

TOP 6 TIPS

FOSTERING A WELCOMING ENVIRONMENT FOR WOMEN IN THE MANUFACTURING WORKPLACE



Despite making up over half of the US labor force, women continue to be underrepresented in manufacturing, comprising only 27% of the workforce. By fostering a welcoming and inclusive environment in manufacturing for women, we can encourage more women to choose this fulfilling and rewarding career path. In this tool, explore six practical tips for manufacturers and HR professionals to empower and support women in their pursuit of success within the manufacturing industry.

01



VISIBILITY AND RECOGNITION

Acknowledge and celebrate the contributions of women in manufacturing through internal and external recognition programs, creating a culture that values and appreciates diversity.

02



PROMOTE SKILLS DEVELOPMENT

Offer training and upskilling programs to help women enhance their technical and leadership skills, boosting confidence and career progression.

03



DIVERSE LEADERSHIP REPRESENTATION

Showcasing successful women leaders in the organization provides role models and inspiration for other women to pursue manufacturing careers.

04



MENTORSHIP AND SPONSORSHIP

Establish formal mentorship and sponsorship programs to support the career growth of women in manufacturing. Encourage networking and skill-building opportunities.

05



EQUAL PAY AND BENEFITS

Ensure pay equity and provide equal benefits for all employees regardless of gender. Transparently communicate the commitment to pay fairness to foster trust and inclusivity.

06



FLEXIBLE WORK ARRANGEMENTS

Offer flexible work arrangements and family-friendly policies to support work-life balance for all employees, including women with caregiving responsibilities.