


On-site female construction workers

 **Aim 4: Develop our employees' skills and promote equal opportunity**

Action 4.5: Increase the number of women employees in the company

 **Entity:** Bouygues Entreprises France-Europe and Bouygues Construction **Operational units:** GFC Construction / GIE Matériel

Overview of the Initiative

> **Objective:** To train female construction workers to act as on-site.


> **Description:**



GFC Construction has concluded a partnership with the French unemployment office to train female construction workers to act as on-site.

In September 2006, 9 women worked as female construction workers on structural sites and with tradesmen, in the context of a 12-month vocational contract.

An innovative recruitment process has been created in partnership with the French unemployment office: collective informative meetings aimed at unemployed women, visits to sites, interviews after 2 weeks of integration, etc. This innovative recruitment method required collaboration with the Equipment EIG to ensure site installations complied with legal obligations in terms of mixed employment.

 **Partner:** ANPE (French unemployment office) **Start date:** September 2006 **Indicator(s):** Not given