have a woman foreman/supervisor (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q49 How often are/were you provided with the following while working in the trades? (If you have worked in the trades for a long time, please focus on the last couple of years.)

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Don't know/ Decline (5)
Women-only toilets (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gloves or safety equipment in sizes that fit me (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q50 How often do you/did you encounter the following while working in the trades? (If you have worked in the trades for a long time, please focus on the last couple of years.)

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Don't know/Decline (5)
Being told 'you are only here to meet the quota/goal' or similar (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Display of porn or graffiti that disparages women (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist graffiti or symbols (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Swastikas or other anti-Semitic graffiti (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q51 How often do you/did you **experience** the following while working in the trades, **directed at you personally**?

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Don't know/ Decline (5)
Sexual harassment (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial harassment (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassment based on sexual orientation (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age discrimination (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassment just because of your gender (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q52 Have you ever **witnessed** the following in the trades, **not directed at you personally**?

	Never (1)	Rarely (6)	Sometimes (2)	Frequently (3)	Always (4)	Don't know/ Decline (5)
Sexual harassment (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial harassment (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassment based on sexual orientation (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age discrimination (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassment just because of someone's gender (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q53 Have you ever responded to harassment or discrimination by doing any of the following? (Please select all that apply.)

- Notified foreman/supervisor (1)
  - Notified HR/someone official in the company (13)
  - Discussed with a co-worker or friend (someone not official) (14)
  - Addressed it directly with the perpetrator (15)
  - Notified business agent, apprenticeship staff or other union representative (16)
  - Discussed with/contacted Tradeswomen Organization (17)
  - Made complaint to an official organization such the Equal Employment Opportunity Commission (EEOC), State Apprenticeship authority, or similar? (18)
  - Talked to a lawyer (19)
  - Did none of the above (20)
  - Not relevant or don't know/decline (21)
-

Q54 If you decided not to report incidents of harassment/discrimination, please explain why. (Please select all that apply.)

- Sorted it out myself (1)
  - Didn't think it would help (4)
  - Fear of losing job (5)
  - Fear of being negatively labeled by coworkers (6)
  - Would jeopardize being hired for future jobs (7)
  - Left Job (8)
  - Other (please explain): (9) \_\_\_\_\_
  - Not relevant or don't know/decline (10)
- 

Q55

Do you feel the discrimination/harassment was addressed effectively?

- Yes (1)
- No (2)
- Pending (3)
- Not relevant or don't know/decline (4)

**PART 3: Retention in the trades**

Q56 Have you ever seriously considered leaving the trades?

- No (1)
- Yes, and I no longer work in the trades (4)
- Yes, but I am still here (5)
- Yes, I left but returned (Please specify how long it was before you came back): (6)  
\_\_\_\_\_
- Don't know/ Decline (9)
- 

Q88 When you considered leaving the trades, what was your status? (If you left more than once, select most recent.)

- Apprentice (1)
- Journey worker (2)
- Experienced tradeswoman (but had not completed apprenticeship) (3)
- Other (please specify): (4) \_\_\_\_\_
- Don't know/ Decline (5)

Q57 What were/are your main reasons for leaving/ thinking about leaving?

	Not important (1)	Slightly important (2)	Somewhat important (3)	Very important (4)	Not relevant/ Don't know/ Decline (5)
Difficulty finding stable work/not enough hours (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of respect/ harassment (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health/ injury (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Isolation (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long hours/ working time (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety concerns (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of opportunity to build full skills set/ low quality of training (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of prospects for promotion/advancement (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problems I raised were not taken seriously (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Got tired of yelling culture/disrespect (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work is physically too hard (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I wanted to do something different (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I went back to school/ college (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q85 Did/do you have any other reasons for leaving/ thinking about leaving? (Optional)

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Q82 How important were/are the following reasons for leaving/ thinking about leaving?

	Not important (1)	Slightly Important (2)	Somewhat important (3)	Very important (4)	Not relevant/ Don't know/ Decline (5)
Lack of accommodations for pregnancy (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of breastfeeding support/space to pump (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficulty finding child care (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I wanted to spend more times with my kids (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I needed to take care of a family member or friend (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q59 Please use this space if you would like to expand on why you left or thought about leaving. (Optional)

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Q60 What helps/helped you succeed and stay in the Trades?

	Not at all important (1)	Slightly important (2)	Somewhat important (3)	Very important (4)	Don't know/Decline (19)
Personal qualities (e.g. passion for the trades, perseverance) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills/experience from previous work (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My pre-apprenticeship program (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from family and friends (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tradeswomen community (e.g. social networking) (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from co-workers (male and female) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tradeswomen's organizations/ women's committees, etc (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from my union local (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentorship from senior tradeswomen (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer/management commitment to equitable hiring and diversity (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supportive workplace policies (e.g. anti-harassment policies) (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Project owner has incentives/ goals to hire women (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Earnings (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Care & Pension Benefits (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q62 Please use this space if you would like to expand on what helps you be successful in the trades. (Optional)

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**PART 4: The COVID pandemic and your experience in the trades (March 2020 - Present)**

Q63 Did you stop working because of the COVID-19 pandemic for any of the following reasons? (Please select all that apply.)

	No (1)	Yes, once (2)	Yes, more than once (3)	Don't know/ Decline (4)
Furloughed/ laid off because of stay-at home order where you live (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Furloughed/laid-off because there was a COVID-19 related incident at work (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Furloughed/laid off for other reasons (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-isolation due to potential exposure to COVID-19 or because you were experiencing symptoms yourself (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Could not work because COVID 19 related school closures/child care problems (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Could not work because of caregiving responsibility (e.g. for parent/ sibling/ spouse/ friend) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Declined work/ left a job because I did not feel safe (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q86 Did you stop working because of the COVID-19 pandemic for any other reasons? (Optional)

---

Q65 If you were furloughed or could not work for a COVID 19 related reason, did you receive any of the following:

	Yes (1)	No (2)	Not relevant or don't know/ Decline (3)
Unemployment benefits (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick leave for your own quarantine/own health (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid leave due to child care breakdown (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid leave to care for someone with COVID-19 (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**PART 5: Looking Ahead**

Q66 Looking ahead: What do you think would be most helpful to increase the number of women in the trades?  
(List up to 3, optional)

1 (1) \_\_\_\_\_

2 (2) \_\_\_\_\_

3 (3) \_\_\_\_\_

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Q67 Is there anything else you would like to share with industry leaders/policymakers about being female in the trades? (Optional)

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**PART 6: Demographic Questions**

Q4 Do you identify as:

- Female (1)
- Male (2)
- Transgender (3)
- Gender nonconforming (4)
- Prefer not to answer (5)
- 

Q5 How old are you?

- Under 25 years (1)
- 25-34 years (2)
- 35-44 years (3)
- 45-54 years (4)
- 55 and Older (5)
- Prefer not to answer (6)
- 

Q87 Do you identify as Hispanic or Latino/a?

- Yes (1)
- No (2)
- Prefer not to answer (3)
-

Q6 Do you identify as:

- American Indian or Alaska Native (1)
  - Asian/Asian American (2)
  - Native Hawaiian/Pacific Islander (3)
  - Black/African American (4)
  - White (6)
  - Other (7)
  - Two or more races (8)
  - Prefer not to answer (9)
- 

Q7 Would you say that you are:

- Heterosexual or straight (1)
  - Gay or lesbian (2)
  - Bisexual (3)
  - Don't know (4)
  - Prefer not to answer (5)
-



Q8 What is the highest level of school you completed?

- Some high school or less (Grades 1-11) (1)
  - High School diploma or GED/high school equivalency (2)
  - Vocational school/training, some college or two-year college degree (3)
  - BA degree (4)
  - Master's Degree or more (5)
  - Prefer not to answer (6)
- 

Q9 Are you currently employed?

- Yes, I am employed in my trade(s) (1)
  - Yes, I am employed but not in the trades (2)
  - No, I am unemployed and looking for work (3)
  - Not working for other reason (4)
  - Prefer not to answer (5)
-

Q10 What were your gross earnings in 2019?

- None (1)
  - Less than \$10,000 (2)
  - \$10,001-\$25,000 (3)
  - \$25,001-\$50,000 (4)
  - \$50,001-\$75,000 (5)
  - \$75,001-\$100,000 (6)
  - Above \$100,000 (7)
  - Prefer not to answer (8)
- 

Q11 Compared to 2019, were your earnings in 2020:

- Much lower (1)
  - Lower (2)
  - About the same (3)
  - Higher (4)
  - Much higher (5)
  - Prefer not to answer (6)
-

Q12 What best describes your current relationship status?

- Single, never married (1)
  - Married (2)
  - Separated/Divorced/Widowed (3)
  - Living with a partner/Cohabiting (4)
  - Prefer not to answer (5)
- 

Q13 What best describes your current living situation?

- Living on your own (1)
  - Living with partner/spouse (2)
  - Living with extended family/parents (3)
  - Living with friends/housemates (4)
  - Other (5)
  - Prefer not to answer (6)
- 

Q14 Do you have children?

- No (1)
  - Yes (2)
  - Prefer not to answer (3)
-

Q15 How many children do you have? (Box only accepts numbers.)

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Q16 How many of your children are under age 6? (Box only accepts numbers.)

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Q17 How many of your children are between the ages of 6 and 17? (Box only accepts numbers.)

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Q18 Do you have major caregiving responsibilities such as for a parent, disabled spouse, disabled child, or close friend?

- No (1)
- Yes (2)
- Prefer not to answer (3)

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Q21 In which state do you currently reside?

- Alabama (1)
- Alaska (2)
- Arizona (3)
- Arkansas (4)
- California (5)
- Colorado (6)
- Connecticut (7)
- Delaware (8)
- District of Columbia (9)
- Florida (10)
- Georgia (11)
- Hawaii (12)
- Idaho (13)
- Illinois (14)
- Indiana (15)
- Iowa (16)
- Kansas (17)
- Kentucky (18)
- Louisiana (19)
- Maine (20)

- Maryland (21)
- Massachusetts (22)
- Michigan (23)
- Minnesota (24)
- Mississippi (25)
- Missouri (26)
- Montana (27)
- Nebraska (28)
- Nevada (29)
- New Hampshire (30)
- New Jersey (31)
- New Mexico (32)
- New York (33)
- North Carolina (34)
- North Dakota (35)
- Ohio (36)
- Oklahoma (37)
- Oregon (38)
- Pennsylvania (39)
- Puerto Rico (40)
- Rhode Island (41)

- South Carolina (42)
- South Dakota (43)
- Tennessee (44)
- Texas (45)
- Utah (46)
- Vermont (47)
- Virginia (48)
- Washington (49)
- West Virginia (50)
- Wisconsin (51)
- Wyoming (52)
- I do not reside in the United States (53)

# Survey Results: Data Tables

## 2021 IWPR Tradeswomen's Retention and Advancement Survey

This is a companion resource for *A Future Worth Building: What Tradeswomen Say about the Change They Need in the Construction Industry*. For the full report, please visit <https://iwpr.org/a-future-worth-building-report>.

### PART 1: Your background in the trades

Please indicate your trade(s):	% (those who listed specified trade only)	No. (those who listed specified trade only)	% (all who listed trade)	No. (all who listed trade)
Bricklayer	3.0	78	7	184
Carpenter	11.2	295	18.8	495
Cement Mason	1.3	34	5	131
Drywall finisher	1.3	34	5.6	147
Electrician	16.0	422	21.6	569
Elevator Constructor	2.4	62	5.8	153
Floor Coverer	1.5	39	5.4	141
Glazier	1.4	37	4	106
Heat and Frost Insulator	1.2	31	4.5	118
Ironworker	3.0	78	6.11	161
Laborer	6.7	176	12.3	324
Line Industry	0.9	24	3.5	92
Operating Engineer	5.8	153	9.1	240
Painter	1.8	47	5.7	150
Plasterer	1.1	29	4.6	120
Plumber	2.4	64	6	159
Roofer and Waterproofer	0.9	25	3.8	100
Sheet Metal	2.4	63	4.6	120
Steamfitter	1.2	32	3.1	82
Welder	1.7	44	5.1	135
Other	6.2	163	-	-
More than one	26.8	705	-	-
Total	100.0	2635	-	2635



In which sector do you work most often?	%	No.
Commercial	23.6	618
Industrial	15.4	404
Institutional	5.6	148
Residential	11.3	295
Service/Maintenance	5.6	147
Other	5.1	134
More than one	33.4	876
Total	100.0	2622

Please indicate your status	%	No.
Apprentice	23.0	598
Experienced tradeswoman	23.3	606
Journey	46.3	1201
Other	7.4	191
Total	100.0	2596

What year of your apprenticeship are you in?	%	No.
1st Year	19.4	113
2nd Year	26.1	152
3rd Year	24.0	140
4th Year	18.7	109
5th Year	8.4	49
6th Year	3.4	20
Total	100.0	583

How many years since you completed your apprenticeship? (Please answer for your first apprenticeship if you completed more than one):	%	No.
1-3 Years	24.1	283
4-6 Years	25.0	293
More than 6 years	50.9	598
Total	100.0	1174

How many years altogether have you worked in the trades, including residential construction or non-apprenticeship connected jobs?	%	No.
Less than 3	11.3	281
3 to 6	33.9	846
7 to 9	11.4	285
10 to 19	26.2	653
20 or more	17.2	428
Total	100.0	2493

When you entered the trades, did you have any children?	%	No.
No	59.9	1572
Yes all 13 or older	7.7	202
Yes, at least one was 6-12	9.2	242
Yes, at least one was younger than 6	23.2	608
Total	100.0	2624

How did you find out about opportunities in the trades? (Note: Respondents select all that apply)	%	No.
Family/friends	43.6	1150
Met a tradeswoman	18.7	492
High school counselor	6.0	158
Job training program	21.1	557
Woman's/tradeswomen's organization	17.0	448
Newspaper advertisement	10.8	285
Facebook or other Social Media	10.6	279
One Stop counselor/American Job Center	5.4	143
Total		2635

Before starting work in the trades, did you complete the following? (Note: Respondents select all that apply)	%	No.
Yes, a shop class in a trades-related topic in high school	32.3	852
Yes, a class in a trades-related topic in a Community/Technical College	26.6	702
Total		2635

Did you complete a pre-apprenticeship program? (Note: Respondents select all that apply)	%	No.
No	40.1	1057
Yes, a women-only pre-apprenticeship program	24.9	656
Yes, a mixed gender pre-apprenticeship program	37.0	974
Total		2635

Are you a member of a trade union?	%	No.
No	36.9	941
Yes	63.1	1607
Total	100.0	2548

Is there a union women's committee in your area?	%	No.
No	27.1	370
Yes, I attend regularly	34.8	475
Yes, I do not attend/attend rarely	38.0	518
Total	100.0	1363

How do you usually find your jobs? (Note: Respondents select all that apply)	%	No.
Apprenticeship assignment	17.3	455
Hiring hall	43.5	1146
I have a regular employer/I am on the core crew	28.7	756
On-the-job contacts or word of mouth	26.3	692
Online job listings	18.4	485
Referrals from Tradeswomen's Organization	9.5	250
Self-employed/own business	5.1	134
Total		2635

During 2019, did you work mainly for union contractors/employer, non-union contractors/employer, or as self-employed/own business?	%	No.
All/almost all non-union contractors	18.9	492
All/almost all self-employed	10.8	281
All/almost all union contractors	47.6	1240
I was unemployed	3.4	89
Mix of above	15.3	399
Not relevant	4.0	104
Total	100.0	2605

Have you held any of the following positions? (Note: Respondents select all that apply)	%	No.
Foreman/Supervisor	49.8	1290
Superintendent	14.0	357
Shop Steward	26.1	668
Union officer	20.3	518
Trainer/Instructor	30.1	769
Any leadership position listed above	63.5	1673
Total	100.0	2635

If you held a supervisory/ foreman/ management position, did you receive any training for your position? (Note: Limited to those who have held a leadership position)	%	No.
No, I did not receive any training	25.52	427
Yes, some but not sufficient	39.15	655
Yes, I felt well trained for the position(s)	24.51	410
Not applicable/ Don't know/ Decline	10.82	181
Total	100.0	2635

## PART 2: What is/was it like to work in the trades?

Why did you start to work in the trades?	%	No.
<b>Opportunity for high earnings</b>		
Not important	3.9	101
Slightly important	9.6	248
Somewhat important	23.2	600
Very important	63.3	1637
Total	100.0	2586
<b>Good benefits (e.g., healthcare)</b>		
Not important	4.9	127
Slightly important	12.6	327
Somewhat important	20.9	545
Very important	61.6	1605
Total	100.0	2604
<b>I like physical work</b>		
Not important	10.7	279
Slightly important	18.8	490
Somewhat important	31.7	825
Very important	38.7	1006
Total	100.0	2600
<b>I am mechanically inclined</b>		
Not important	10.2	262
Slightly important	18.7	480
Somewhat important	34.0	870
Very important	37.1	950
Total	100.0	2562
<b>Comradery/teamwork</b>		
Not important	12.0	310
Slightly important	19.3	498
Somewhat important	32.5	836
Very important	36.1	930
Total	100.0	2574
<b>A parent/mentor encouraged me to apply</b>		
Not important	24.8	610
Slightly important	20.0	491
Somewhat important	25.2	621
Very important	30.0	738
Total	100.0	2460

Why did you start to work in the trades? (Continued)	%	No.
<b>I like to fix things/see the work of my hands</b>		
Not important	6.9	178
Slightly important	16.0	412
Somewhat important	26.6	686
Very important	50.6	1307
Total	100.0	2583
<b>I feel I am contributing to my community</b>		
Not important	9.5	245
Slightly important	17.8	458
Somewhat important	31.0	798
Very important	41.6	1070
Total	100.0	2571
<b>Family member worked in the trades</b>		
Not important	29.1	715
Slightly important	16.6	408
Somewhat important	24.7	606
Very important	29.6	728
Total	100.0	2457
<b>Public agency/job training program referred me</b>		
Not important	38.5	888
Slightly important	16.0	369
Somewhat important	25.1	579
Very important	20.3	468
Total	100.0	2304

Do you think you are/were being treated equally to men?	%	No.
<b>Hiring</b>		
Never treated equally	5.8	150
Rarely treated equally	16.3	420
Sometimes treated equally	32.1	827
Frequently treated equally	26.9	692
Always treated equally	18.9	488
Total	100.0	2577
<b>Layoffs</b>		
Never treated equally	7.7	187
Rarely treated equally	18.8	456
Sometimes treated equally	29.1	707
Frequently treated equally	24.2	587
Always treated equally	20.3	493
Total	100.0	2430
<b>On-the-job training</b>		
Never treated equally	6.0	155
Rarely treated equally	14.2	369
Sometimes treated equally	28.5	741
Frequently treated equally	28.4	740
Always treated equally	22.9	597
Total	100.0	2602
<b>Classroom/formal training</b>		
Never treated equally	2.4	62
Rarely treated equally	10.8	277
Sometimes treated equally	22.6	579
Frequently treated equally	29.3	751
Always treated equally	34.9	893
Total	100.0	2562
<b>Use of tools</b>		
Never treated equally	3.6	94
Rarely treated equally	13.3	342
Sometimes treated equally	29.4	760
Frequently treated equally	28.8	744
Always treated equally	24.8	641
Total	100.0	2581
<b>Work assignments</b>		
Never treated equally	5.2	136
Rarely treated equally	16.2	420
Sometimes treated equally	29.6	769
Frequently treated equally	28.3	734
Always treated equally	20.7	539
Total	100.0	2598
<b>Safety</b>		
Never treated equally	2.7	70
Rarely treated equally	9.6	249
Sometimes treated equally	22.0	572
Frequently treated equally	26.7	693
Always treated equally	39.1	1016
Total	100.0	2600

Do you think you are/were being treated equally to men? (Continued)	%	No.
<b>Respect</b>		
Never treated equally	5.8	151
Rarely treated equally	16.2	421
Sometimes treated equally	30.5	794
Frequently treated equally	28.2	736
Always treated equally	19.3	504
Total	100.0	2606
<b>Leadership development</b>		
Never treated equally	10.7	271
Rarely treated equally	19.7	497
Sometimes treated equally	28.5	720
Frequently treated equally	23.4	591
Always treated equally	17.6	445
Total	100.0	2524
<b>Promotion opportunities</b>		
Never treated equally	12.6	312
Rarely treated equally	20.9	515
Sometimes treated equally	27.9	688
Frequently treated equally	20.3	502
Always treated equally	18.3	452
Total	100.0	2469
<b>Hours of work</b>		
Never treated equally	4.3	110
Rarely treated equally	11.4	295
Sometimes treated equally	22.8	589
Frequently treated equally	28.9	744
Always treated equally	32.6	840
Total	100.0	2578
<b>Access to overtime</b>		
Never treated equally	3.9	100
Rarely treated equally	11.2	288
Sometimes treated equally	26.1	670
Frequently treated equally	29.6	759
Always treated equally	29.2	748
Total	100.0	2565

Do you feel that your work is/was held to a higher standard than men's in your position?	%	No.
Never	6.9	176
Rarely	12.0	304
Sometimes	33.4	849
Frequently	28.7	730
Always	19.0	482
Total	100.0	2541



How often is/was there at least one other woman on the job with you? -	%	No.
<b>Another woman in your trade</b>		
Never	7.8	204
Rarely	30.1	787
Sometimes	32.9	860
Frequently	21.4	560
Always	7.7	202
Total	100.0	2613
<b>Another woman in another trade</b>		
Never	3.6	94
Rarely	25.1	652
Sometimes	40.4	1050
Frequently	22.8	592
Always	8.0	208
Total	100.0	2596

If you are a Woman of Color: How often is there at least one other woman of color on the job with you? (Note: Excludes White Non-Hispanic respondents)	%	No.
<b>Another woman of color in another trade</b>		
Never	17.95	166
Rarely	25.73	238
Sometimes	33.62	311
Frequently	11.46	106
Always	11.24	104
Total	100.0	925
<b>Another woman of color in your trade</b>		
Never	15.7	149
Rarely	27.82	264
Sometimes	37.51	356
Frequently	8.01	76
Always	10.96	104
Total	100.0	949

How often do you have a woman foreman/supervisor?	%	No.
Never	36.9	951
Rarely	21.4	552
Sometimes	21.4	553
Frequently	14.5	374
Always	5.8	150
Total	100.0	2580

How often are/were you provided with the following while working in the trades? (If you have worked in the trades for a long time, please focus on the last couple of years.)-	%	No.
<b>Women only toilets</b>		
Never	8.6	223
Rarely	17.9	464
Sometimes	26.8	696
Frequently	26.9	699
Always	19.9	516
Total	100.0	2598
<b>Gloves or safety equipment in sizes that fit me</b>		
Never	7.9	207
Rarely	20.3	529
Sometimes	28.4	741
Frequently	24.2	631
Always	19.1	499
Total	100.0	2607

How often do you/did you encounter the following while working in the trades? (If you have worked in the trades for a long time, please focus on the last couple of years.)	%	No.
<b>Being told 'you are only here to meet the quota/goal' or similar</b>		
Never	23.4	605
Rarely	20.6	533
Sometimes	30.8	797
Frequently	19.2	496
Always	6.0	155
Total	100.0	2586

How often do you/did you encounter the following while working in the trades? (If you have worked in the trades for a long time, please focus on the last couple of years.)	%	No.
<b>Display of porn or graffiti that disparages women</b>		
Never	20.4	530
Rarely	23.4	607
Sometimes	29.3	761
Frequently	19.8	513
Always	7.1	183
Total	100.0	2594
<b>Racist graffiti or symbols</b>		
Never	24.9	644
Rarely	23.1	599
Sometimes	25.9	672
Frequently	19.4	503
Always	6.6	172
Total	100.0	2590
<b>Swastikas or other anti-Semitic graffiti</b>		
Never	37.9	977
Rarely	24.1	620
Sometimes	19.6	506
Frequently	13.6	351
Always	4.8	123
Total	100.0	2577

How often do you/did you experience the following while working in the trades, directed at you personally?	%	No.
<b>Sexual harassment</b>		
Never	18.1	473
Rarely	24.3	635
Sometimes	34.0	887
Frequently	18.3	477
Always	5.3	137
Total	100.0	2609
<b>Racial harassment (Excludes White Non-Hispanics)</b>		
Never	23.81	275
Rarely	27.88	322
Sometimes	26.67	308
Frequently	14.98	173
Always	6.67	77
Total	100.0	1,155
<b>Harassment based on sexual orientation (Limited to LGBTQ+ individuals)</b>		
Never	25.95	123
Rarely	22.78	108
Sometimes	32.28	153
Frequently	12.87	61
Always	6.12	29
Total	100.0	474
<b>Age discrimination (Limited to those 45 and older)</b>		
Never	37.1	223
Rarely	26.96	162
Sometimes	23.96	144
Frequently	9.32	56
Always	2.66	16
Total	100.0	601
<b>Harassment just because of your gender</b>		
Never	18.3	478
Rarely	22.3	581
Sometimes	32.9	857
Frequently	19.2	502
Always	7.3	190
Total	100.0	2608

Have you ever witnessed the following in the trades, not directed at you personally?	%	No.
<b>Sexual harassment</b>		
Never	20.4	528
Rarely	20.3	526
Sometimes	34.8	900
Frequently	19.1	493
Always	5.4	140
Total	100.0	2587
<b>Racial harassment</b>		
Never	21.0	544
Rarely	22.9	595
Sometimes	33.1	859
Frequently	16.9	439
Always	6.1	157
Total	100.0	2594
<b>Harassment based on sexual orientation</b>		
Never	25.7	665
Rarely	23.4	605
Sometimes	29.6	765
Frequently	15.7	406
Always	5.6	146
Total	100.0	2587
<b>Age discrimination</b>		
Never	22.2	575
Rarely	24.4	632
Sometimes	31.8	824
Frequently	16.7	433
Always	4.9	127
Total	100.0	2591
<b>Harassment just because of someone's gender</b>		
Never	20.7	534
Rarely	23.4	605
Sometimes	29.9	773
Frequently	19.5	503
Always	6.6	170
Total	100.0	2585

Have you ever responded to harassment or discrimination by doing any of the following? (Note: Respondents select all that apply, limited to those who experienced or witnessed harassment/discrimination)	%	No.
Notified foreman/supervisor	35.1	909
Notified HR/someone official in the company	26.1	677
Discussed with a co-worker or friend (someone not official)	48.1	1,248
Addressed it directly with the perpetrator	42.9	1,111
Notified business agent, apprenticeship staff or other union representative	26.7	693
Discussed with/contacted Tradeswomen Organization	14.7	380
Made complaint to an official organization such the Equal Employment Opportunity Commission (EEOC), State Apprenticeship authority, or similar?	11.8	305
Talked to a lawyer	10.8	279
Did none of the above	9.3	242
Total		2592

If you decided not to report incidents of harassment/discrimination, please explain why. (Note: Respondents select all that apply, limited to those who experienced or witnessed harassment/discrimination)	%	No.
Sorted it out myself	32.6	845
Didn't think it would help	34.2	887
Fear of losing job	36.4	943
Fear of being negatively labeled by coworkers	38.2	990
Would jeopardize being hired for future jobs	31.2	809
Left job	9.9	256
Total		2592

Do you feel the discrimination/harassment was addressed effectively? (Note: limited to those who experienced or witnessed harassment/discrimination)	%	No.
No	57	1,075
Yes	43	811
Total	100	1,886

Have you ever seriously considered leaving the trades?	%	No.
No	55.6	1448
Yes, I left but returned	4.2	110
Yes, and I no longer work in the trades	6.6	171
Yes, but I am still here	33.6	873
Total	100.0	2602

When you considered leaving the trades, what was your status? (If you left more than once, select most recent.) (Note: limited to those who left or considered leaving the trades)	%	No.
Apprentice	29.2	332
Experienced tradeswoman	20.6	234
Journey	44.5	506
Other	5.7	65
Total	100.0	1137

What were/are your main reasons for leaving/thinking about leaving?	%	No.
<b>Difficulty finding stable work/not enough hours</b> (Note: limited to those who left or considered leaving the trades)		
Not important	18.8	195
Slightly important	16.2	168
Somewhat important	27.0	280
Very important	37.9	393
Total	100.0	1036
<b>Lack of respect/Harassment</b> (Note: limited to those who left or considered leaving the trades)		
Not important	9.3	103
Slightly important	16.4	182
Somewhat important	27.2	301
Very important	47.1	522
Total	100.0	1108
<b>Health/injury</b> (Note: limited to those who left or considered leaving the trades)		
Not important	16.5	175
Slightly important	24.6	261
Somewhat important	26.1	277
Very important	32.9	349
Total	100.0	1062
<b>Isolation</b> (Note: limited to those who left or considered leaving the trades)		
Not important	20.5	221
Slightly important	21.3	229
Somewhat important	31.4	338
Very important	26.8	288
Total	100.0	1076
<b>Long work hours/ working time</b> (Note: limited to those who left or considered leaving the trades)		
Not important	33.5	355
Slightly important	20.6	218
Somewhat important	26.7	283
Very important	19.2	203
Total	100.0	1059
<b>Safety concerns</b> (Note: limited to those who left or considered leaving the trades)		
Not important	21.0	226
Slightly important	24.0	258
Somewhat important	27.5	296
Very important	27.6	297
Total	100.0	1077
<b>Lack of opportunity to build full skills set/ low quality of training</b> (Note: limited to those who left or considered leaving the trades)		
Not important	15.9	170
Slightly important	17.9	191
Somewhat important	29.5	315
Very important	36.6	390
Total	100.0	1066



What were/are your main reasons for leaving/thinking about leaving? (Continued)	%	No.
<b>Lack of prospects for promotion/advancement</b> (Note: limited to those who left or considered leaving the trades)		
Not important	13.0	143
Slightly important	19.4	213
Somewhat important	26.8	294
Very important	40.7	446
Total	100.0	1096
<b>Problems I raised weren't taken seriously</b> (Note: limited to those who left or considered leaving the trades)		
Not important	14.5	151
Slightly important	17.9	186
Somewhat important	28.7	299
Very important	38.9	405
Total	100.0	1041
<b>Got tired of yelling culture/disrespect</b> (Note: limited to those who left or considered leaving the trades)		
Not important	15.8	168
Slightly important	20.2	215
Somewhat important	31.2	332
Very important	32.8	349
Total	100.0	1064
<b>Work is physically too hard</b> (Note: limited to those who left or considered leaving the trades)		
Not important	38.9	406
Slightly important	22.9	239
Somewhat important	24.9	260
Very important	13.3	139
Total	100.0	1044
<b>I wanted to do something different</b> (Note: limited to those who left or considered leaving the trades)		
Not important	29.6	307
Slightly important	22.5	233
Somewhat important	26.4	274
Very important	21.5	223
Total	100.0	1037
<b>I went back to school/college</b> (Note: limited to those who left or considered leaving the trades)		
Not important	43.4	384
Slightly important	14.7	130
Somewhat important	24.3	215
Very important	17.5	155
Total	100.0	884

How important were/are the following reasons for leaving/thinking about leaving?	%	No.
<b>Lack of accommodations for pregnancy (Note: limited to those who left or considered leaving the trades)</b>		
Not important	29.6	245
Slightly important	15.4	128
Somewhat important	28.0	232
Very important	27.0	224
Total	100.0	829
<b>Lack of breastfeeding support/space to pump (Note: limited to those who left or considered leaving the trades)</b>		
Not important	35.3	281
Slightly important	15.3	122
Somewhat important	22.7	181
Very important	26.6	212
Total	100.0	796
<b>Difficulty finding childcare (Note: limited to those who left or considered leaving the trades)</b>		
Not important	25.1	212
Slightly important	14.8	125
Somewhat important	27.3	231
Very important	32.9	278
Total	100.0	846
<b>I wanted to spend more time with my kids (Note: limited to those who left or considered leaving the trades)</b>		
Not important	23.4	198
Slightly important	18.3	155
Somewhat important	27.5	233
Very important	30.8	261
Total	100.0	847
<b>I needed to take care of a family member or friend (Note: limited to those who left or considered leaving the trades)</b>		
Not important	28.7	238
Slightly important	16.7	139
Somewhat important	28.6	237
Very important	26.0	216
Total	100.0	830

What helps/helped you succeed and stay in the Trades?	%	No.
<b>Personal qualities (e.g., passion for the trades, perseverance)</b>		
Not important	1.1	28
Slightly important	9.5	244
Somewhat important	22.7	584
Very important	66.7	1714
Total	100.0	2570
<b>Skills/experience from previous work</b>		
Not important	6.7	174
Slightly important	16.4	422
Somewhat important	30.1	778
Very important	46.8	1207
Total	100.0	2581
<b>My pre-apprenticeship program</b>		
Not important	17.5	386
Slightly important	17.6	388
Somewhat important	28.0	618
Very important	36.8	812
Total	100.0	2204
<b>Support from family and friends</b>		
Not important	6.3	163
Slightly important	17.0	436
Somewhat important	30.7	789
Very important	46.0	1182
Total	100.0	2570
<b>Tradeswomen community (e.g., social networking)</b>		
Not important	11.1	271
Slightly important	23.0	563
Somewhat important	30.5	747
Very important	35.4	865
Total	100.0	2446
<b>Support from co-workers (male and female)</b>		
Not important	4.9	125
Slightly important	17.3	443
Somewhat important	32.5	833
Very important	45.4	1163
Total	100.0	2564
<b>Tradeswomen's organizations/ women's committees, etc.</b>		
Not important	14.1	336
Slightly important	22.4	536
Somewhat important	31.0	740
Very important	32.6	778
Total	100.0	2390
<b>Support from my union local</b>		
Not important	11.6	187
Slightly important	17.3	278
Somewhat important	26.2	422
Very important	44.9	724
Total	100.0	1611

What helps/helped you succeed and stay in the Trades? (Continued)	%	No.
<b>Mentorship from senior tradeswomen</b>		
Not important	14.6	343
Slightly important	19.8	465
Somewhat important	29.8	700
Very important	35.8	840
Total	100.0	2348
<b>Employer/management commitment to equitable hiring and diversity</b>		
Not important	12.7	307
Slightly important	18.4	446
Somewhat important	30.4	737
Very important	38.5	932
Total	100.0	2422
<b>Supportive workplace policies (e.g., anti-harassment policies)</b>		
Not important	10.6	264
Slightly important	17.0	423
Somewhat important	27.8	692
Very important	44.6	1110
Total	100.0	2489
<b>Project owner has incentives/goals to hire women</b>		
Not important	15.4	365
Slightly important	18.9	448
Somewhat important	27.7	657
Very important	37.9	899
Total	100.0	2369
<b>Earnings</b>		
Not important	1.9	49
Slightly important	9.5	244
Somewhat important	21.9	564
Very important	66.8	1724
Total	100.0	2581
<b>Health Care and Pension Benefits</b>		
Not important	1.8	46
Slightly important	10.6	273
Somewhat important	22.7	582
Very important	64.9	1667
Total	100.0	2568

**PART 4: The COVID pandemic and your experience in the trades**

Did you stop working because of the COVID-19 pandemic for any of the following reasons?	%	No.
<b>Furloughed/ laid off because of stay-at home order where you live</b>		
No	45.6	1130
Yes, once	32.2	799
Yes, more than once	22.2	549
Total	100.0	2478
<b>Furloughed/laid-off because there was a COVID-19 related incident at work</b>		
No	63.5	1583
Yes, once	21.7	541
Yes, more than once	14.8	368
Total	100.0	2492
<b>Furloughed/Laid off for other reasons</b>		
No	54.6	1346
Yes, once	28.3	698
Yes, more than once	17.0	420
Total	100.0	2464
<b>Self-isolation due to potential exposure to COVID-19 or because you were experiencing symptoms yourself</b>		
No	56.1	1393
Yes, once	28.2	701
Yes, more than once	15.7	391
Total	100.0	2485
<b>Could not work because COVID 19 related school closures/child care problems</b>		
No	62.4	1543
Yes, once	21.7	537
Yes, more than once	15.9	392
Total	100.0	2472
<b>Could not work because of caregiving responsibility (e.g., for parent/ sibling/ spouse/ friend)</b>		
No	61.2	1524
Yes, once	20.5	510
Yes, more than once	18.4	458
Total	100.0	2492
<b>Declined work/ left a job because I did not feel safe</b>		
No	64.0	1594
Yes, once	24.0	598
Yes, more than once	11.9	297
Total	100.0	2489

If you were furloughed or could not work for a COVID 19 related reason, did you receive any of the following:	%	No.
Unemployment benefits (Note: only includes those who stopped work for a COVID-related reason)		
No	46.6	869
Yes	53.4	996
Total	100.0	1865
Paid sick leave for your own quarantine/ own health (Note: only includes those who stopped work to quarantine or for their own health due to COVID-19)		
No	51.1	535
Yes	48.9	512
Total	100.0	1047
Paid leave due to child care breakdown (Note: only includes those who stopped work due to a child care breakdown related to COVID-19)		
No	62.6	551
Yes	37.4	329
Total	100.0	880
Paid leave to care for someone with COVID-19 (Note: only includes those who stopped work to care for someone with COVID-19)		
No	67.3	610
Yes	32.7	296
Total	100.0	906

## PART 5: Demographic Information

Do you identify as: (Gender)	%	No.
Female, no trans and/or nonbinary identity indicated	96.9	2554
Trans or nonbinary identity indicated	2.4	64
Prefer not to answer	0.6	17
Total	100.0	2635
How old are you?	%	No.
Under 25 years	3.2	83
25-34 years	35.5	932
35-44 years	37.7	989
45-54 years	12.9	339
55 and older	10.7	282
Total	100.0	2625
Do you identify as Hispanic or Latino/a?	%	No.
No	81.9	2077
Yes	18.1	459
Total	100.0	2536
Do you identify as: (Race)	%	No.
American Indian or Alaska Native	6.4	164
Asian/ Asian American	3.9	99
Black/African American	18.0	458
Native Hawaiian/Pacific Islander	3.3	84
White	61.4	1565
Two or more races	4.2	107
Other	2.9	73
Total	100.0	2550
Race and Ethnicity	%	No.
Asian (Not Hispanic/Latina)	2.8	72
Black (Not Hispanic/Latina)	15.5	398
Hispanic/Latina (Any Race)	17.8	459
Indigenous Mainland American/Alaskan (Not Hispanic/Latina)	4.2	108
Indigenous Hawaiian/Pacific Islander (Not Hispanic/Latina)	2.2	57
White (Not Hispanic/Latina)	54.3	1398
Other (Not Hispanic/Latina)	0.7	17
Two or more races (Not Hispanic/Latina)	2.6	67
Total	100.0	2576

Do you identify as...	%	No.
Bisexual	8.4	214
Gay or Lesbian	10.2	260
Heterosexual or Straight	81.3	2064
Total	100.0	2538
What is the highest level of school you completed?	%	No.
Some high school or less (Grades 1-11)	2.5	65
High School diploma or equivalent	17.8	466
Vocational school/training, some college	54.7	1432
BA degree	21.2	555
Master's Degree or more	3.9	102
Total	100.0	2620
Are you currently employed?	%	No.
No, I am unemployed and looking for work	10.0	260
Not working for other reason	6.8	178
Yes, I am employed but not in the trades	8.6	224
Yes, I am employed in my trade(s)	74.6	1944
Total	100.0	2606

What were your gross earnings in 2019?	%	No.
None	0.8	21
Less than \$10,000	3.5	88
\$10,001-\$25,000	10.0	252
\$25,001-\$50,000	32.0	809
\$50,001-\$75,000	25.4	642
\$75,001-\$100,000	19.2	485
Above \$100,000	9.2	232
Total	100.0	2529
Compared to 2019, were your earnings in 2020:	%	No.
Much lower	22.2	568
Lower	29.0	743
About the same	30.1	770
Higher	15.2	389
Much higher	3.6	91
Total	100.0	2561



What best describes your current relationship status?	%	No.
Living with a partner/Cohabiting	11.1	285
Married	54.5	1403
Separated/Divorced/Widowed	13.2	340
Single, never married	21.2	544
Total	100.0	2572

What best describes your current living situation?	%	No.
Living on your own	25.4	657
Living with extended family/parents	8.4	218
Living with friends/housemates	4.6	120
Living with partner/spouse	60.2	1559
Other	1.4	36
Total	100.0	2590

Do you have children?	%	No.
No	36.0	934
Yes	64.0	1660
Total	100.0	2594
How many children do you have?	%	No.
1	52.6	867
2 or 3	39.8	656
4 or more	7.6	125
Total	100.0	1648
Age of Youngest Child	%	No.
No children	36.0	935
Under 6	21.9	568
6 to 17	28.1	728
18 or older	14.0	363
Total	100.0	2594

Do you have major caregiving responsibilities such as for a parent, disabled spouse, disabled child, or close friend	%	No.
No	67.9	1721
Yes	32.1	814
Total	100.0	2535

In which state do you currently reside?	%	No.
Alabama	1.9	51
Alaska	1.7	45
Arizona	1.7	44
Arkansas	0.7	18
California	15.6	412
Colorado	1.2	32
Connecticut	1.2	32
Delaware	0.9	24
District of Columbia	0.6	15
Florida	2.7	71
Georgia	1.9	49
Hawaii	1.6	43
Idaho	0.8	22
Illinois	6.0	159
Indiana	2.3	60
Iowa	0.9	24
Kansas	1.1	28
Kentucky	0.6	15
Louisiana	0.8	20
Maine	0.3	9
Maryland	1.3	34
Massachusetts	3.6	95
Michigan	2.8	73
Minnesota	2.7	71
Mississippi	1.9	51
Missouri	2.5	66
Montana	0.3	7
Nebraska	0.4	11
Nevada	1.3	34
New Hampshire	0.6	15
New Jersey	2.2	58
New Mexico	0.3	9
New York	5.8	154
North Carolina	0.6	16
North Dakota	0.4	10
Ohio	2.8	73
Oklahoma	0.8	21
Oregon	4.5	118
Pennsylvania	2.7	72
Rhode Island	0.3	9
South Carolina	0.4	10
South Dakota	0.2	6
Tennessee	1.0	26
Texas	3.7	97
Utah	0.8	21
Vermont	0.9	24
Virginia	1.0	26
Washington	6.3	166
West Virginia	1.4	37
Wisconsin	1.8	47
Wyoming	0.2	5
Total	100.0	2635