BRIDGE THE GENDER GAP IN TRANSPORT AND LOGISTICS SECTOR:
CHALLENGES AND OPPORTUNITIES

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PART 1

THE GENDER GAP IN THE TRANSPORT AND LOGISTICS SECTOR
WOMEN’S PARTICIPATION IN THE GLOBAL TRANSPORT WORKFORCE 2018

SOURCE: ITF DISCUSSION PAPER – THE GENDER DIMENSION OF THE TRANSPORT WORKFORCE
EU Total Workforce 2018

- Men: 54%
- Women: 46%

EU Transport-Related Workforce 2018

- Men: 78%
- Women: 22%

SOURCE: ITF DISCUSSION PAPER – THE GENDER DIMENSION OF THE TRANSPORT WORKFORCE
WOMEN’S PARTICIPATION IN THE SUPPLY CHAIN WORKFORCE

2020

MEN 61%

WOMEN 39%

2021

MEN 59%

WOMEN 41%

SOURCE: THE WOMEN IN SUPPLY CHAIN SURVEY 2021 BY GARTNER
Representation of Women in Transport, Logistics and Infrastructure 2019 - 2022

SOURCE: CORPORATE PIPELINE BY INDUSCTRY – WOMEN IN THE WORKPLACE 2022
Part 2

TRANSPORT AND LOGISTICS IN FOCUS
Transport and Logistics in Focus
Transport and Logistics plays a **CRUCIAL ROLE** in the development of society and economy.

It facilitates connectivity and trade through movement of goods, people and information making them available where and when needed. It is also essential in keeping goods and services competitiveness.

Transport and logistics contributes to employment opportunities and job creation.
**Dynamic** – constantly changing consumer behavior and demands, innovations, digitalization and many other factors that Transport and Logistics need to adapt.

There are also external influences such as economic fluctuations and trade policies, regulatory and environmental concerns that the sector has to make adjustments in its operation from time to time.

The way we do business today may not be the same tomorrow. Dynamics is guaranteed.
Complex – it involves coordination and management of different activities with distinct intricacies. A single formula does not necessarily apply to all activities across the supply chain. It requires flexibility to navigate its dynamic landscape.
A MATTER OF PERSPECTIVE

No one here wears any shoes, there is a huge market for us, send inventory fast!

No one here wears any shoes, there is no market for us here
Part 3

DIMENSIONS INFLUENCING CAREER CHOICE
GOVERNMENT
-------------------
Security of tenure
Pay based on Merits and not on gender orientation
Safety and Security in the workplace
Alternative Work Arrangements and benefits
-------------------
Labor Laws

COMMUNITY
-------------------
Family members
Peers and colleagues
Schools and Workplaces
Encouragement and Support
Role Modelling
Coaching and Mentoring

SELF
-------------------
Interest
Aspirations
Passion
Motivation
Nurture

COMMUNITY
-------------------
Family members
Peers and colleagues
Schools and Workplaces
Encouragement and Support
Role Modelling
Coaching and Mentoring
TOWARDS A BALANCED GENDER REPRESENTATION
PROPER COMMUNICATION IS ESSENTIAL.
Highlight the crucial role of the sector. Transport and Logistics is an indispensable sector in society and economy and will always provide job stability. Make Transport and Logistics sector as a job prospect

COLLABORATE WITH EDUCATIONAL INSTITUTION
To develop training programs focused to the transport and logistics sector. Or specialized courses that provide students with hands-on experience and clearer path to employment in the industry.

ORGANIZATIONAL AGENDA
By putting in Gender Equality and Diversity in one’s organization agenda, and put in initiatives to promote inclusive work environment and providing equal opportunities to its workforce.
ENGAGE

ROLE MODELLING
Display of desirable traits that can be emulated by others. It creates sense of inspiration and promote motivation.

COACHING AND MENTORING
Contributes to employees’ career development. It facilitates bridging skills gap. It helps individuals develop their skills by providing insights and wisdom, ensures smooth transition to advance position.

SUPPORT AND ENCOURAGEMENT
Are necessary to develop perseverance to overcome challenges and resiliency
COMPENSATION PACKAGE / BENEFITS
- Competitive enough to entice employees to stay. Package that is responsive to meet their needs.

CAREER ADVANCEMENT OPPORTUNITIES
- Well communicated fair and equitable criteria for promotion

REWARDS AND RECOGNITION
- Don’t let job well done go unnoticed. It must be rewarded or at least recognized

WORK-LIFE BALANCE
- Offer some flexibility in work arrangements

SAFE AND SECURE WORK ENVIRONMENT
- Workplace policies that keep employees psychologically, physically and emotionally safe and secure.
Part 4

CHALLENGES AND OPPORTUNITIES
CHALLENGES

Work-Life Balance
Transport and Logistics can be very demanding that calls for overtime works and frequent travel which can be unattractive to female candidates to the job especially those who have the responsibility for household duties.

Equal Opportunity and Fairness
Establish and communicate clear criteria for hiring and career advancement applicable across demographics.

Gender Bias
The belief that the sector is male-predominant profession. The structure of Transport and Logistics requires diversity of workforce.

Underrepresentation
Lack of role model in leadership position may limit opportunities for career advancement and lack of encouragement to new entrants to choose career opportunities in Transport and Logistics
OPPORTUNITIES

Creates Economic Efficiency
- Creation of economic efficiency can lead to reduction of poverty and economic dependency.

Sustainable Development Goals
- Mainstreaming of women in the workforce addresses SDG agenda on Gender Equality and Decent Work and Economic Growth

Increase Pool of Workforce
- Gender equality can increase job prospects for women thereby increasing the workforce pool of Transport and Logistics. It promotes equal opportunities for career advancement and personal development.

Sustainable Growth
- Diversity creates synergies. These synergies are the catalysts to service excellence, productivity, efficiency and sustainable transport development. From diverse perspective coming from inclusive and diversity of workforce, it promotes innovation by putting together diverse viewpoints to problem-solving, strategic planning and decision-making processes.
Figure 2. GDP losses due to economic gender gaps in ASEAN Member States (percentage of GDP)

Source: Estimates by Cuberes and Teignon (2014). Losses are estimated for a particular year for each country and can thus be interpreted as a one-off increase in GDP if gender gaps were to be removed.

Source: UN Women Asia and the Pacific – Projected Gender Impact of the ASEAN Economic Community
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