UNITED NATIONS
ESCAP
Economic and Social Commission for Asia and the Pacific

Mind the Gender Gap in Transport and Logistics Sector

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2. Opportunities and Challenges

3. Best Practices and National Experiences

4. National Policies and Way Forward

Gender Gap

Gender inequality

the unequal and biased treatment between male and female

Materialist theories-based Definition

a result of how men and women are tied to the economic structure of society

Gender equality

requires the collective action and solidarity of women human rights defenders, political will, and tools such as legislation, gender budgeting and quotas (WEF)

Study on Gender Gap

World Economic Forum

- Current global labor force participation rate for women is 47% ; For men 74%
- Quantitative data collection are underway
- Literature, Focus groups and case studies
- Objective of Policy recommendation

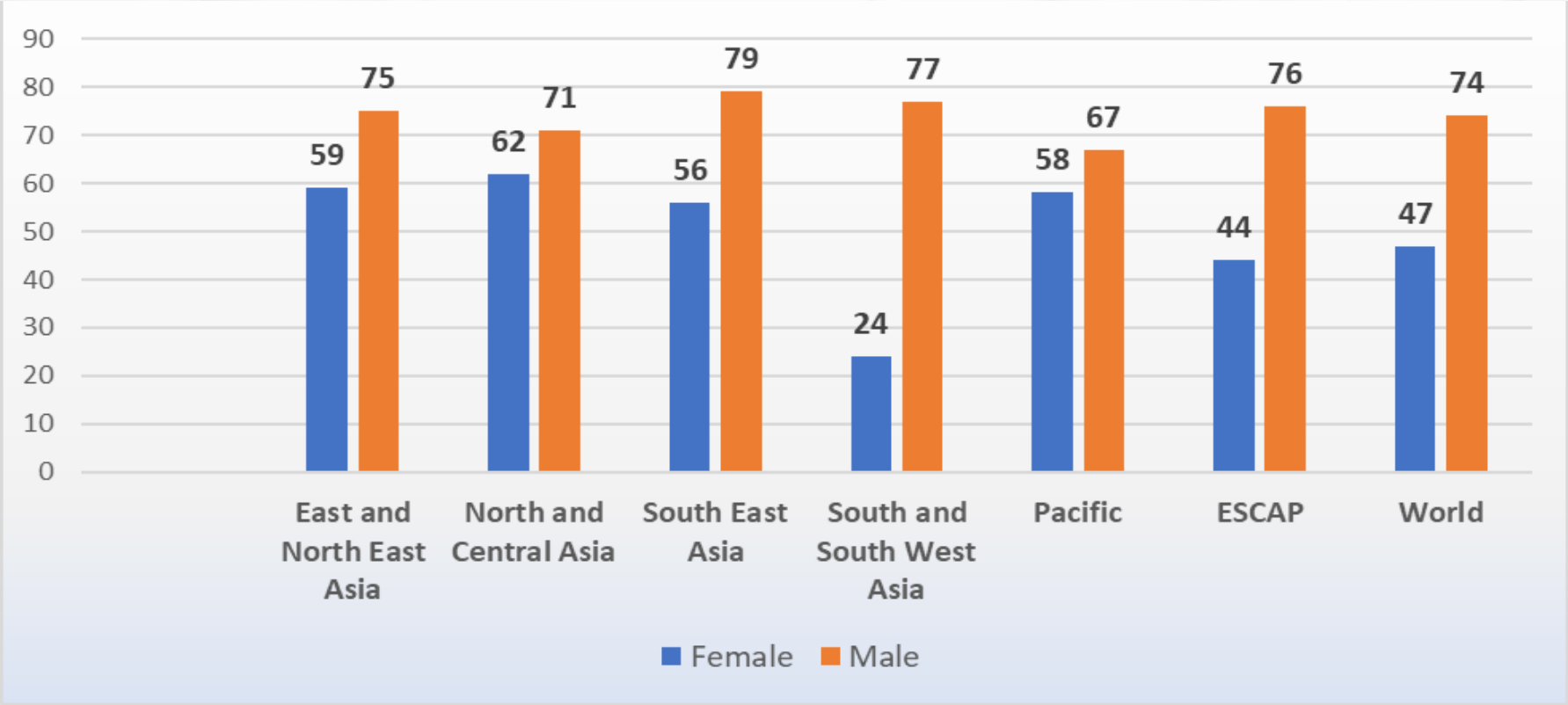
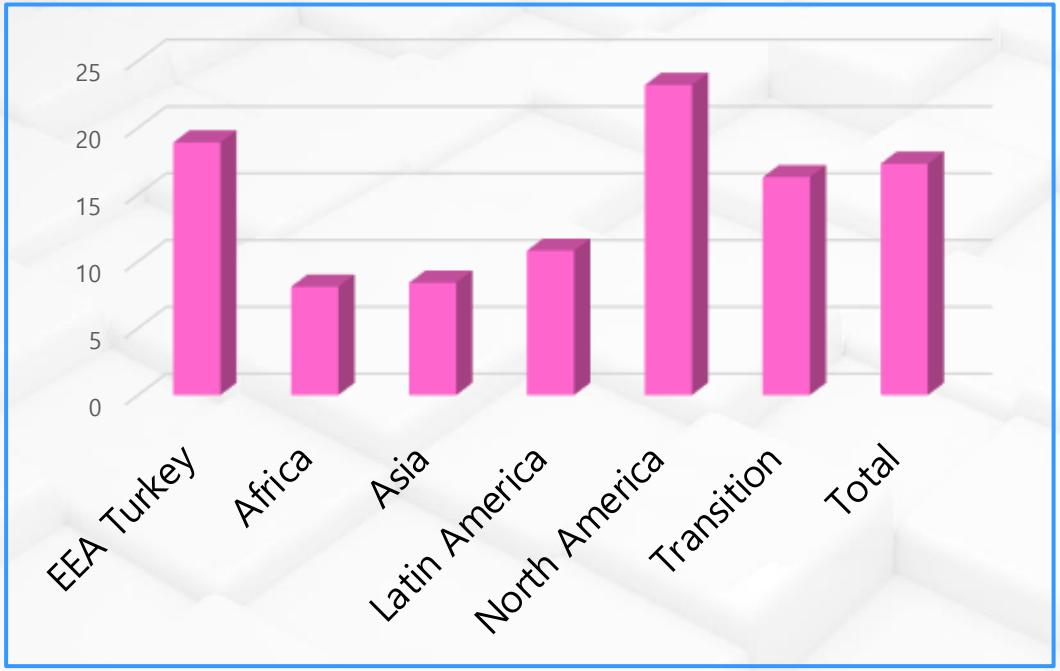


Figure 01: Labor Force Participation Rate by Gender (%) -2020

Source: *ESCAP online database, based on ILO STAT* (*https://dataexplorer.unescap.org*

Global Gender Gap - 2021

Source : https://www.insightsonindia.com/2021/04/03/wefs-global-gender-gap-report/



	Number of Countries Considered
EEA Turkey	33
Africa	01
Asia	02
Latin America	06
North America	02
Transition	02
Total	46

Figure 03: Average Female Participation by Transport Workforce (%) of Selected Countries– 2018

Source: ILO (2019)

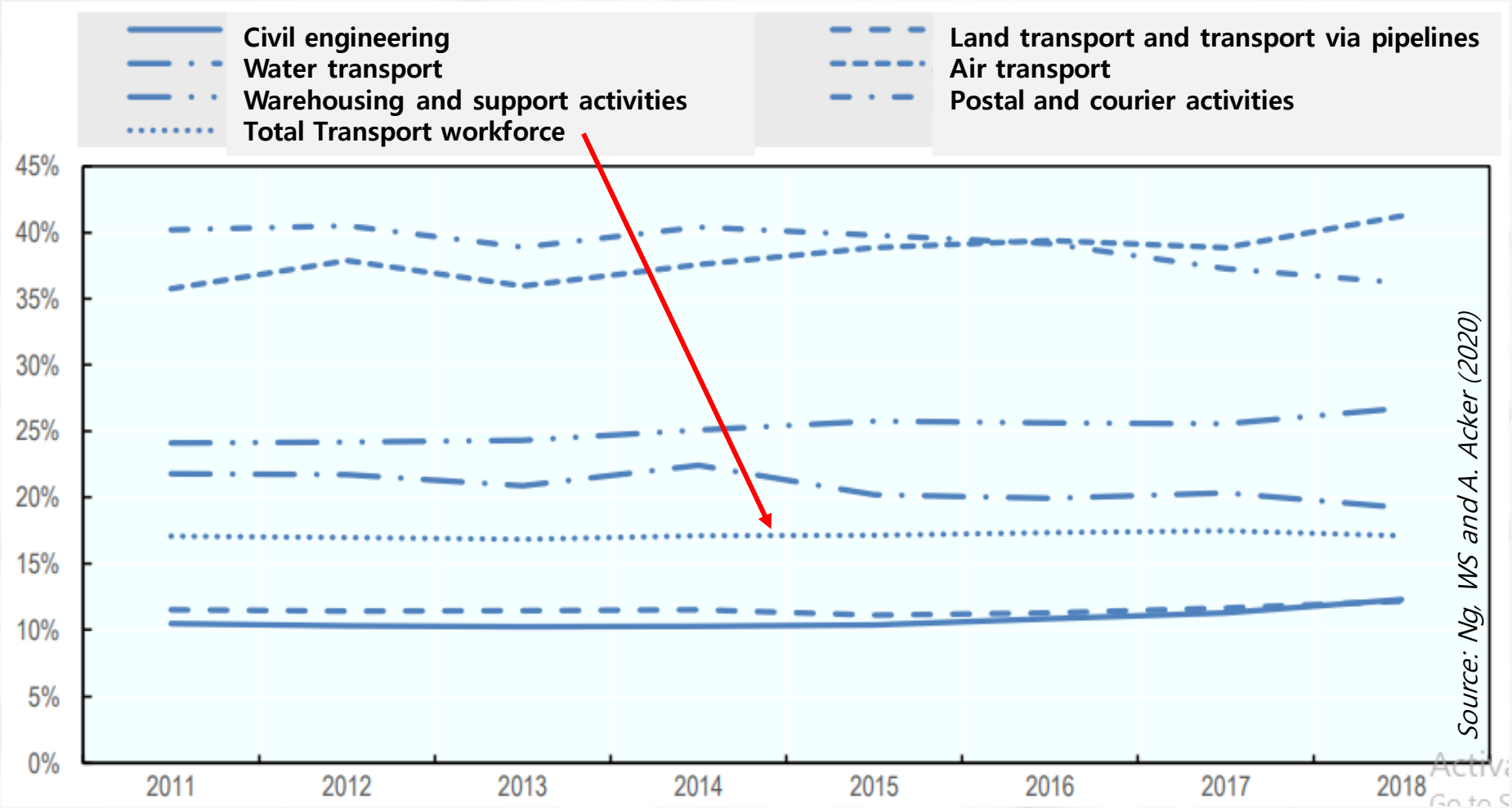


Figure 04: Global Average Female Participation Rates (%) 2011-18

Common Business Approach to Gender

Myopic

1. Take female characteristics as Threats
2. Focus on Economic Factors
3. Do it my way attitude

Visionary

- Take female characteristics as Opportunities
- Focus on Social Factors
- Promote two-way communication

~~1. Introduction ✓~~

2. Opportunities and Challenges

Opportunities for Country

1. Improve Sector diversity to counter the societal stereotype
2. Awareness through participation
3. Create forums for gender equality issues
4. Encourage synergy and discourage combat
5. Promote female role models
6. Increase women's share of employment

(Let's listen to a role model from Sri Lanka.
She is the Former Chairperson of Women in Logistics and Transport (WiLAT) – Sri Lanka
Successfully executed effective programs to promote and position women in logistics)

Opportunities for Employer

1. Conduct Organizational Socialization Programs focus on women exclusivity
2. Be a Visionary at Employee Recruitment Level
3. Be ready to offer unique solutions through two-way communication
4. Set inspiring female progression path
5. Promote female role models within

(Let's listen to a role model from Sri Lanka.
She is the Former Chairperson of Women in Logistics and Transport (WiLAT) – Sri Lanka
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“Women in Logistics is an Integral Contributor to the Economy and the Society”

Asst. Vice President (Business Development)

Aitken Spence Maritime Freight Logistics Cluster

Opportunities for Employee

1. Compatible and Flexible terms in workplace
   a) Work from home
   b) Flexi shift-work for Females with young children
2. Harmonizing maternity leave processes
3. Improve maternity provisions and re entry policy
4. Enable special leave and extended parental leaves
5. Zero-Tolerance policy for sexual harassment
6. Frequent Health checks and medical services

Challenges

1. Denied access to 'men's work'
2. Confined to 'feminized roles’
3. Too few role models/mentor s
4. Unavoidable household Tasks being a married women
5. Lack of available or affordable childcare Facilities
6. Failing to realize the potential of women in the transport sector

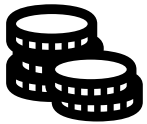
Limited Attraction in some countries

1. Low access to education and early dropouts in Education
2. Social norms hindering girls' schooling and Higher Education
3. Early pregnancy/ family responsibilities
4. Childbirth and Caring responsibilities
5. Contractual arrangements ae not Compatible
6. Voluntary quits and Involuntary exits

Some employers are Visionary while others are Myopic

Myopic mix up Gender Parity with Economics resulting deliberate avoidance of recruiting

Women



The Visionary firms focus on Social factor of "Triple Bottom Line" approach (Social, Economic, and Environmental)

Retention of Women in the Transport Sector is a Challenge

1. Weak Pull factors (Centripetal)
2. Strong Push factors (Centrifugal)
3. Harassment, Bullying and violence
4. Incompatibility of work and family life
5. Incompatible to Rough Working Conditions
6. Women managers are sometimes carrier barriers

~~1. Introduction ✓~~

~~2. Opportunities and Challenges ✓~~

Best Practices and National Experiences

Iceland is the most gender-equal country in the world for the 12th time (WEF 2021)

Table 01: Global Gender Gap Index Score card of Sri Lanka

Category	Rank
Global Gender Gap Index	116
Economic participation and opportunity	132
Educational attainment	88
Health and survival	30
Political empowerment	90

Source: World Economic Forum

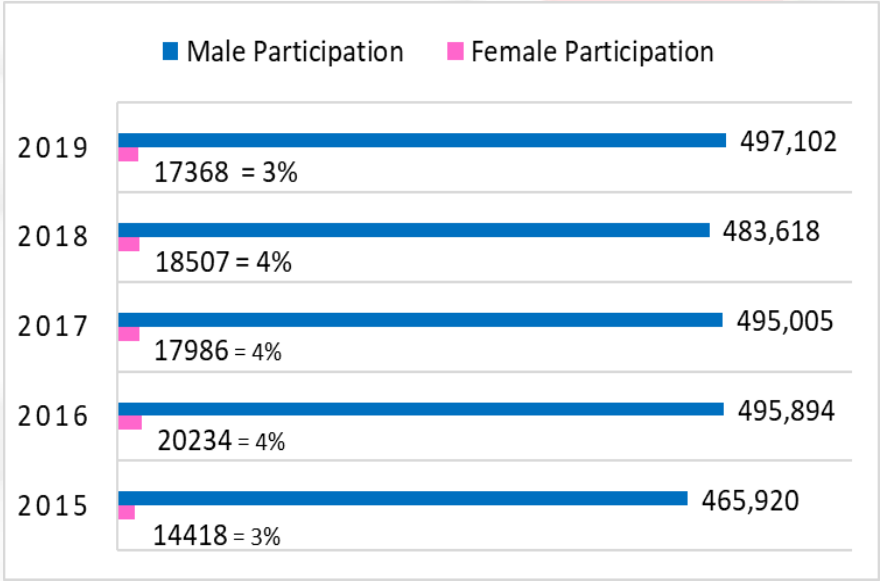


Figure 01: Women participation in the Transportation and Storage Sector in Sri Lanka-2015/19

Source: Labour Force Survey, 2019

National Experiences

- Fostering an inclusive and equitable workplace culture
- Visible commitment and support from management
- Supporting employees to achieve a work life balance
- Supporting pregnant women and mothers in the workforce
- Gender pay equity and career advancement
- Maintaining a workplace free of Discrimination, Harassment, Victimization and Bullying
- Gender Equality and Diversity Policies and Procedures

8. Women's Social and Industry network
9. Investing in training and personal development opportunities for women
10. Industry oriented network enables them to share them experiences (Women Associations)

Women in Logistics and Transport (WiLAT) Sri Lanka is the Women's Forum of The Chartered Institute of Logistics and Transport (CILT) Sri Lanka

WISTA

Women's International Shipping & Trading Association (WISTA International) is a global organization connecting female executives and decision-makers around the world

Women in Management®

Women in Management (WIM) works to empower Sri Lankan Career women and women entrepreneurs

Promote Gender Inclusiveness in the Transport and Logistics Sector

1. Gender compatible skills development
2. Creating and protecting quality jobs in care economy
3. Tackling discrimination, violence and harassment against women
4. Create opportunities for women in technology-intensive areas
5. Improve self-confidence among women
6. Human capital Development Programs for Women
7. Lessening internal constraints
8. Positive Social Norms , Child related support
9. Education, Higher Education, Constant Job training

10. Identifying female talent and promoting diverse career pathways

Women Gantry Operators

2020 Change Makers for Women Award
by the international organization Women in Management

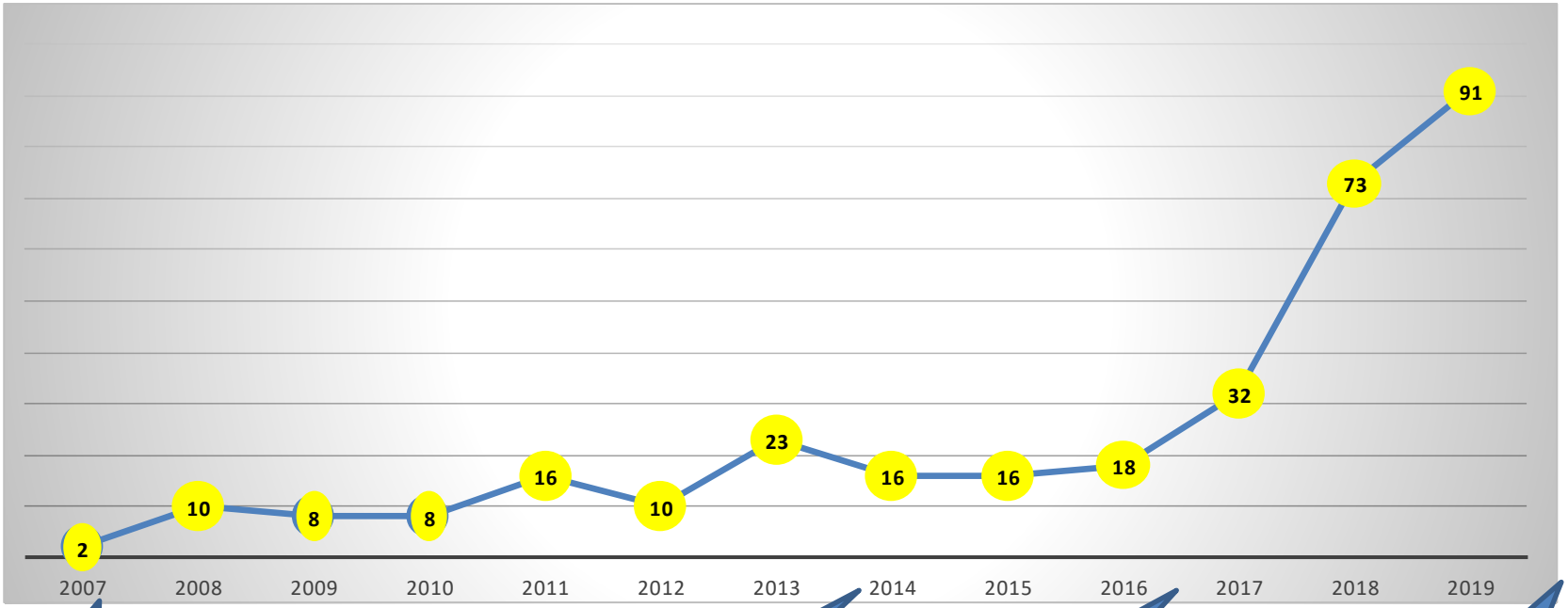
Gold Prize at the Nation al Union of Seafarers Sri Lanka (NUSS) Awards

11. An approach to raising awareness the gender inclusiveness in the Sector

A Day of Logistics for School Children

Case Study

Demand for LT/SCM Degree by Female Students



National Logistics Day

International Degree

Local Degree

School Curriculum

Textbook in Local Language

Promote Vertical Integration

Strengthen women's voice and representation in policy-making

Invest in research for evidence based policy-making and advocacy for Women inclusiveness in the Sector

IORA Port Operations Skills Project

Australian Government
Department of Foreign Affairs and Trade

~~1. Introduction ✓~~

~~1. Opportunities and Challenges ✓~~

~~3.~~ Best Practices and National Experiences ~~✓~~

National Policies

Focus for Integrated National Policies

1. National Policy to Eliminate the Gender Pay Gaps and Wage Discrimination
2. National Policy for Women Skills and Entrepreneurship Development
3. Labor and Social Protection Policies
4. Strengthen Gender Equality Conventions, and other Legislations
5. Human Capital Development Policy and Legislations
6. Domestic Violence, Discrimination and Harassment Policy (Zero Tolerance Policy)
7. Establish Corporate Grievance Handling Policy
8. Industry Oriented Education, Higher Education Policy

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Summary

1. Introduction to Gender Gap in Transport and Logistics Sector
2. Opportunities and Challenges
3. Best Practices and National Experiences
4. National Policies

https://blog.kapruka.com/

Thank You

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