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Gender Imbalance - Women Empowerment through Chartered Institute of Logistics and Transport - a Study

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ABSTRACT

Background: Women in emerging nations are enormously and progressively elaborate in the market economy. Notwithstanding this improved participation, important gender differences continue. Classically, women face gender-intensified restraints in the manifold parts they show in the economy. In ICAM more than sixty women staff are working in academic and non-academic activities and maximum number of girl's student have been studying automotive programmers to excel themselves in automotive field, in such a case a study has been conducted to know about the interest to participate in logistics and also whether women in ICAM have awareness in logistics and transport career opportunities when they are itself working and studying in automotive field **Objective:** the main objective of the study is to examine the ICAM Academic Women Staff and Girl students about awareness of Chartered Institute of Logistics and Transport (CILT), interest to participate as member of CILT and also various types of grade required for CILT. **Results:** Finding out the research study reveals that the most of academic women staff and girls students of ICAM are not aware of significance of CILT and not showing interest in taking membership in high grades of CILT, due to lack of awareness of Chartered Institute of Logistics and Transport (CILT) and not knowing about career opportunities available in CILT. **Conclusion:** The transport and logistics industry necessities to go further than the existing position since if nobody modified, then zero altered. Approval of expanded personnel is required and beside with this, the traditional alteration to that business can change advancing.

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INTRODUCTION

Empowerment is a procedure which creates fluctuations in thoughts and observations and generates consciousness about one's privileges and chances for self-development in all significant compasses of lifetime. It generates situations and circumstances in which society can make use of their potentialities and capabilities up to the extreme level in continuance of approximately shared purposes. It contains allocation of authority or task of power for contribution at diverse levels. Empowerment therefore, means achievement of power and control and accepting of superior tasks in numerous fields of events. Empowerment involves both separate and combined activities for superior contribution and maintainable growth. It is a procedure which assists persons and assemblies to modification the equilibrium of authority by way of information, know-how and involvement to support one's ability and self-sufficiency. Empowerment of women may usually mean identical admission to and regulator over significant creative properties. It trusts in contribution in the policymaking procedure. Persons or women may say to be empowered when they are able to use or maximize the chances obtainable to them without restraints for their growth. Mandate for empowering is not a request for parity or dominance, it is the request to let a women appreciate their 'own true self', which would not be deprived of to women on any basis, whatever, anywhere, anytime and at any place. Women empowerment therefore, may usually be define as a procedure by which women become capable to progress their assurance and raise their internal strength and self-sufficiency to resolve and regulate their significant selections in life. Women have a vital part in the domestic and essential place in the domestic economy. Women have an endless involvement in the sustenance of family in determining the purpose of the public, and of the society.

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Women in emerging nations are enormously and progressively elaborate in the market economy. Notwithstanding this improved participation, important gender differences continue. Classically, women face gender-intensified restraints in the manifold parts they show in the economy – as manufacturers, employees, dealers, home bosses, tax spenders and employers of community amenities.

Economic development plays a dominant part in deficiency decrease and, on the entire, nations that have made occupation and disseminates an important portion of their growth policy have developed at a earlier rate than those that have not. But a serious trial for many emerging nations is gaining the full assistances that global trade deals. Problems occur, for example poor organization and unwieldy edge procedures, which edge the improvements that can be accumulated through occupation at the nation adjacent. In accumulation, there are financial, societal, group and physical causes that boundary collections within nations from retrieving and promoting from prevailing and new worldwide trade openings. The fact is logistics is an attractive and active development part with knowledge quickly varying the supply chain and other aspects of the industry.

Business logistics includes the variety of procedures and facilities involved in moving properties from one nation to another: taxes and organizational events, association and administration of consignment processes, tracking and copying, and the superiority of transportation and evidence knowledge infrastructures. Superiority logistics services performance a significant part in enabling the transport of global business in properties, associate a nation's attractiveness. Insufficient physical structure drops economy-wide output and increases business expenses, and as a consequence, compels many public in emerging nations from helping from openings obtainable by global trade. A non-existent or old transport structure divides numerous public – mainly those existing in isolated areas – from international markets. Cold sequence and other focussed structure requisite for spreading high value agricultural and respectable produces in numerous places do not occur.

The Chartered Institute of Logistics & Transport offers logistics, supply chain and transport experts at all stages the opening to increase specialised appreciation of their information and knowledge. The CILT's identifications are established by experts for practitioners. The experiences are calculated to increase values and to determine in cooperation specialized and individual attainment. They are continuously revised and modernized to safeguard and remain to encounter the requirements of persons and their managers currently and in the forthcoming. The CILT Professional Qualifications are calculated to cover the Significant Data Part; the variety of topics and depth of information essential by an individual to be deliberated a Professional Member of our Institute. The range of topics is broader, and the penetration of information better for a Fellow than it is for a Fellow. The Significant Information Parts for a specialized Organization such as CILT are determined by their Qualified Members. The CILT also refers with experts, focus area specialists as well as commercial and other specialized administrations functioning in separately field. The Significant Knowledge Parts and knowledge consequences are the identical for all CILT experiences at that level anywhere they were calculated, either association delivers training and whatsoever linguistic the applicant is scrutinized in.

The International College of Automotive (ICAM) is owned by HICOM University College Sdn Bhd (HUCSB), a wholly owned subsidiary of DRB-HICOM Berhad. ICAM was officially established on the 2nd of April 2010, upon receiving approval from The Ministry of Higher Education, Malaysia. ICAM serves two major roles, acting as a private college that produces a cadre of skilled professionals to join the workforce for the automotive sector, and also serving as an institution that enables the group's automotive workers to continuously upgrade their skills and knowledge. ICAM's goal is to complement the automotive industry through sustainable development of human capital. In ICAM more than sixty women staff are working in academic and non-academic activities and maximum number of girl's student have been studying automotive programmers to excel themselves in automotive field, in such a case a study has been conducted to know about the interest to participate in logistics and also whether women in ICAM have awareness in logistics and transport career opportunities when they are itself working and studying in automotive field.

Need and Significance of the Study:

Logistics is the trade of development, realizing and monitoring the movement and loading of supplies and facilities and associated material from point of production to point of market. Consequently logistics and transport are interlinked. The transport and logistics is labeled as non-traditional for women because the business hires frequently men and the jobs assumed are understood as male. Thus, the trouble confronted women employed in the transport and logistics sector is predictable as dissimilar from women employed in old-fashioned areas. Women remain to be under – represented in non-traditional businesses and professions, particularly in the transport and logistics segment. It is need and significance to study the whether women are empowered in logistics and transport sectors and also to know job obstacles remain to be a problem inside the segment.

Objectives of the Study:

- i). To study the ICAM academic women staff and Girl students about awareness of Chartered Institute of Logistics and Transport (CILT)
- ii). To Examine the ICAM Women staff and girl students interest in participation as member of CILT
- ii). To Scrutinize the ICAM academic Women staff and Girl students interest in types of Grade required for CILT

Period of the Study:

Period of the study is for the year 2014.

Scope of the Study:

The Study covers the academic women staff and Girls students' awareness in Chartered Institute of Logistics and Transport at International College of Automotive (ICAM), with superior importance to develop membership of Chartered Institute of Logistics and Transport to the women academic staff and girls students of ICAM.

Limitations of the Study:

Only Women Staff of Academic Departments and Girl students have been taken for the study however amount of Men Staff of Academic departments and boy students are also exist. As the study is based on the primary data, collected through Questionnaire method, the dependability is contingent on the factual reply of the Women Staff and Girls students of ICAM.

Previous Studies:

1. According to Morris and Saul (2000)¹, Signal proposes that women dealers aspect specific restraints when it originates to taxes and border organization. Low stages of knowledge and absence of evidence and information about cross- border business guidelines and events are added predominant amongst female than male dealers. This means that women are not able to completely advantage from the prospects and competences that limit organization improvement suggestions.
2. According to Dejene (2001)², The administrative system and bribery related with cross-border business is also measured a restriction that women involvement added obviously than men. Classically, border activities are managed by men and do not have a philosophy of employed in gender complex methods to enable woman profession.
3. Babinard and Scott (2009)³, Women too occupy a developed segment of their income on transportation charges than mankind, corroding their proceeds and dropping their capability to capitalize in their trade and other creative activities.
4. According to World Bank (2007)⁴, Indication suggests that women are excessively deprived when it originates to structure. There is mainly durable indication in relative to transportation structure, where they frequently appearance advanced business charges.
5. ITC et.al (2008)⁵, the undesirable fitness suggestions of cross-border interchange also appear more prominent for women than men. For example, the contours of HIV/AIDS transmission are obvious at margin adventures where taxes events are measured and lack clearness. As an skilled at a negotiation on the gender sizes of the Improved Combined Background noted, ailing promoted customs and duties at edge supports could cooperate the situation of women small-scale dealers and leave them in hazardous situations.
6. According to Andjouza, (2009)⁶, In the Common Market for Eastern and Southern Africa (COMESA), these tendencies have also been stated: high rates of illiteracy among women partially donate to lesser levels of knowledge of the COMESA Trade Regime, the suggestion being that many women do not help sufficiently from zero tax conveniences.
7. Bussolo and De Hoyos (2009)⁷ As with most economic strategies, trade-related strategies have gender-differentiated effects. In some cases, trade has been a substance for gender parity, with trade liberalization connected with increasing occupation and business chances for women. But it can also worsen current gender disparities and worsen women's financial and societal position. In totalling, and judgmentally, gender inequality can oblige a country's business development and delay a nation's attractiveness.
8. Jones (2007)⁸ makes alike opinions in relative to the gender opening in occupation. Exactly, she claims that there are at smallest three explanations why gender disparity in business requirements to be lectured:
 - The trade circumstance: Eliminating the interior disorders to business challenged by women and proactively encouraging the contribution of women in spreading, will increase transfers .
 - The growth case: Enlarged free enterprise and labour strength contribution by women indications to revenue generation, service, enhanced societal position of women in the household and culture, capital formation and slower people development. In calculation, indication displays that rises in women's income tend to associate with better outlay of children and family prosperity, unlike related rises in the revenue of men.
 - The human privileges case: Governments have made a promise to caring and endorsing globally decided

values that all human beings are born permitted and identical in self-respect and privileges.

9. According to Europhia Consulting (2009)⁹ report, Women are silent diminished in the logistics and supply chain segment. Europhia's research displays that women make up less than 20% of corporation administration locations within the logistics and supply chain production and other current examines authorize this. A study directed by the European Transport Federation displays that only 20,5% of the employees in the transport sector are women. With a non-existence of obtainability of labour it is a concern that, alike to other segments, in the logistics segment women are understated at organization stages. The business can do a lot additional to improved interest, provision and recollect women within the segment and this point is key to a fruitful HR enrolment and retaining plan.

10. According to Brenton *et al.* (2011)¹⁰, women surface a variety of gender-intensified restraints when it arises to business simplification and logistics. women are vigorously complicated in cross-border trade – even when, as the *Risky Business* report on DRC highpoints, women face considerable hazards . This means that from a business growth *and* gender parity viewpoint it makes sense to participate gender thoughts into strategy negotiation on business assistance and logistics, and the diagnostics, project, application, and tending and calculation of World Bank business assistance and logistics developments.

Research Methodology:

Sources of Data:

This study is prepared based on primary data as well as secondary data. The primary data has been collected from the women staff of academic departments and also Girls students of ICAM by administering total sample of 35 structured questionnaires. The questionnaire covers the knowledge of Women about awareness of Chartered Institute of Logistics and Transport (CILT), Women's increase in participation for becoming a part of CILT and the Women interest in types of Grade required for CILT. The secondary data has been collected from the records of the human resource department of ICAM and all possible existing literature is obtained by covering journals, online magazines, and publications.

Exploration of Data:

In exploration of data, to display the occurrence or nonappearance of precise features and to associate and equate evidences principles or features focus connected matters with various joint features or variables, figures have been equipped and figures are influential communiqué tools—it provides text the concentration of readers, and professionally existent great volumes of composite evidence.

RESULTS AND DISCUSSIONS

Table 1: Awareness of CILT by total number of ICAM academic women staff and girls student.

Awareness of CILT	Respondents		Total
	Academic Women staff	Girls student	
Yes	10	05	15
No	10	10	20
Total	20	15	35

Source: Field Work

Above Table 1. Represents about the awareness of Chartered Institute of Logistics and Transport (CILT) by total number of ICAM academic women staff and girls student. Out of total 35 respondents, only 15 consisting of both academic women staff and girls student responded positively towards awareness of CILT and the remaining 20 responded negatively towards awareness of CILT.

Consequently, it can be concluded that maximum academic women staff and girls student of ICAM are not aware of importance and opportunities available of Chartered Institute of Logistics and Transport.

Table 2: Participation of Women academic staff and Girl student as member of CILT.

Membership interest of CILT	No. of Respondents	Total
Academic Women Staff	20	20
Girls Students	15	15
Total	35	35

Source: Field Work

Above Table.2. Indicates about participation of women academic staff and girls student as a member of CILT. Total of both academic women staff and girls student have interest to take membership in CILT despite some are not aware of it.

Table 3: Types of Grade required for CILT by academic women staff and girl students.

Member of CILT	Respondents		Total
	Academic women staff	Girls student	
Affiliate	0	0	0
Only Member	17	15	32
Chartered member	03	0	03
Chartered Fellow	0	0	0
Total	20	15	35

Source: Field Work

Above Table 3. Shows about the types of grade required for CILT by academic women staff and girls student of ICAM. Out of total of 35 respondents, 32 members consisting of 17 academic women staff and 15 girls' student of ICAM have interested to be only a member of CILT and only three academic women staff has interested to be a chartered member.

Henceforth, not a single academic women staff and girl student have taken interest in Affiliate and also Chartered fellow. This is because of lack awareness and lack of significance of high grades value in various profession of CILT.

Suggestions:

The following are the suggestions of the research study:

1. Outcome of the research study specifies that the most of the Academic Women Staff and girls student of ICAM are not aware of significance of CILT and not showing interest in taking membership in high grades of CILT, due to lack of awareness of Chartered Institute of Logistics and Transport (CILT) and not knowing about career opportunities available in CILT, in such a circumstance CILT professionals should arrange awareness campaign and attract and retain women in the transport , logistics and supply chain industry as a challenging issue and set up a new mentoring programme for women in the transport and logistics to reduce gender imbalance. The main aim of the "women in logistics" should be to uplift women's career paths, educate, retain and encourage them to enter in this field.

Conclusion:

Hence, Transport and Logistics is a precise varied business and places a great worth to an expert lower-skilled situations. The transport and logistics industry necessities to go further than the existing position since if nobody modified, then zero altered. Approval of a expanded personnel is required and beside with this, the traditional alteration to that business can change advancing. Women rights have originated extremely that there are no lengthier women's rights as there is merely parity of rights for completely in the judgment of regulation. Usually, women meaningfully be more numerous than men as academic progresses. This is not the situation in the transport and logistics field of training wherever men be more than women at each learning equality. Courtesy compulsory be specified to whether this is only a image of the little contribution proportion of women in this industry or are their extra obstacles thwarting women gaining transport and logistics qualifications

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