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



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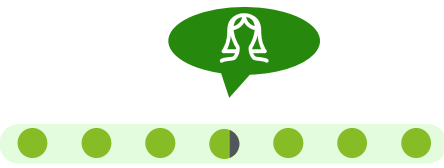
Closing the gender gap
Ten years of celebrating women
in manufacturing

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.

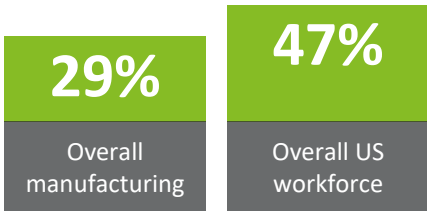


More than half

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

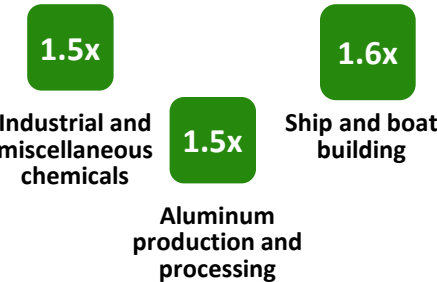
Is manufacturing capturing its share?

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.

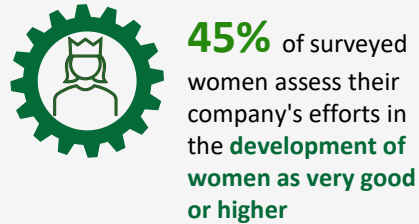


Source: Deloitte Analysis of BLS data

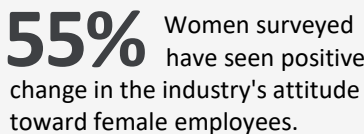
How can we up the game?

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



Evolving the attitude towards women in manufacturing



Involve more women in top leadership roles

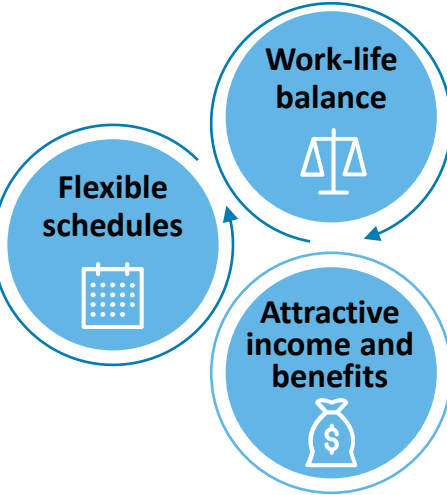


Engage using custom/tailored recruitment programs

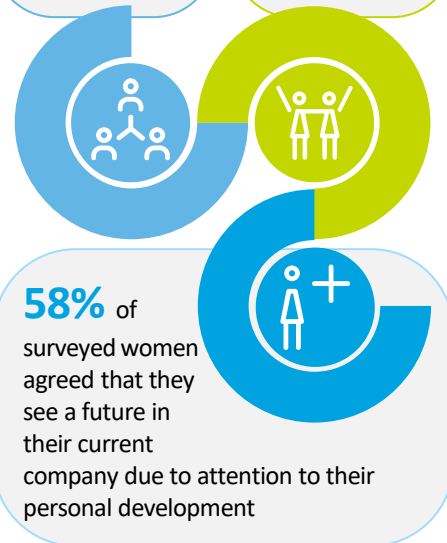
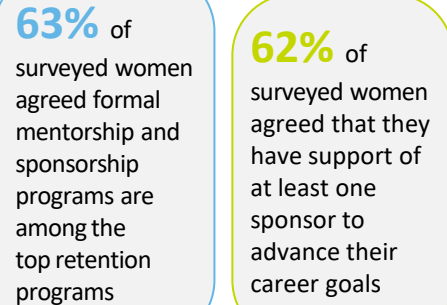
Ways to reach a 35% women workforce by 2030

Flexibility and work-life balance are table stakes

Priorities when choosing where to work

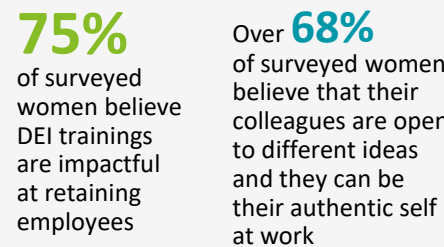


Formal mentorship and sponsorship is critical



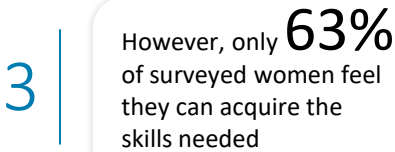
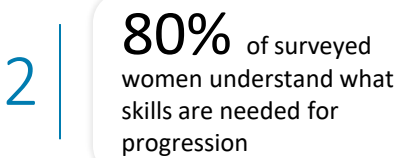
Source: Deloitte's study: 2021 Manufacturing Talent Study

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



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.

