

Women in Leadership Roles in Supply Chain

Africa Resource Center for Excellence in Supply Chain Management



01 ORGANISATIONAL APPROACH

- **Who we are**
- **Mission & Vision**
- **Strategic Objectives**
- **Business Models**

Who we are

ARC_ESM was established as an independent advisor and strategic partner to provide support to Ministries of Health, Agencies, Donors and Partners. The Center has adopted a theory of change that outlines a vision to complement other actors to accelerate and sustain improvement in key supply chain outcomes.



Mission & Vision

Vision

ARC_ESM envisions an Africa in which all individuals and communities have access to basic healthcare and medicines to reach their highest potential.

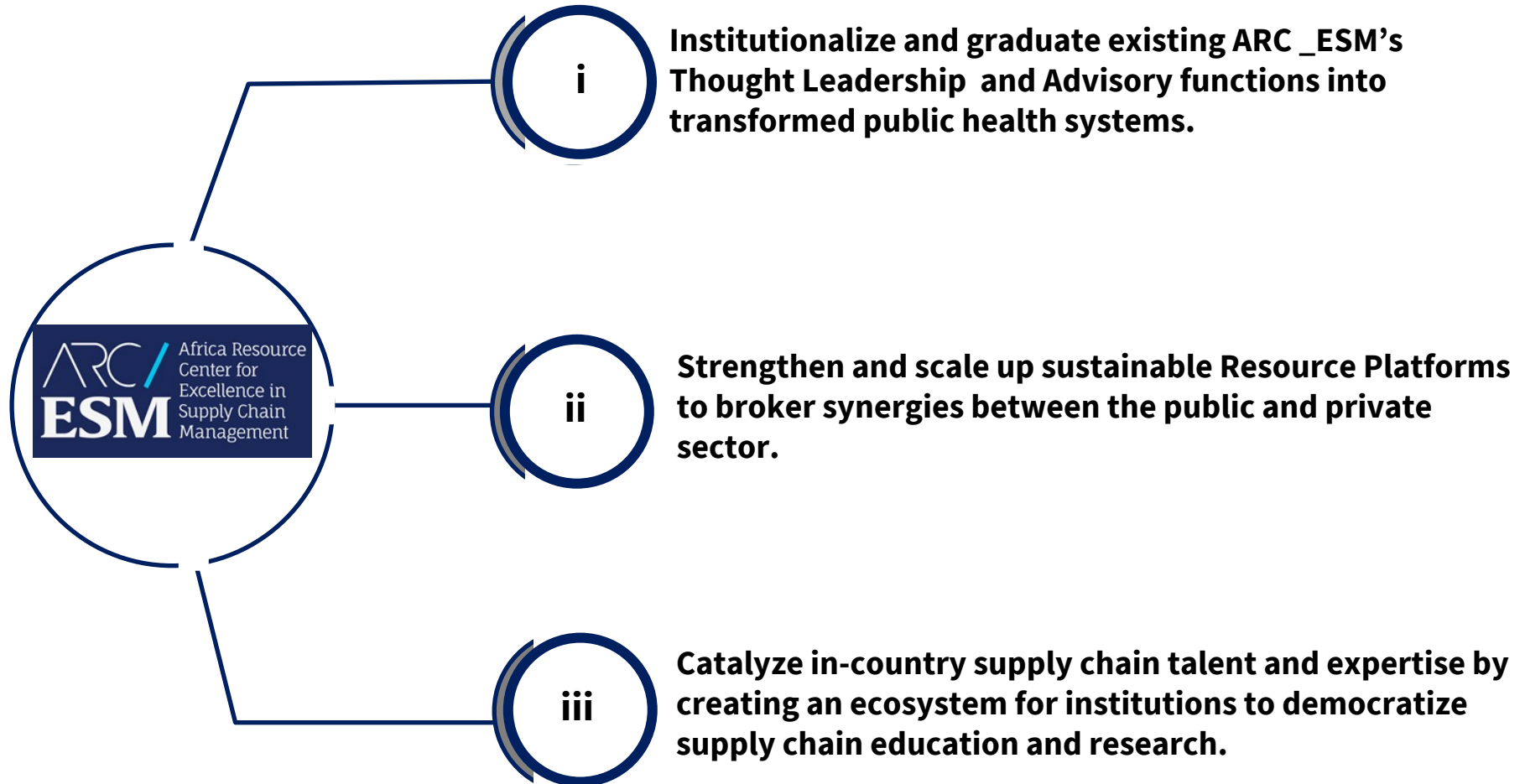
Mission

To enable government and public service organizations capture opportunities for synergy in optimizing supply chain performance by coordinating and optimizing key processes, functions, and relationships through its resource platforms to create and sustain high-quality health systems in line with the United Nations' Sustainable Development Goals.

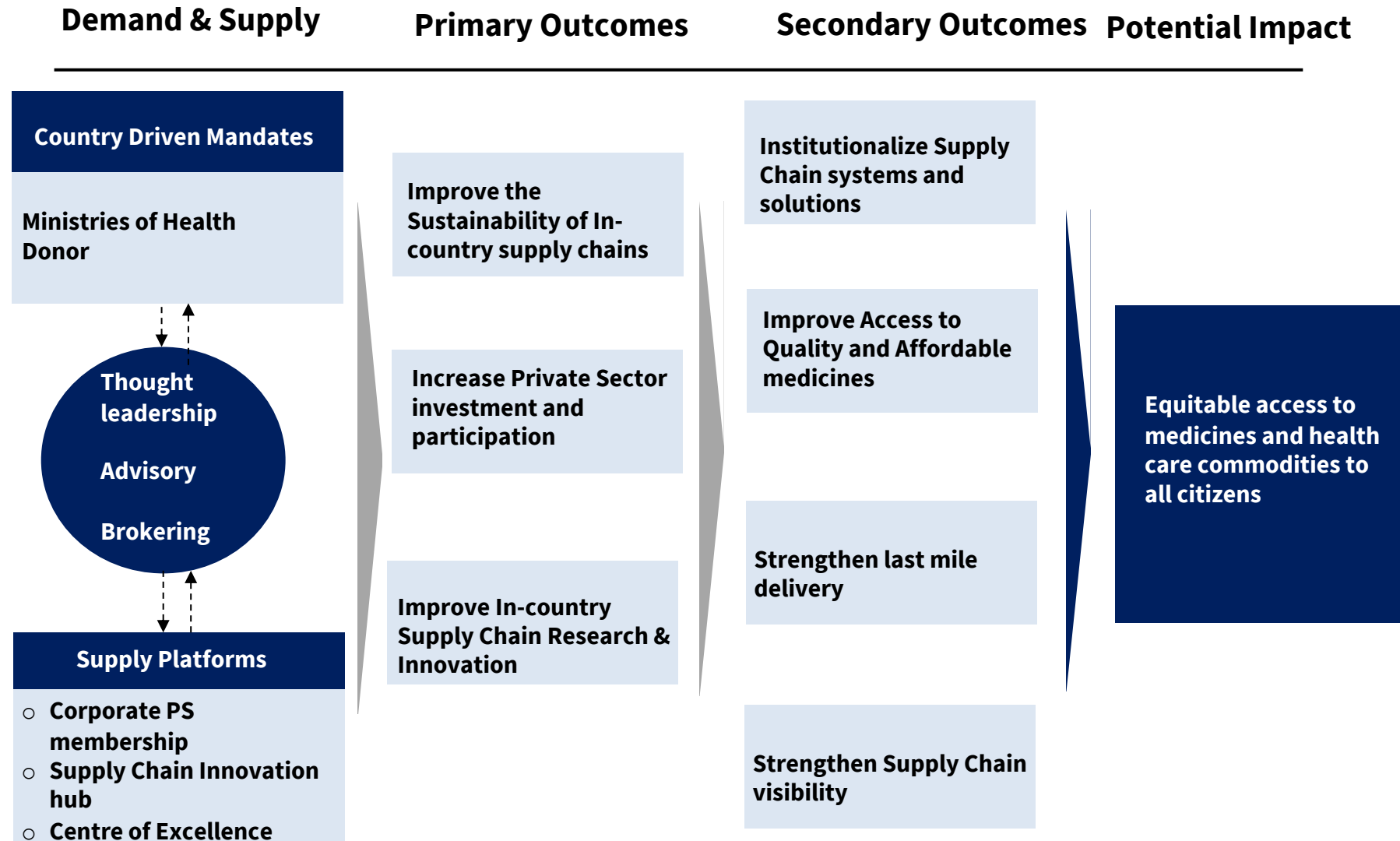
Shared Values



Strategic Objectives



Business Model



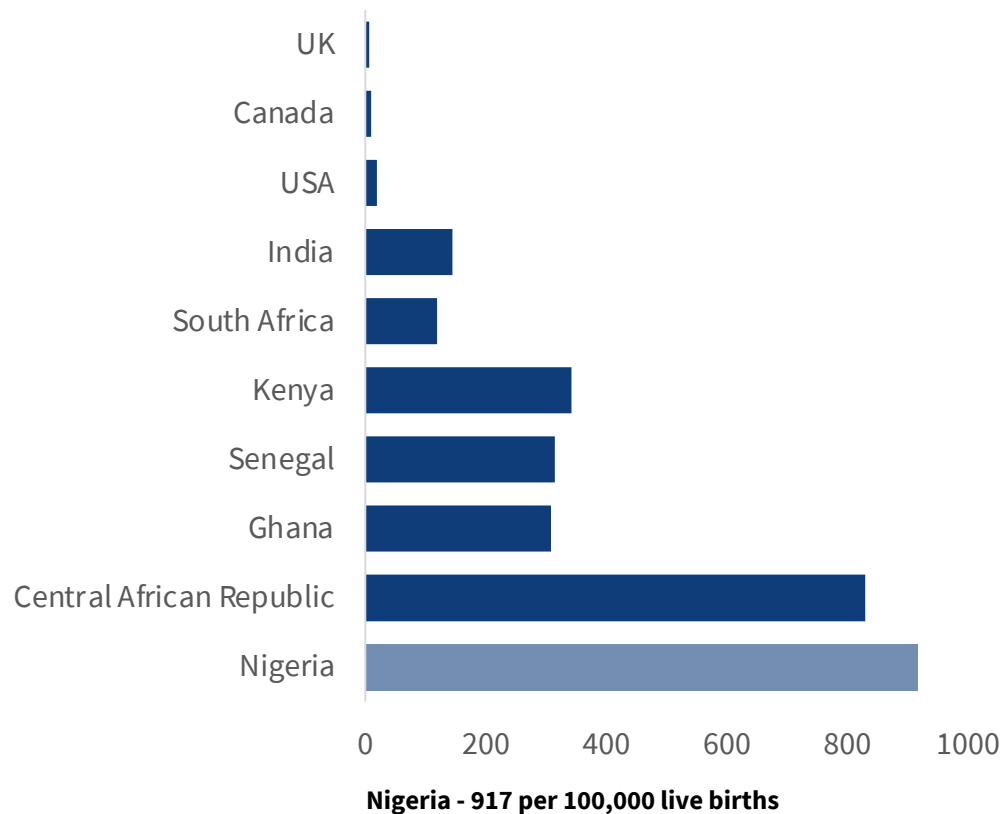
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WOMEN IN SUPPLY CHAIN

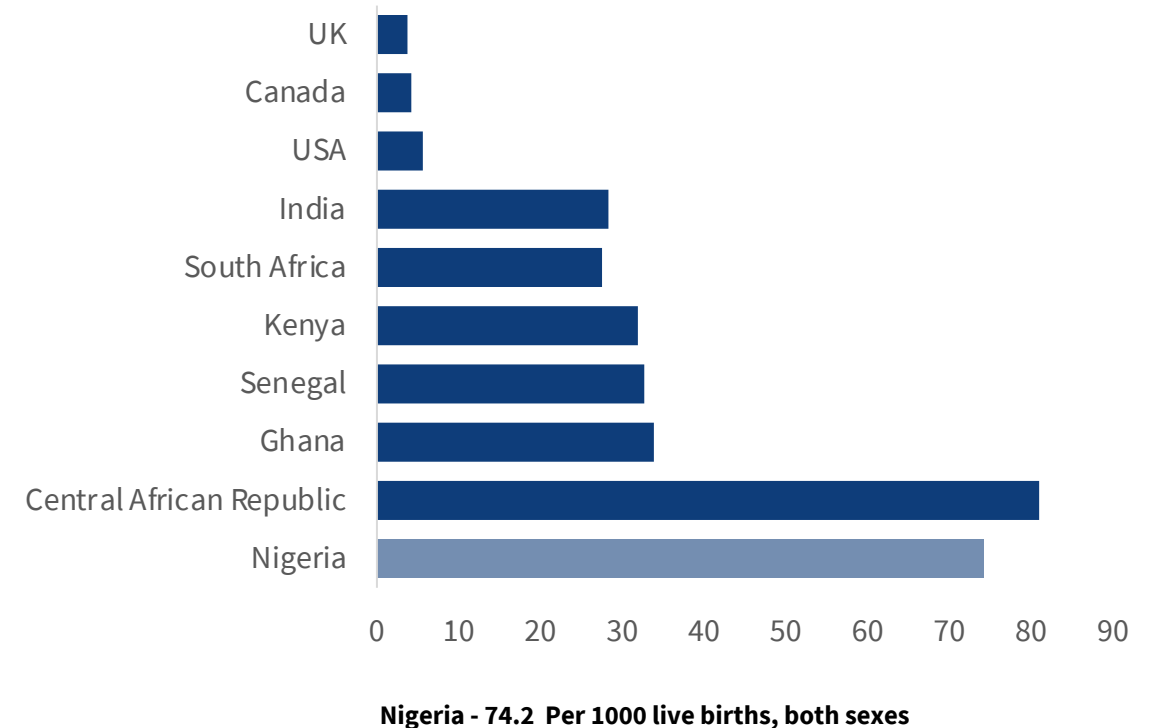
- **Nigeria's Health Indices - Maternal and Infant Mortality**
- **Women in Supply Chain – Public Sector and Industry**
- **Why involve Women in Supply Chain?**

Nigeria has one of the worst health indices in the world, with a Maternal mortality ratio of 917 per 100000 live births and an Infant Mortality ratio of 74.2 per 1000 live births

Maternal Mortality Ratio, per 100,000 live births by Country, 2017

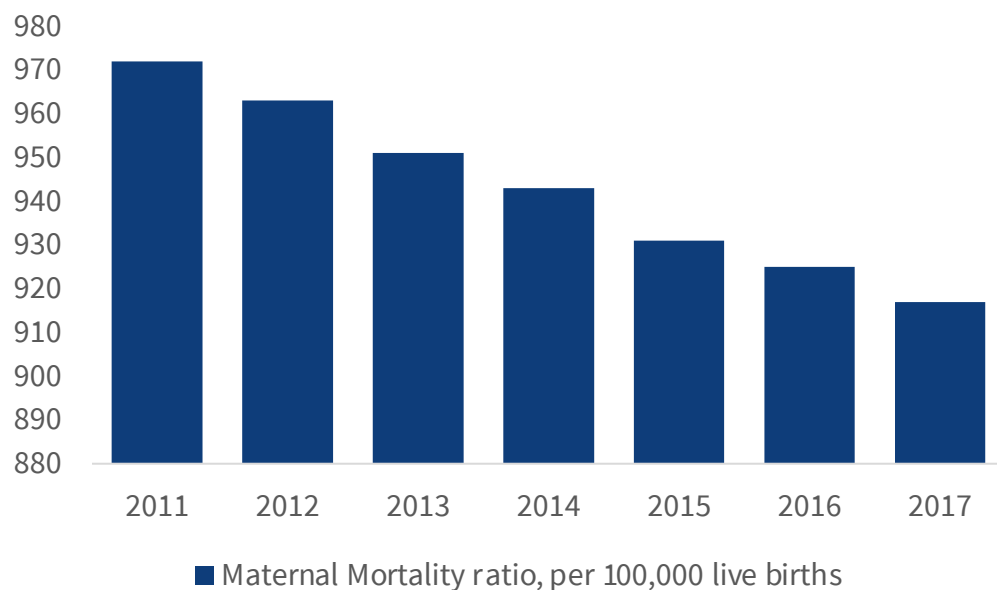


Infant Mortality ratio, Probability of dying before age 1 per 1000 live births (both sexes) by Country, 2019

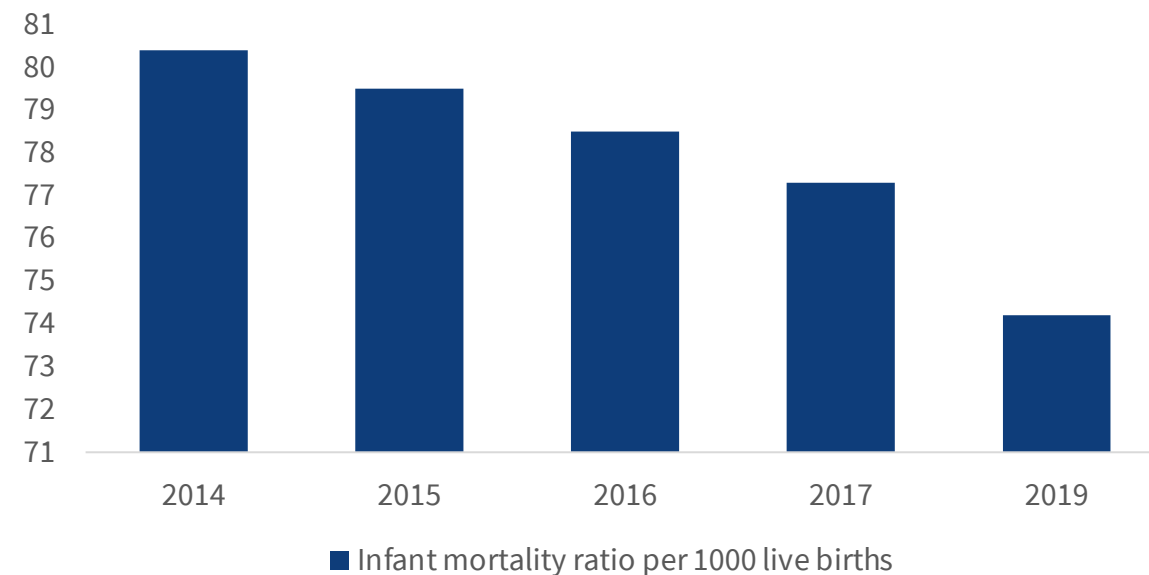


Although, the country has recorded a steady decrease in both Maternal and Infant mortality ratios over a 5 to 7-year period

Maternal Mortality rate, per 100,000 live births, Nigeria over 7-year period



Infant mortality ratio per 1000 live births, Nigeria over a 5-year period



Presence of Women in the Supply Chain Space (Public Sector)



Pictures from Stakeholder engagement meetings

Presence of Women in the Supply Chain Space (Industry)



Pictures from Stakeholder engagement meetings

Why involve women in supply chain?

- 
Access to the Best Talents
01
- 
Develop Productivity & Creativity
02
- 
Offer a Unique view
03
- 
Boost Employee Loyalty and Morale
04
- 
Better Communication and other soft skills
05
- 
Improve Corporate Reputation
06

Why involve Women in the Supply Chain Space?



2021 WOMEN IN SUPPLY CHAIN RESEARCH

Findings

- Women comprise 41% of the supply chain workforce on average in our 2021 survey, a high point since this research started in 2016.
- Women of color comprise 14% percent of supply chain organizations, with steeper than average drop-offs as pipelines advance, to where just 1% of chief supply chain officers (CSCOs) are women of color.
- Roughly two-thirds of responding supply chain organizations showed concern about the middle of their pipelines. Retaining midcareer women is challenging, with lack of career opportunity as the primary drive

Recommendation

- Reduce the dramatic drop-off of female representation in the first level of leadership by building supporting infrastructure like mentorship and sponsorship programs at more senior levels. Measuring the effectiveness of the programs by participants' performance and promotion rates.

Why involve Women in the Supply Chain Space?

