



DIVISION OF
INDUSTRIAL AFFAIRS



CONSTRUCTION
ENFORCEMENT

WOMEN IN CONSTRUCTION & SAFETY: LEADERSHIP, PROTECTION & CAREER GROWTH

STRONG STANDARDS. PROACTIVE ENFORCEMENT.

The Office of Construction Enforcement within the Delaware Department of Labor enforces Prevailing Wage Law, Workplace Fraud Regulations, and Contractor Registration Requirements with firm and consistent standards.

Our approach is proactive and education-focused. During inspections, officers provide guidance to help employers understand requirements and prevent violations before they occur.

The Result: improved compliance and a measurable reduction in penalties—without lowering standards.

WOMEN REPRESENTED IN THE FIELD

Women represent approximately 1.3 million of the 11.3 million construction workers nationwide.

Their leadership impact continues to grow across enforcement and safety roles. Within our teams, women serve in supervisory and statewide positions—bringing professionalism, technical expertise, and strong communication to job sites across Delaware.

EQUITY IN SAFETY: PERSONAL PROTECTIVE EQUIPMENT (PPE) ACCESS

National findings highlight ongoing challenges for women in the trades:

- 88% of tradeswomen surveyed reported difficulty obtaining properly fitting PPE.
- 77% reported hazard exposure due to improper fit.
- A 2025 report found 70% of women lack access to properly fitting PPE.

Properly fitting PPE is essential for safety, compliance, and equity.

CAREER PATHWAYS IN STATE SAFETY & ENFORCEMENT

Safety Consultant I

- Entry to mid-level professional
- Conducts inspections and outreach
- Develops foundational compliance expertise

Safety Consultant II

- Advanced field experience
- Leads complex inspections
- Provides technical guidance and training

Safety Consultant III

- Senior-level professional
- Extensive field experience and education
- Oversees high-level compliance initiatives
- Serves as a subject-matter expert and mentor

Labor Law Enforcement Officer I

- Entry-level role
- Conducts basic inspections and investigations
- Learns labor law compliance and outreach practices

Labor Law Enforcement Officer II

- Mid-level professional
- Conducts complex investigations
- Provides guidance to employers and workers
- Supports training and outreach efforts

Labor Law Enforcement Officer III

- Senior-level role
- Extensive field experience and technical expertise
- Leads investigations and enforcement strategies
- Mentors staff and supports program leadership



PROFESSIONAL ORGANIZATIONS SUPPORTING WOMEN

- National Association of Women in Construction (NAWIC)
- American Society of Safety Professionals (ASSP)
- WISE (Women in Safety Excellence) – ASSP common-interest group
- United States Environmental Protection Agency (EPA)

Women in construction and safety are strengthening standards, raising expectations, and building a safer future for the next generation.