Women in Industry

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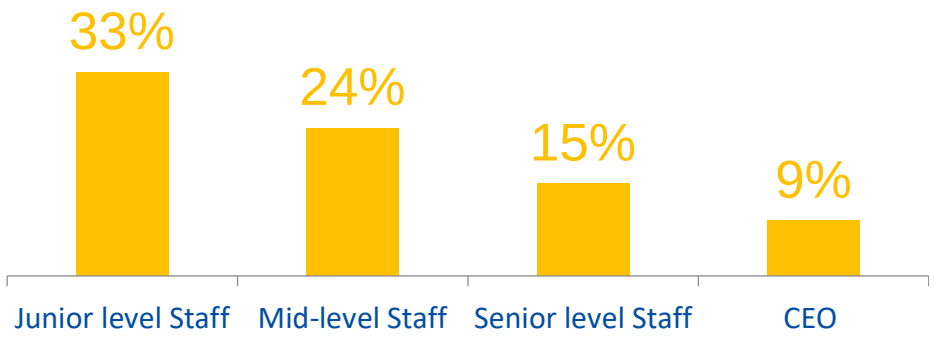
Women are underrepresented in Manufacturing and STEM education

47% of the labor force is made up by women, but only **20%** of the manufacturing workforce

3/4 of the female population don't even consider manufacturing as a potential career

Across all industries, women make up on average:



Only **1/3** manufacturing professionals and **1/4** manufacturing leaders are women

In 2018 only **24 out of every 1,000** women with a tertiary education degree had studied an **ICT-related subject**

Sources:

World Economic Forum (2016) The Industry Gender Gap Women and Work in the Fourth Industrial Revolution.

International Labour Organization. ILO. January 2021.

UNIDO. Nelson, Judy. (2020, November 10). Why We Have Gender Inequality in Manufacturing.

Deloitte. Women in manufacturing study. Exploring the gender gap.

European Commission 2018. Women in the digital age (2018).

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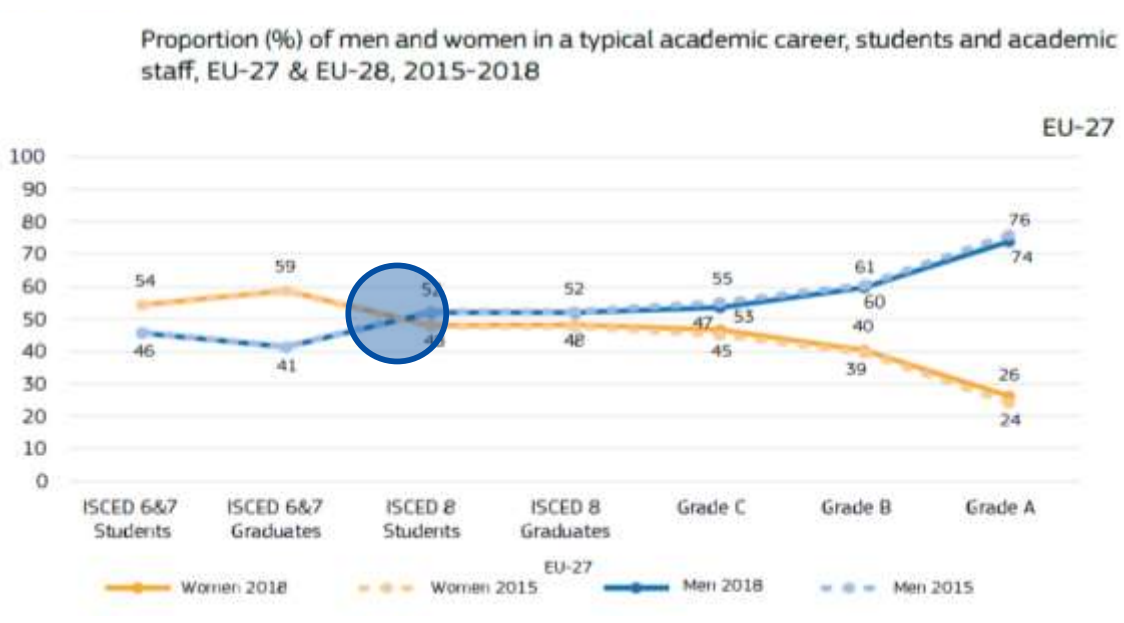
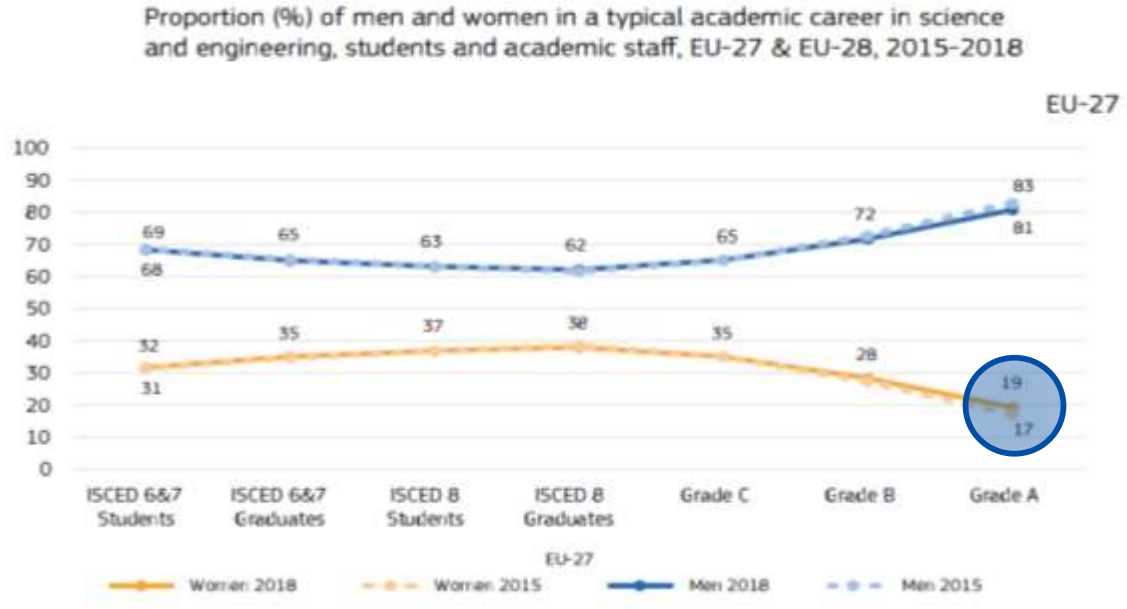
As well as in research careers, specially when the professional level increases.





Source: "She Figures 2021" Research. European Commission

***Grade A**:The single highest grade / post at which research is normally conducted within the institutional or corporate system*

***Grade B**: All researchers working in positions that are not as senior as the top position (A) but definitely more senior than the newly qualified PhD holders (C)*

***Grade C**: The first grade/post into which a newly qualified PhD (ISCED 8) graduate would normally be recruited within the institutional or corporate system*

***Grade D**: Either postgraduate students not yet holding a PhD (ISCED 8) degree who are engaged as researchers (on the payroll) or researchers working in posts that do not normally require a PhD.*

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Gender equality no longer remains just a matter of human rights, but a fundamental question to ensure competitiveness and economic recovery.

Gender gap has a consequent effect on the Gross Domestic Product (GDP) of countries, relating that: By 2050, improving gender equality would lead to an increase in

EU GDP per capita of 6.1% to 9.6%

Improvements in gender equality would lead to an additional **10.5 million jobs in 2050**

Closing the gender pay gap could boost female earnings across the OECD by over **US$2 trillion per annum**

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Sources:

EIGE. (2017). Economic Benefits of Gender Equality in the European Union: Overall economic impacts of gender equality.

PWC (March 2021) Women in Work 2021. The impact of COVID-19 on women in work.

3 major stages to work on: Access & Thrive & Lead

Fostering women to…	…overcoming current barriers…	…and seizing new opportunities….	…with recommendations for action….
ACCESS	Digital gap. Not enough interest in STEM	Sustainability, servitization –new business models	Create awareness – communicate atractiveness of manufacturing and new opportunities.
THRIVE	Working conditions	More flexibility, more diverse and equitable workplace	Change mindset towards outcome oriented working models and boost innovation through diversity
LEAD	Glass ceiling	Not only economic values, but also social and enviromental sustainability	Mainstream gender issues in industrial policies and company strategies with data, objetives and resources

…in a new industrial model for high added value manufacturing, that becomes part of the solution to climate and social crisis

Source: Women in Manufacturing White Paper 2020

8 game-changing actions & 3 building blocks to achieve the cultural transformation imperative

CULTURAL TRANSFORMATION
STRATEGIC IMPERATIVE

ACCESS			THRIVE			LEAD	
01 Engage girls in stem	**02** Increase women´s employability	**03** Promote female entrepreneur ship	**04** Equitable work environment	**05** Equal pay for equal value	**06** Gender equality plans	**07** Women´s participation in decisión making	**08** Women on boards

8 GAME-CHANGING ACTIONS

01 Data & Research	**02** Making manufacturing appealing	**03** Female role models

3 BUILDING BLOCKS

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Source: Women in Manufacturing White Paper 2021

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