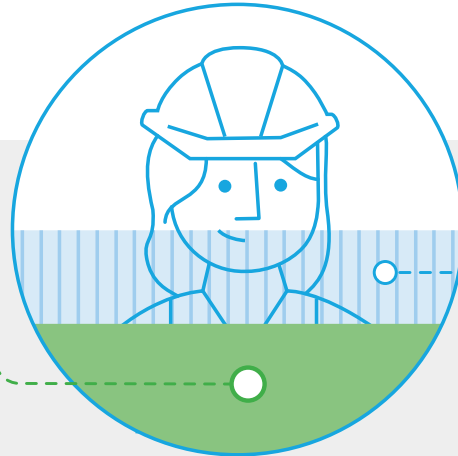


Closing the **GENDER GAP** in the manufacturing and automotive industries

How—and why—manufacturers and automakers should attract more women to the industry

THE CURRENT STATE

Women today account for just **29%** of the manufacturing workforce



despite representing **47%** of all workers.

Source: The Manufacturing Institute



In manufacturing, women are paid just **78 cents** for every dollar paid to men.

Source: U.S. Census Bureau, 2018

Only **18%** of all production and operation supervisors are female.

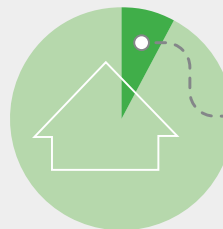
Source: Bureau of Labor Statistics

And they're paid **29% less** than their male counterparts.



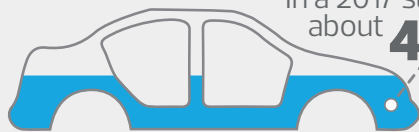
In 2018, more than half of the top 20 companies in the automotive industry have **zero women** on their executive teams.

Source: 20-First.com



In nearly 100 years, there has been a meager **8% increase** in the number of female employees in the manufacturing industry.

Source: Machine Design



In a 2017 survey, about **43%** of women said they believed they'd been passed over for promotions because of their gender.

Source: Automotive News

over>>

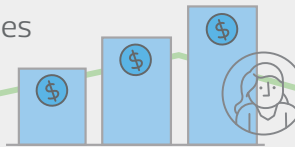
THE BUSINESS CASE

Fortune 500 companies that had at least **three women directors** have seen their:

Return on invested capital increase by at least **66%**

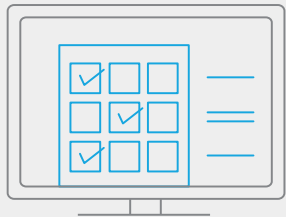


Return on sales increase by **42%**



Return on equity increase by at least **53%**

Source: Catalyst



Teams that have at least one female member **outperform all-male groups in collective intelligence tests.**

Source: Harvard Business Review



Companies with more diverse teams have a **22% lower turnover rate.** Organizations known for fostering diversity also have an easier time recruiting talent. Source: Gallup



Every 10% increase in gender diversity relates to a **3.5% increase in gross profit.**

Source: McKinsey & Company

THE WAY FORWARD

Manufacturers can take a number of steps to close the gender gap and attract more women to the industry:

EDUCATE

Support science, technology, engineering and mathematics education programs for women.



MENTOR

Offer encouragement and guidance by serving as mentors and role models.



EXPERIENCE

Provide hands-on, real-life experience to more women.



HIGHLIGHT

Demonstrate the technology, innovation and creativity that are integral to the industry, not just physical strength.



SHIFT

Engage the entire workforce and change the culture to focus on attracting, hiring and retaining a more diverse workplace.



Sources: 20-First.com, The Anita Borg Institute, Automotive News, Harvard Business Review, Machine Design, The Manufacturing Institute, OpenAccessGovernment.org