



18 - 21 SEPTEMBER 2018
EGYPT INTERNATIONAL EXHIBITION CENTER
www.thebig5constructegypt.com

BRINGING IN THE CHANGE: INITIATIVES TAKEN UP BY ORGANIZATIONS TO FACILITATE GENDER DIVERSITY AT WORKPLACE

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Pinnacle Construction Projects

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1. Welcome Note



1.1 Welcome to Egypt

1.2 Introduction of Key Speakers

1.3 PCP “A Story of Success”

1.4 Introduction of the Session’s Agenda





Facilitating Gender Diversity with Focus on Women in Construction



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1.4 Agenda







- Women in Construction
- Barriers & Challenges Women Encounter
- Organization's Approach to Diversity
- PCP Values Diversity
- Iconic Women in Construction
- Ideal Organization Initiatives
- Women Working Abroad vs. Working In Egypt
- Advice for Women Working in the Construction Industry
- PCP's Pride & Joy
- Open Discussion (Q&A)



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2. Women in Construction



2.1 Employment Rates of Women

According to 2017 World Bank Statistics in Egypt:

Employment % of Male eligible population: **78%**





Employment % of Female eligible population: **24%**



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2. Women in Construction



2.2 Empowerment of Women

2.2.1 Access to Proper Education and Health Care

2.2.2 Increased Political and NGO Participation

2.2.3 Severe legal punishment of all forms of discrimination, violence &/or harassment

2.2.4 Elimination of early and/or forced marriage





2.2.5 Social Development and Cultural Awareness



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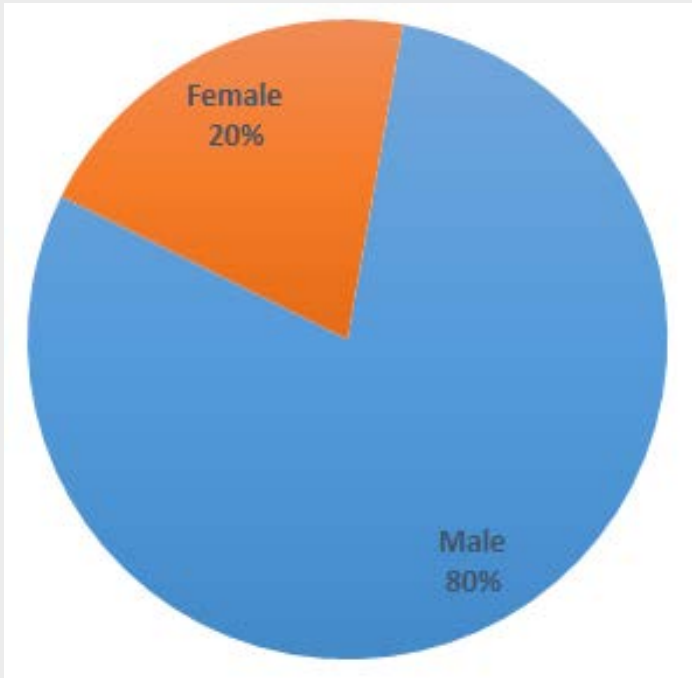


2. Women in Construction



2.3 PCP Paving the Way Forward - Women are No strangers to Construction





Female vs Male in PCP



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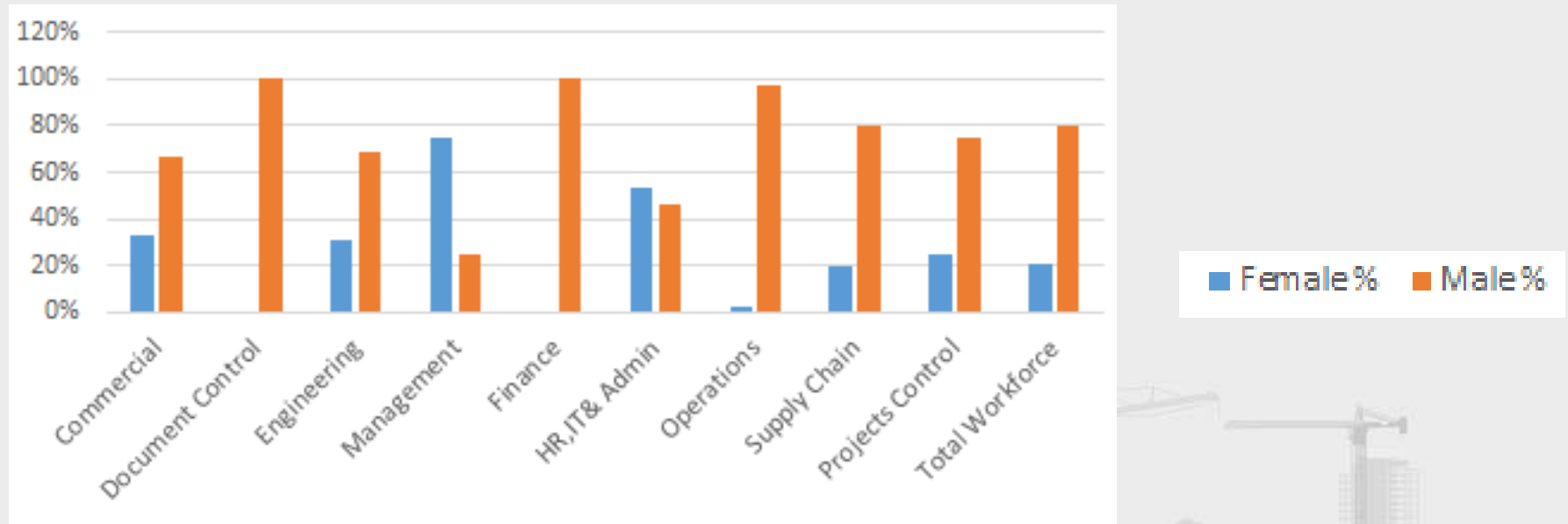


2. Women in Construction



2.4 PCP Paving the Way Forward – Women in Different Sectors

PCP Female Vs Male per Division

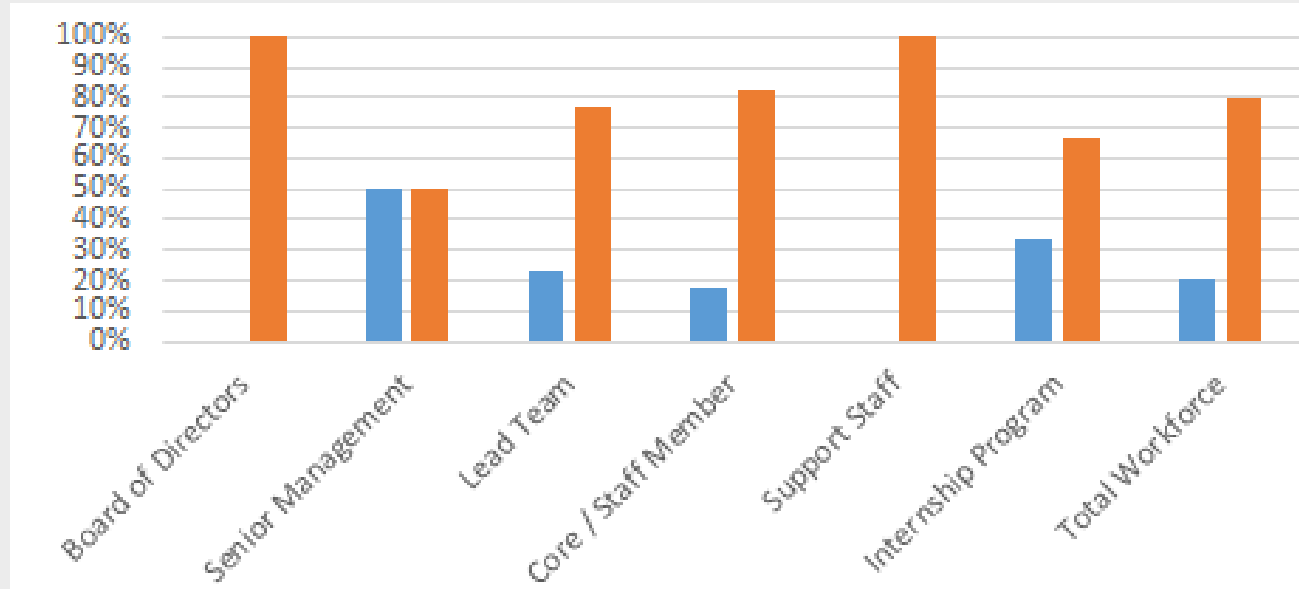


2. Women in Construction



2.5 PCP Paving the Way Forward – Women in Leading Positions

PCP Female vs Male per Hierarchy



■ Female ■ Male

3. Barriers & Challenges Women Encounter



3.1 Professional Experience in the Construction Industry

3.2 Recruitment Practices & Career Progression





3.3 Family Commitments



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3. Barriers & Challenges Women Encounter



3.4 Professional Experience in the Construction Industry

3.5 Stereotypical Image of the Construction Industry





3.6 Balancing Work and Family



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4. Organization's Approach to Diversity



4.1 Holistic Approach To Diversity

4.1.1 Equal Employment Opportunities from recruitment to retirement





- “Religion, Color, Gender, Marital Status, Special Needs = Humanity”
- Succession Planning – Promotions
- Awarding Achievements
- Encouraging Creativity & Innovation



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5. PCP Values Diversity



“At PCP, we believe that the differing backgrounds, experiences, lifestyles and perspectives of our people gives the company strength and enrichment.”





PCP’s Code of Conduct



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6. Iconic Women In Construction



“Your Success will not be determined by your gender or your ethnicity but only by the scope of your dreams.”





Zaha Hadid, Prominent Iraqi-born British Architect

The first woman to be awarded the Pritzker Architecture Prize in 2004.

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7. Barriers & Challenges Women Encounter



7.1 Professional Experience in the Construction Industry

7.2 Stereotypical Image of the Procurement Sector in Construction





7.3 The Fear Women Face



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8. Ideal Organizations Initiatives Facilitating Diversity







- 8.1 Flexible Working Hours
- 8.2 Rest & Recreation Areas
- 8.3 Flexible options for Maternity Leave
- 8.4 Marriage Bonus – Monetary & Additional Leave Days
- 8.5 Arrival of New Baby Bonus regardless of the parent's gender
- 8.6 In house Day Care Center
- 8.7 Providing Safe Transportation Means
- 8.8 Paternity Leave



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9. Women Working Abroad vs. Women working in Egypt



- 9.1 Encouraging Women To Work – Global Goal
“Different Cultures but One Goal”





- 9.2 Professional Experience Abroad –
 - Working in Europe & the Gulf Region vs. Egypt
 - The Similarities vs. the Differences



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10. Advice for Women







- 10.1 Speak Up & Don't Be Afraid
- 10.2 Be Fair, Calm and Consistent – Don't Overreact
- 10.3 Be Confident yet Modest
- 10.4 Continue to Self-Develop



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11. To the ladies







PCP's Pride and Joy



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PCP's Pride and Joy



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PCP's Pride and Joy



PCP's Pride and Joy

12. Open Discussion (Q&A)







The floor is now open for discussion.
We are now welcoming your questions.



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