

# Canada

## Women in Construction Fund



**TYPE OF TOOL:**  
*Capacity building*



**MAIN SECTOR:**  
*All sectors*



**THEME:**  
*Gender*



**INFRASTRUCTURE GOVERNANCE PILLARS:**  
*Long-term strategic vision*

### In a nutshell:



**OBJECTIVE:** Canada's Women in Construction Fund aims to increase the participation of women in construction trades where they have been traditionally under-represented.



**Agency in charge**  
Employment and Social Development Canada



**Levels of government**  
Federal and provincial



**Year of implementation:**  
2018



**Current status:**  
Closed (ended in March 2022)

### Overview:

Increasing women's representation in infrastructure delivery is a key priority to ensure that the procurement of infrastructure projects generates equal labour and business opportunities for both women and men. Encouraging a greater female representation in infrastructure delivery can also mitigate negative impacts on women and other vulnerable groups from project construction and operation. Governments can adopt strategies to ensure equal access to labour opportunities by incentivising the participation of women in infrastructure construction and operation, as well as addressing factors that exacerbate gender disparity.

In Canada, through the Investing in Canada Plan, the country is investing over CAD 180 billion in infrastructure for new and established programs, over 12 years, starting in 2016. The plan dedicates funding for public transit, green infrastructure, social infrastructure, rural and northern communities and trade.

The social infrastructure funding under the plan included the Women in Construction Fund (WCF) pilot program, which aimed to increase the participation of women in construction trades where they have been traditionally under-represented. The program, which received funding of CAD 10 million, was launched in 2018-2019 and ended in March 2022. It supported projects based on existing models that have been effective in attracting women to the construction trades. These included projects that focused on the following: i) attracting and recruiting women into the construction trades (e.g. site visits, hands-on experiences, and career exploration); ii) supporting apprenticeship training and skills development through upgrading essential skills and providing a continuum of tailored services for women (e.g. child care, transportation, purchase of tools, coaching, and mentoring); iii) assisting employers by developing recruitment and retention tools, along with supports based on best practices for inclusive and respectful workplaces.

#### REFERENCES:

- Infrastructure Canada, Investing in Canada: Canada's Long-Term Infrastructure Plan, <https://www.infrastructure.gc.ca/plan/icp-publication-pic-eng.html#4.3>