

SUPPLY CHAIN METAMORPHOSIS

SAPICS
THE PROFESSIONAL BODY FOR
SUPPLY CHAIN MANAGEMENT

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46th Annual SAPICS Conference

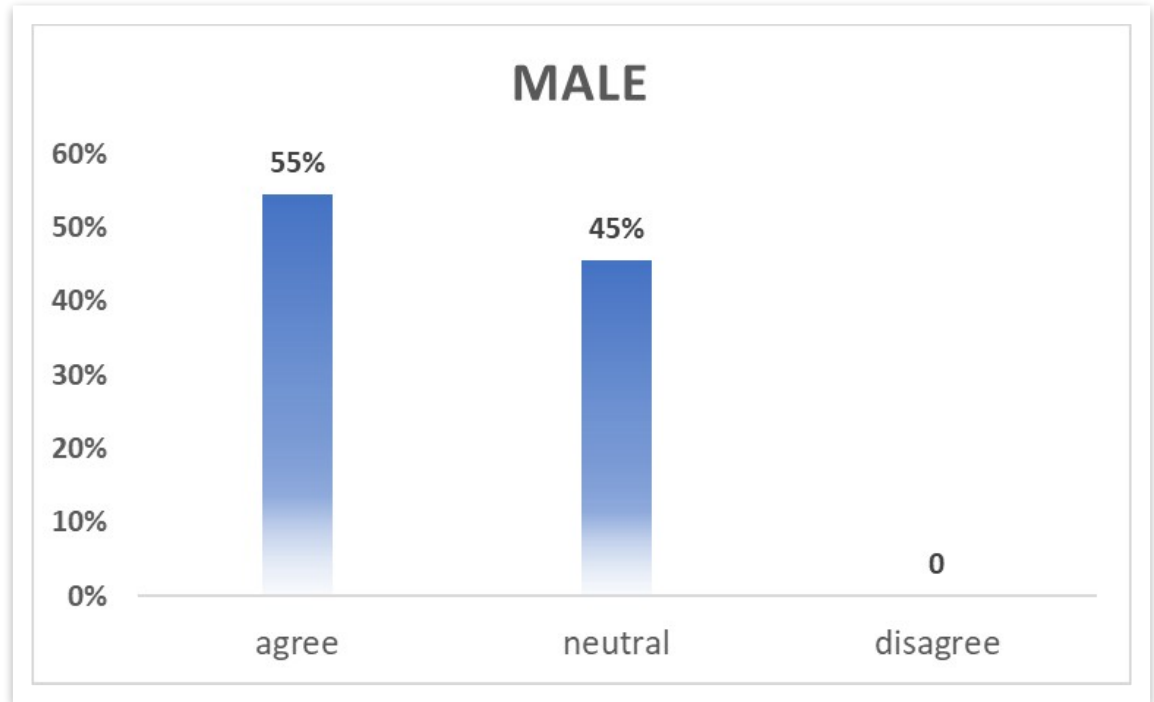
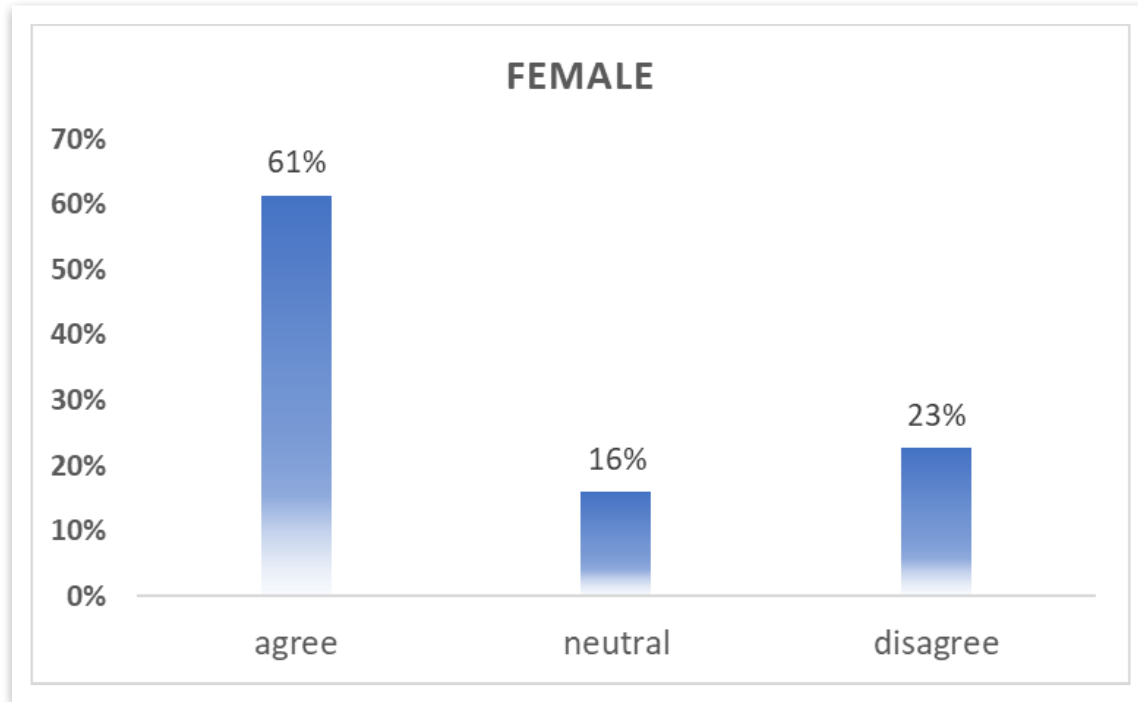
9 - 12 JUNE 2024

Century City Conference Centre, Cape Town, South Africa

Women in Supply Chain Leadership

Survey Results 2024 – Katrina Tyson

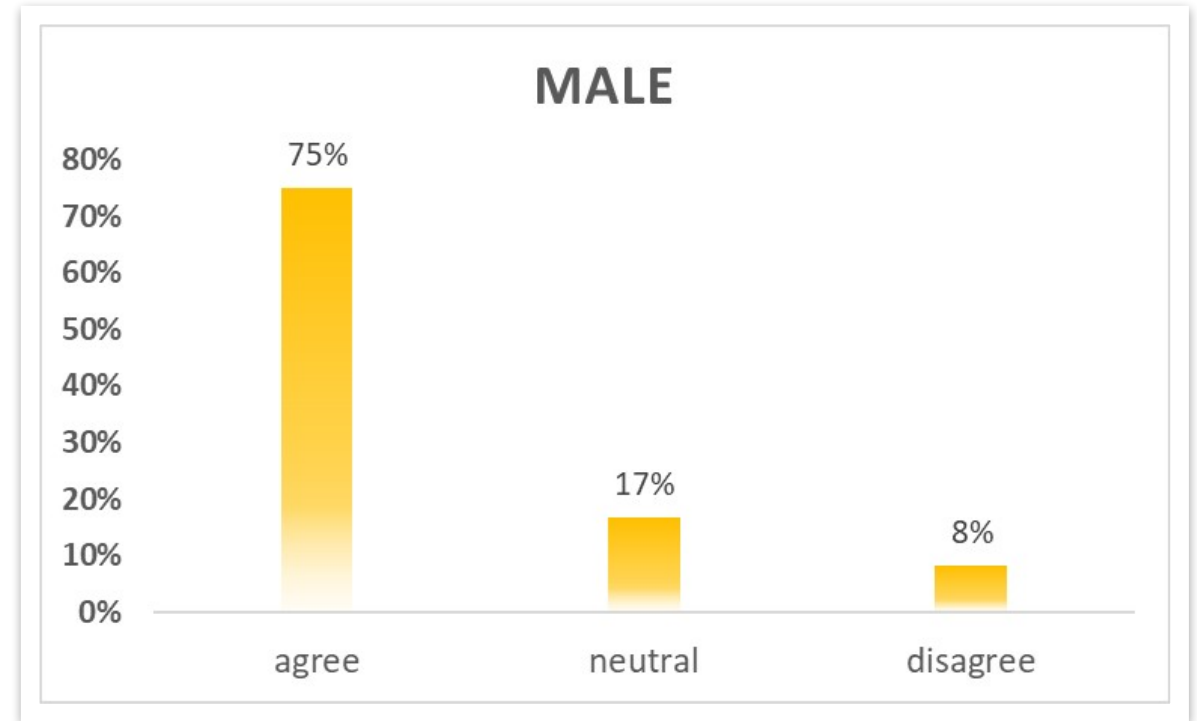
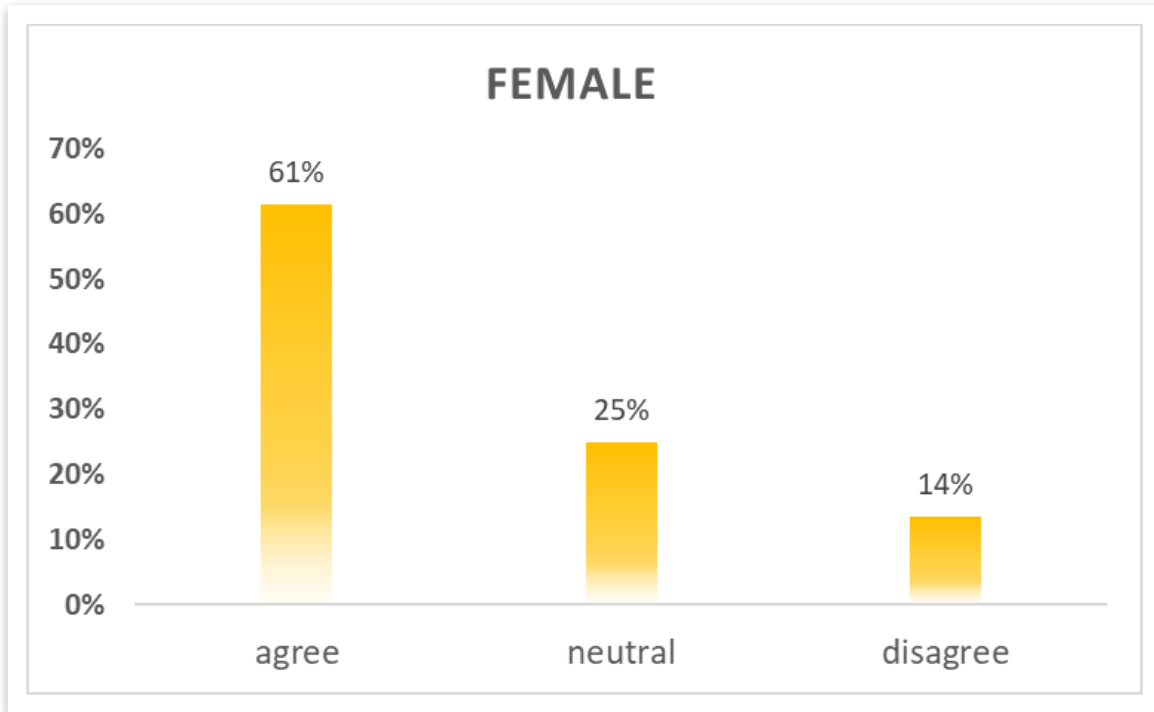
Do you feel there is equal opportunity for career advancement for all genders in your current organisation?



23% of respondents who identified as female do not feel there is equal opportunity for all genders

0% men disagreed with the statement that there is equal opportunities

Is there leadership commitment to gender equality being an important and strategic element of your organisation?



More aligned responses from male & female respondents and over 60% indicating there is a leadership commitment to gender equality.

What has been the most significant barrier to your career progression in your opinion? Please tick all that apply.

1

Limited opportunities

2

Myself

3

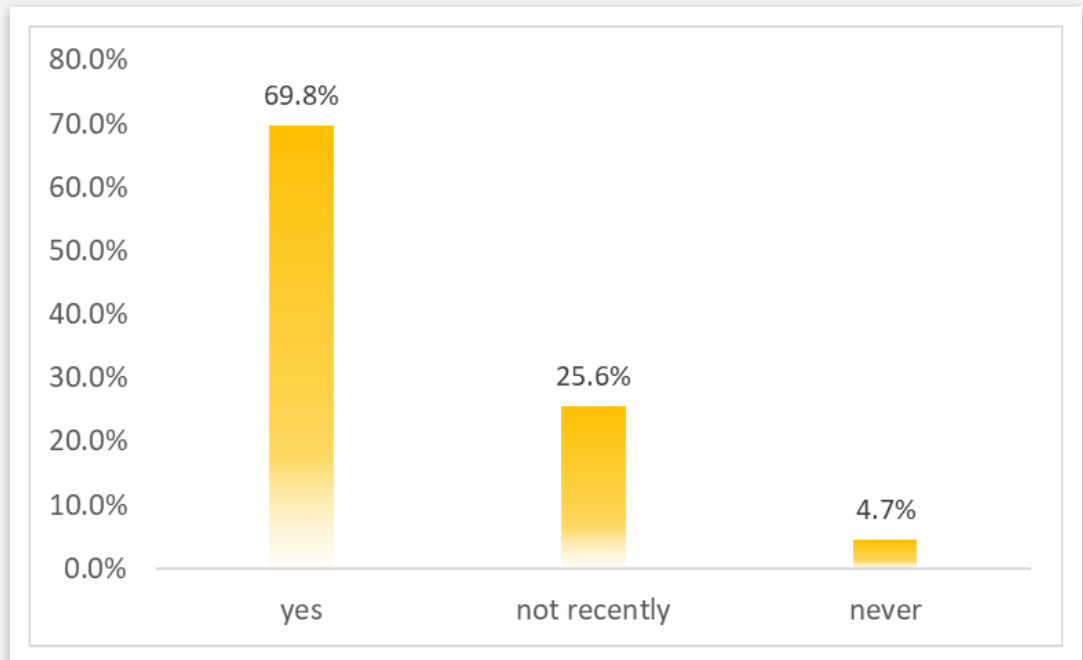
Gender bias

4

Male dominated industry

Over 40% of female respondents highlighted either gender bias or male dominated industry as a blocker to progression.

Have you experienced resistance when leading men?

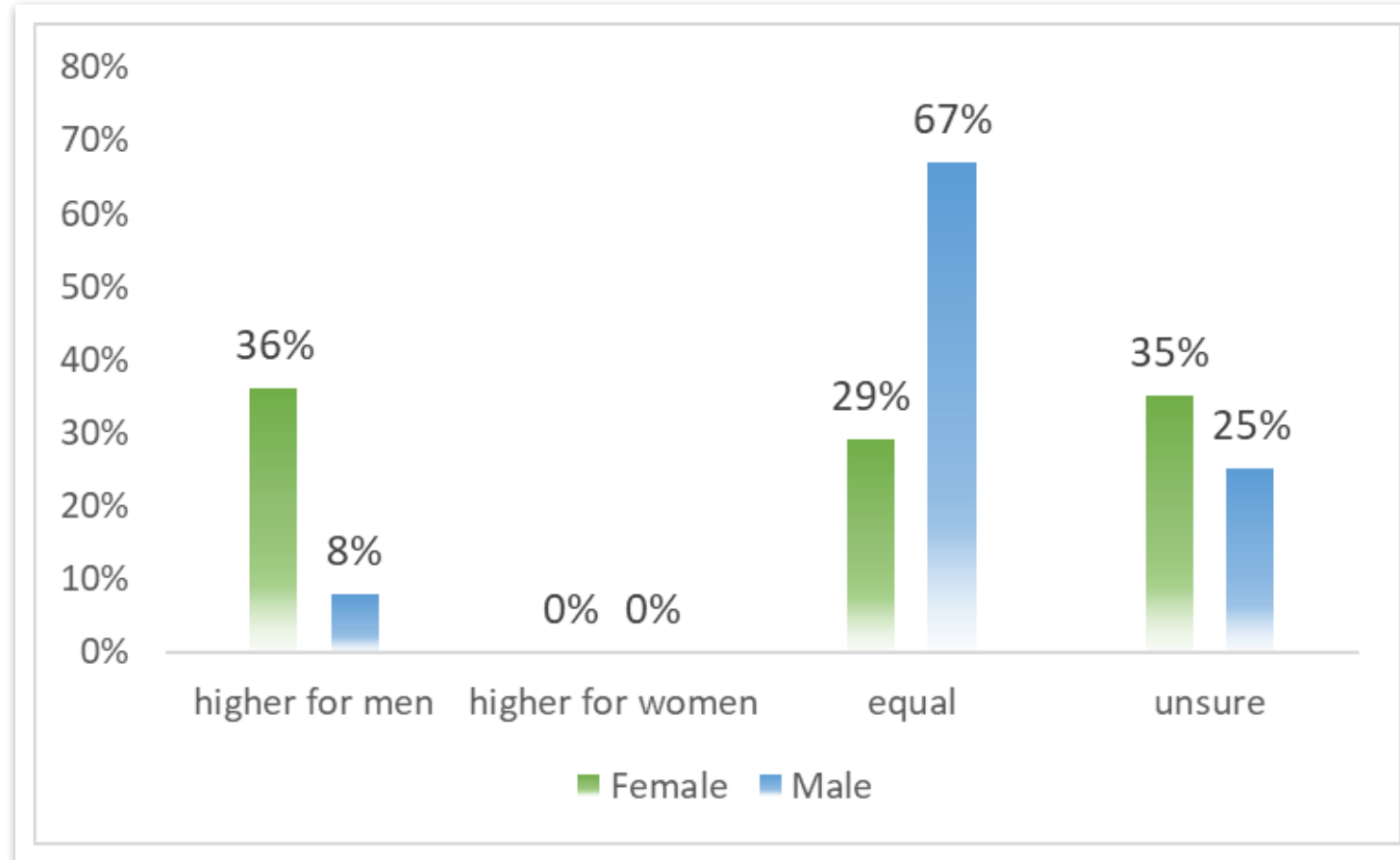


What do you think are the biggest challenges facing female leaders in supply chain currently?

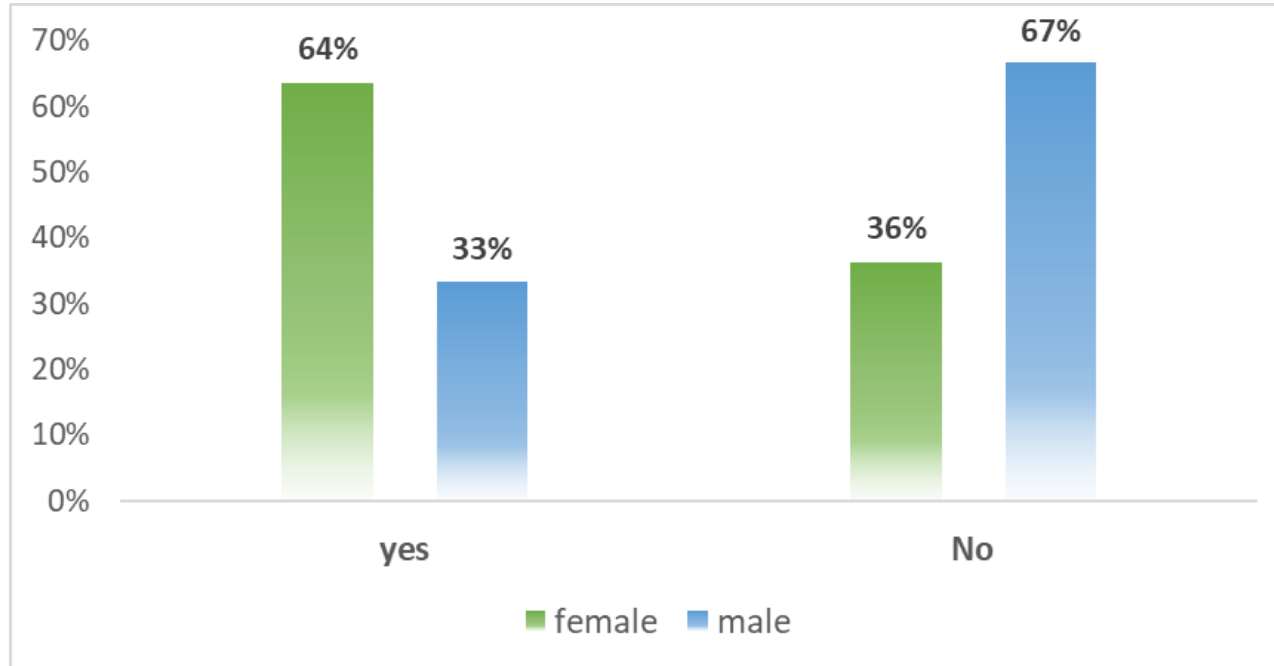
- 1 Male dominated industry
- 2 Confidence
- 3 Gender bias
- 4 Family commitments
- 5 Limited opportunities

- 1 Male dominated industry
- 2 Gender bias
- 3 Limited opportunities
- 4 No flexibility in work conds
- 5 Confidence

In your opinion or experience in your current organisation, are salaries equal across genders?



Have you ever witnessed or experienced gender discrimination in the workplace? If yes, how did it affect you and what action/s did you take

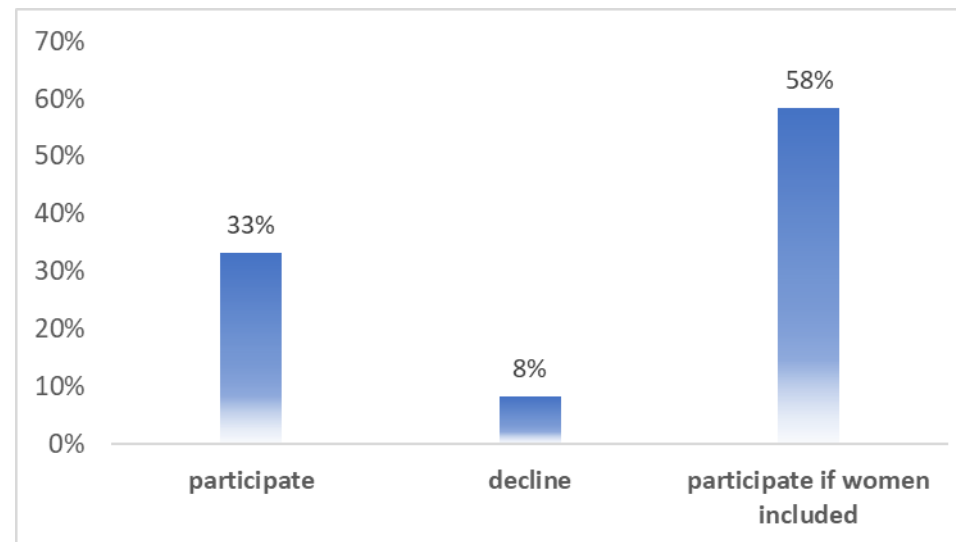


64% of female respondents have witnessed or experienced sexual discrimination (33% of male respondents)

Do you think that men have an important role to play in championing gender diversity?

100% of male respondents indicated yes!

If you were invited to speak on a supply chain (or related subject) panel that only included men, what action would you take?



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