

A low-angle, upward-looking photograph of industrial distillation columns in a refinery or chemical plant. The image is heavily overlaid with a blue color filter. The columns are tall, cylindrical, and feature complex metal scaffolding and ladders. The perspective creates a sense of height and scale.

# **SPECIFIC BENCHMARK STUDY** **WOMEN IN MANUFACTURING**

PRODENSA



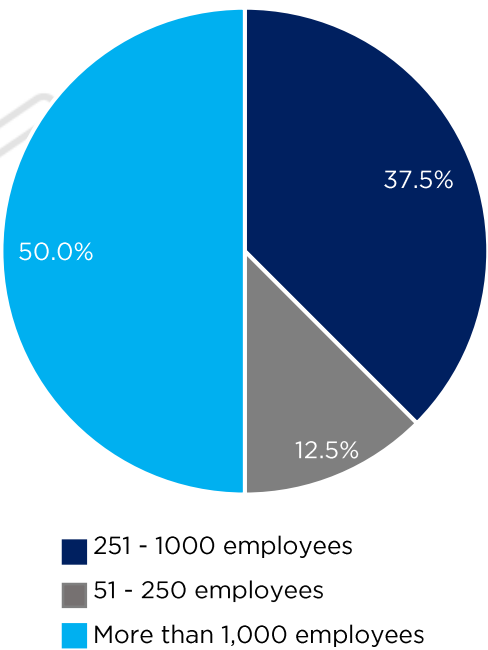
# SAMPLE DETAILS DISTRIBUTION

26 participating companies

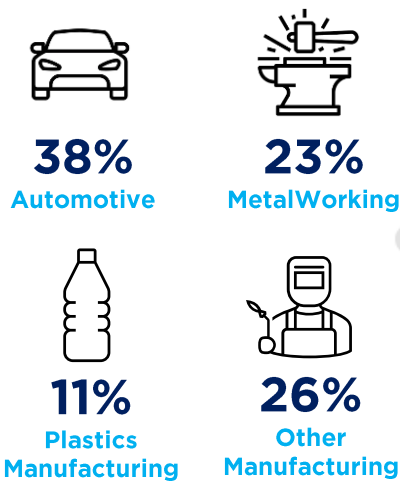
## PARTICIPANT MUNICIPALITIES



## COMPANY SIZE



## MAIN INDUSTRIES



## COUNTRY OF ORIGIN



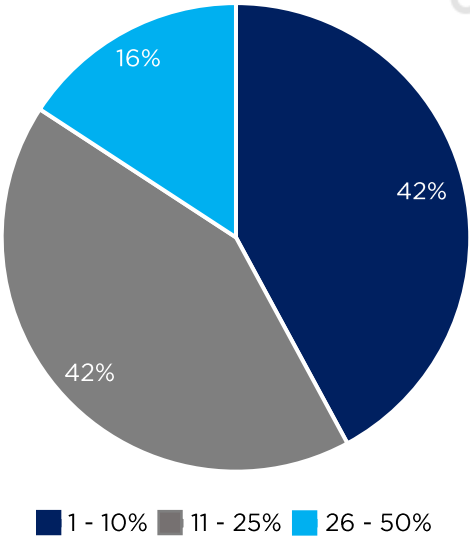
1. WOMEN IN LEADERSHIP ROLES

All surveyed companies confirmed having women in leadership positions within their operations.

Yes  
100%

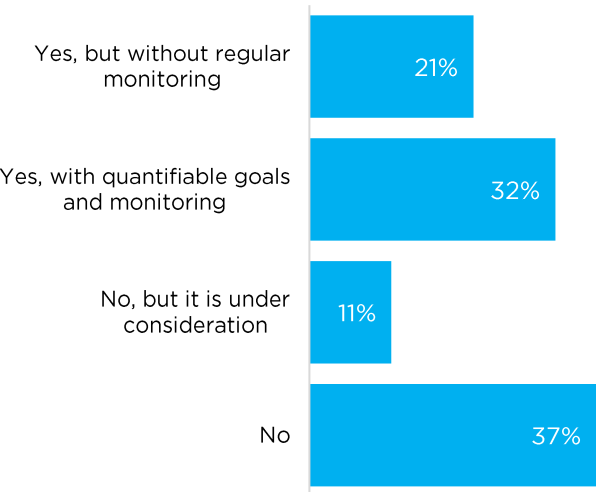
2. WOMEN LEADERSHIP ROLES AS PERCENTAGE OF TOTAL

Displays the share of leadership roles held by women across different percentage ranges.



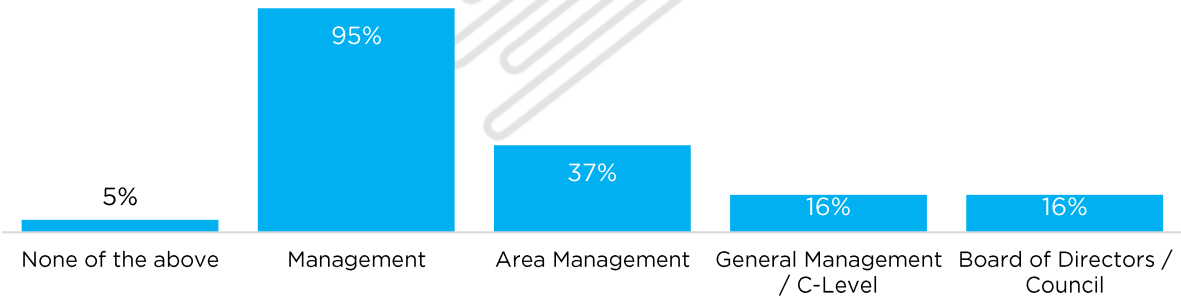
3. INTERNAL GOALS (FORMAL OR INFORMAL) OF FEMALE REPRESENTATION IN COMPANY

Shows whether companies have formal or informal gender representation targets, and how they track them.



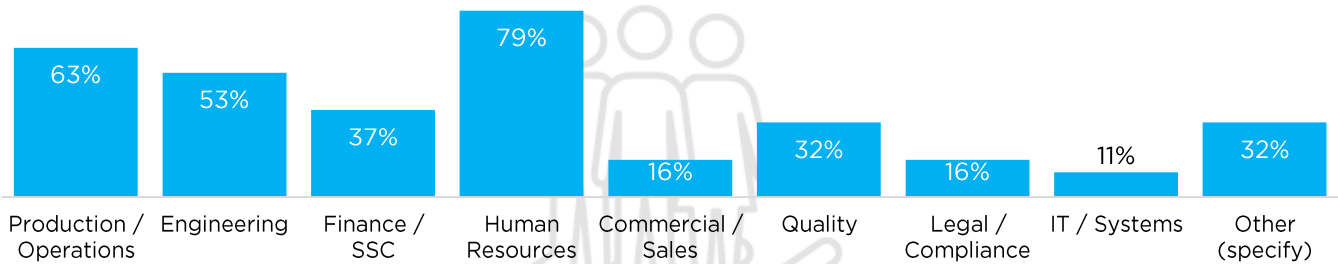
4. WOMEN HIERARCHICAL PRESENCE BY LEVEL

Breaks down the presence of women across different organizational levels, from management to board participation.



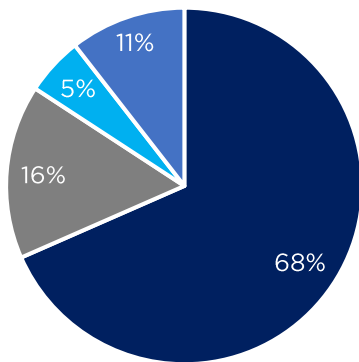
5. WOMEN IN LEADERSHIP ROLES

This bar chart illustrates the percentage of women in leadership roles across various functional areas within expatriate sites.



6. RATING OF ORGANIZATIONAL CULTURE ON WOMEN LEADERSHIP

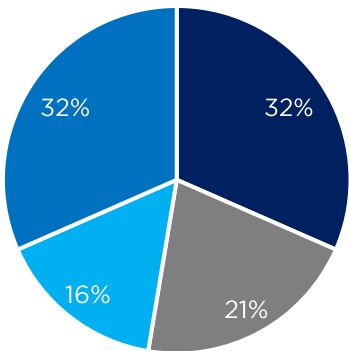
This pie chart reflects how companies perceive their internal culture regarding openness and inclusivity toward women in leadership positions



Highly inclusive      Moderately open  
Neutral      Not very receptive

7. ACTIVE POLICIES TO PROMOTE WOMEN LEADERSHIP

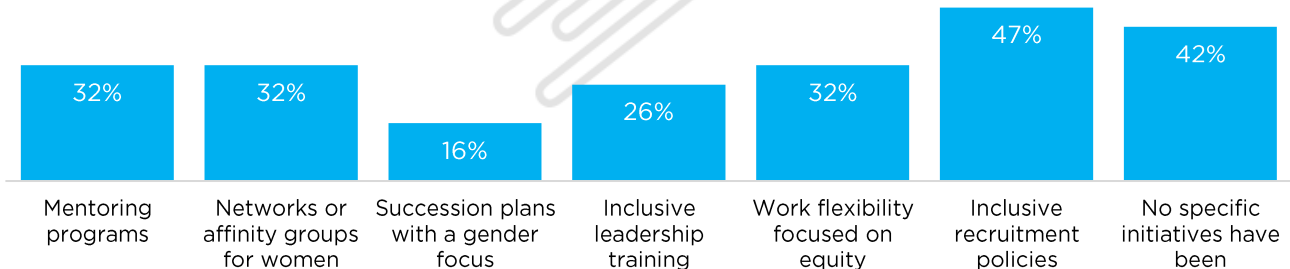
This pie chart indicates the current state of formal policies and initiatives that organizations have in place to support the advancement of women into leadership roles.



Under development  
No  
No, but it is an area of future interest  
Yes, with defined goals and monitoring

8. INITIATIVES TO PROMOTE WOMEN IN LEADERSHIP POSITIONS.

This bar chart outlines the specific types of initiatives implemented to foster female leadership, including mentoring, flexible work policies, and inclusive recruitment strategies.



## BECOMING AN EMPLOYER OF CHOICE

- **Strategic Actions**
  - **Set Quantifiable Gender Targets:** Encourage companies to adopt measurable goals with regular monitoring to ensure progress and accountability.
  - **Build Leadership Pipelines:** Prioritize gender-focused succession plans and development initiatives, especially for C-level and board positions.
- **Broaden Representation**
  - **Target Functional Gaps:** Focus future leadership development in **Sales, IT, Legal, and Finance**, where women's presence remains notably low.
- **Cultural Alignment**
  - **Align Perception with Action:** Translate inclusive perceptions into tangible outcomes through policy implementation and leadership accountability.
  - **Normalize Inclusion Across All Levels:** From operations to strategic roles, ensure diverse role models are visible across the hierarchy.
- **Expand Support Structures**
  - **Formalize Programs:** Broaden access to **mentorship, affinity networks**, and **inclusive training** to increase career mobility.
  - **Standardize Equity Frameworks:** Encourage consistent application of **flexibility and recruitment policies** to reduce systemic barriers.



**Contact:**

[esaucedo@prodensa.com](mailto:esaucedo@prodensa.com)

[lguerral@prodensa.com](mailto:lguerral@prodensa.com)