



The Chartered
Institute of Logistics
and Transport

Why seeking employment
in supply chain, logistics &
transport industry

Hong Kong

Factors affecting female participation

Sustainable capacity building
programme for female

Women in Logistics and Transport 2018 Survey




Women In Logistics
and Transport
— HONG KONG 木蘭滙

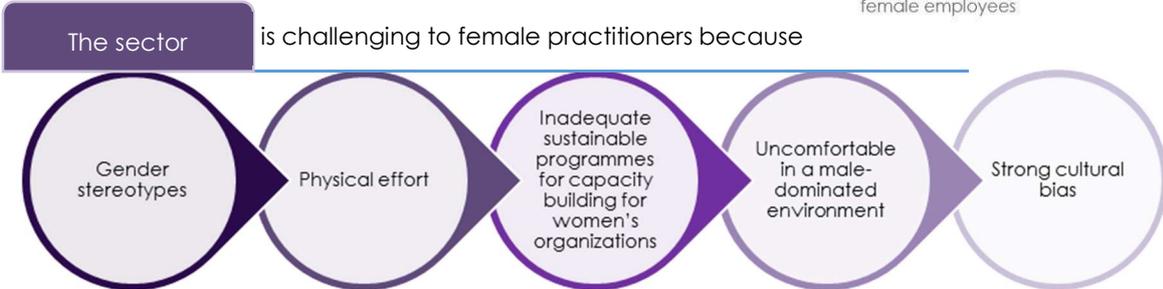
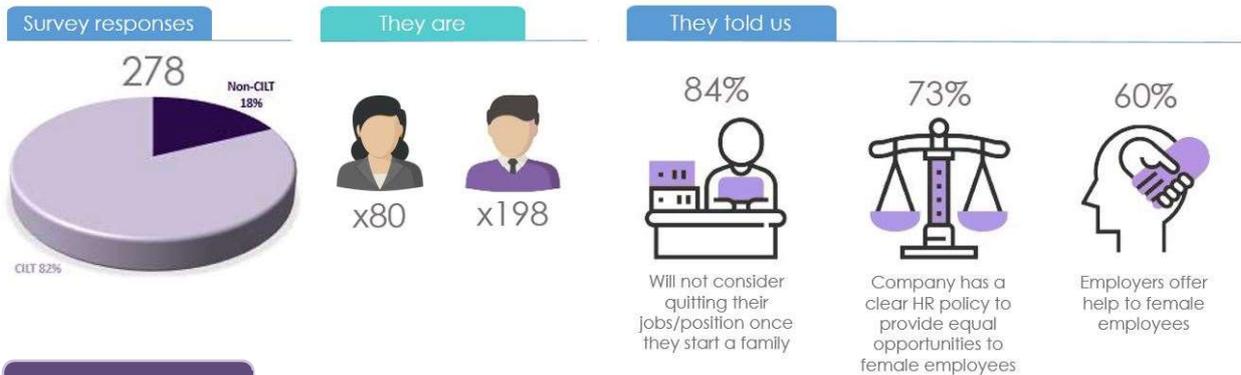
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Executive Summary

In a highly competitive operating environment, retention of talent is a key factor for success in the business community. The same speaks for the supply chain, logistics and transport industry. To encourage diversity and to develop the potential of our young talent and in particular female employees, Women in Logistics and Transport, Hong Kong (established by the Chartered Institute of Logistics and Transport in Hong Kong) conducted a comprehensive online survey among members of the Institute and supporting organisations on how to attract and retain female talent in the industry. The survey was conducted between 12 March and 9 April 2018 and the key findings are summarized below:

Key Findings



Therefore ... they said

Stronger together

- 63% Provide mentorship to young female practitioners
- 54% Promote the values of WiLAT to similar women's organizations
- 43% Specialist training for supply chain, logistics, and transport companies linked to WiLAT
- 24% Offer Career and Life Formula (CALF) programme

Note: CALF means career advancement and life enrichment.

Foreword

Why are women driven to join an industry perceived to be male-dominated and how we can better prepare them for a career in transport, logistics and supply chain are questions that the women's committee in the Chartered Institute of Logistics and Transport in Hong Kong would like to understand more. Women in Logistics and Transport (WiLAT) Hong Kong sets out to conduct a second survey in 2018 to obtain information on women's participation in the industry, the nature of their employment, why they choose to enter the industry and the factors that would affect their career decisions. The outcome of the survey is to come up with a sustainable capacity building programme for female members of CILT Hong Kong.

WiLAT Hong Kong is pleased to gain the full support of the Chartered Institute of Logistics and Transport in Hong Kong (CILTHK) and the Research Team of the HKU School of Professional and Continuing Education (HKU SPACE) in conducting this online survey.

Introduction

The Chartered Institute of Logistics and Transport (CILT) is a leading professional body for those engaged in the transport and logistics industry, including air, sea and land, for both passengers and freight transportation across the globe, representing all levels in the logistics and transport industry. The prime mission of CILT is to give individuals and organizations access to the tools, the knowledge and the connections vital to success in the supply chain, logistics and transport industry.

CILT supports the professionals who plan the logistics and transport system, who bring in raw materials, who manage the movement of passengers and goods, who ensure safety standards, who maintain mobility and keep the economy working. Through the educational suite, CILT helps all professionals at all levels to grow and develop their careers and to access jobs in the supply chain, logistics and transport industry.

In Hong Kong, CILTHK provides career development and professional training opportunities and sets the highest standards of professional practice through a comprehensive qualification framework with different clusters of excellence led by Committees within CILTHK. Hong Kong is one of the largest transport, logistics and supply chain management hub in the world, which generates multiple supportive operations requiring strong professional support.

Women in Logistics and Transport (WiLAT) Hong Kong is a Committee founded by a group of members in CILTHK in year 2012. WiLAT promotes the Institute to female members through establishing closer links with employees. The mission of WiLAT Hong Kong is to promote the status of women in the logistics and transport industry; to bring together those who support talent and career development of women and to provide a support network and mentoring opportunities for women in the logistics and transport sector <http://www.wilat.org/>.

Purpose and Objectives of the Survey

One of the tasks for WiLAT Hong Kong in 2018 is to conduct a survey of CILTHK members and supporting organizations to gain a thorough understanding of the reasons for choosing to join the transport and logistics industry. For female employees, further questions were asked on their working environment, career aspirations and the challenges faced by a working female practitioner in a male-dominated industry. The survey is therefore designed for those who are under active employment in the industry.

There are five main objectives of the survey:

1. To better understand the major attraction for individuals to join the transport and logistics industry;
2. To gauge opinions on the usefulness of CILTHK qualifications and activities to career development;
3. To identify major hindrances for female practitioners in the industry;
4. To recommend measures that could positively be implemented by employers to assist female practitioners; and
5. To identify further training needs for practitioners in the industry

Survey Methodology

The survey was conducted between 12 March 2018 and 9 April 2018, during a period of 29 days, through an online questionnaire with 35 questions for the survey data collection.

An invitation e-mail with a unique token link was dispatched individually to every CILTHK member (except retired members and student members) to access the online questionnaire, while another invitation e-mail with an open link was dispatched to non-CILTHK members via Organization Members and Friends of WiLAT Hong Kong to access the online questionnaire.

The questionnaire layout was designed by the HKU SPACE Research Team, which aims at analyzing the personal profile and career development of the survey respondents. In particular, several questions were specifically designed for female respondents to figure out their current challenges in their workplace and to focus on their expectations of sustainable capacity building programmes.

Working Team

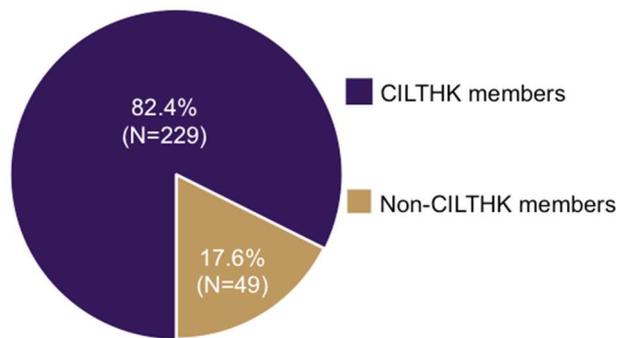
CILTHK and WiLAT Hong Kong formed a task group in early February 2018 to undertake the survey, with the HKU SPACE Research Team providing full support in the questionnaire design, survey methodology and survey data analysis.

Who has responded to our survey

During the survey period, a total of 1,624 CILTHK members received an invitation email individually with a unique token link for accessing the online questionnaire. Another 150 invitation emails with open links were sent to non-CILTHK members via Organization Members and Friends of WiLAT Hong Kong.

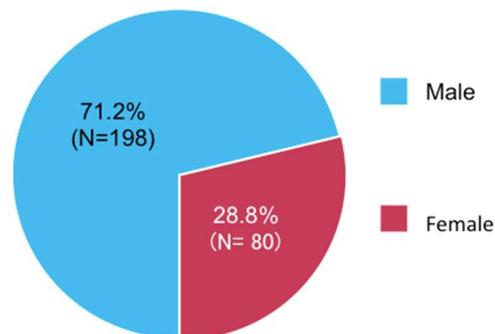
A total of 278 responses were received during the survey period, comprising 229 (82.4%) from CILTHK members and 49 (17.6%) from non-CILTHK members, representing a response rate of 14.1% for CILTHK members.

Membership Status of Respondents
(N=278)



In terms of gender, 80 were female respondents, out of which 47 were CILTHK members, representing 15% of WiLAT Hong Kong members.

Gender of Respondents
(N=278)

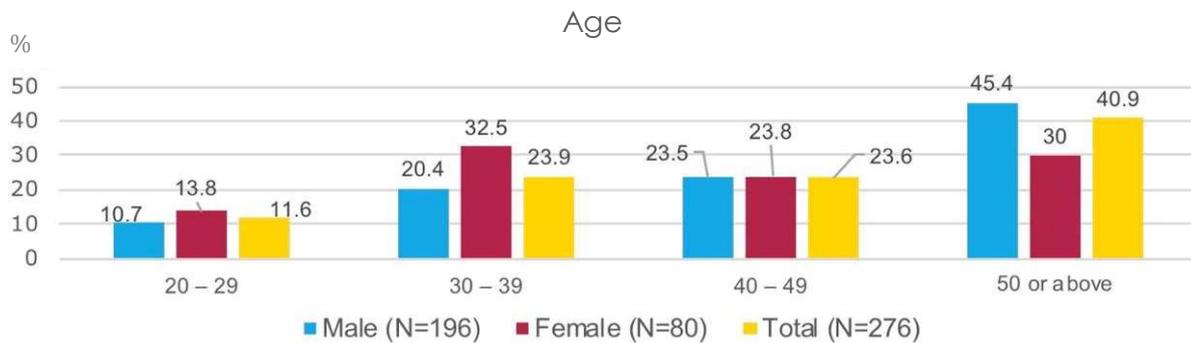


Major Findings

1. Our Respondents' Profile

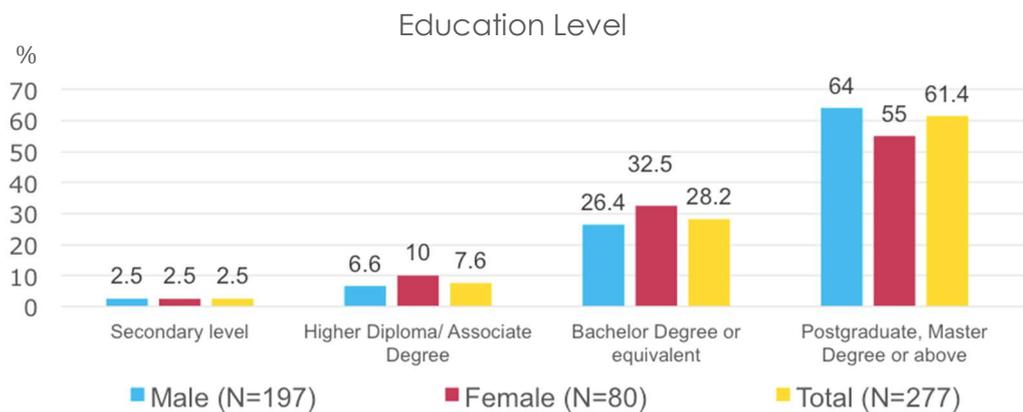
Age Group

It is interesting to note that the majority of female survey respondents fall in the 30 to 39 age group (32.5%) and 50 or above age group (30.0%), while the majority of male respondents fall in the category of 50 or above age group (45.4%).



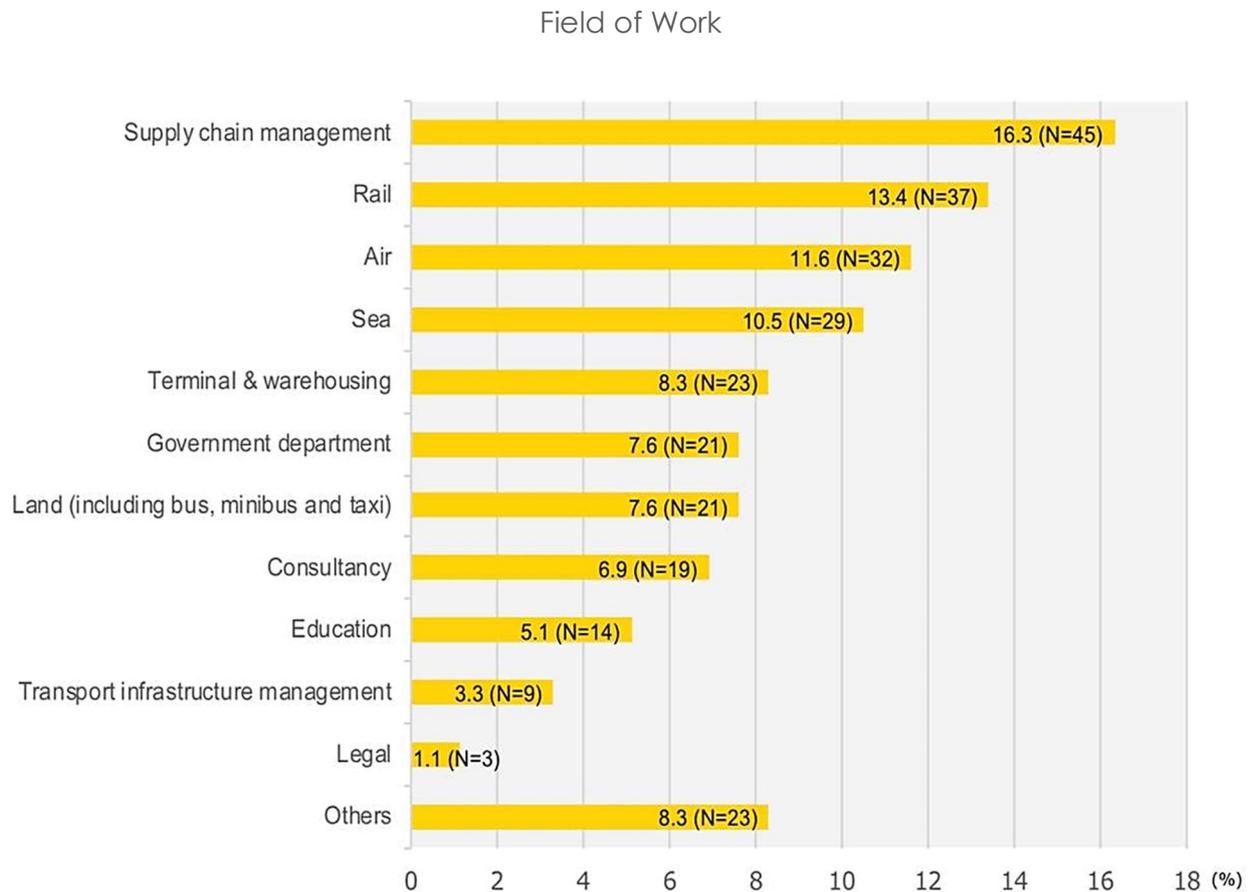
Education Level

With regard to the highest education level attained, most respondents fall in the postgraduate, master degree or above category, accounting for 64% of male and 55% of female respondents respectively.



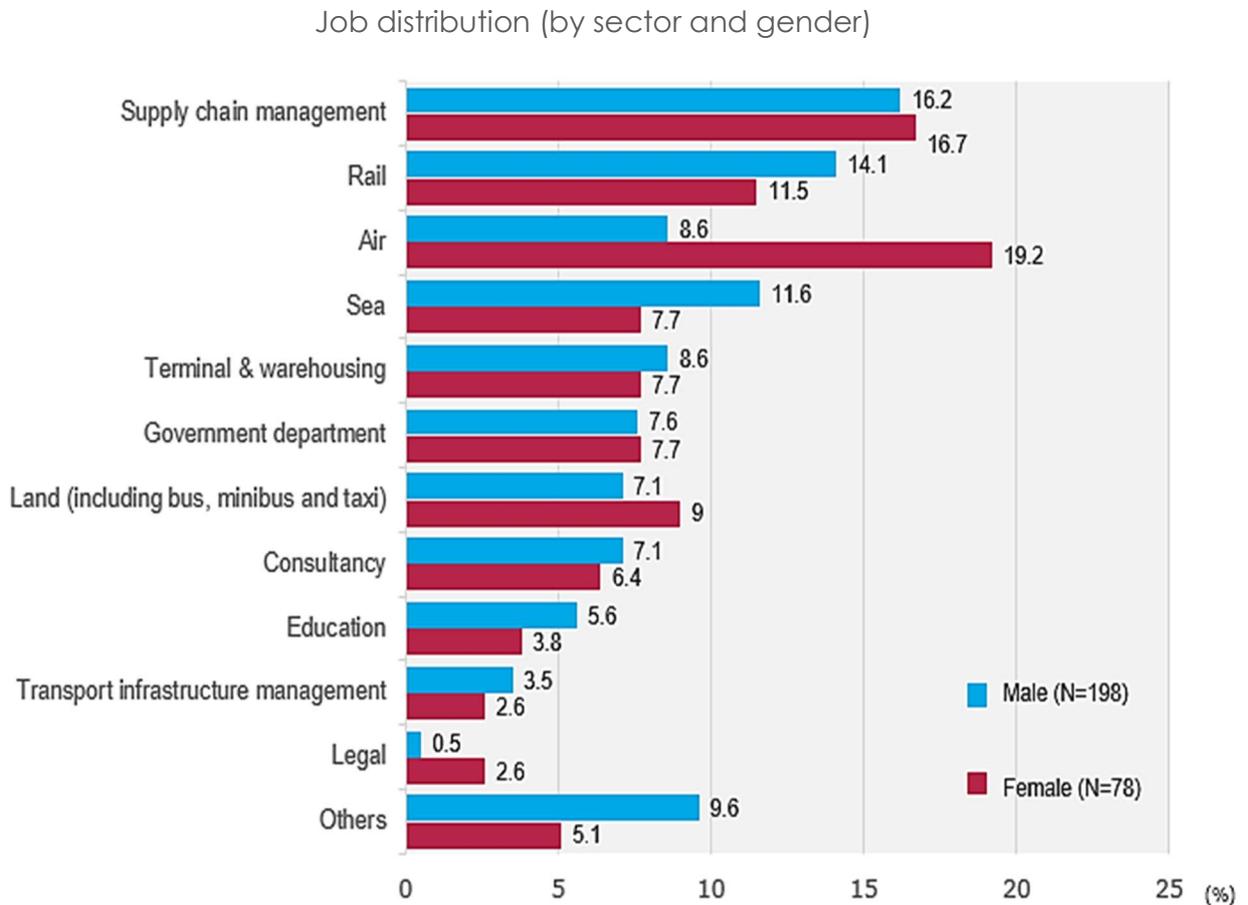
Field of work

Regarding the respondents' field of work in the industry, supply chain management is the most common (accounting for 16.3%), followed by rail (13.4%), air (11.6%) and sea (10.5%) related.



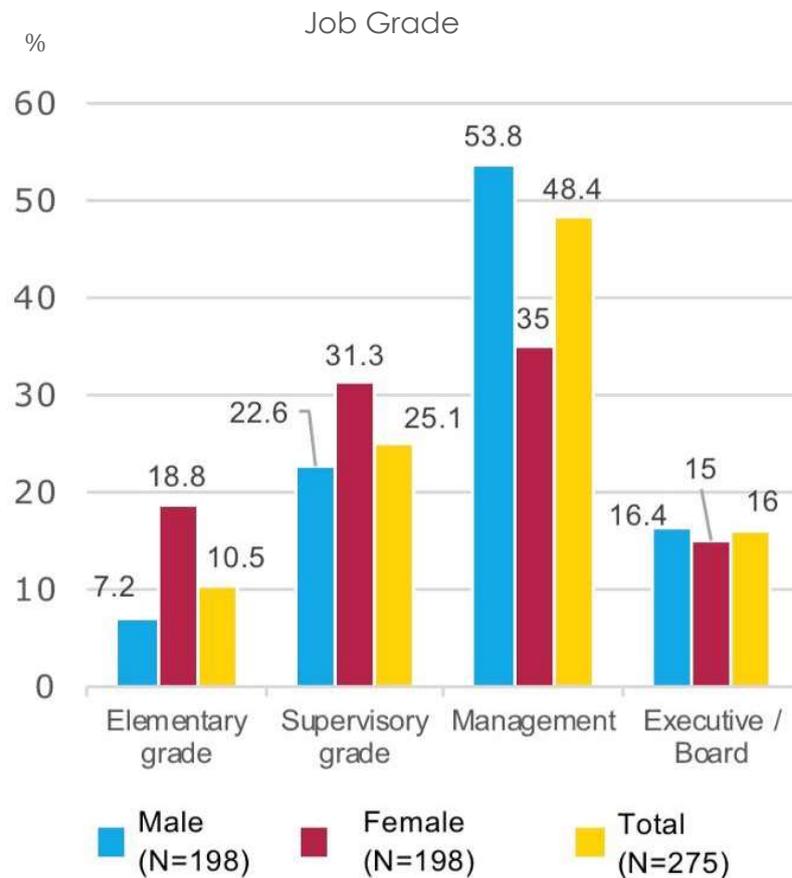
It is worth noting that 8.3% of the respondents' field of work fall under the 'Others' category. These include arts, charity organizations, e-commerce, enterprise with logistics, real estate and fund investment, manufacturing, postal services, public utility, relocations, records management, roadworks, traffic engineering and some fields which are cross-category in nature, such as fine art logistics, freight forwarding and land and sea.

Job distribution by sector and by gender



In terms of gender, air (19.2%) tops the list for female practitioners, followed by supply chain management (16.7%) and rail (11.5%); whereas for male practitioners, supply chain (16.2%) is the highest, followed by rail (14.1%) and sea (11.6%).

Job grade



As regards to the job grade of respondents –

- (i) the majority of both male and female respondents are currently working at management level, accounting for 53.8% of men and 35.0% of women respectively;
- (ii) 15% of female respondents are at an executive/board level, just 1.4 percentage points lower than that for male respondents; and
- (iii) The percentage of female respondents (31.3%) working at a supervisory grade is much higher than that for male respondents (22.6%), and similarly for an elementary grade: 18.8% (female) versus 7.2% (male).

Number of Years in Current Position

Number of Years in Current Position

Number of years in current position	Male (N=196) %	Female (N=79) %	Total (N=275) %
0 – 4	39.3	55.7	44.0
5 – 9	20.4	13.9	18.5
10 – 14	18.4	10.1	16.0
15 – 19	9.2	6.3	8.4
20 – 24	5.6	8.9	6.5
25 – 29	3.1	3.8	3.3
30 or above	4.1	1.3	3.3
Total	100	100	100

Most of both male and female respondents have been working in the current position for four years or less, accounting for 39.3% and 55.7% respectively.

Number of Years Working in Logistics & Transport Industry

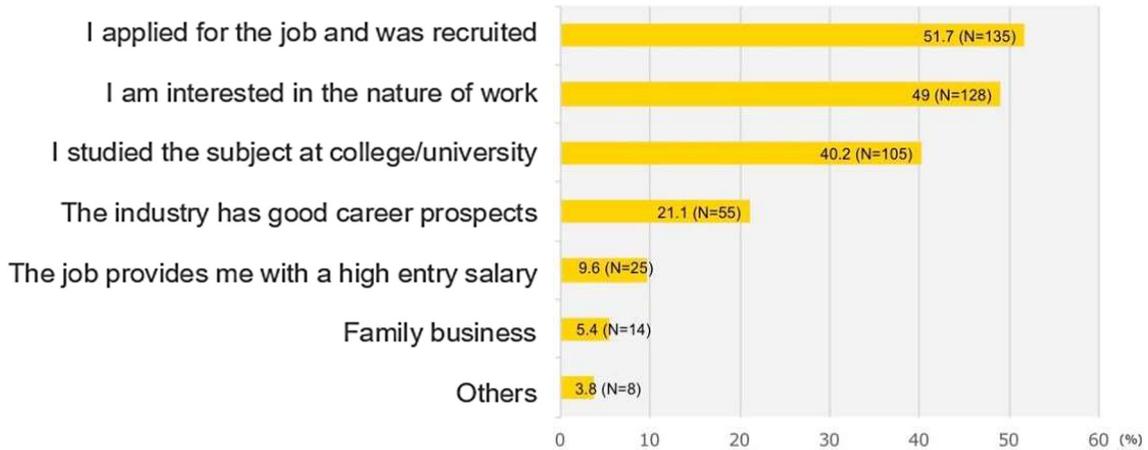
Number of Years in the Logistics & Transport Industry

Total number of years in the logistics/transport field	Male (N=196) %	Female (N=79) %	Total (N=275) %
0 – 4	8.3	12.8	9.6
5 – 9	8.8	21.8	12.5
10 – 14	11.4	17.9	13.3
15 – 19	10.4	10.3	10.3
20 – 24	17.1	14.1	16.2
25 – 29	17.1	7.7	14.4
30 or above	26.9	15.4	23.6
Total	100	100	100

Regarding the total number of years in the logistics and transport industry, 23.6% of respondents have been working in the field for 30 years or more, the highest percentage amongst all categories. In terms of gender, the highest percentage is the 30 years or more category for male respondents (almost 27%) and the 5 to 9 years category for female respondents (almost 22%).

2. Career Development

Why did you choose to enter the profession?
(Maximum choice of 3 items) (N=261)

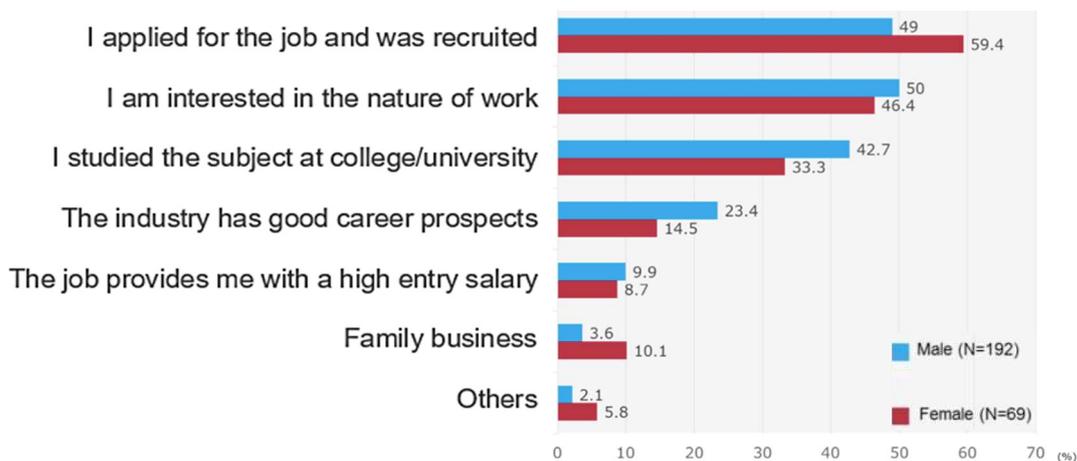


One of the main objectives of the survey is to better understand the major attraction for individuals to join the transport and logistics profession. The top three reasons chosen by respondents are:

- (i) I applied for the job and was recruited (51.7%);
- (ii) I am interested in the nature of work (49.0%); and
- (iii) I studied the subject in college/university (40.2%).

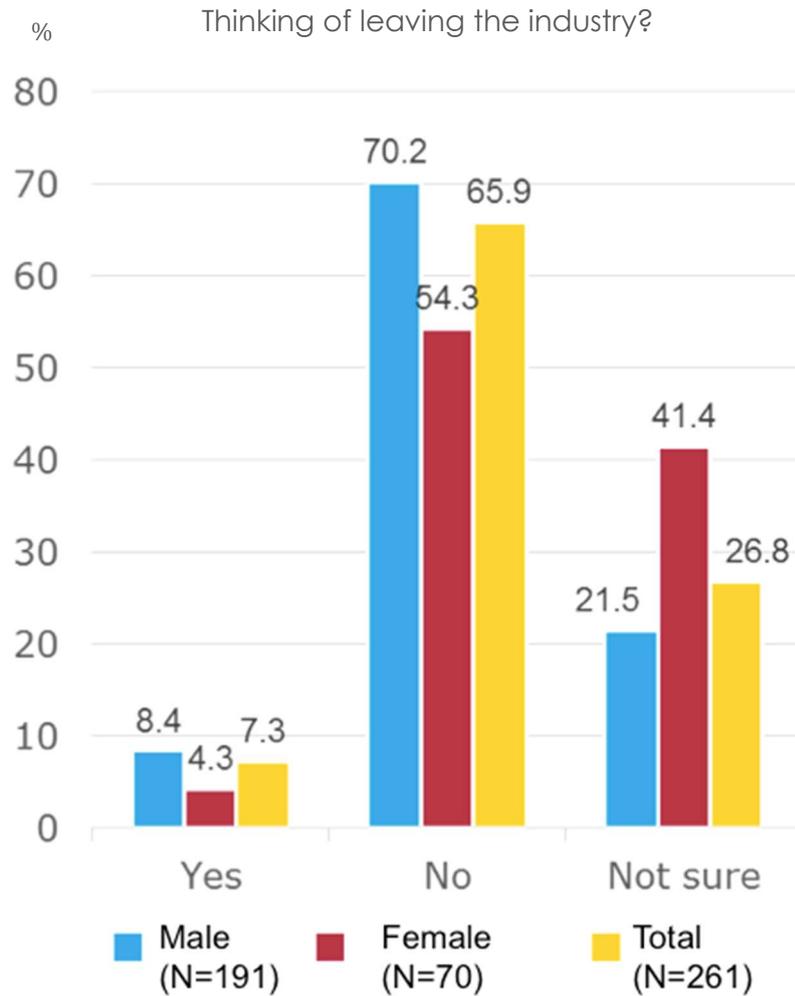
It is interesting to note that good career prospects and high salary are of less significance at the time of entry into the industry. The survey results suggest that most respondents applied for the job without much prior consideration and got recruited.

Why did you choose to enter the profession?
(Maximum choice of 3 items)



The results are similar for both male and female respondents.

Thinking of Leaving the Industry



The survey reveals that most respondents (almost 66% of total respondents), especially male respondents (70.2% of male respondents), are not thinking of leaving the industry, compared to a lower 54.3% of female respondents. It is however worth noting that a relatively higher 41.4% of female respondents are unsure whether they will leave or stay in the industry.

Reasons for staying in the industry

Reasons for staying in the industry
(Top Three Rankings)

Male	Rank 1 (N=116) %	Rank 2 (N=94) %	Rank 3 (N=70) %
High salary	16.4	16.0	24.3
Good career prospects	26.7	34.0	20.0
My company is helping employees to develop their potential	22.4	24.5	15.7
There is good training and exposure	13.8	14.9	27.1
No better job offers	9.5	10.6	8.6
Others	11.2	0	4.3
Total	100	100	100

Female	Rank 1 (N=33) %	Rank 2 (N=27) %	Rank 3 (N=14) %
High salary	12.1	14.8	14.3
Good career prospects	27.3	18.5	21.4
My company is helping employees to develop their potential	21.2	25.9	14.3
There is good training and exposure	15.2	29.6	35.7
No better job offers	15.2	3.7	7.1
Others	9.1	7.4	7.1
Total	100	100	100

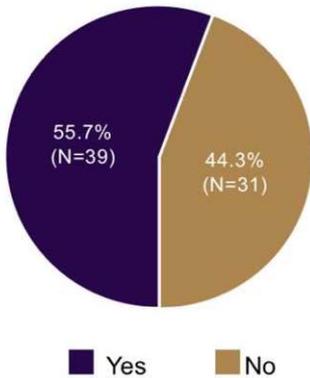
The top two reasons for staying in the industry quoted by both male and female respondents are “Good career prospects” and “My company is helping employees to develop their potential”. Both ranked more important than “High salary” for both genders.

There is, however, a notable difference between genders on the third most important reason, where female respondents consider “There is good training and exposure” more important than male respondents. This is relevant for consideration in capacity building for female practitioners, and more measures are required to help retain female practitioners in the industry.

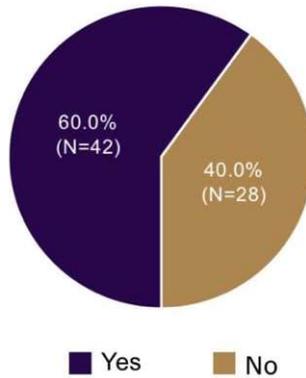
Work environment in supply chain, logistics & transport industry

(Question for Female Respondents only)

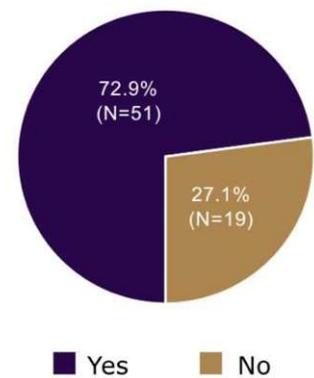
Male-dominated work environment
(N=70)



Employer offers help to female employees
(N=70)



Company has a clear HR policy to provide equal opportunities to female employees
(N=70)



Only slightly more than half (55.7%) of female respondents consider that the work environment in the supply chain, logistics and transport industry to be male-dominated in nature.

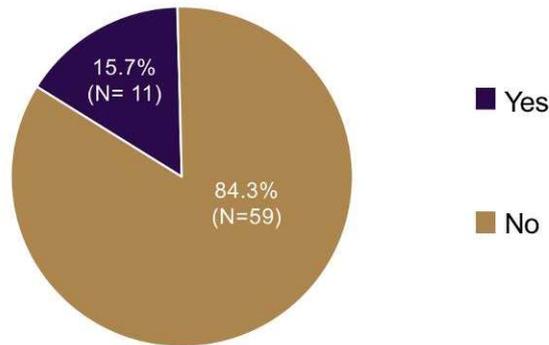
The respondents also consider the work environment to be favourable in that 60% of employers offer help to female employees, and almost 73% of companies have a clear Human & Resources policy to provide equal opportunities to female employees.

These findings suggest that our female respondents consider the overall work environment favourable, although there is still room for improvement - in particular regarding assistance to female employees, and the objective to have all employers adopt a clear HR policy on promoting equal opportunities and diversity.

Would you consider quitting your job once you start a family?

(Question for Female Respondents only)

Would you consider quitting your job once you start a family?
(N=70)

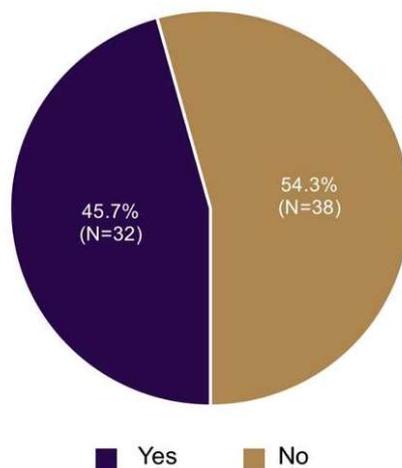


It is interesting to note that 84.3% of female respondents would not consider quitting their jobs once they start a family, suggesting that family is not a significant factor pushing female employees to leave their jobs in the industry. Hong Kong does have one advantage over western countries, where childcare options can be costly.

Is the sector challenging to female practitioners?

(Question for Female Respondents only)

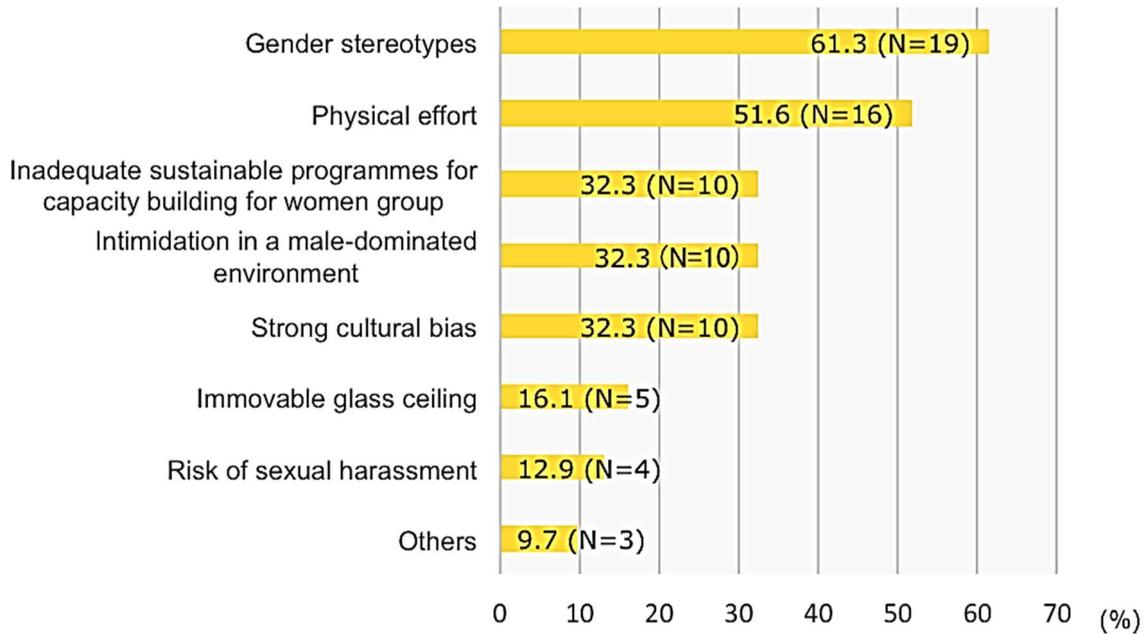
Is the sector challenging to female practitioners?
(N=70)



Less than half (45.7%) of our female respondents find the supply chain, logistics and transport sector challenging.

The sector is challenging to female practitioners because...

The sector is challenging to female practitioners because ...
(can choose more than one item) (N=31)



For those who find the sector challenging, the main reasons quoted are gender stereotypes (61.3%) and physical effort (51.6%). Immovable glass ceiling and risk of sexual harassment are not ranked high as compared to other factors.

Components to be included in a sustainable capacity building programme

(Question for Female Respondents only)

Components to be included in a sustainable capacity building programme
(ranking of top three items)

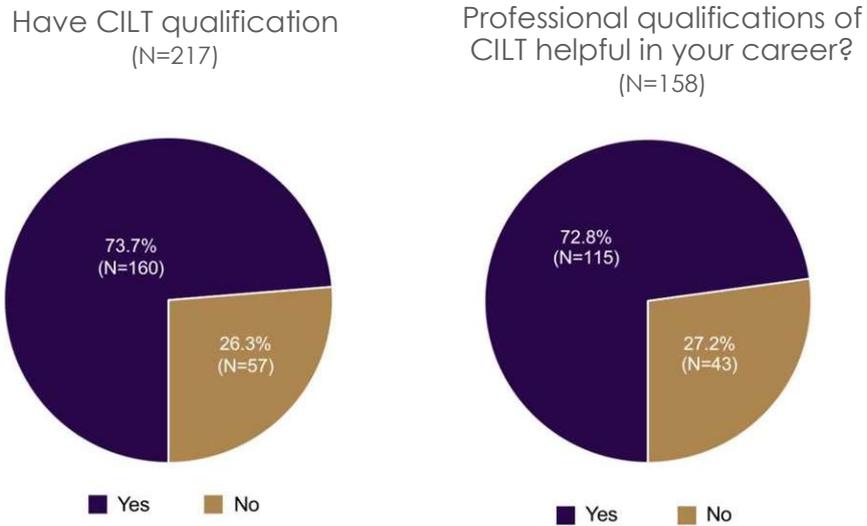
	Rank 1 (N=62) %	Rank 2 (N=49) %	Rank 3 (N=34) %
Allow flexible working hours or fractional appointment	25.8	36.7	26.5
Fair and transparent promotion system for both sexes	25.8	18.4	17.6
Provide support for working mothers	17.7	18.4	20.6
Mentoring programme for females	4.8	8.2	5.9
Empowerment programmes for females	9.7	8.2	17.6
Setting quota for females in senior management positions	4.8	4.1	8.8
Promote affirmative platforms such as Women in Logistics and Transport (WiLAT) for support	11.3	6.1	2.9
Total	100	100	100

When asked what should make up a sustainable capacity building programme for female employees, working conditions are considered more important than an individual programme and activities. The first three items, i.e. "Allow flexible working hours or fractional appointment (25.8%)", "Fair and transparent promotion system for both sexes (25.8%)" and "Provide support for working mothers (17.7%)" are related to the company's HR policy, and these items were set to establish the importance of providing an enabling work environment in the first instance and this is reflected in the higher ranking for these factors.

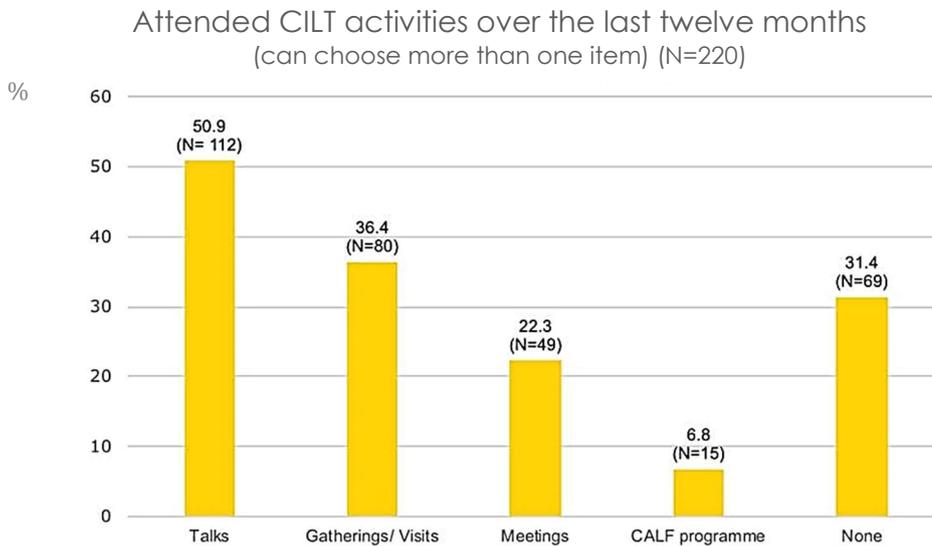
Females in Hong Kong believe that a supportive working environment and a fair career and advancement system is most important, indicating that females in Hong Kong believe that a fair career advancement system is most important.

3. CILT in Hong Kong

(Questions for CILTHK members only)

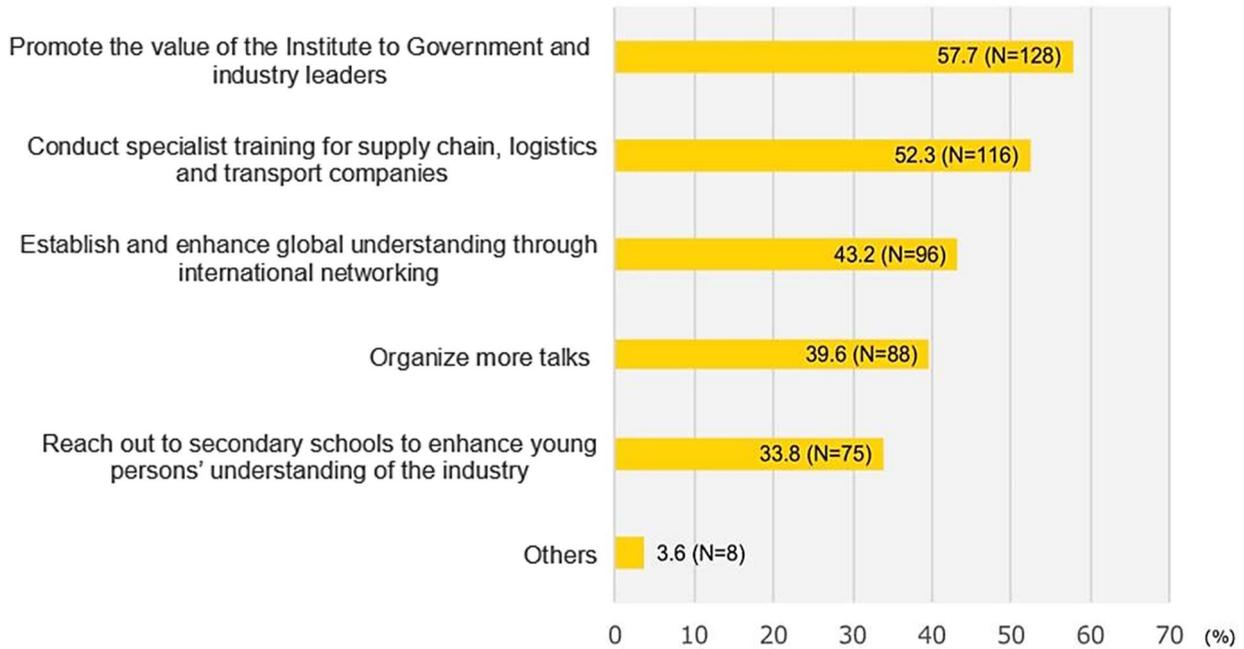


Of the CILTHK members who responded, almost 74% possess CILTHK qualifications, and about 73% find such qualifications helpful in their career development.



About 69% of respondents have attended activities organized by CILTHK over the previous twelve months, with talks attracting the highest percentage (almost 51%).

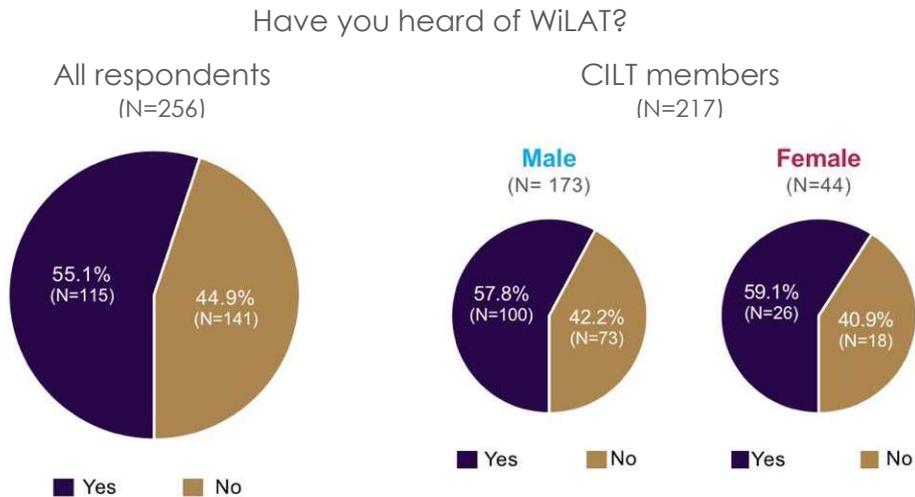
What CILT should do more of in the coming four years
(can choose more than one item) (N=222)



The top three areas where respondents consider CILTHK should do more of in the coming four years are:

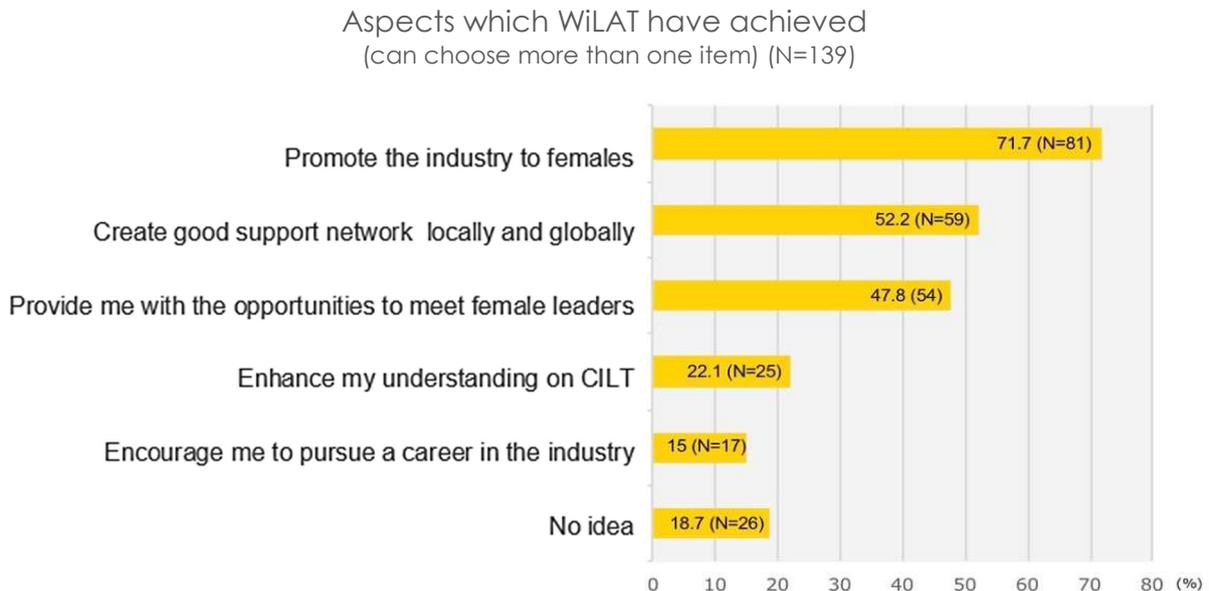
- (i) promote the value of the Institute to Government and industry leaders (57.7%);
- (ii) conduct specialist training for supply chain, logistics and transport companies (52.3%); and
- (iii) establish and enhance global understanding through international networking (43.2%).

4. WiLAT in Hong Kong



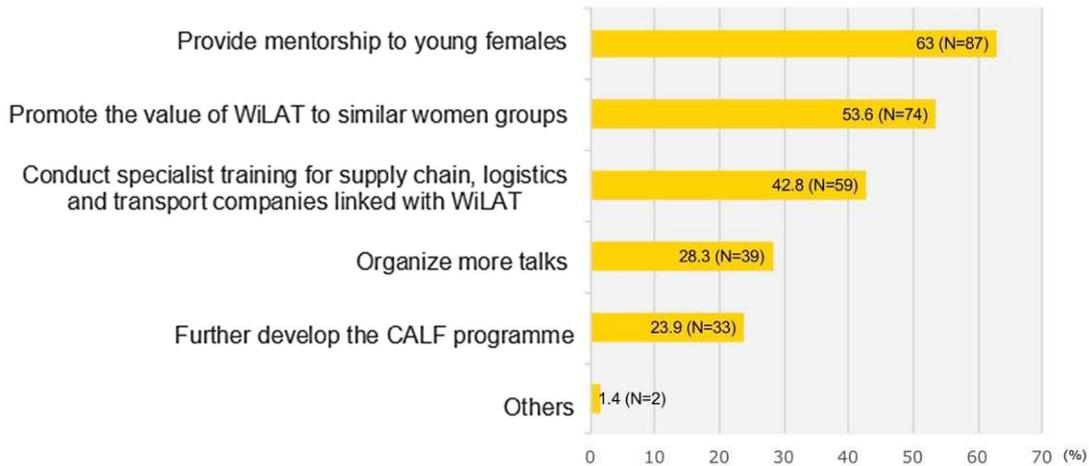
More than 55% of survey respondents have heard of WiLAT Hong Kong. Of the CILTHK members who responded, 57.8% (of male respondents) and 59.1% (of female respondents) have heard of WiLAT Hong Kong.

(Questions for respondents who have heard of WiLAT Hong Kong)



The top three aspects which respondents think WiLAT Hong Kong has achieved are: (i) promote the industry to females (71.7%); (ii) create good support network locally and globally (52.2%); and (iii) provide them with opportunities to meet female leaders (47.8%).

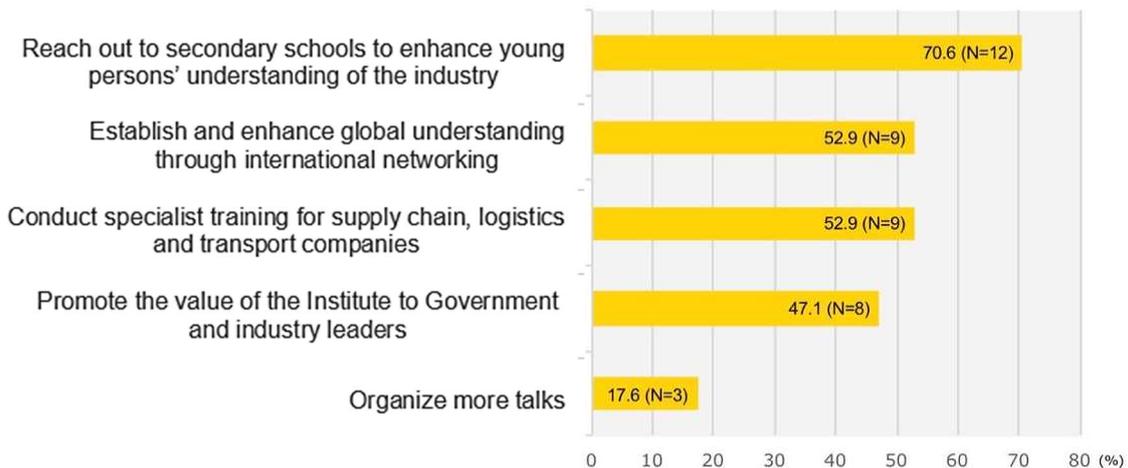
What WiLAT should do more of in the coming four years
(can choose more than one item) (N=138)



Respondents are of the view that WiLAT Hong Kong should do more in the areas of providing mentorship to young females (63%), promoting the value of WiLAT to similar women's organizations (53.6%) and conducting specialist training for supply chain, logistics and transport companies linked with WiLAT (42.8%).

(Questions for respondents who have not heard of CILTHK and WiLAT Hong Kong)

What a professional institute in supply chain, logistics and transport
Should do more of in the coming four years
(can choose more than one item) (N=17)



Among the 17 survey respondents who have never heard of CILTHK and WiLAT Hong Kong, more than 70.6% consider that a professional institute in supply chain, logistics and transport should do more in reaching out to secondary schools to enhance young persons' understanding of the industry, followed by establishing and enhancing global understanding through international networking (52.9%) and conducting specialist training for supply chain, logistics and transport companies (52.9%).

Conclusions

As a well-established professional Institute in Hong Kong, members value the professional qualifications obtained through CILTHK. There are aspirations for the Institute to do more. As for engaging female employees, WiLAT Hong Kong as a Committee in the Institute has gained recognition and helped to promote the industry to female practitioners.

The purpose of the survey is to identify measures that could contribute towards a sustainable capacity building programme for female practitioners. Apart from individual considerations, it is significant to discover that support from the employer and company is an indispensable and essential factor for retaining the survey respondents to stay in the industry.

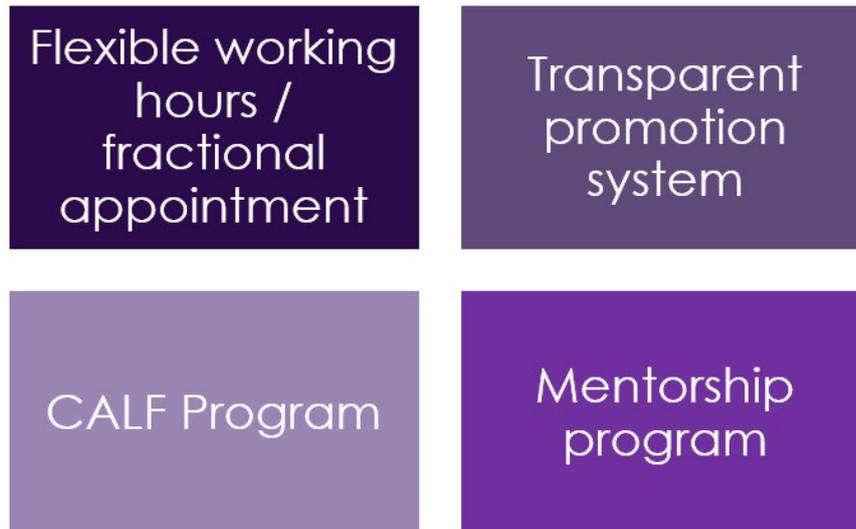


Furthermore, it is particularly important to recognize that a sense of loyalty and commitment always helps an organization to produce good results and build up resilience to meet future challenges.

Through this comprehensive survey, WiLAT Hong Kong has successfully identified that training and exposure are equally important for females working in the supply chain, logistics and transport industry in Hong Kong.

Recommendations

The survey shows that there are abundant opportunities for female practitioners in the transport, logistics and supply chain industry. The positive responses give good reasons for WiLAT Hong Kong to do more, but first and foremost, the most impactful action is to put build a solid foundation for the working infrastructure, which includes:



1. Flexible working hours or fractional appointment

- To introduce flexible working practices such as job-sharing part-time work, flexible working hours, home-office working practices or fractional appointment of work with access for all levels of employees when practically feasible.

2. Transparent promotion system

- To encourage corporates and companies to adopt a transparent and fair promotion system in the workplace for all levels of employees, regardless of their gender, in order to create a strong sense of fair and harmonious working atmosphere in the workplace.

As an essential part of a sustainable capacity building programme for female practitioners, there is a call for:

3. Mentorship programme

- To provide knowledge and guidance from experienced and trusted advisers to young practitioners in the industry.

4. Career and Life Formula (CALF) programme

- To provide a unique opportunity for young managers of the industry to develop an overall picture of the latest industry trends, learn from experience of senior executives in the trade and build their social network with other high flyers in the industry.

WiLAT Hong Kong will be happy to share the findings and jointly work with other women's organizations in Hong Kong and overseas to reinforce women's participation and to support talent development.

Survey on Participation in the Supply Chain, Logistics and Transport Industry

I. Personal Profile

Q1. Gender:

- Male Female

Q2. Age:

- Below 20 40 – 49
 20 – 29 50 or above
 30 – 39

Q3. Education level:

- Secondary level Postgraduate, Master Degree or above
 Higher Diploma/ Associate Degree Others_____
 Bachelor Degree or equivalent

Q4. You are currently working in:

- | | | |
|--------------------------------------------------------------|-----------------------------------------------|-----------------------------------------------------------|
| <input type="radio"/> Air | <input type="radio"/> Terminal & warehousing | <input type="radio"/> Transport infrastructure management |
| <input type="radio"/> Sea | <input type="radio"/> Supply chain management | <input type="radio"/> Legal |
| <input type="radio"/> Rail | <input type="radio"/> Consultancy | <input type="radio"/> Education |
| <input type="radio"/> Land (including bus, minibus and taxi) | <input type="radio"/> Government department | <input type="radio"/> Others_____ |

Q5. Job grade:

- Elementary grade Management
 Supervisory grade Executive / Board

Q6. Number of years in current position : _____

Q7. Total number of years in the years in the transport/ logistics field : _____

II. Career development

Q8. Why did you choose to enter the profession? (You can choose up to 3)

- a. I studied the subject at college/university
- b. I applied for the job and was recruited
- c. I am interested in the nature of work
- d. The job provides me with a high entry salary
- e. The industry has good career prospects
- f. Family business
- g. Others (Please specify): _____

Q9. Are you thinking of leaving the industry and joining other industries not related to supply chain/logistics and transport?

- Yes No **(skip to Q11.)**

Q10. If yes, what are the reasons you want to leave? (You can choose up to 3) **(skip to Q12. after answering this question)**

- a. I have to look after my family
- b. I cannot see career progression opportunities
- c. The working hours are too long
- d. Salary is unsatisfactory
- e. I have lost interest

Q11. If no, what are the reasons for you to stay on? (You can choose up to 3 and rank them 1, 2 or 3.)

- a. High salary
- b. Good career prospects
- c. My company is helping employees to develop their potential
- d. There is good training and exposure
- e. No better job offers

Q12. Is your work environment male-dominated (70% of work force and above being male is considered male dominated)? (Only be shown if answer to Q1. is "Female")

- Yes No

Q13. Is your employer offering help to female employees? (Only be shown if answer to Q1. is "Female")

- Yes No Not sure

Q14. Does your company have a clear HR policy to provide equal opportunities to female employees? (Only be shown if answer to Q1. is "Female")

- Yes No Not sure

Q15. Would you consider quitting the job once you have a family? (Only be shown if answer to Q1. is "Female")

- Yes No Not sure

Q16. Would you consider that your sector is challenging to females because of the following: (You can choose more than 1) (Only be shown if answer to Q1. is "Female")

- a. Physical effort
- b. Gender stereotypes
- c. Immovable glass ceiling
- d. Strong cultural bias
- e. Intimidation in a male-dominated environment
- f. Risk of sexual harassment
- g. Inadequate sustainable programmes for capacity building for women group

Q17. Please consider the following components for a sustainable capacity building programme (Please choose 3 items and rank them 1, 2 or 3.) (Only be shown if answer to Q1. is “Female”)

- a. Allow flexible working hours or fractional appointment
- b. Fair and transparent promotion system for both sexes
- c. Provide support for working mothers
- d. Mentoring programme for females
- e. Empowerment programmes for females
- f. Setting quota for females in senior management positions
- g. Promote affirmative platforms such as Women in Logistics and Transport (WiLAT) for support
- h. Others (Please specify): _____

III. About CILT in Hong Kong

Q18. Have you heard of The Chartered Institute of Logistics and Transport in Hong Kong (CILT)?

- Yes No **(skip to Q27.)**

Q19. Are you a member of CILT?

- Yes No **(skip to Q27.)**

Q20. If yes, what is your membership grade?

- Student Member Chartered Member (CMILT)
 Affiliate Member / Graduate Member Chartered Fellow (FCILT)
 Member (MILT)

Q21. Do you have CILT qualification?

- Yes No **(skip to Q23.)**

Q22. Do you find professional qualifications of CILT helpful in your career development?

- Yes No

Q23. Which of the following aspects you think the CILT has achieved? (You can choose more than 1)

- a. Institute's professional qualifications help in my promotion
- b. Institute held in high regard by Hong Kong Government
- c. Institute held in high regard by employers
- d. Institute provides good membership service
- e. Institute meets my professional needs
- f. Institute is up to date on latest trends and developments
- g. Provides a good local networking platform
- h. Provides a global networking platform
- i. Promotes diversity and female participation through Women in Logistics and Transport
- j. Promotes young professionals through Young Persons Committee
- k. No idea

**Q24. Have you attended any of the following CILT activities over the last 12 months?
(You can choose more than 1)**

- Talks
- Gatherings/ Visits
- Meetings
- CALF programme
- None

Q25. Which of the areas do you think CILT should do more in the coming 4 years? (You can choose more than 1)

- a. Organize more talks
- b. Reach out to secondary schools to enhance young persons' understanding of the industry
- c. Conduct specialist training for supply chain, logistics and transport companies
- d. Promote the value of the Institute to Government and industry leaders
- e. Establish and enhance global understanding through international networking
- f. Others (Please specify): _____

**Q26. Please state the topics of talks you would like CILT to do in the coming 4 years.
(Only be shown if Q25a. is selected)**

Q27. Have you heard of the women chapter in the Institute: Women in Logistics and Transport (WiLAT)?

- Yes
- No (skip to Q31.)

Q28. Which of the following aspects you think WiLAT has achieved? (You can choose more than 1)

- a. Enhance my understanding on CILT
- b. Provide me with the opportunities to meet female leaders
- c. Encourage me to pursue a career in the industry
- d. Promote the industry to females
- e. Create good support network locally and globally
- f. No idea

Q29. Which of the areas do you think WiLAT should do more in the coming 4 years? (You can choose more than 1)

- a. Organizes more talks
- b. Provides mentorship to young females
- c. Promotes the value of WiLAT to similar women groups
- d. Conducts specialist training for supply chain, logistics and transport companies linked with WiLAT
- e. Further develops the CALF programme
- f. Others (Please specify): _____

Q30. Please state the topics of talks you would like WiLAT to do in the coming 4 years. (Only be shown if Q29a. is selected)

Q31. Which of the areas do you think a professional institute in supply chain, logistics and transport should do more in the coming 4 years? (You can choose more than 1) (Only be shown if answer to BOTH Q18. and Q27. is “No”)

- a. Organize more talks
- b. Reach out to secondary schools to enhance young persons' understanding of the industry
- c. Conduct specialist training for supply chain, logistics and transport companies
- d. Promote the value of the Institute to Government and industry leaders
- e. Establish and enhance global understanding through international networking
- f. Others (Please specify): _____

Q32. Please state the topics of talks you would like a professional institute to do in the coming 4 years. (Only be shown if Q31a. is selected)

Q33. Have you ever received any information / events from CILT?

- Yes (go to the end of survey) No

Q34. Would you agree to be included in CILT Hong Kong's mailing list for Institute events?

- Yes, I agree. My email address is _____
- No, I don't agree.

Thank you!

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Women in Logistics & Transport – 2018 Survey

Factors affecting female participation in the supply chain, transport and logistics industry

Published June 2018

WiLAT**Women in Logistics & Transport**

Women in Logistics and Transport (WiLAT) was globally launched in June 2013 to promote our industry to female members and to encourage and support their career development. By June 2017 WiLAT had over 1600 members in 19 countries and we're still growing.

WiLAT Vision and Mission

Our vision is to be the most sought after for advocacy, professionalism and empowerment of women in Supply Chain, Logistics and Transport.

Our mission is to promote the status of women in Logistics and Transport, to bring together those who support talent and career development of women and to provide a support network and mentoring opportunities for women in the sector.

Hong Kong CILT
<http://www.cilt.org.hk/>

WiLAT
<http://www.wilat.org/>



**The Chartered
Institute of Logistics
and Transport**



**Women In Logistics
and Transport**
— HONG KONG 木蘭滙

Women in Logistics and Transport
2018 Survey