

4. Equality approaches in logistics

- ARKA
- KK WIND SOLUTION
- NAVIGATION OFFICE
- WROCLAW AIRCRAFT
- DHL: Ireland
- KUEHNE NAGEL





ARKA SP.Z.O.O:

Unexpected career path

Company

ARKA SP.Z.O..O

Sources:

<https://arka.eu/oferta.html>

Based on the interview with Izabela
Knopka



ARKA has been transporting goods for over 20 years. ARKA SP.Z.O.O provides support to companies from various sectors in European Union. Mrs. Izabela Knopka is a freight forwarder working in ARKA, and her duties are as follows: managing transport documentation, planning routes, and taking care of customer relations. Even though she works in the Logistics segment, she didn't think she ended up there. Having a degree in German language and literature, Mrs. Knopka proves that there are no limitations for women!



“Always believe in yourself. There isn’t anything you can’t do and you are the only one to prove it. You go girl!”

Izabela Knopka



ARKA give equal opportunities to everyone

ARKA treats every potential employee equally. Gender does not influence whether a person gets hired or not. What matters is the competence and experience of the candidate. There are no questions such as “Are you planning on getting pregnant in the nearest future” ARKA gives the same opportunities for everyone. In ARKA there is a similar number of female and male managers. In the beginning, all newly employed people has one-week long training, during which employees learn about the principles of the company, their so-called “philosophy” and standards. Next, they are familiarized with their future partners. After that employees learn some basic information about the logistics market and how it works. Besides that, whenever there is a drastic or important change, whether it is a political change, a change in law, or a new system all employees get a message from their managers about it with additional sources of knowledge attached.





KK Wind Solutions

Equality is the key to success

Company

KK Wind Solution

Sources:

<https://www.kkwindsolutions.pl/>

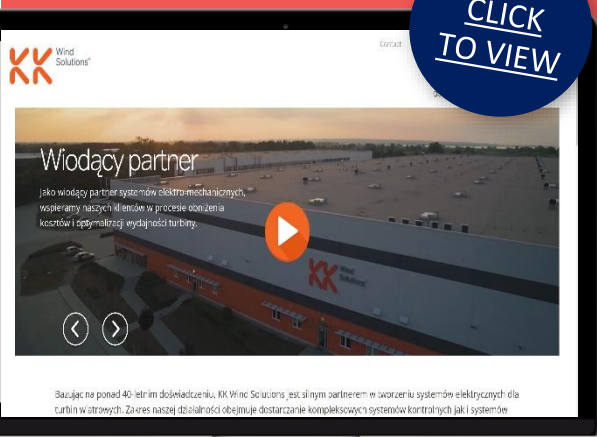
Based on the interview with Mrs,
Ewa Kapuściak



Wind
Solutions®

Based on over 40 years of experience, KK Wind Solutions is a strong partner in the development of electrical systems for wind turbines. The scope of company activity includes the provision of comprehensive control systems as well as systems and subsystems for the management and monitoring of the turbine. KK Wind Solutions helps customers reduce costs and optimize turbine performance.

More information about KK Wind Solutions, and its approach toward equal opportunities, will be provided by Mrs. Ewa Kapuściak, who is a Logistics director of the company. Her responsibilities include managing the logistics department.



Bazując na ponad 40-letnim doświadczeniu, KK Wind Solutions, jest silnym partnerem w tworzeniu systemów elektrycznych dla turbin wiatrowych. Zakres naszej działalności obejmuje dostarczanie kompleksowych systemów kontrolnych i systemów



“Everyone has equal promotion opportunities and everyone has equal rights. It also all depends on the human predisposition.”

Ewa Kapuściak

In KK Wind Solutions, there are no restrictions that will only employ men or only women. It is also noticeable that the company hires more and more women in the warehouse.

Recruitment talks are only on a business level and never touched on the gender sphere. There are no questions such as “if one plans to have children if I have children, if one will have children, or if one has a husband”. In the company, the approach is very professional.

Everyone has equal promotion opportunities and everyone has equal rights. It does not depend on gender but on human predisposition. It often happens that someone feels good in a certain area and does not want to be promoted. On the other hand, sometimes someone could feel that a given area is not for them and that they would like to do something else. Therefore, the possibility of promotion depends on the willingness and predisposition of a person, and not on his/her gender.

The company has a stalking policy. It is not strictly related to gender though, only with people in general. These are the rules of behavior and cooperation, they define what is allowed or not, e.g. it is unacceptable to harass someone for reasons of a different gender or nationality.





Urząd Żeglugi Śródlądowej w Szczecinie

Company:

The Inland Navigation Office
in Szczecin

Soures:

Based on the interview with Dr.
Ewa Łuczak

<https://www.szczecin.uzs.gov.pl/>

The Inland Navigation Office in Szczecin

In February 1961, the Inland Navigation Inspectorate in Szczecin started its activity, taking over the supervision of Inland Navigation from the Waterways Regions in Szczecin and Gorzów.

The Inland Navigation Office in Szczecin is an organisationally separated team of people and resources appointed to carry out the competences of the Director of the Inland Navigation Office as a local inland navigation administration body.





Women are appreciated for their organization, multitasking and accuracy when performing their job duties.

Dr Ewa Luczak

The Inland Navigation Office in Szczecin

Job offers are determined by the current needs of employment for a specific position, and each offer may be applied by both a woman and a man. The questions asked during the interview are developed in advance and relate to substantive issues. The questions are the same for all candidates. The gender of the person applying for work in our Office does not matter during the recruitment process, what counts is the candidate's knowledge, experience, and competences. The vast majority of the office employs civil servants. It is connected with an additional obligation to comply with the code of ethics of the civil service at work, also by the recruiting persons. It is a kind of guarantee that the most important rules of civil service ethics, such as impartiality and disinterestedness, are respected during recruitment, which in turn is associated with the same approach to job applicants. The company adjusts the conditions to the needs of both female and male employees. The director places great emphasis on employee training, and often initiates internal training himself or directs them to train organized by external entities. It is also welcome to independently search for training courses that raise the knowledge and qualifications of an employee in a given position and report to the supervisor with a ready proposal to participate in the training. It is also worth adding that a newly hired employee of the preparatory service in the civil service undergoes obligatory training completed with an exam. The office does not have to deal with gender discrimination. Women are appreciated for their organization, multitasking, and accuracy when performing their job duties. We can cooperate, regardless of gender. Promotions depend on achievements and merits not on gender. To prevent any type of discrimination there is an internal regulation of the Director introduced an anti-mobbing procedure in the office, which sets out the rules for reporting such situations.



WAMS

Barbara Kaśnikowska

WAMS supports employees in their career development in the same way, regardless of gender.

Company

Wrocław Aircraft Maintenance
Services sp. Z.O.O



WAMS

Wrocław Aircraft Maintenance Services sp. Z. O.O - a company from the Ryanair group, dealing with the maintenance of the fleet of this largest carrier in Europe. Place of business: the airport in Wrocław. About 200 people are employed, of which 180 are technical staff (aviation mechanics). Barbara Kaśnikowska is an economist. From February 2018, General Manager at WAMS sp. Z o. O. Responsible for managing the company, supervising the team, and providing material and financial resources necessary to conduct operations by the requirements of aviation supervision and customer expectations.

BACKGROUND

A graduate of the Warsaw School of Economics. Almost 30 years in managerial positions. For years, she was responsible for the use of European Union funds for entrepreneurs, incl. as vice president of the Polish Agency for Enterprise Development. From 2013-2016, the President of the Wałbrzych Special Economic Zone. In the aviation industry since 2018.

WAMS supports employees in their development in the same way, regardless of gender.

In terms of employment, there is no such thing as gender division; the most important is the qualifications of candidates, adequate to the tasks provided for in a given position. We are constantly looking for licensed B1 / B2 aviation mechanics, and mechanics for composite repairs and structural repairs. We use a standard recruitment form. But of course, depending on the position and scope of duties, the interviewers modify the questions. Job offers are created in terms of the scope of duties in a given position. If the company is looking for technical staff, the candidate is asked about experience in Boeing maintenance and repairs. If the company is looking for warehouse personnel, candidates are asked for a forklift license. All employees must use English and a computer. Technical personnel must meet very clearly defined requirements, it is regulated by air traffic regulations. Therefore, recruitment is conducted according to one accepted standard.

WAMS staff, as a company from the Ryanair group, is subject to a very extensive training system. E-learning is our everyday life. Some of the training courses result from the regulations, while others are aimed at constantly improving the qualifications of our employees.

At WAMS, promotion is always associated with passing the competency assessment process. The path of promotion for technical employees is strictly defined, the same for everyone, regardless of gender





The Inland Navigation Office in Szczecin

WAMS adjusts working conditions to the needs of employees and the company's capabilities. Gender is irrelevant here.

The company is located in a restricted area of the airport, which means one needs to undergo security checks on the way to work. All employees must also follow fairly restrictive rules regarding behavior in the restricted area.

Working at WAMS is very different from working in other companies. WAMS does not offer "fruit Thursdays" or other benefits. However, offers a good salary and the opportunity to work in a unique place - this is something for aviation enthusiasts.

Promotion is always linked to the assessment of competencies. The employee must undergo an assessment, skills assessment, knowledge of air procedures, etc

The aviation world is dominated by men, but this is due to the physical conditions / requirements of working on airplanes. However, WAMS also has women in their team and they are subject to exactly the same rules / requirements as men.

WAMS has a group-wide code of ethics and procedures to deal with allegations of mobbing.



DHL GLOBAL FORWARDING IRELAND NAMED AS A BEST WORKPLACE FOR WOMEN

Working conditions

Resources:

- https://mobile.twitter.com/hashtag/DHL4Her?src=hashtag_click
- <https://www.youtube.com/channel/UCzIQ6tyEFNOIAEXImzGdLxg>

Sources:

- <https://www.dhl.com/ie-en/home/press/press-archive/2021/dhl-global-forwarding-ireland-named-as-a-best-workplace-for-women.html>
- <https://expresscareers.dhl.com/global/en/dhl-life>

- DHL Global Forwarding Ireland has been recognized by Great Places to Work Ireland as a Best Workplace for Women 2021,
- DHL Global Forwarding Ireland is ranked 4th in the medium-sized business category,
- The certification process is based on direct feedback from employees, provided as part of an extensive and anonymous survey about the workplace experience

DHL Global Forwarding Ireland is delighted to announce that they have been officially recognised as one of the Best Workplaces in Ireland in 2021. DHL Global Forwarding Ireland were recognised at the 19th annual Great Place to Work Best Workplaces in Ireland awards which, for the first time, took the form of a virtual broadcast on Wednesday 10th March 2021. This is DHL Global Forwarding Ireland's first year to be named as a top Irish workplace, which is assessed through Great Place to Work's robust 'Trust Index©' employee survey and a thorough 'Culture Audit©' assessment of their policies and practices. The event also recognised DHL Global Forwarding Ireland as a best workplace for women 2021. The best workplace for women list identifies organisations for going the extra mile for Women in their company culture.





“Great Places To Work recognition endorses that DGF Ireland have successfully nurtured a culture of integrity, inclusivity and openness, where looking out for each other is a priority and working together, as a team, achieves excellent results across our business.”



- Maurice Meade, CEO DGF Ireland

#DHL4Her

Whilst, traditionally, logistics has been a male-dominated industry, DHL4HER seeks to establish a gender-balanced business by encouraging more women to consider a career in logistics and placing a heavy focus on nurturing the existing female talent at DHL Express. From female couriers to senior leaders, we are transforming the perception of logistics and inspiring teams around the world to create diverse workplaces that offer equal opportunities for all.

Being the most international company in the world DHL have a responsibility to lead the way for diversity. With the launch of [#DHL4Her](#) the

The goal is to build an infrastructure that enables women to grow in their careers and inspire the next generation of women leaders. [#EachforEqual](#).

Follow the hashtag
[#DHL4Her](#)



DHL Express Ireland - Diversity & Inclusion



Watch the video





Kuehne+Nagel

Logistics company voted one of the best workplaces for women in Ireland

Pay, recognition, training and promotional opportunities for women

Company

Kuehne+Nagel Ireland

Sources:

- <https://ie.kuehne-nagel.com/>
- <https://www.image.ie/agenda/this-logistics-company-was-voted-one-of-the-best-workplaces-for-women-in-ireland-248788>
- <https://jobs.kuehne-nagel.com/global/en/blogarticle/let-s-open-our-minds-during-the-international-women-s-week>
- <https://2019-annual-report.kuehne-nagel.com/sustainability/making-the-difference/raising-diversity-awareness>



Since 1996 Kuehne+Nagel Ireland offers national and international customers a full scope of forwarding and logistics services. The company's 250 experts provide integrated and competitive supply chain solutions, backed by state-of-the-art information technology tailored to customers specific requirements.

Great Place to Work has recognised Kuehne+Nagel Ireland, in their 2021 awards for the tenth consecutive year. In addition to being recognised as one of Ireland's Best Workplaces 2021, Kuehne+Nagel Ireland was also recognised as one of the Best Workplaces for Women this year.

The award recognises organisations that go above and beyond to ensure that women in their workforce are treated fairly when it comes to pay, recognition, training and promotional opportunities.

Kuehne+Nagel Ireland was presented with the award for ensuring that the women who work with them are constantly empowered and supported to do their best work, whilst also given the flexibility to meet their priorities outside of the workplace.

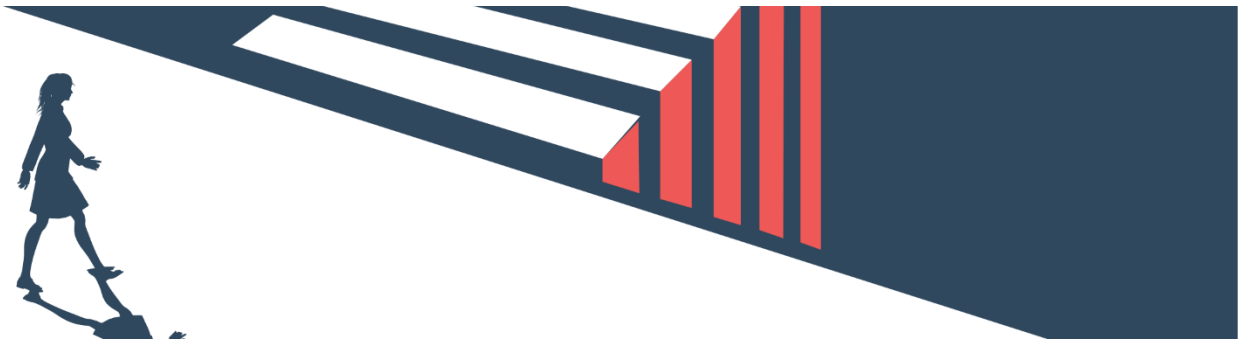
Kuehne+Nagel prides itself in creating a safe and personable workplace environment built on a sustained culture of trust, something that has been recognised by the Great Place to Work programme for ten consecutive years.

Female friendly policies, combined with a high trust index

When audited for the awards, Kuehne+Nagel were found to have female-friendly policies and practices in place, including supports to increase female participation in leadership, activation measures to help returning to the workforce and innovative approaches to developing female talent.

They also had an extremely high trust index score of 70 per cent amongst female respondents when surveyed about the workplace environment.

Kuehne+Nagel is often hiring across a wide range of positions and if you'd like to apply, you can do so [here](#)



A blog full of inspiring female logistics professionals' stories

On their website Kuehne+Nagel raise awareness and advocate for women in logistics through sharing stories of female logistics professionals, thus inspiring women further.

Read the blog by Senior Vice President Human Resources, Asia Pacific Region. Claudine has worked for Kuehne+Nagel for over 16 years. Claudine started in Kuehne+Nagel UK, then Kuehne+Nagel Northwest Europe, then our Corporate Headquarters in Schindellegi. In her current role, Claudine is based in Singapore:

Curiosity is an advantage

What she says to her female colleagues:

“Speak up, talk a bit louder, be a bit prouder. Remember that you’re as capable, as valuable, as the other half of the world. Know the people who can provide you with meaningful feedback and listen, even when it hurts. Compete as a woman, that’s a strength ...”



*We see you. We want to hear you.
And we promise to stand with you
as we foster a company that
welcomes your talent and heart.
We are committed to deliver
progress to society and drive our
future – inclusively.*

The Kuehne+Nagel Management Board
August 2020

Balance+Belonging Program

“As part of our transformational journey, we launched our Balance+Belonging program last year. In the past years and months, dozens of colleagues around the world have committed themselves to the spirit and work of Balance+Belonging inside Kuehne+Nagel, forming regional and global teams devoted to achieving our aim of an equitable and inclusive organization.

We are building on this work and continue to drive our Balance+Belonging program by:

- Listening to our colleagues around the world, beginning with a 2020 global survey that will reveal issues and opportunities;
- Learning alongside one another, beginning with a Balance+Belonging workshop series designed for our global leadership team that

addresses bias and other barriers to belonging, how to design stronger + more inclusive teams, and inclusive leadership;

- Designing and amending processes, policies, and programs within recruiting + interviewing, hiring + onboarding, talent development, promoting + succession planning, work/life integration, remote working + travel, and rewards + recognition; and
- Holding each other accountable through Care, our culture and engagement program that invites colleagues around the world into empowerment and action.

At Kuehne+Nagel we are aiming for a future designed with care and equity for everyone.]”,
The Kuehne+Nagel Management Board
August 2020

Making the Difference: Raising Diversity Awareness

- The intensified efforts to achieve a more gender balanced split in Leadership positions is starting to pay off although the starting point in the logistic industry was admittedly difficult. By now already 20% of the senior management position globally are held by female colleagues and a good pipeline of additional female candidates has been build up.
- Kuehne+Nagel believes that creating an environment that respects and aims for diversity and inclusion is and has to be the base for workplace sustainability. The diverse aspects of sustainability require involvement of different interest groups where creativity, ability to change perspectives and empathy are needed to achieve the desired multi-faceted solutions. For 2019, the focus of Kuehne+Nagel has been on gender diversity, initiated by the following actions:

- ✓ **Active participation of all Regions in celebrating International Women’s Day.**
- ✓ **Launch of mentoring programmes for women leaders**