

3. Women in logistics organisations

- IKEA: Poland
- RABEN
- KOPIA





IKEA

Equality is the key to success

Company

IKEA Retail Sp. z o.o

Sources:

Wikipedia.com
www.industry.ikea.pl
www.ikea.pl

Based on the interview with Kamila
Olkiewicz

The Swedish furniture industry in the early 1960s started boycotting the company for lowering prices. It was then that Ingvar Kamprad decided to establish cooperation with Polish companies. Kamprad placed its first order in Poland in January 1961 at Zakłady Mebli Bent in Radomsko and it concerned, among other things, 500 Ögla chairs made of bent beech wood. Four years later, this chair was recognized as a showcase of the company's quality in the Allt and Hemmet test. In the same year, Ingvar Kamprad, together with IKEA furniture designers, visited the Poznań fair. The following year, he ordered 20,000 in Fameg. pieces of this type of chairs. By 2010, the value of IKEA's orders in Poland increased to approximately PLN 6 billion. The first IKEA contract in Poland concerned the production of furniture and was concluded with the state-owned company Fameg in 1961. On September 19, 1990, the company launched a Start Shop at Grażyny Bacewiczówny Street in Warsaw's Stokłosy, offering a limited range of furniture and accessories. In 1992, she turned it into the company's first full shop located at Aleje Jerozolimskie (at the intersection with Żelazna Street) in Warsaw, and in 1993 the oldest currently operating shop was opened in Janki. In 2021, the twelfth store of the chain was opened in Szczecin. In addition to stores, IKEA has a dozen or so collection points for orders from an online store and additional mobile points for collecting products from network trucks at specific times.

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My conditions in my job look like I always wanted them to be. I have a lot of influence for business and people in the logistics area

Kamila Olkiewicz

The first woman in the Logistics Department in IKEA Poland

Mrs. Mrs. Kamila Olkiewicz - Perczyńska is a Functional Manager of customer relations and distribution. In IKEA Retail Sp. z o.o, she works 7,5 years. Before she became a Functional Manager, she was a Leader in the Customer Service Department for two years. Another position in IKEA Wrocław was the Leader in the Goods Flow Department. She was working there for the next two years. After that, she moved to Katowice where she started her career as a Functional Manager in IKEA Katowice where she looked after the Customer Service Department, Cash Department, and Service Department.

All of these workplaces gave her experience to be a good manager. Today she lives in Szczecin and she the first woman in the Logistics Department at IKEA Poland. Being the Leader of the Goods Flow Department also for the next two years - the important thing is that she was the first woman in the Logistics Department in IKEA Poland.

IKEA gives equal opportunities for men and women. Recreation is the same for both sexes and the questions are the same for everyone. One difference is the safety rules, about the possible weight that can be lifted by a man and a woman. IKEA focuses on people and has a huge system of benefits for employees.





Raben

RABEN

Commitment to Gender Diversity and Opportunities

Company

RABEN LOGISTICS POLAND

Sources:

Based on the interview with Marta Mika

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RABEN Logistics Polska has been operating on the market for over 30 years and is the largest company of the Group, offering services in the field of domestic and international distribution and comprehensive logistics services. There are 5,400 employees in Poland, 520000 m2 of warehouse capacity in Poland.

RABEN Logistics Polska has an extensive network of terminals throughout the country and almost 30 years of experience in the logistics services market. It is characterized by a wide range of logistics solutions tailored to the individual needs of customers from various industries. RABEN Logistics Polska is a leading logistics company in the country. As part of the service provided, the company carries out transport projects of varying complexity, meeting the requirements of modern retail chains. As a transport company, it organizes distribution to end users based on an extensive network of cross-docking warehouses. RABEN Logistics Polska also acts as a forwarding company, cooperating in this area with European operators and offering international groupage connections practically all over Europe.

RABEN Group is committed to creating a positive atmosphere full of commitment and the best possible working conditions, which are provided to almost 5,400 people employed in Poland

RABEN pledges a firm commitment to Gender Diversity

RABEN Group support diversity and signed the Diversity Charter. Nearly 40% of staff are women who at the same time constitute one-third of the managerial staff in RABEN Group. When it comes to earnings, the ratio of women's salaries to men's in the entire RABEN Group in Poland is 94%. The result was 88% on top management positions, (managing director and director), while on management positions it was as much as 101% (managing director, director and

manager).

RABEN believes that any differences make the company unique as an individual. RABEN cares about ensuring equal opportunities in development and employment for women and men.

RABEN has implemented and pursues the following "RABEN Group Code of Ethics" which sets rules and policies on human rights, occupational health & safety, equal treatment, confidentiality, counteracting corruption and gift policy.

RABEN counteracts all forms of discrimination



RABEN counteracts all forms of discrimination - does not accept any forms of discrimination and unequal treatment due to age, sex, religion, disability, sexual orientation, skin color, marital status, pregnancy, parental status, political beliefs, nationality, ethnic origin, union membership and status social. In 2020, no complaints of discrimination were reported in RABEN Group.

Wherever RABEN Group operates, it pays wages that are determined on the basis of local market conditions, and not the minimum wages specified by law. Moreover, it regularly monitors and corrects the approach to equal remuneration in the Group. RABEN appreciates many years of employees' commitment by celebrating their jubilees and awarding them with RABEN awards.

RABEN-Special Forces

RABEN supports employees by providing them with the necessary training and workshops. One of the most important projects is Special Forces. It is a group of experienced employees, including RABEN Group managers, prepared for special tasks. In an emergency situation, the employed are delegated to help another company (also in another country). The task of employees is to integrate the acquired companies, operational support, implementation of a new client, support in opening a new branch, etc.

RABEN supports the development of women in the transport industry, also outside the company's structures, as a long-term partner of Women in Logistics Forum. I feel very much support and the contribution that the company has made to my development and I am very grateful to the fate that I can develop my career in RABEN Group.



"RABEN supports the development of women in the transport industry (...) which is why I am very grateful to the fate that I can develop my career in RABEN Group" ..

Marta Mika

Opportunities for development

Every day, working at RABEN gives many opportunities for professional and personal development. Over the years, RABEN organizes the opportunity to participate in many projects and trainings. RABEN is developing very dynamically and also cares about the development of its employees, which is why a proprietary development program has been created within the entire Group. In 2020, RABEN focused efforts on the development of the company leaders from all Business Units. In order to achieve this objective, RABEN developed "Manager of Choice" – a set of RABEN policies and practical tips covering such issues as hiring new employees, onboarding, principles regulating the daily management of teams, supporting & developing employees' careers, exit

procedure and presenting best management practices within the Group. Manager of Choice was introduced in the form of a gamification program during which almost 1,000 key managers from 13 RABEN Group countries faced 40 different tasks in the area of human resources management. One of the participants was Marta Mika who says that „It was an amazing experience, a huge dose of knowledge and experience. The Manager of Choice project won the main award in the "Remote support for employee development" category." The aim of this development program was to change attitudes and educate managers on how to become an engaging leader and to be more sensitive to aspects relating to team management.

From Student to Depot Customer Service Supervisor

Marta Mika joined for RABEN Logistics Poland in 2008 as a student. Today she's working in the Szczecin branch, which is one of the 53 branches in Poland. RABEN has been operating on the market for over 30 years and is the largest company of the Group, offering services in the field of domestic and international distribution and comprehensive logistics services.

After 14 years working for RABEN, Marta decided to tell her employment story, simultaneously emphasizing how important is the equality policy, a positive atmosphere full of commitment and the best possible working conditions.

As Marta Mika says: "RABEN supports the development of women in the transport industry (...) which is why I am very grateful to the fate that I can develop my career in RABEN Group".

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Martyna and her career in RABEN

My name is Marta Mika and I have been working for RABEN Group since June 2008. I was a member of the scientific logistic circle during my studies at the Maritime University. We started working with RABEN during the organization of the student SeaPoint 2007 conference. Then I decided to start my professional career during my studies. I started as a customer service specialist, 3 years later I was promoted to the Customer Service Coordinator, and for 2 years I have been Depot Customer Service Supervisor. RABEN Group is a European supplier of comprehensive logistics services on the European market for over 90 years, offering. The Group's companies are located in 14 European countries. The family nature of the company allows for quick decision-making and the preparation of long-term development plans that do not depend on the composition of the Management Board.





incora™

INCORA

Supply Chain Leader

Company:

Incora

Source:

<https://www.mwsl.eu/aktualnosci/954-nawiazanie-wspolpracy-z-incora>

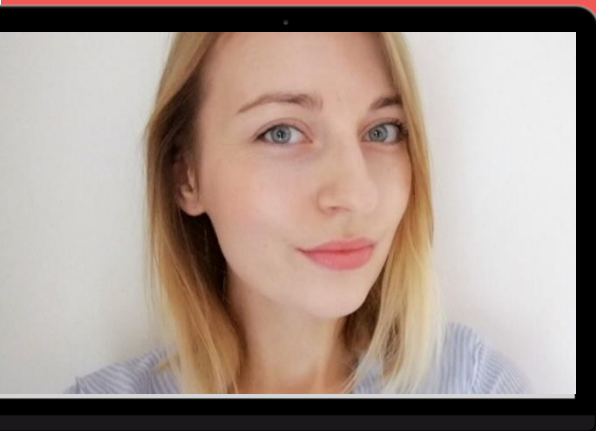
<https://www.incora.com>

Based on interview with Monika Sikora

Incora is a leading independent distributor and global provider of innovative supply chain solutions.

Incora was established by combining two industry leaders specializing in innovative supply chain solutions, Wesco Aircraft and Pattonair. Pattonair is a company with over 100 years of experience in supply chain management service improvement.

Knowledge and global reach allow the company to support some of the world's industries, including commercial aerospace, aftermarket, defense and space, automotive, industrial equipment manufacturing, and pharmaceutical research and development.



Equal Opportunitites

Incora promotes equal opportunities for people recruited in the company and all applicants are treated equally in terms of expectations regarding a job offer. Company offers employees participation in various groups enabling employee development in such areas as knowledge of Excel, French language workshops or business improvements. The Learn + platform enables participation in numerous virtual trainings.

Salaries are item-specific, within specific ranges for each role. Wages can be negotiated at the employment stage and are to some extent dependent on the performance of both-the company and individual employees. Working conditions are adjusted in the same way for gender and meet professional expecatations.

The company offers working conditions tailored to the requirements of employees and ensures that they are at the best possible level under benchmarking with other organizations on the market. The company is committed to ensuring that the work environment is non-discriminatory.

Supply Chain Leader

Monika Sikora is an example of success and oppourtunities which Incora gives to employees. Monika Sikora is Supply Chain Leader in Incora for 3 years. She is responsible for managing two teams of Material Controllers (7 people), contact with suppliers, escalations and reporting the results of the supply chain.

MSc. Quality Management at the Faculty of Commodity Science at the University of Economics in Krakow. During her studies, she was involved in the activities of student organizations and research clubs. Author of scientific articles and participant of scientific conferences in the field of quality management.

