



EUROPHIA

WOMEN IN LOGISTICS

**Global Supply Chain
Human Resource Research 2008**



© Europhia Consulting, December 2008

1. Introduction

Welcome to Europhia Consulting's *Global Supply Chain Human Resources Research 2008* series conducted in collaboration with several media and industry partners. This analysis provides employers and employees with useful insight into the current situation of women in the logistics and supply chain sector. The *Women in Logistics* survey received participation from over 1100 logistics and supply chain professionals worldwide.

The *Salary and Benefits* report briefly addressed the issue of women in logistics and found that, globally, women are paid 23% less than their male counterparts. With only 21% of logistics professional being women and the demand for qualified personnel in the logistics and supply chain sector exceeding supply, knowing what can be done to better attract and sustain the access of women in the sector has become imperative. The present analysis covers topics such as the current situation of women in logistics and how to make the industry more accessible and attractive to women.

We are confident the outcome of Europhia Consulting's research is informative and helpful in evaluating and designing your HR strategy. We encourage you to contact us for further information about the *Global Supply Chain Human Resources Research 2008* or if you would like to discuss other aspects of your Human Resources approach.

Eelco Dijkstra

Managing Director
Europhia Consulting

2. Participants

- Over 1100 logistics professionals participated in this survey
- Two thirds of the respondents are women
- 49% of participants currently work in Europe, 41% work in Asia and 10% in the Americas

3. Is the Logistics Sector still Male Dominated?

- In the majority of companies operating in the logistics and supply chain sector less than 30% of the workforce are women
- At management-level this is significantly lower with only 10% of the management-level staff being women

4. Opportunities for Women in Logistics

- Almost three quarters of the logistics and supply chain professionals surveyed feel that opportunities for women for building a sound professional career in logistics are better today than they have ever been
- However, across regions, women are less optimistic that men when evaluating their own and their female counterparts' present and future career opportunities
- Almost half of the logistics and supply chain professionals still think that working in logistics is harder for women than for men
- 60% are convinced that women need to show higher performance in order to receive the same amount of appreciation (72% of women & 36% of men), (see Figure 1)

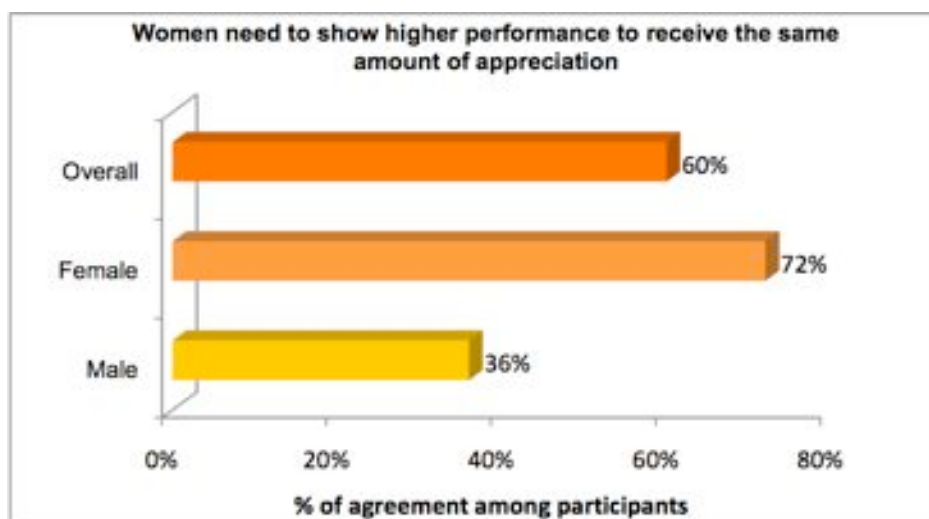


Figure 1: Women need to show higher performance to receive the same amount of appreciation

- 60% of the logistics professionals feel that women are considered for management positions less often than their male counterparts, with equivalent qualifications (40% of male and 69% of female participants)
- About two thirds of participants think that in managing supply chains women have a different style compared to men
- 71% of those who think there are differences in the way women and men handle supply chain say that these differences are an advantage to the company

5. Lack of Support from Schools and the Logistics Industry

- Only 27% of the logistics professionals think that schools and universities are supportive in promoting the industry to women
- 21% feel that the industry, as a whole, is supportive in this respect

6. Making the Industry More Accessible and Attractive to Women

Results indicate the following as being the most important factors to make the logistics and supply chain industry more attractive and accessible to women (see Table 1):

- More programs that ensure work-life balance
- Gender equality
- Better career opportunities for women

Table 1: Ways of attracting women to the industry

Rank	Overall	Asia	Europe	The Americas
1	Programs for Work-life Balance 58%	Programs for Work-life Balance 58%	Programs for Work-life Balance 60%	More Career Opportunities 50%
2	More Career Opportunities 45%	More Career Opportunities 54%	Gender Equality 44%	More Female Role Models 44%
3	Gender Equality 41%	Gender Equality 39%	More Career Opportunities 39%	Programs for Work-life Balance 31%

© Europhia Consulting, December 2008

Source: Europhia Consulting *Global Supply Chain Human Resources Research 2008*, December 2008

Europhia Consulting is an international company providing recruitment, executive search, consultancy and training services specialised in the logistics and supply chain industry. The company has offices in Singapore and Shanghai covering the Asia Pacific region and in The Netherlands and Belgium covering Europe. For more information, please visit www.europhia.com or contact us at info@europhia.com.

Global Survey Partners

