Closing the gender gap
Ten years of celebrating women in manufacturing

About Deloitte
Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

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

Women represent a vast talent pool

59% 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.

How can we up the game?

Manufacturers continue to work to create an inclusive environment for women

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

What surveyed women said:

45% of surveyed women rate their company’s efforts to provide career mobility or progression for women employees as very good or higher

45% of surveyed women rate the effectiveness of their company’s efforts in the retention of women as more to highly effective

30% of surveyed women assess their company’s efforts in the recruitment of women as better than their peers

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

75% of surveyed women believe DEI trainings are impactful at retaining employees

Diversity, equity, and inclusion is non-negotiable

Over 68% of surveyed women believe that their colleagues are open to different ideas and they can be their authentic self at work

Career development opportunities will go a long way

1 52% of surveyed women want to reach a leadership position in their company

2 80% of surveyed women understand what skills are needed for progression

However, only 63% of surveyed women feel they can acquire the skills needed

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

What surveyed women said:

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

63% of surveyed women agreed formal mentorship and sponsorship programs are among the top retention programs

Formal mentorship and sponsorship is critical

62% of surveyed women agreed that they have support of at least one sponsor to advance their career goals

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

1.5x Industrial and miscellaneous chemicals
1.5x Ship and boat building
1.6x Aluminum production and processing

Source: Deloitte Analysis of BLS data

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.