

Gender Inclusion in Manufacturing



Alison Grenier,
Head of Culture and Research, Great Place to Work Canada

with Special Guest

Dennis Darby
President and CEO, Canadian Manufacturers & Exporters

July 9, 2019



Today's Presenters



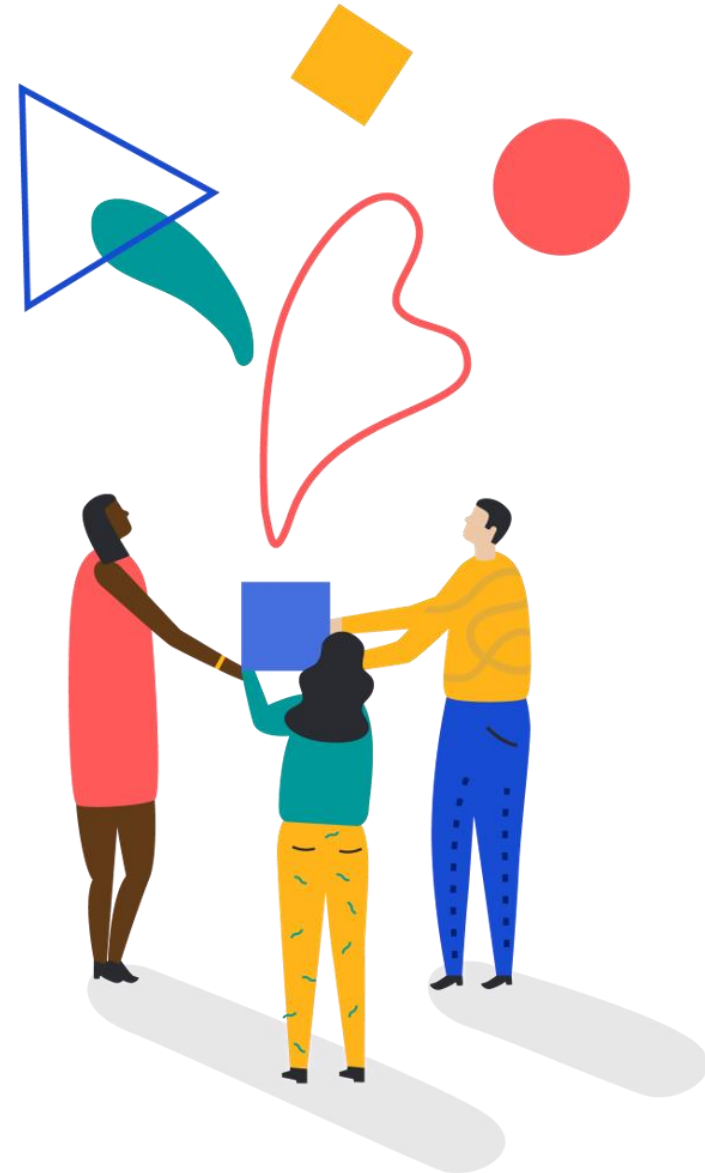
Alison Grenier
Head of Culture and Research
Great Place to Work



Dennis Darby, P. Eng.
President and CEO
Canadian Manufacturers & Exporters

What We'll Cover Today

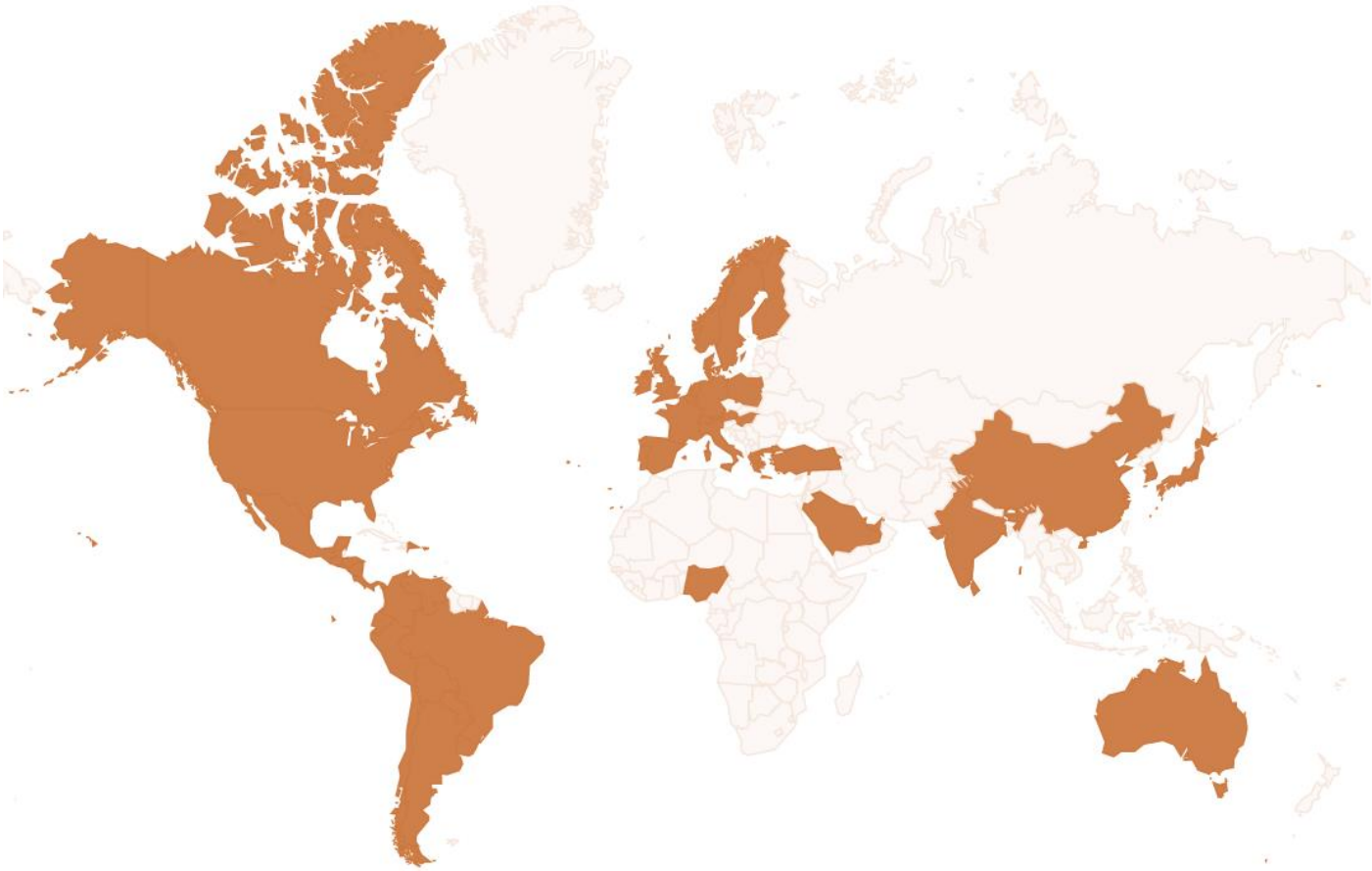
- Women, Innovation and Business Success (Alison)
- Women In Manufacturing (Dennis)
- Q&A



Great
Place
To
Work®

OUR
MISSION
IS TO BUILD A BETTER
WORLD
BY HELPING ORGANIZATIONS BECOME
GREAT PLACES TO WORK
for all!

World's Largest Annual Workplace Survey



Positive Recognition for Outstanding Workplaces



EMPOWERING WOMEN FOR INNOVATION AND BUSINESS SUCCESS

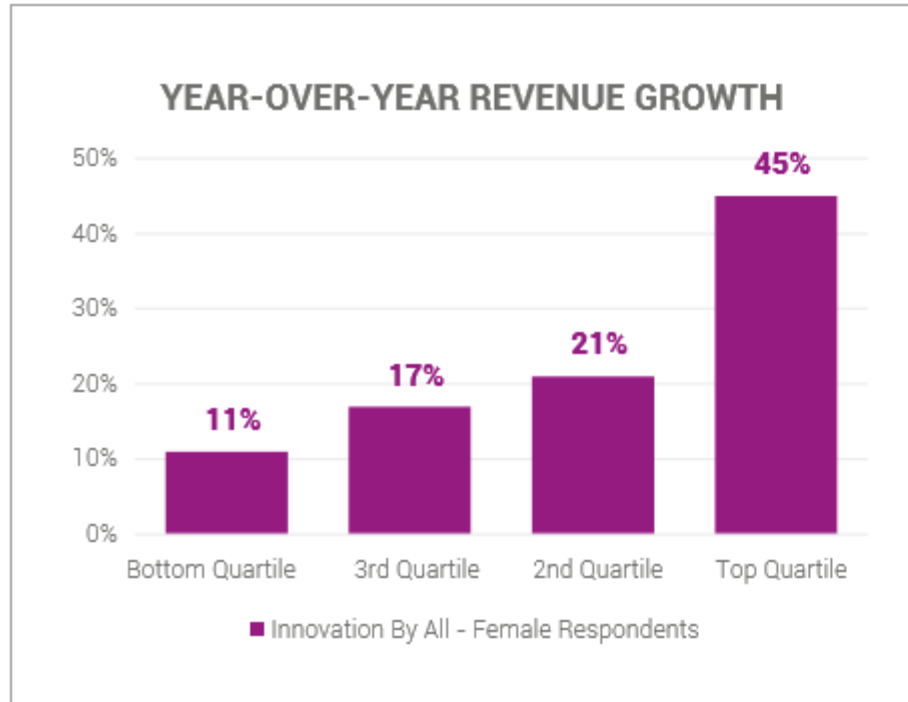
By Great Place to Work® and in support of WE EMPOWER programme
of UN Women, European Union and the International Labour Organization





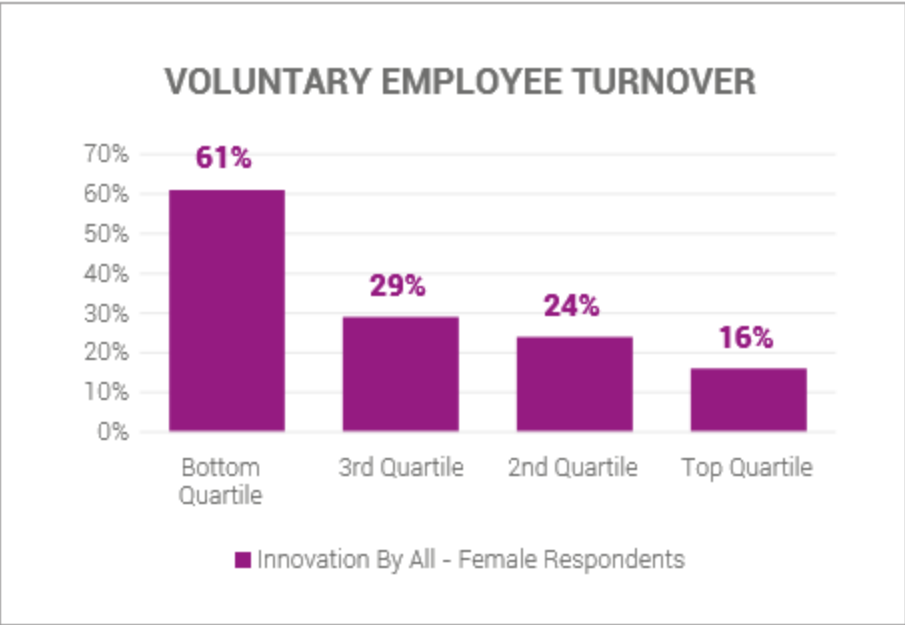
 **weempower**





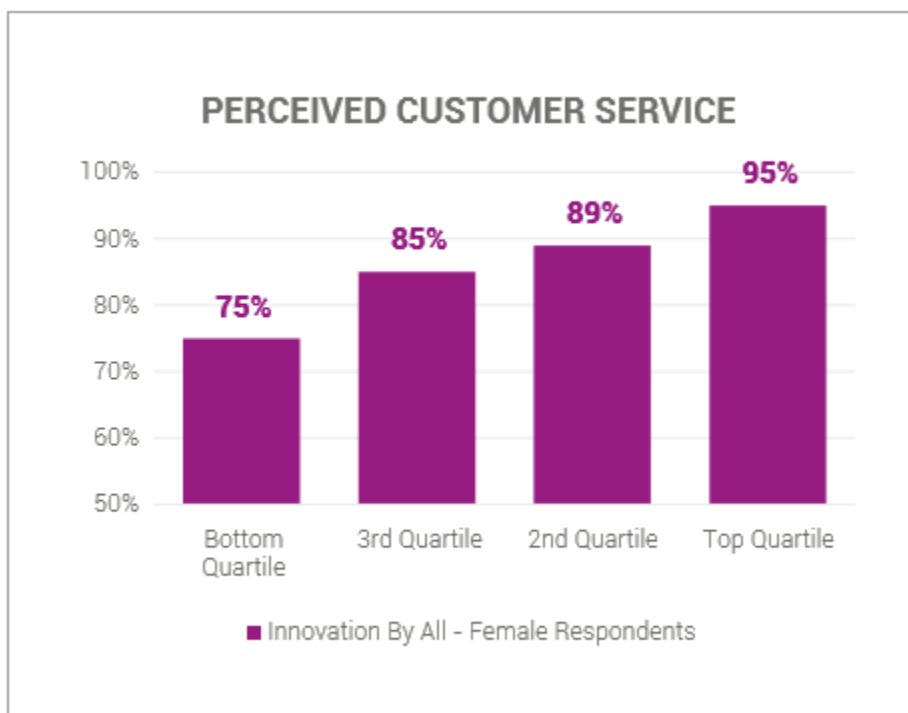
INNOVATION BY ALL Cultures Fuel Revenue Growth

Revenues grow much faster in organizations where more of their female employees experience a culture of Innovation By All. Those organizations in the top quartile for inclusive innovation for women as measured by the Trust Index[®] achieve **4x** the year-over-year revenue growth compared to the lowest quartile.



INNOVATION BY ALL Cultures Fuel Lower Voluntary Turnover

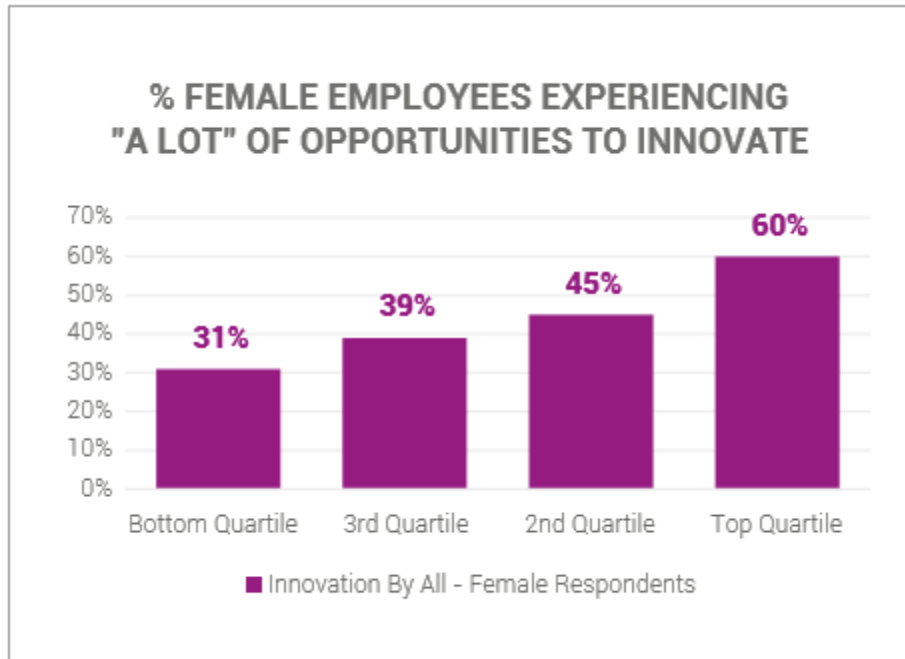
Organizations achieve dramatically lower overall **voluntary turnover** when more of their female employees experience a culture of Innovation By All. Those organizations in the top quartile for inclusive innovation for women experience **3.8x** less overall voluntary employee turnover compared to the bottom quartile.



INNOVATION BY ALL

Cultures Fuel Greater Perceived Customer Service

Excellent customer service is perceived to be **1.3x** greater in top quartile workplaces for inclusive innovation compared to bottom quartile workplaces.



INNOVATION BY ALL

Cultures Fuel Greater Talent Utilization & Development

Female employees experience nearly **2x** more **meaningful opportunities** to develop new and better ways of doing things at work in organizations that cultivate an Innovation By All culture for women. Greater inclusiveness and meaningful opportunities for women to contribute to corporate development are not only enhancing their own development but also organizational effectiveness.

WOMEN'S EMPOWERMENT PRINCIPLES

Guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community.

Principle 1

Establish high-level corporate leadership for gender equality.



Principle 2

Treat all women and men fairly at work – respect and support human rights and nondiscrimination.



Principle 3

Ensure the health, safety and well-being of all women and men workers.



Principle 4

Promote education, training and professional development for women.



Principle 5

Implement enterprise development, supply chain and marketing practices that empower women.



Principle 6

Promote equality through community initiatives and advocacy.

Principle 7

Measure and publicly report on progress to achieve gender equality.

 www.empowerwomen.org/weps

 weps@unwomen.org

 @WEPrinciples

 @WEPrinciples





CANADIAN
MANUFACTURERS
& EXPORTERS

WOMEN IN
MANUFACTURING

JULY 9, 2019



ABOUT CME

- Run by manufacturers, for manufacturers
- Since 1871 we have been focused on helping manufacturers grow their businesses in Canada and internationally
- Regional presence in every province
- Represent 2,500 members through CME and the Canadian Manufacturing Coalition
- 85% of members are small and mid-sized companies



MANUFACTURING MATTERS

IMPACT OF MANUFACTURING:	IN CANADA
Number of Establishments:	92,752
Total Sales:	\$686.6 billion
Contribution to GDP:	10.4%
Direct employment:	1,731,550
Wages and salaries:	\$120.2 billion
Wage premium:	109.4% of average wage
Share of exports:	64.8%
Capital investment (2019 intentions)	\$19.1 billion

ATTRACTING AND RETAINING SKILLED LABOUR

TODAY



5 YEARS FROM NOW



DO YOU FACE LABOUR AND SKILLS SHORTAGES TODAY?

DO YOU ANTICIPATE SHORTAGES WITHIN 5 YEARS?

UNTAPPED POTENTIAL

8.6 M

Women
working in
Canada

48%

Women's
percent of the
Canadian labour
force

28%

Women's
percent of the
manufacturing
labour force

1 in 4

Share of jobs in
STEM fields
filled by women

< 5%

Share of jobs in
production
related roles
filled by women

30 YEARS

Situation
relatively
unchanged for
three decades

WOMEN IN MANUFACTURING WORKING GROUP

- > ENGAGE AND INSPIRE
- > ATTRACT AND RETAIN
- > EMPOWER, SUPPORT AND ACCELERATE



STRATEGIC IMPERATIVES TO IMPROVE FEMALE REPRESENTATION IN MANUFACTURING

ONE

Make sure your company has more high-profile female role models

TWO

Expose young women to modern manufacturing facilities

THREE

Encourage young girls to join STEM fields at a young age

FOUR

Make greater efforts to hear the concerns of women in your workplace

FIVE

Focus on work-life balance to accommodate both male and female employees

PROGRAM INITIATIVES

- Launched WOMENINMANUFACTURING.CA
- Host annual Women in Manufacturing Forum – March 5, 2020
- Created a Women in Manufacturing Scholarship program
 - Call for 2019 applications open
 - Awarded at CME AGM and Manufacturing Conference, Toronto – October 17th-18th
- Developed Gender Inclusion & Diversity Toolkit
- HERstories – Share your story of success
- Open Doors plant tours with girls in grades 8-10
- Mentorship Program – coming soon



TOGETHER, WE CAN DO IT!

- 525,000 women in manufacturing by 2023
- Become a champion of women in manufacturing
- Pledge your company's support today
- #WeCanDoIt #NextGenRosie

[WOMENINMANUFACTURING.CA](https://www.womeninmanufacturing.ca)



Q&A



Takeaway Resources



Resources

Canadian Manufacturers & Exporters (cme-mec.ca)

- Women in Manufacturing Working Group & Toolkit
 - <https://cme-mec.ca/women-in-manufacturing/>

Great Place to Work (greatplacetowork.ca)

- Empowering Women for Innovation and Business Success
 - <https://www.greatplacetowork.ca/en/resources/reports/636-empowering-women-for-innovation-and-business-success>
- How to Get Certified as a Great Workplace
 - <https://www.youtube.com/watch?v=jCHUplGpVWs>