



PEOPLE, WOMEN AND DIVERSITY OPPORTUNITY FOR CHANGE



Photo Courtesy of Asciano

Hermione Parsons, Director, Institute for Supply Chain and Logistics

The Board of the Australian Logistics Council has agreed to expand ALC's focus by including the issue of 'People' in its policy focus, aimed at increasing and encouraging greater diversity in the logistics industry.

As a first step, ALC will be organising the first 'Women in Logistics' Summit in Melbourne on 25 November 2015 to discuss and map a series of strategies ALC will adopt to attract, support and develop greater diversity in the logistics industry.

WHAT THE FIGURES TELL US

Management:

- » In 2013 only 9.2% of Chief Executive Officers in transport postal and warehousing industry were women¹
- » In 2014, only 12% of women sat on transportation company boards².
- » In 2010 only seven women of 106 positions available were directors of transport company boards.
- » Despite the Australian Stock Exchange introducing mandatory gender reporting in 2010, only 24 women of 200 available positions on transport company boards hold directorships³
- » In 2013, ASX reported that women made up only 13.6% of transport company board directors, ranking 14th of 20 industries reported⁴
- » Women are predominately employed in support related roles, such as administration, human resources and finance⁵
- » Throughout the industry as a whole, there are approximately four times more male managers than female managers⁶. This is fairly consistent across the industry.

TABLE 1: Women on Transport company boards

Year	ASX200	Transportation Co.	Remarks
2004	8.2%	–	
2006	8.7%	–	
2008	8.3%	–	
2009	8.3%	6.6%	
2010	10.7%		ASX Regulation Passes 30 June 2010
2011	13.4%		ASX Regulation in effect 1 January 2011
2012	15.4%	12.8%	ASX Legislation Passes 22 November 2012
2013	17.3%	9.8%	
2014	17.6%	12%	

1 Women In the Supply Chain, *The Unseen Gender in Transport and Logistics: Making Women Visible*, 2010, p. 5

2 Women In the Supply Chain, 2014, p. 19

3 Women In the Supply Chain, 2014, p. 5

4 Women on Boards, *Female participation on the boards of ASX200 companies By Sector*, 2013

5 South Australian Freight Council, *Gender & Equality in Transport and Logistics: Best Practice Principles*, 2015

6 Women In the Supply Chain, 2014, p. 5



Shelley Roberts, Executive Director Aviation Services, Sydney Airport Corporation and Lyn O'Connell, Deputy Secretary, Department of Infrastructure and Regional Development



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Employment

- » Women make up a mere 21.9% of the workforce in Transport, Postal and Warehousing sector⁷.
- » Despite a 28% growth in employment within the industry from 2002 - 2012, the number of women in the industry increased by only 1%⁸

Training

- » Despite increases in enrollments of women in Logistics related courses overseas, the rates at which women in Australia are enrolling into Supply Chain courses have seen little increases since 2011⁹

- The number of women commencing TLISC qualifications grew only marginally between 2011-2013, whilst the rate of males commencing these same qualifications grew exponentially, despite the increasing access of these qualifications for women¹⁰

Strategies

- » The 2013 TLISC E-scan showed a decrease in strategies designed to increase the number of women in the workforce demonstrating under representation of some segments of the workforce¹¹.

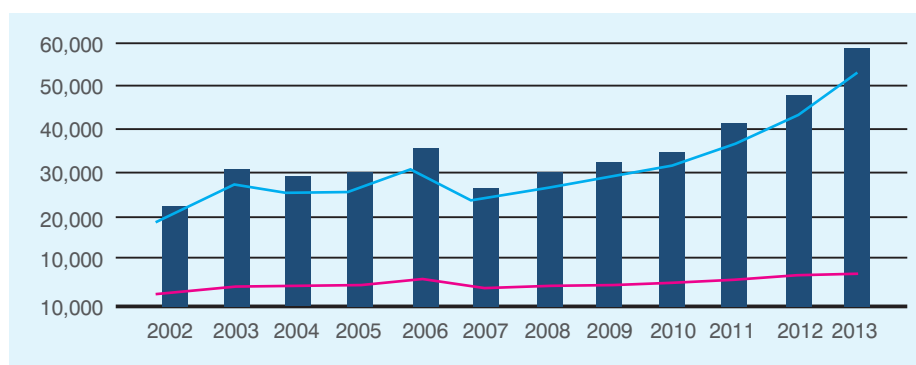
Table 2: CEO & managerial representation in the Transport, Postal and Warehousing Industry

Female					Male				
Total	F/T	P/T	Casual	CEO	Total	F/T	P/T	Casual	CEO
23.3	22.2	-	23.7	9.2	76.7	77.8	16.6	76.3	90.8

Table 3: Gender distribution of employment in Logistics and Warehousing sector by occupation, Australia, 2002 and 2012 (%)

	Male	Female	All	Male	Female	All
Logistics sector	80	20	100	81	19	100
Storeperson	81	19	100	83	17	100
Forklift Driver	97	3	100	96	4	100
Stock Clerk	63	37	100	59	41	100
Supply & Distribution Manager	74	26	100	75	25	100
Fleet Manager	75	25	100	89	11	100
Miscellaneous Workers	97	3	100	99	1	100
All TLISC Sectors	87	13	100	86	14	100

Figure 1: Students commencing TLISC Qualifications, 2002-2013



⁷ Australian Bureau of Statistics, *Labour Force, Australia, Detailed, Quarterly*, 2013

⁸ Transport and Logistics Industry Skills Council, *Australian Transport and Logistics Industry Forecasts of Labour and Skill Requirements, 2013-2017*, 2013, p.32

⁹ Women In the Supply Chain, 2014

¹⁰ Transport and Logistics Industry Skills Council, *Environmental Scan*, 2015, p. 29

¹¹ Transport and Logistics Industry Skills Council, *Environmental Scan*, 2013