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Women in Logistics

We need diversity and more women

Birgit Sølling Olsen

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IMO World Maritime Day theme 2019: “Empowering Women in the Maritime Community”

- There is a big potential
- Women are not fully represented
- There is room for improvement in many states, companies and good arguments for doing it
- Diversity gives a better working environment and better decisions

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Who holds the key

- Decision makers
- Government and the Parliaments
- The women

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What is missing

Words are not enough

We need action

We need specific goals

The industry needs to act

Governments need to regulate

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Getting female leaders at the board

- Danish legislation mandatory for companies to set goals and to have an action plan (also covering lower levels)
- Sweden no legislation
- Norwegian legislation - 50% mandatory

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Transparency in policy- we have some way to go

- Governments could issue reports regularly
- Mandatory for companies to inform on their goals and progress in the yearly reports

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Respect diversity

- I do not make coffee
- Women need to bring themselves forward and accept challenges
- We must achieve the right qualifications and constantly improve them
- We need to be persistent

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What can women do

- We are competent, but do not lose our femininity
- We need to take the initiative
- We expect equal treatment, but we are not asking for favours

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Is it doable - yes

Men are from Earth, women are from Earth. Deal with it.”

— **George Carlin**

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