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Visit our **Women at Deloitte** site to learn about some of our female leaders in manufacturing.



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Closing the gender gap
Ten years of celebrating women
in manufacturing

Where we stand

Women represent a vast talent pool



of the associate's, bachelor's, master's, and doctorate's degrees are held by women in the total US labor force.

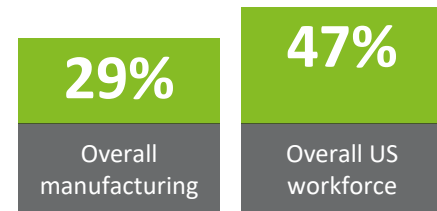


More than half

of all US managerial and professional positions are held by women.

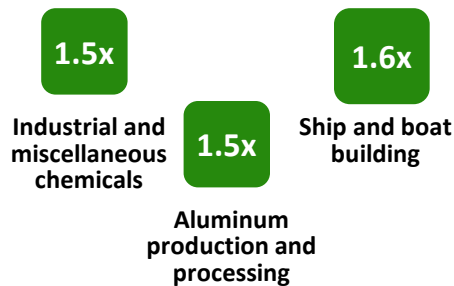
Is manufacturing capturing its share?

Women are underrepresented in manufacturing, a situation that has been improving, but slowly.



Some have made substantial progress

A number of manufacturing sub-sectors have experienced notable growth in adding women over the past decade.

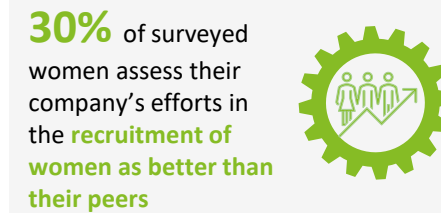
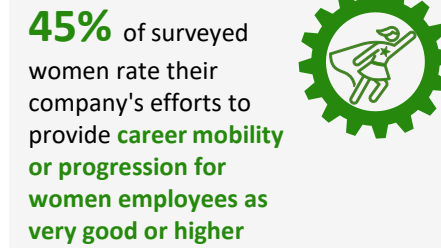
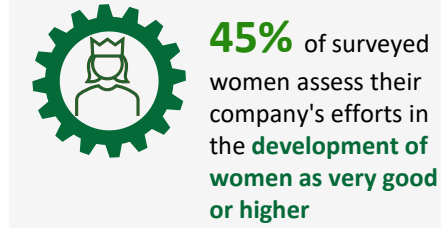


Source: Deloitte Analysis of BLS data

How can we up the game?

Room for growth across recruitment, retention, development and progression are areas for growth

What surveyed women said:



Manufacturers continue to work to create an inclusive environment for women



55% Women surveyed have seen positive change in the industry's attitude toward female employees.

Evolve the attitude towards women in manufacturing



50% Women surveyed feel women are sufficiently represented in their company's leadership team.

Involve more women in top leadership roles



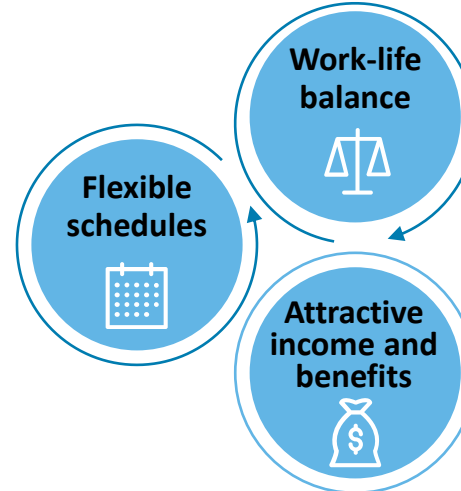
1 in 3 women surveyed agreed that their company had an active recruitment program for women.

Engage using custom/tailored recruitment programs

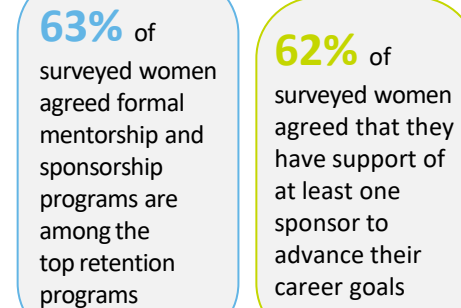
Ways to reach a 35% women workforce by 2030

Flexibility and work-life balance are table stakes

Priorities when choosing where to work

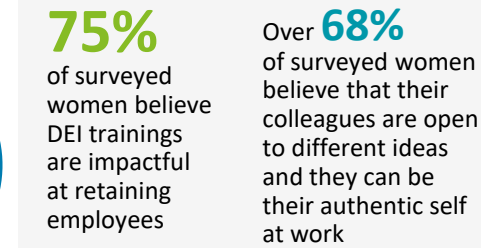


Formal mentorship and sponsorship is critical



Source: Deloitte's study: 2021 Manufacturing Talent Study

Diversity, equity, and inclusion is non-negotiable



Still **50%** of surveyed women feel their company should do more to create a diverse, equitable and inclusive environment for all employees

Career development opportunities will go a long way

- 52%** of surveyed women want to reach a leadership position in their company
- 80%** of surveyed women understand what skills are needed for progression
- However, only **63%** of surveyed women feel they can acquire the skills needed

Since the first study in 2012, Deloitte and the Manufacturing Institute have captured women's progress in manufacturing. Today, it is clear that the industry has several important opportunities to continue to close the gender gap.

