

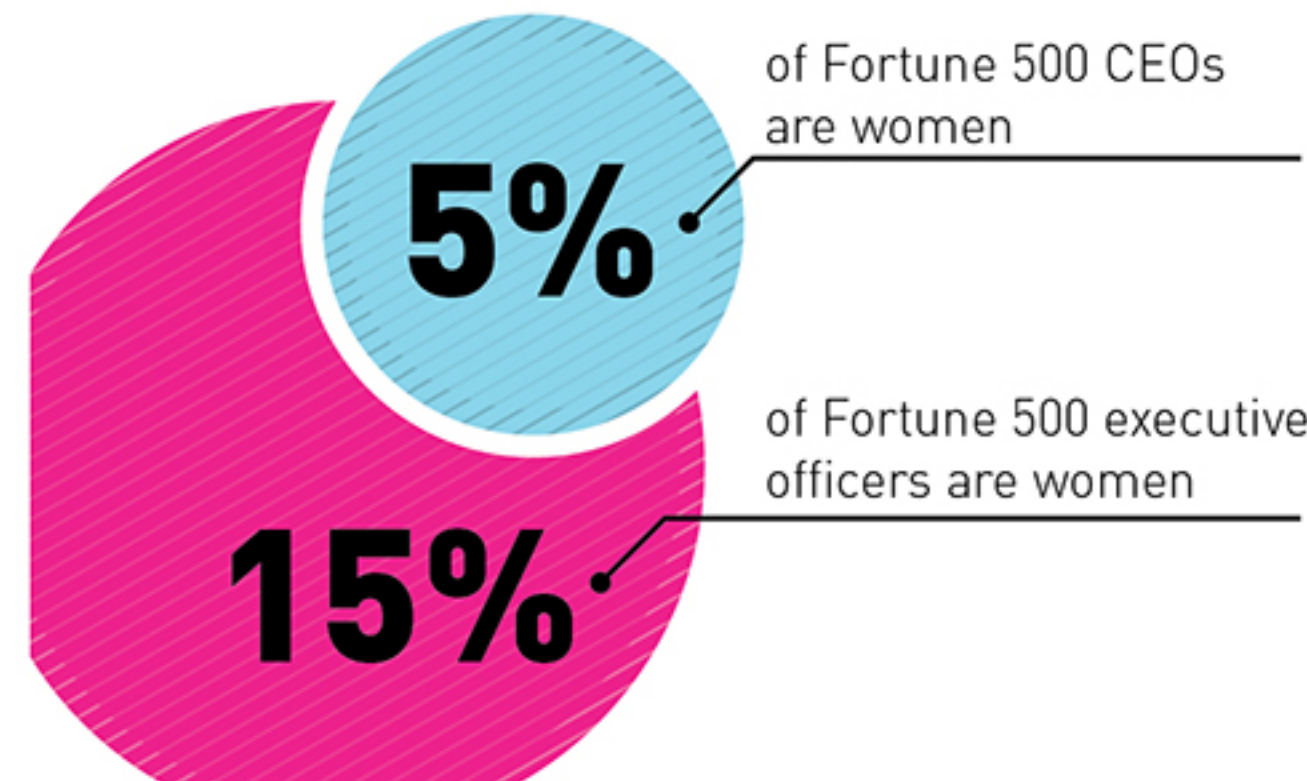
# datapoints

## Forward's look at women in manufacturing

### TALENT WAITING TO BE ENGAGED

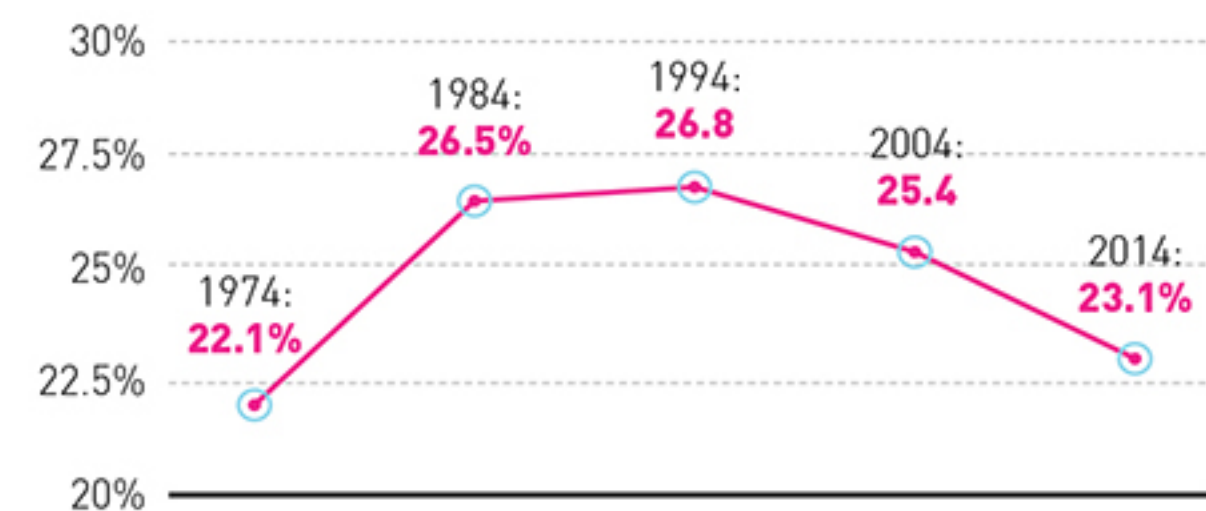
From the corner office to the factory floor, manufacturing has long been a male-dominated field. But with demand for skilled, educated and motivated workers increasing, the industry needs to consider **recruiting and retaining women a top priority.**

#### >> The Big Picture

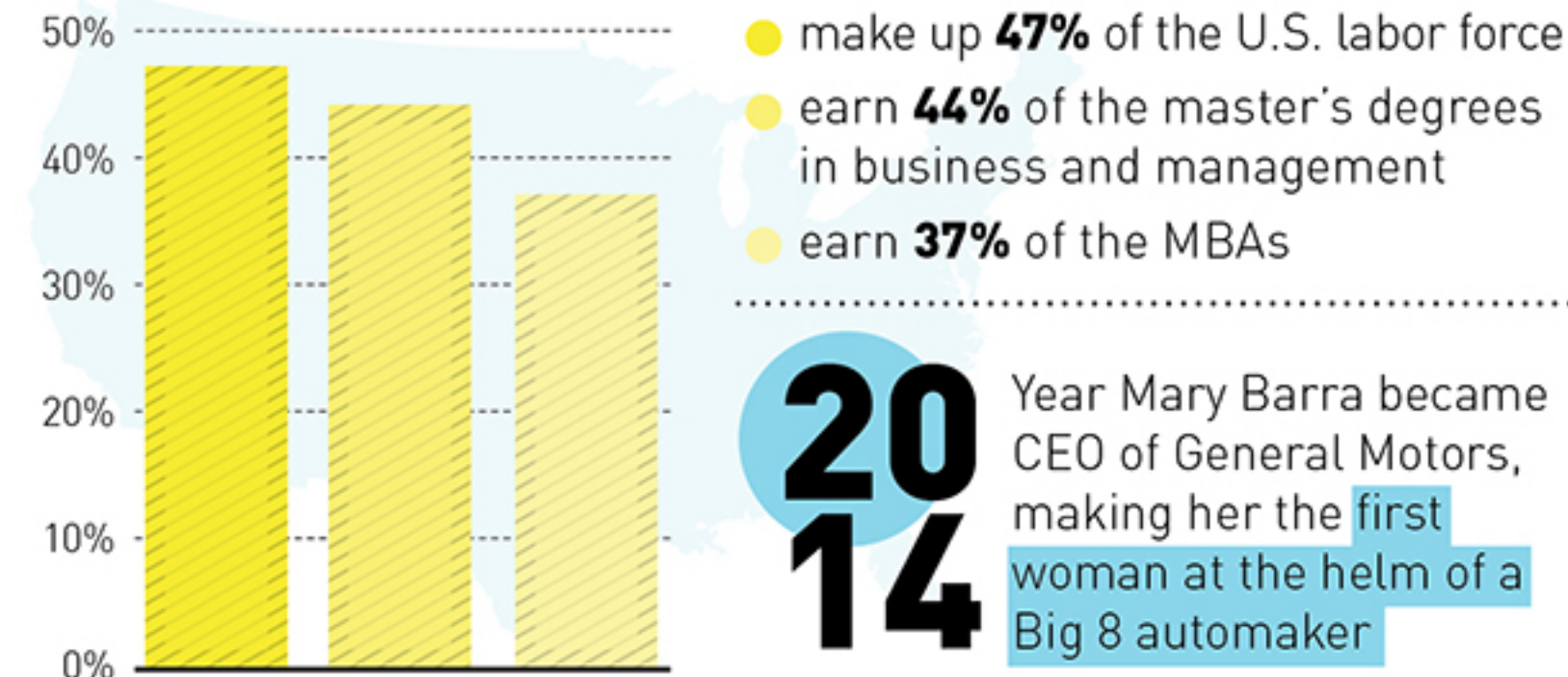


#### >> By the Numbers

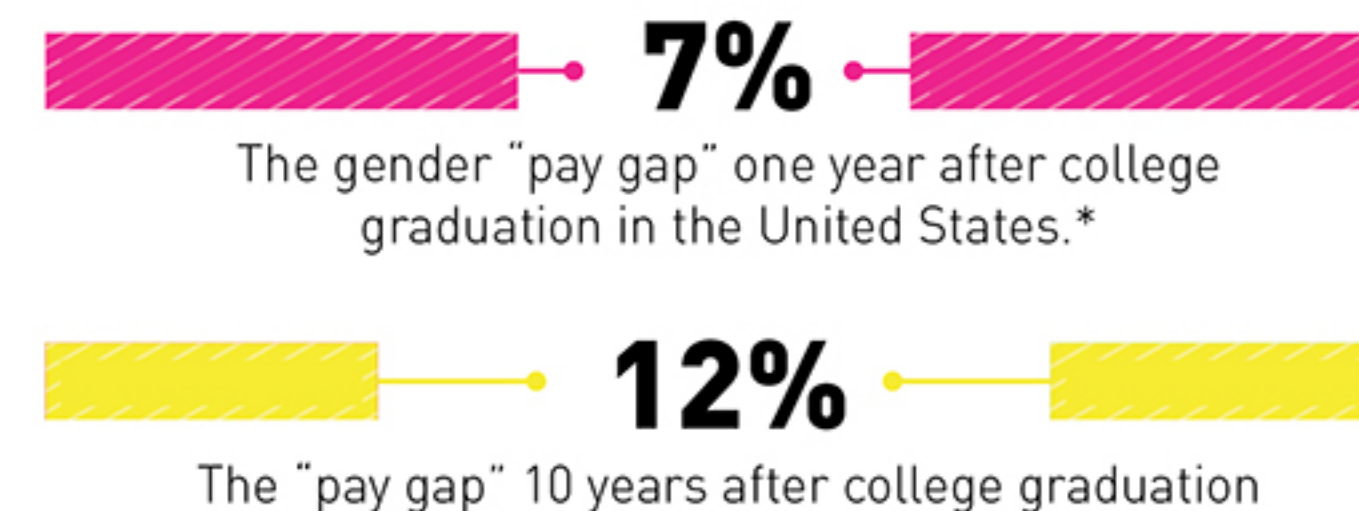
Women's share of U.S. durable goods manufacturing employment is actually **lower than in the 1980s.**



#### Yet women...



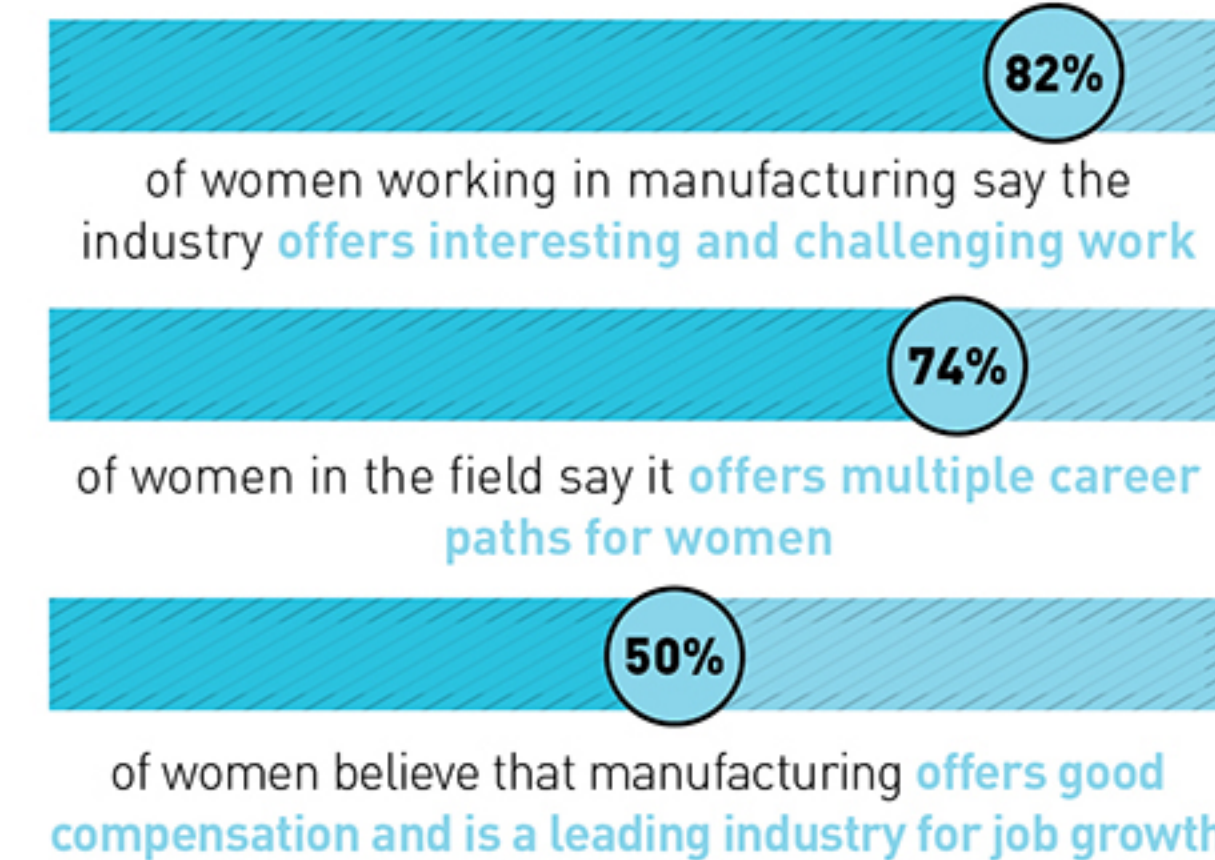
#### >> Income Inequality



\*Men earn 7% more even after accounting for college major, occupation, hours worked and other factors.

#### >> A Case for Optimism

The majority of U.S. women in manufacturing have a positive view of their experience in the industry.



#### >> The Bottom Line

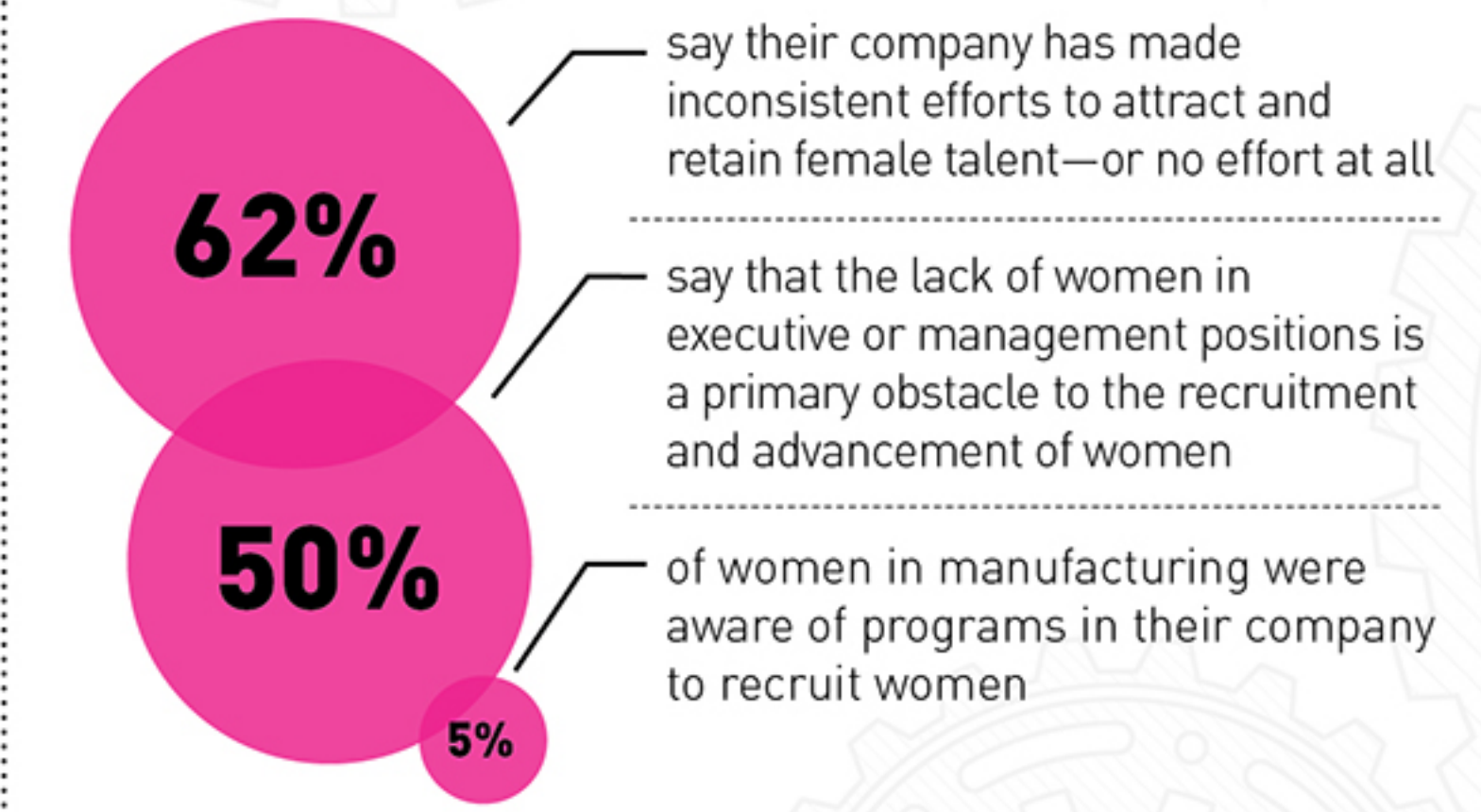
Companies\* that **rank in the top 25% for gender diversity are 15% more likely to report financial returns** above the median for their industry

\*Based on a survey of executives from the United States, Canada, Latin America and the United Kingdom

Sources: Catalyst Inc., U.S. Bureau of Labor Statistics, Center for American Progress, Forbes, American Association of University Women, Women in Manufacturing/Plante Moran, McKinsey & Co., Development Dimensions International and The Conference Board

#### >> Room for Improvement

So far, women who are already in the industry are not impressed with efforts to recruit female talent.



Women compose **37% of the leaders** of global companies that are in the **top 20%** for financial performance ...compared to just **19% of leaders** at companies in the **bottom 20%**