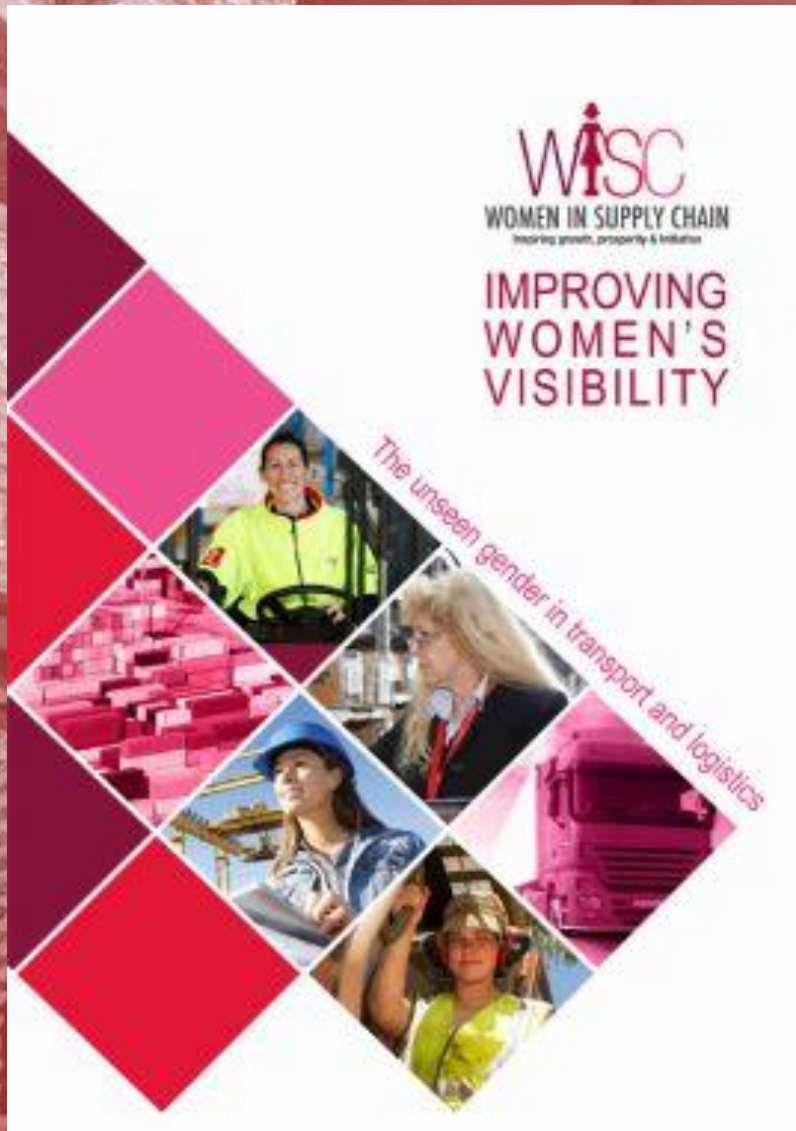




WOMEN IN SUPPLY CHAIN

Inspiring growth, prosperity & Initiative

www.womeninsupplychain.com.au



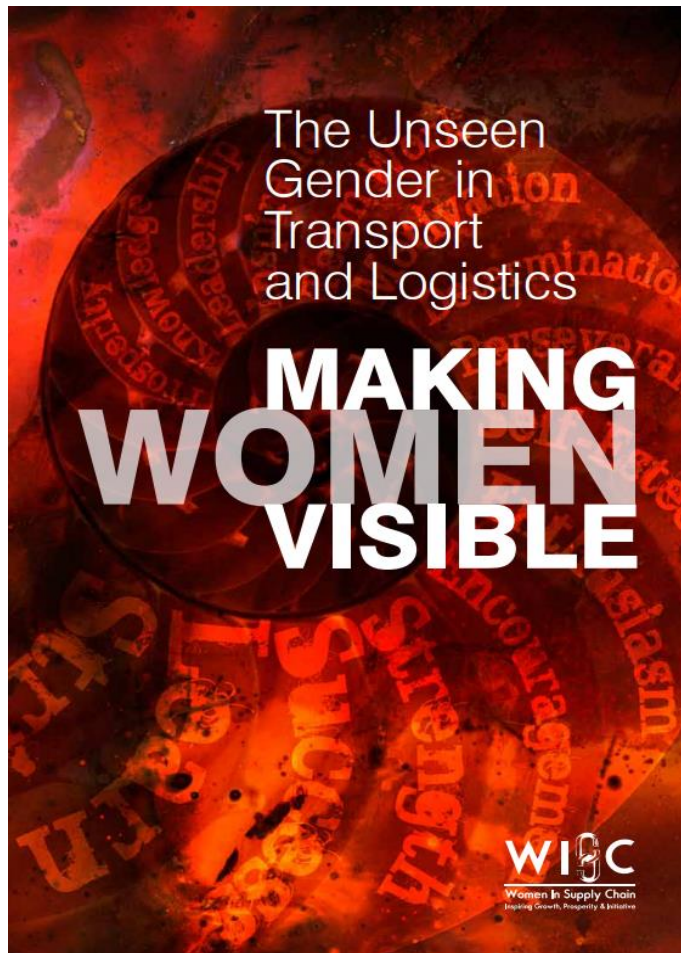
Improving Women's Visibility

The unseen gender in transport and logistics by:

Women In Supply Chain

www.womeninsupplychain.com.au

Background



- In 2010 WISC released the first paper

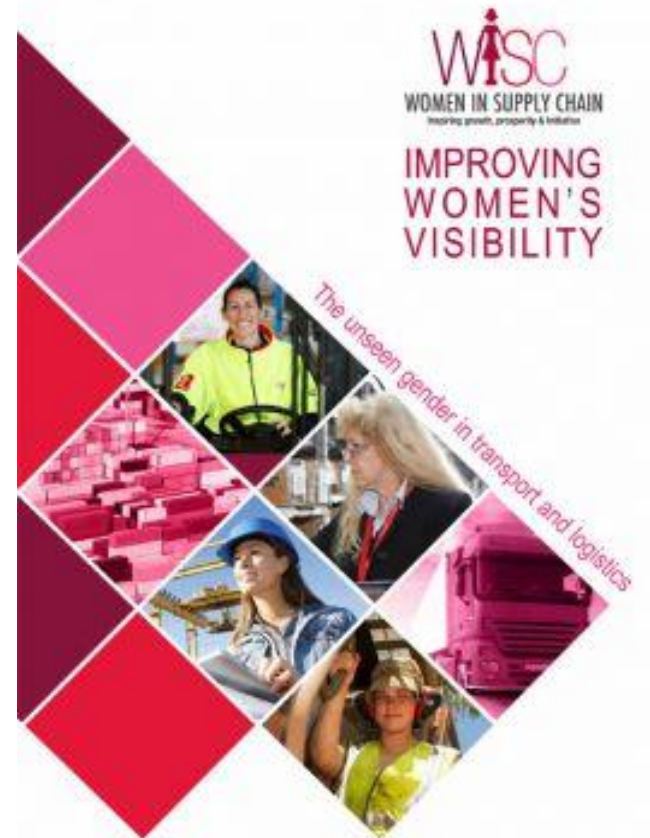
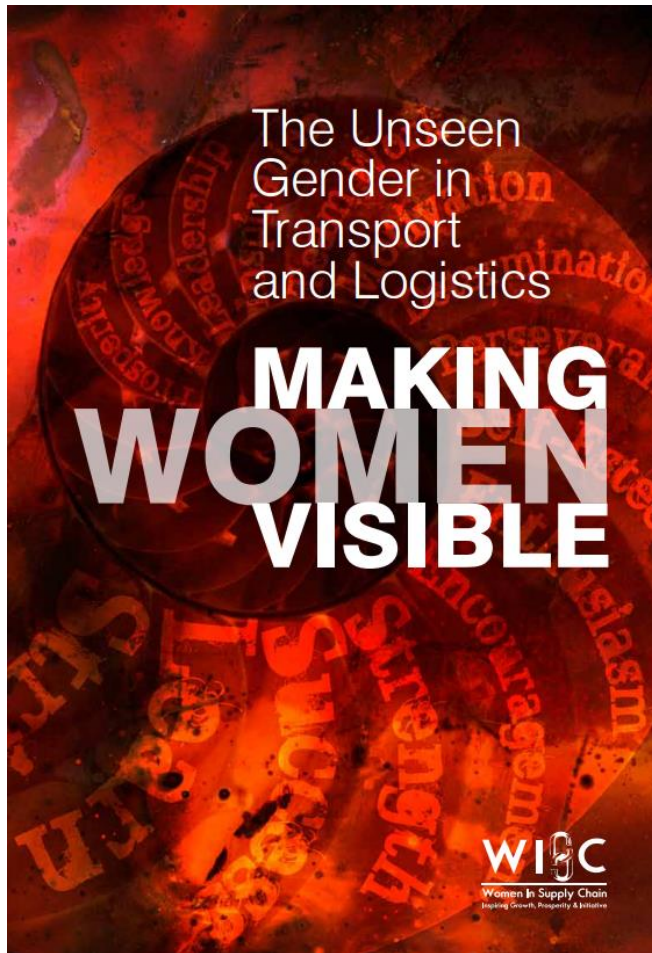
Making Women Visible –
The Unseen Gender in
Transport and Logistics

2009 – 2104 What's Happened



- Introduction of Fair Work Australia Act 2009
- Introduction of Workplace Gender and Equality Act 2012
- Introduction of ASX Gender Reporting
- National Heavy Vehicle Regulator established
- Chain of Responsibility
- Introduction/repel of Carbon Tax

Moving Forward



The last five years in T&L



2009

- 24% of T&L workforce female
- 6.6% female on transport company board of directors
 - (Total 106, Women 7)
- 17.4% gender pay gap

2014

- 22.9% of T&L workforce female
- Real terms 14% (TLISC)
- 12% female on transport company board of directors
 - (Total 200, Women 24)
- 18.2% gender pay gap
- 16.1% pay gap in T&L industry

"I hate to hear you talk about all women as if they were fine ladies instead of rational creatures. None of us want to be in calm waters all our lives"

Jane Austen
Persuasion

"Sometimes I wonder what it would be like to go through life without being labelled by my gender"

Sheryl Sandberg
COO Facebook

Things you should know

- The male breadwinner/female caregiver model of 20th century is alive and well in the 21st century in Australia. (AWALI)
- Men do not ask for flexibility and when they do are more likely to be rejected. (BHP FWA case)
- The largest employer of women in transport and logistics is the Australian military. (28.1%)
- The wealth gender gap in 2013 was 59% (women accumulated less wealth than men)

Things you should know con't

- Economic benefits for companies that had the highest representation of women at senior levels had better financial performance both on return on equity and return to shareholders.
- Australian domestic female students enrolments in T&L courses stagnate while overseas female students enrolment in T&L courses in Australia is rising.
- Women's entry rates to T&L courses are increasing internationally and overall declining in Australia.

Future Generations

- Women's pay rights – don't give up
- Forget what you've seen – image perceptions need changing
- It's a wide wide world – global opportunities
- Change is for everyone – men need to be the instigators for change



Recommendation 1

Sustainability in the T&L Workplace

- Equal pay for equal work
- Develop guidelines for the specific recruitment of women into transport and logistics sector
- Develop guidelines for family friendly workplaces
- Encourage mature women in the T&L sector

Recommendation 2

Governance

- More Women on Transport and Logistic, Industry Customer and Supplier Company Boards – How do we do this?
- Lobby government for quotas on boards



Recommendation 3

Training and Education

- Mentor more women by retiring workforce
- Develop/support industrial networking forums
- Ensure professional development is available for women
- Research the barriers to women studying T&L
- Research small business operators
- Maintain industry access to independent T&L training advice organisations

Thank you



Website: <http://womeninsupplychain.com.au/>

Email contact: womeninsupplychain@gmail.com