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Wings of Change



Women in Logistics
and Transport

Editor's Note

Dear Readers,

It is with great joy that I extend a warm welcome to all our readers of Wings of Change. This magazine has become a vital platform for amplifying the voices and achievements of Global WiLAT, and its growing impact is a testament to the dedication of the editorial team and our global community.

In this edition, we reflect on the significance of International Women's Day theme "Accelerate Action" which coincides with our, "Values in Action" program. This reinforces our commitment to diversity, inclusion, and meaningful change. As part of this, we are honored to feature Dr. Sharifah Halimah Syed Ahmad, FCILT, who shares her inspiring vision and plans as our new Diversity Champion.

We also extend a heartfelt welcome to Dr. Ogochukwu Ugbomo, FCILT, as the new Global Vice Chairperson (GVC) for WiLAT North & West Africa. Her leadership will undoubtedly bring strength and new perspectives to WiLAT's growth in the region.

As we celebrate this special time, we extend our warmest Eid Greetings to our Muslim brothers and sisters. We hope Ramadan has been a time of reflection and renewal. Our thoughts and prayers are also with those affected by war and conflict, as well as the victims of the recent earthquake in Myanmar.

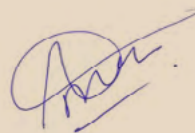
A sincere thank you to all WiLAT territories for organizing impactful IWD events, ensuring that the WiLAT mission continues to thrive. We deeply appreciate the contributions of our members, whose achievements are showcased in the Sisterhood Corner.

Looking ahead, we are excited about the ELEVATE program and initiative by the WiLAT Capacity Building Center, set for commencement in September. This program marks the evolution of our CALF initiative, and we encourage our readers to stay engaged with the WCBC team as they prepare for this transformative journey.

Finally, I want to take a moment to express my deepest gratitude to the Editorial team members Dr. Zawiah and Mumekha. Their dedication, passion, and unwavering commitment have been instrumental in shaping Wings of Change. As they step down from this edition to embrace new responsibilities, their commitment will continue to inspire us. We are profoundly grateful for their contributions and wish them every success in their new endeavors. A special thanks to the editorial team for their hard work and dedication in bringing this magazine to life. We are also excited to introduce our new editorial team members in the next publication.

Wishing all our readers an insightful and inspiring read!

Best regards,



Amra Zareer
Editor - Wings of Change
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Message from the Global WiLAT Chairperson



The new year has started on a high note with the joyful WiLAT New Year Celebration Webinar held on January 10th. WiLAT is grateful for the support of the CILT leadership team and wishes everyone a healthy and prosperous 2025. We have celebrated IWD in the theme of “Accelerate Values in Action” in March to recognize the achievements of women and advocating diversity and inclusion. An AI video was produced to signify our awareness of technology and innovation as we advance in our careers. Please visit our website www.wilat.org for viewing.

We are thrilled to welcome Dr. Ogochukwu Ugboma, FCILT, and Datin Sharifah Halima to the WiLAT Steering Committee. Dr. Ogo succeeds Folake George as the GVC N&W Africa, while Sharifah takes over from Kenneth Law as the WiLAT Champion of Gender Diversity. We extend our heartfelt appreciation to Folake and Kenneth for their contributions over the years, which have laid a strong foundation for Ogo and Sharifah to build upon and excel. As part of the “Values in Action” initiative, a survey was conducted to investigate how women can be encouraged to use public transport. A follow-up survey is being prepared

by Prof. Anthony Yeh at Hong Kong University to gather a wider response from the WiLAT global platform. We hope the research outcomes will ensure women can enjoy public transport services without fear or worry.

Despite the progress made, we have reluctantly changed the status of WiLAT North America from a chapter to “Contact.” We remain optimistic that the right moment will come soon to reactivate North America as a chapter. We appreciate Kristine Burr and her committee members for their passion and commitment to promoting women in our industry.

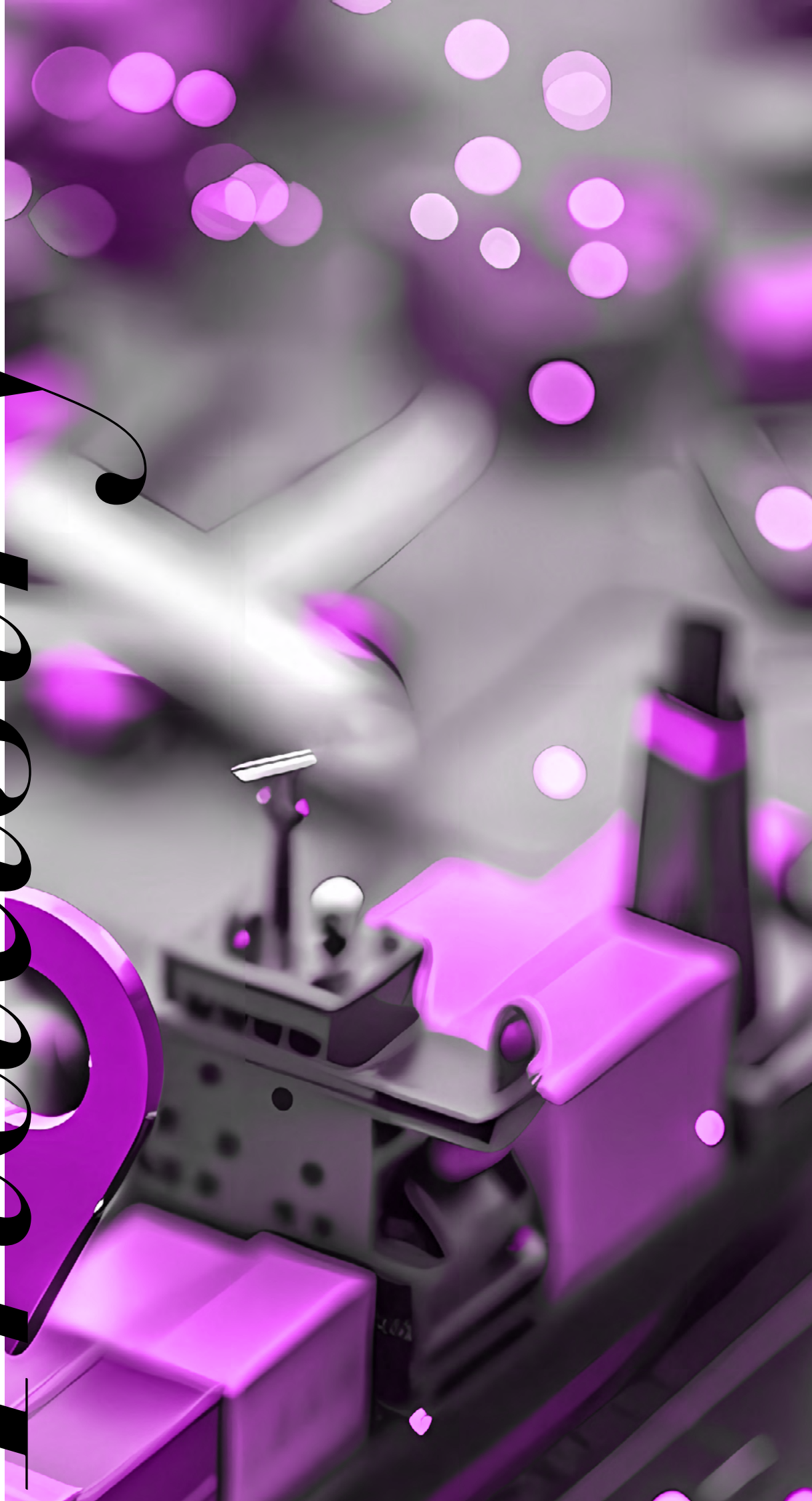
At the time of writing this message, a devastating earthquake occurred in Mandalay, Myanmar. After a day of worry and prayers for the safety of our WiLAT Myanmar members and friends, we are relieved to have received a message from Honey Yee, WiLAT Myanmar Chairperson. We hope the rescue teams will recover all those affected and save them from suffering.

Best Regards,

Vicky Koo, FCILT
Global WiLAT Chairperson

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News



How IKEA convinces consumers to be green

Close to 860 million people visited Ikea stores last year, helping it generate more than \$50 billion in sales. The world's largest furniture retailer is using that exposure to drive a unique net-zero goal: a pledge to cut the climate footprint from products Ikea customers use at home by 70 percent by 2030.

So far, Ikea has managed a 52 percent reduction to the baseline it set in 2016, according to Ikea's sustainability report for 2023.

The retailer calculates that claim by looking at the material composition and energy efficiency of the appliances, lighting and furniture it sells. In FY2023, for example, Ikea sold more than 58.1 billion LED light bulbs. Switching to an updated product improved the portfolio's efficiency by 6



percent, reducing customer energy consumption and emissions in the process. Some stores haven't carried incandescent alternatives in close to a decade. That reduces consumer power consumption and, by association, *their emissions*.

<https://trellis.net/article/ikea-sustainable-consumption/>

COSCO Shipping sets biofuel bunkering record in Asia

COSCO ASIA refuelled with 2,400 tonnes at the Xiamen Ocean Gate Container Terminal, creating a new single-refueling record for biofuel oil at Fujian Port, and NEW LOS ANGELES refueled with 5,400 tonnes at the Hong Kong terminal, marking a milestone for biofuel oil refuelling in Hong Kong. B24 marine biofuel oil consists of 24 per cent sustainable biodiesel and 76 per cent conventional low-sulfur fuel oil. This biofuel's feedstock is readily available and renewable, resulting in a large reduction in carbon emissions from ships.

The usage of B24 marine biofuel oil is expected to reduce carbon emissions by around 20 per cent, playing an important role in accelerating the



shipping industry's transition to greener, lower-carbon operations.

<https://www.porttechnology.org/news/cosco-shipping-sets-biofuel-bunkering-record-in-asia/>

CMA CGM Air Cargo eyes expansion with bid for Air Belgium

CMA CGM Air Cargo has swooped in to bid for Air Belgium, after a Dutch consortium had its bid rejected by a Belgian court.

CMA confirmed that it has put in a bid: "As part of the process to take over Air Belgium, the CMA CGM Group confirms that it has submitted a bid. This offer aims to ensure the continuity of Air Belgium's cargo operations. We are now awaiting the Tribunal's decision," said a spokesperson.



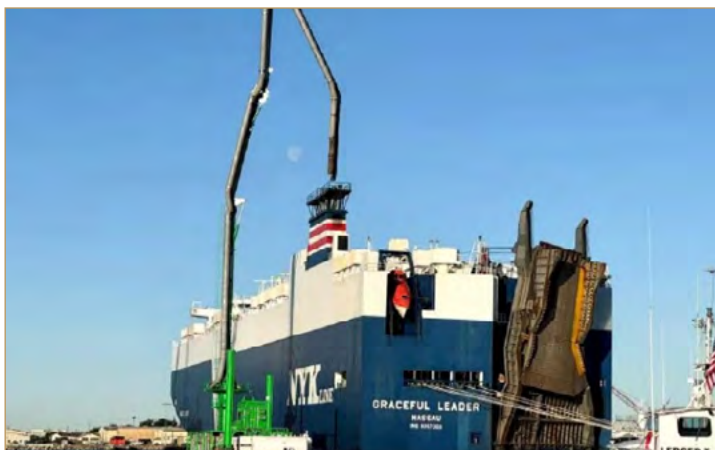
<https://theloadstar.com/cma-cgm-air-cargo-eyes-expansion-with-bid-for-air-belgium/>

Port of Hueneme, NYK ink green shipping corridor agreement

The signing ceremony took place on 12 February 2025 at the Port of Hueneme, marking the continuation of a collaboration aimed at driving both innovation and environmental progress.

The MoU aims to explore innovative and sustainable shipping practices, with an emphasis on reducing GHG emissions, advancing energy efficiency, and promoting the use of alternative fuels and zero-emission technologies.

The partnership will also explore joint research and development efforts for green technology in the maritime and automotive sectors.



<https://www.porttechnology.org/news/port-of-hueneme-nyk-ink-green-shipping-corridor-agreement/>

Air New Zealand commits to reducing single-use plastic waste inflight

Air New Zealand has introduced a series of initiatives to reduce single-use plastic on its flights, and it has this year committed to removing nearly 55 million plastic items from its flights.

To mark Plastic Free July, the airline has removed individual plastic water bottles from its Business Premier and Premium Economy cabins, as well as from its Works Deluxe offering on Tasman and Pacific Island services. This initiative is expected to divert more than 460,000 bottles from landfill annually and reduce carbon emissions by more than 300,000 kilograms per year by reducing weight on the aircraft.



<https://www.futuretravelexperience.com/2019/07/7-airport-airline-sustainability-initiatives-reduce-environmental-impact/>

Smart containers: can carriers get a return on the massive investment?

Hapag-Lloyd has "set the standard" for smart container usage, according to the Digital Container Shipping Association (DCSA), but it is yet to be seen if carriers can push these "expensive" costs to shippers.

The German carrier announced its full-year earnings yesterday and included the news that there were "newly installed tracking devices on almost all its containers" ? around 1.7m of the approximately 1.9m standard and special fleet it owns.



<https://theloadstar.com/smart-containers-can-carriers-get-a-return-on-the-massive-investment/>

November

Articles





Breaking the Glass Ceiling: A Journey of Strength, Safety, and Diversity



Written by:
Kaushani Perera
 Senior Health and Safety Professional at
 South Asia Gateway Terminals (Pvt) Ltd
 (SAGT) - Port of Colombo

Shattering Stereotypes: My Path to Safety Leadership



Standing at the crossroads of tradition and transformation, I embarked on an unconventional journey that challenged norms and redefined expectations. As a Senior Health and Safety Professional at South Asia Gateway Terminals (Pvt) Ltd (SAGT) in the Port of Colombo, I am proud to be the sole female senior executive

in my domain, proving that resilience and determination can open doors in industries where women are underrepresented.

My journey was never just about career progression it was about proving that gender should never be a barrier to leadership in the dynamic

and non-negotiable world of health and safety. Wearing my safety helmet, reinforced toe-cap boots, and high-visibility jacket, I have committed myself to safeguarding a workforce of 1,500 individuals. Safety is not just a job to me it's a calling, a responsibility, and a passion.

From Logistics to Leadership: A Passion for Safety

Armed with a BSc. in Logistics Management and a National Diploma in Occupational Safety and Health (NIOSH), where I was awarded the prestigious gold medal as the dux of my batch, I stepped into SAGT knowing that my role extended beyond risk assessments and compliance. I had the knowledge, but translating it into action was an entirely new challenge. With every audit, every investigation, and every field inspection, I realized that real leadership in safety requires more than expertise it demands courage, influence, and unwavering commitment.

Choosing this path has been one of the most rewarding decisions of my life. I don't just enforce rules; I create an environment where people value their own well-being and that of their colleagues. Being able to prevent injuries and contribute to a safer workplace fuels my drive every single day.



Empowering Women in Logistics and Transport

As an Executive Committee (ExCo) member of Women in Logistics and Transport (WiLAT), I am dedicated to mentoring and empowering women in the sector. I have successfully organized the IGNITE 8 mentorship event, creating a platform for aspiring female professionals to connect, learn, and grow. Through networking initiatives and advocacy

Breaking Barriers: Thriving in a Male-Dominated Industry

When I first joined SAGT in 2018 as the youngest and only female professional in the Health, Safety, and Environmental (HSE) department, I faced the immense pressure of proving myself. I was stepping into a traditionally male-dominated industry, where social perceptions often discouraged female participation.

Initially, the challenge was not just about demonstrating technical competence but also about earning the respect of my colleagues. However, instead of seeing obstacles, I saw opportunities. With the support of my team and management, I was encouraged to step out of my comfort zone climbing towering 74-meter cranes, working late into the night, and consistently reminding my team members that safety is non-negotiable.



Through persistence and dedication, I transformed skepticism into trust, showing that women are equally capable of excelling in this field. Today, I proudly stand as a trailblazer in an industry that still struggles to attract female talent.

A Champion of Diversity and Inclusion

My efforts in breaking barriers and fostering inclusivity were recognized when I was honored with the National Inclusivity Award at the Fourth New Generation Awards 2023. This award is not just a personal achievement but a testament to the importance of empowering women in safety leadership roles.

I dedicate this recognition to all the hardworking women who juggle career responsibilities and family commitments. True change will come when we have more women in these roles, leading by example and inspiring the next generation. The transformation must begin at the heart of operations where workers see firsthand that women can and do excel in safety leadership.



efforts, I strive to break barriers and foster a supportive community that encourages more women to step into leadership roles in the logistics and transport industry. I firmly believe that mentorship is a powerful tool to inspire confidence and guide young women in navigating their careers in traditionally male-dominated fields.



Driving Change: A Vision for Occupational Safety and Beyond



Beyond my role at SAGT, my vision is to elevate occupational health and safety standards on a national scale. The gaps in OHS culture and awareness in Sri Lanka need urgent attention. I aspire to advocate for updated laws and regulations that prioritize worker safety across industries.

Through outreach programs and collaborations with institutions like NIOSH and WSHA, I aim to instill a culture of safety from the grassroots level, ensuring that occupational health and safety are not just workplace mandates but societal norms.

Representing Sri Lanka on the Global Stage

One of my most fulfilling achievements was representing Sri Lanka at the APM Terminals Lean Academy 2025, where I participated in the first Kaizen event at APM Terminals Bahrain. This experience went beyond learning Lean principles; it was about connecting with professionals across Asia and the Middle East, exchanging ideas, and building a global network for continuous improvement.

Returning home with this international exposure, I am more motivated than ever to drive efficiency, innovation, and safety at SAGT. Breaking barriers is not just about being the first; it's about ensuring that others follow. As Kamala Harris once said, 'You may be the first to do many things, but make sure you are not the last.'



Final Thoughts: A Message to Future Leaders

To all the young women looking to step into non-traditional roles whether in safety, logistics, or any other male-dominated industry my advice is simple: Do things at your own pace. Life is not a race. Success is about finding balance, staying committed to your vision, and never allowing societal norms to dictate your path.

Every step forward is a step towards breaking barriers. If my journey can inspire even one young woman to take the leap into safety leadership, then my mission is fulfilled. We need more women at the forefront of change, shaping the future of safety, logistics, and transport. The glass ceiling is only as strong as we allow it to be together, let's break it once and for all.



Breaking Barriers: DB Schenker's Drive for Gender Diversity in Logistics

Written by:
Catherine Soo
 Chief Executive Officer
 Singapore and Malaysia Cluster
 DB Schenker

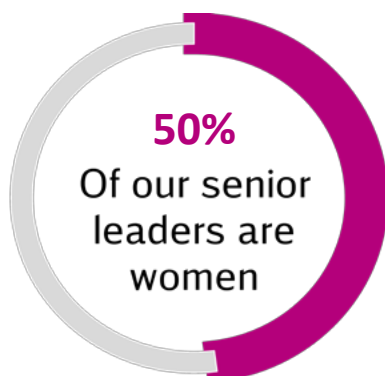


Ms Catherine Soo, CEO of DB Schenker in Singapore and Malaysia Cluster, leads a 4,000-strong workforce, driving growth and innovation in logistics and transport industry. With a career spanning decades in a traditionally male-dominated industry, she has broken barriers and remains a strong advocate for gender diversity. A passionate mentor, she actively supports women in the industry and shares her knowledge with future leaders through various leadership programs. Her efforts continue to shape the logistics and supply chain landscape, driving innovation, diversity, and sustainable growth.

At DB Schenker, we recognize that diversity is more than just a buzzword—it is a critical driver of innovation, performance, and workplace culture. As a global leader in logistics and supply chain solutions, we are committed to fostering gender diversity at all levels of our organization, ensuring an inclusive environment where everyone can thrive.

Championing Gender Diversity in Logistics

The logistics industry has historically been male-dominated, but DB Schenker is actively breaking barriers to create a more balanced workforce. We are dedicated to increasing female representation in leadership roles, frontline operations, and traditionally male-dominated functions. Through targeted recruitment, mentorship programs, and leadership development initiatives, we aim to empower women to take on key positions across our organization.



Policies and Initiatives Supporting Women

Our gender diversity strategy is backed by concrete policies and initiatives designed to create equal opportunities:

Mentorship and Sponsorship: We connect female employees with experienced leaders to provide guidance, career growth, and leadership support.

Flexible Work Arrangements: To promote work-life balance, we offer flexible work schedules, remote work options, and family-friendly policies.

Inclusive Hiring Practices: We ensure gender-neutral job descriptions, diverse interview panels, and active outreach to attract a broader talent pool.

Creating an Inclusive Workplace Culture

Beyond policies, fostering an inclusive workplace culture is essential. At DB Schenker, we celebrate diversity through employee-led networks, awareness campaigns, and company-wide events that highlight the achievements of women in logistics. On occasions such as International Women's Day, there will be Medical Health Screening, and small token of appreciation to let all women feel that even in the logistics sector, they are being appreciated.



To gain deeper insights, we also interviewed our women employees to share their experiences and perspectives on working in the logistics sector:

"I believe that with the right attitude and determination, women can achieve their goals."

Wong Poh Giak (Ann), Operations Assistant (Contract Logistics)

"Being able to balance my job and also being a mom. It is tough, but I work hard at my job and still make time for my family."

Nur Farah Adila Binti Rami, Ocean Freight

A lack of gender diversity in the workplace can lead to several challenges:

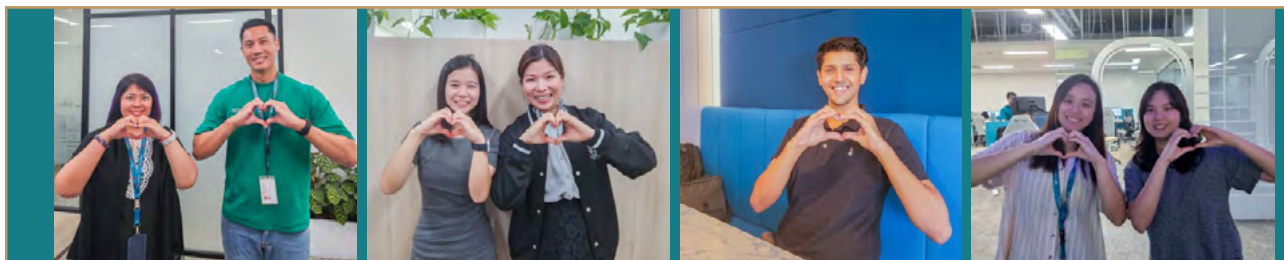
Reduced Innovation - Homogeneous teams lack diverse viewpoints, limiting creativity and problem-solving.

Talent Gaps - Companies risk losing top female talent, weakening their competitive edge.

Workplace Bias - Fewer opportunities and slower career growth for women due to unconscious biases.

Lower Engagement - A non inclusive culture weakens morale, collaboration and retention.

Weaker Business Performance - Studies show that diverse teams perform better financially and make more effective decisions. A lack of diversity can hinder long-term growth.



The Impact of Gender Diversity on Employee Well-Being

A truly inclusive workplace isn't just good for business—it's essential for people. When employees feel valued and respected, they flourish. Gender diversity plays a key role in

Better Work-Life Balance: Supportive policies help employees, especially women, juggle career and personal responsibilities more effectively.

Higher Job Satisfaction: Equal opportunities for growth and recognition keep teams engaged and motivated.

Improved Mental Health & Well-Being: A culture of respect and inclusion lowers stress and fosters a healthier work environment.

Stronger Team Collaboration: Diverse perspectives drive better teamwork, creativity, and innovation.



CLL

News





CILT AFRICA FORUM RWANDA 2025

Annual Africa Forum 2025 in Kigali, Rwanda

CILT is proud to welcome Chief Teete Owusu-Nortey FCILT, FGIPS, International President of CILT, as a distinguished speaker at the 18th Annual Africa Forum 2025 in Kigali, Rwanda.

As a longstanding member of CILT Ghana and with decades of experience in global supply chain, logistics, and transportation leadership, Chief Teete brings a deep understanding of the challenges and opportunities shaping Africa's sustainable transport future. As International President, he is committed to advancing CILT's mission of promoting innovation, collaboration, and professional excellence throughout the industry.

Participants are encouraged to secure their spots for the CILT Africa Forum, which is taking place from April 28th to 30th, with a focus on Sustainable Logistics and Green Transport Solutions for Africa. Don't miss the chance to engage with industry experts!.



The Chartered
Institute of Logistics
and Transport



18TH ANNUAL AFRICA FORUM 2025 SPEAKER ANNOUNCEMENT

Chief Teete OWUSU-NORTEY, FCILT
CILT International President

#STRONGERTOGETHER • CILTINTERNATIONAL.ORG

We are pleased to announce that Dr. Doreen Owusu Flanko, Deputy Global Chairperson of WiLAT, will be joining the WiLAT / Next Generation (NG) Workshop at the upcoming African Forum.

Dr. Doreen will bring with her the latest updates on WiLAT's global developments and key programs, offering valuable insights and inspiration to our growing community. Don't miss this opportunity to hear from one of WiLAT's dynamic global leaders!



Feature Article

**Dato' Dr. Sharifah Halimah Syed Ahmad, FCILT:
Diversity Champion, Global WiLAT**

In an era where diversity and inclusion are shaping the future of industries, Dato' Dr. Sharifah Halimah, FCILT, stands at the forefront as the Champion of Gender Diversity at Global WiLAT. With a distinguished career and a passion for empowering women in logistics and transport, she has been instrumental in breaking barriers, fostering professional growth, and driving meaningful change.

In this exclusive feature, Dato Sharifah shares her journey, her vision for greater gender equity, and the bold steps needed to create a truly inclusive and thriving industry. Her leadership isn't just about representation - it's also about building opportunities, amplifying voices, and inspiring the next generation to lead with confidence.

Join us as we uncover her insights on diversity, leadership, and the road ahead for women in the industry.



*Interviewed by:
Amra Zareer, CMILT
GVC - External Relations &
Publication /
Editor -Wings of Change*

1. Your appointment as the Champion of Gender Diversity at Global WiLAT is a significant milestone. What does this role mean to you personally and professionally?

It is an honour to be appointed as the Champion of Global WiLAT. I am flattered, as I have been inactive with WILAT Malaysia since mid-2019. I believe the appointment was accorded to me in recognition of my active involvement from 2014 to 2016 as the Chair of WILAT Malaysia. During my brief stint with WiLAT Group, I was deeply committed to promoting women's participation in the industry. I anchored a project with the Ministry of Transport Malaysia, titled "Advocating Leadership through a Mentoring Programme within the APEC Framework for Women in Transportation of Malaysia." That was a proud moment: successfully publishing a Toolkit on that subject matter, celebrated by the industry with the support of the Ministry of Transport, Malaysia. It is indeed a significant milestone, as I am a strong advocate for women in leadership positions, mentoring or coaching them to become potential Chief Executive Officers of organisations in the industry.

2. You have been a strong advocate for women in logistics and transport. What key challenges do women still face in the industry, and how can we address them?

The industry is often perceived as male-dominated, whether in port operations, logistics, or transport. The key challenges that women face are the mindset of women, as well as the environment in which they operate. The subconscious mindset of the "glass ceiling" and "sticky floor" phenomena impede their advancement. The glass ceiling had been in place for several years, its cracks gradually forming at the same time that the phenomenon of the "sticky floor" was slowly losing momentum, thanks to the organisation's conscious efforts in providing incentives and facilities to promote work-life balance. Work-Life Balance and Caregiving Responsibilities: Women often bear a disproportionate share of caregiving responsibilities. Due to the nature of the 24/7 working hours, the lack of flexible work arrangements and

affordable childcare can hinder their career progression. The glass ceiling exists due to Gender Bias and Stereotypes: This manifests in assumptions about women's abilities, leadership styles, and career aspirations. It can lead to being overlooked for promotions, assigned fewer challenging tasks, or facing microaggressions. Primarily, the decision-makers are men, and the decision-making process is perpetuated throughout the organisation, both vertically and laterally. Regarding mindset, women are resourceful individuals; they possess strong determination and versatile qualifications. However, more often than not, they lack confidence because women often lack the same access to sponsorship and mentorship that men have. This limits their access

to important networks and career advancement opportunities. The industry is predominantly male. The "old boys' network" syndrome is still prevalent; men are more comfortable working with men as their peers or subordinates. With automation and AI advancements in the industry, opportunities will be open to women. We often discuss women being mentored, but what about mentoring men by women? This is one key area where WiLAT can consciously promote the mentoring and coaching programme. Gradually transform organisation into coaching as corporate culture for better performance and Return on Investment (ROI). Culture of co-existence for mutual benefits for both men and women.

How can we address them?

i) Implement Robust Diversity and Inclusion Policies:

- a. Establish clear policies against discrimination and harassment.
- b. Promote inclusive hiring and promotion practices.
- c. Conduct regular pay equity audits.

ii) Provide Unconscious Bias Training:

- a. Educate employees and managers about unconscious biases and their impact.
- b. Promote awareness of gender stereotypes.

iii) Promote Flexible Work Arrangements:

- a. Offer flexible work hours, remote work options, and generous parental leave policies.
- b. Support employees with caregiving responsibilities.

iv) Foster a Culture of Respect and Accountability:

- a. Create a safe and supportive environment where employees feel comfortable reporting harassment or discrimination.
- b. Hold leaders accountable for promoting diversity and inclusion.

v) Invest in Sponsorship and Mentorship Programs:

- a. Connect women with senior leaders who can provide guidance and support.
- b. Create networking opportunities for women.

vi) Promote Pay Transparency:

- By making pay more transparent, companies can help to close the gender pay gap.
- Support Employee Resource Groups (ERGs): ERGs can provide a safe space for women to connect, share experiences, and advocate for change.
- a. By taking these steps, organisations can create a more equitable and inclusive workplace for women

3. *Diversity and inclusion are more than just buzzwords - they require real action. What are some impactful strategies organisations can implement to foster gender diversity?*

Diversity and Inclusion, the way I see them, are conscious efforts by top management to formulate strategies on top-down and bottom-up approaches as follows:

i) Leadership Commitment and Accountability:

- **Set Clear Goals:**
Establish measurable targets for gender representation at all levels of the organisation, especially in leadership positions.
 - **Hold Leaders Accountable:**
Integrate diversity and inclusion metrics into performance evaluations for managers and senior leaders.
- Ensure that leadership actively champions and models inclusive behaviours.
- **Transparency:**
Publicly share diversity data and progress reports. This fosters accountability and encourages continuous improvement.

ii) Inclusive Hiring Practices:

- a) **Eliminate Bias in Job Descriptions:**
Use gender-neutral language and avoid language that may discourage certain genders from applying, which are being practised sporadically
- b) **Diverse Interview Panels:**
Use standardised interview questions and evaluation criteria to ensure fairness and consistency.
- c) **Blind Resume Reviews:**
Where possible, implement blind resume reviews to remove gender information from the initial review process.

iii) Fostering an Inclusive Workplace Culture

- a) **Unconscious Bias Training:**
Provide regular training to raise awareness of unconscious biases and their impact on decision-making.
- b) **Mentorship and Sponsorship Programs:**
Establish programs that pair women with senior leaders who can provide guidance and support for career advancement within the organisations. Its effectiveness will be seen with the participation of appointed external mentors.
- c) **Employee Resource Groups (ERGs):**
Support the creation of ERGs focused on gender diversity, providing a platform for employees to connect, share experiences, and advocate for change.
- d) **Flexible Work Arrangements:**
Implement flexible work policies, such as remote work arrangements and flexible working hours, to accommodate diverse employee needs and promote a healthy work- life balance.
- e) **Equal Pay Audits:**
Regularly review salary structures to identify and rectify any gender-based pay gaps.
- f) **Zero Tolerance for Discrimination and Harassment:**
Establish clear policies and procedures for addressing discrimination and harassment and ensure that they are consistently enforced.

iv) Promoting Career Development and Advancement:

- a) **Provide Equal Access to Training and Development:**
Ensure that women have equal access to training, development, and advancement opportunities.
- b) **Create Clear Promotion Pathways:**
Outline clear and transparent criteria for promotion to ensure fairness and equity.
- c) **Support Women in Leadership:**
Provide targeted support and development programs to help women advance into leadership roles.

Key Considerations:

1. **Intersectionality:** Recognize that gender diversity intersects with other aspects of diversity, such as race, ethnicity, and sexual orientation. (Dr Sudipa also shared this during her sharing on gender mainstreaming)
2. **Data-Driven Approach:** Track progress and measure the impact of diversity and inclusion initiatives. (These efforts need the buy-in of organisations within the CILTM Members and business partners) . The initial study on data gathering on D&I is a good start. Phase 2 programmes need to be developed to ensure impactful and sustainable
3. **Continuous Improvement:** Regularly evaluate and refine strategies to ensure their effectiveness. (Kaizen concept of continuous improvement) By implementing these strategies, organisations can create a more inclusive and equitable workplace where everyone has the opportunity to thrive.



4. *Mentorship and leadership play a crucial role in professional growth. Can you share how mentorship has shaped your journey and why it is essential for young women entering the industry?*

Certainly, Nurturing is mother nature to me. In the process, having circled with men in the industry and the challenges that come with it, I recognised pretty early in life that having a role model is important. A person with reputé and a person that you admire most, not only the achievement but the personal and professional values that the person carries. Value system that is not politically driven.

My mentor was the then Minister of Trade and Industry Tan Sri Rafidah, a charismatic person, respected and a no-nonsense person. (That where I picked up the Facts and Figure). I am still in contact with her daily, sharing WORDS OF WISDOM.

Take pride in what you do. It is important because it motivates you, fostering self-motivation. Whatever degree you have, capitalise on it, grow and establish what fits you best. If it does not fit what you are doing, find something you have a passion for, i.e., something you enjoy doing most and grow and develop to support it. Believe in yourself.

I graduated in Mass Communication (Advertising), but I never worked in the mass media industry because I found that my nature did not align with the industry's culture. Upon graduation, I worked at a market research company specialising in consumer research, where I conducted surveys and both quantitative and qualitative studies. I then moved on to industrial research at a development bank. It is from this stage that I recognised that facts and figures matter most.

Having recognised that the degree in Mass Communication is still listed on my record, despite the experience being otherwise, I realised that I need to enhance my experience by supplementing it with a master's degree in business. I did it in the USA. There it goes.

With such a background, I was later tasked by an investment holding Group to start a greenfield project,

i.e., starting from the study stage (feasibility stage) to implementation on a BOT basis (Build, Operate, and Transfer). That is where the nurturing and mentoring come in, as you need to work together with the team. The tagline I developed for the Company, as the first CEO, is "Together We Succeed." It has been in use by the Company since I started in 1995.

With the trust the Group has in me, I was assigned to set up another company on a BOT basis, this time at a university. The same principle of Facts, Figures and Process, not forgetting the nurturing and people development.

Look in the mirror, understand self (REFLECT) and identify the STRENGTHS in you. It is never too late to conduct a self-assessment, such as taking the Clifton Strengths Finder and examining yourself in relation to your environment.

Having been allowed to build and operate organisations, develop people and processes, and work in a strategic and visionary capacity while motivating the team has become the recipe of the day.

Learning from experienced sources, Guidance, and Feedback also shaped my approach and concept of mentorship.

Why Mentorship Is Essential for Young Women Entering the Industry:

i) Navigating Challenges:

Mentors can provide guidance on navigating gender bias, workplace dynamics, and other challenges specific to women in the industry.

ii) Building Confidence:

Mentors can offer encouragement, validation, and support, helping young women build confidence in their abilities.

III) Expanding Networks:

Mentors can introduce mentees to valuable contacts and networking opportunities, which are essential for career advancement.

IV) Developing Leadership Skills:

Mentors can share their own leadership experiences and

guide the development of leadership skills in others.

V) Gaining Industry Insights:

Mentors can provide valuable insights into the industry, including trends, best practices, and career paths.

VI) Overcoming the "Imposter Syndrome":

Many women experience imposter syndrome, the feeling that they are not good enough. Mentors can help to combat these feelings by providing positive feedback and validating a young woman's skills.

VII) Advocacy and Sponsorship:

A good mentor can advocate for their mentee and provide sponsorship, which is actively promoting their mentee's career. I

In essence, mentorship provides young women with the tools, support, and guidance they need to thrive in their careers. It helps to level the playing field and empowers them to reach their full potential.

5. *What initiatives do you plan to introduce or strengthen within Global WiLAT to ensure gender diversity is not just encouraged but deeply integrated into the industry's framework?*

WiLAT members must have a clear understanding of their life purpose, and the appointed WiLAT Leaders must be aware of their key role and responsibilities when they accept the leadership role: clear objectives and strategic thinking in their journey. If the tenure is 2 years, perhaps Global WiLAT would like to have a standard 3-year measurable achievement period. Always conscious that it is a professional NGO, the team spirit—"together we succeed"—needs to be nurtured, developed, and fostered through the sharing of knowledge and expertise.

While self-development, focusing on the subject matter, is crucial, respect, be honest with yourself, and maintain integrity and humility with a strong commitment to achieving your goals. Determine and have the professional values is important

6. *Looking ahead, what is your vision for women in logistics, transport, and supply chain over the next decade? How can we ensure sustainable progress?*

I would like to see more successful women leaders, CEOs, and COOs winning awards for their achievements.

From a global perspective, the following is proposed:

i) Develop a few experts in the areas of the four Global Strategic Pillars, namely Leadership, Mentorship, Empowerment, and Entrepreneurship, which were established in 2014.

ii) Establish policies and procedures (SOPs) to ensure consistent implementation and sustainability. If already being established, review the relevancy to the current and future AI world

iii) Tracking achievements, identifying gaps, and improving them; sharing success stories and lessons learned at the annual meetings of the Global WiLAT, and rewarding them accordingly.

7. *What message would you like to share with aspiring women leaders who are looking to break barriers and make an impact in their careers?*

i) Have a purpose in life, setting personal and professional goals in the short term (3 years), mid term (5 years) and long term

ii) Have principles in Life to support it (personal), integrity and humility, believe in yourself

iii) Nurture yourself to be a Fact, Figures and Science (Process) Person. You will not be shaken easily.

2. Create a value system (philosophy in life)

i) Measure what matters most (Management Guru (Peter Drucker), Prioritise and always adhere to this philosophy of "What gets measured and get reinforced gets better

ii) Planning in life and professionally - In my mentorship programme, the first thing that I told them is about PLANNING; If you fail to plan, you plan to fail (Benjamin Franklin)

Philosophy of Lifelong learning - never stop acquiring knowledge even at a later age and keep sharing. The more you share, the more knowledge you get.

The message I would like to share is that women leaders need to aspire to break barriers and make a meaningful impact in their careers.

i) Own your power and your voice. Do not let anyone diminish your ambition or tell you what you can or cannot achieve. You have unique strengths, perspectives, and talents that the world needs. Embrace them.

ii) Do not be afraid to take risks. Step outside your comfort zone, pursue challenging opportunities, and learn from your failures. Growth comes from pushing boundaries.

iii) Build your network. Connect with other women leaders, mentors, and allies who can support you on your journey. Collaboration and connection are crucial for success.

iv) Champion other women. Lift as you climb. Mentor and sponsor other women, creating a ripple effect of empowerment.

v) Be authentic. Be yourself. Do not try to fit into a mould that does not fit you. Lead with your style, values, and strengths.

vi) Advocate for yourself and others. Don't be afraid to speak up for what you believe in and challenge the status quo. Be a voice for cha

vii) Do not underestimate your impact. You have the power to create a more equitable and inclusive world. Your leadership matters.

viii) Prioritize your well-being. Leadership is a marathon, not a sprint. Take care of yourself physically and mentally. Set boundaries, and do not hesitate to ask for help.

ix) Embrace lifelong learning. The world is constantly evolving. Stay curious, seek out new knowledge, and adapt to change. I graduated with my PhD in Logistics and Transport at the age of 72. Upon my second retirement, I enrolled on the 9 Certified Chief Master Coaching programme with an internationally renowned organisation.

x) Believe in yourself. You are capable of amazing things. Trust your instincts, persevere through challenges, and never give up on your dreams and life's purpose.

You are the leaders of tomorrow. Break those barriers, make your impact, and inspire generations to come.

I aspire to develop a Coaching Center for Global WiLAT.



Sisterhood

corner



THIS WEEK ON

CEYLINCO LIFE
A Relationship For Life™

NEWS CAPSULE

WOMEN IN 2025

Gayani de Alwis
Chairperson
Women's Chamber
of Industry & Commerce

KALEIDOSCOPE
WITH SAVITHRI RODRIGO

January 16th 2025

YouTube: Kaleidoscope with Savithri Rodrigo
Facebook: Kaleidoscope with Savithri Rodrigo
Instagram: kaleidoscopeweek
LinkedIn: @kaleidoscopeweek

Gayani de Alwis FCILT, Immediate Past Global WiLAT Chairperson and WCIC President, was featured in the Kaleidoscope News Capsule, sharing insights on how women's roles and opportunities may evolve in 2025. More information: Kaleidoscope With Savithri Rodrigo's LinkedIn



Gayani de Alwis FCILT, Immediate Past Global WiLAT Chairperson and WCIC President, joined representatives and the Colombo Stock Exchange (CSE) in ringing the bell to honor Women-Owned, Women-Led Businesses. The event also marked WCIC's 40th anniversary and the upcoming International Women's Day.

More Information:
<https://www.ft.lk/front-page/CSE-and-WCIC-ring-stock-market-bell-for-women-entrepreneurs/44-773871>



Dr. Zawiah Abdul Majid, FCILT, Global WiLAT Webinar Champion & Former GVC Southeast Asia, WiLAT Malaysia Founding Chairperson was invited as a speaker at GEAR UP 2025, organized by MARA and Universiti Kuala Lumpur Malaysian Institute of Aviation Technology (UniKL MIAT), Sepang Campus. She delivered an insightful session on **“Empowering Self-Discovery with Colour Vibration Therapy”** and shared her 30-year journey as a professional logistician, highlighting her affiliation with CILT & WiLAT as a key success factor.

Juliana Sofia Damu, FCILT, Global WiLAT Vice Chairperson for Southeast Asia, formerly WiLAT Indonesia Chairperson was invited to RRI Pro1 Jakarta for a session on **“Selecting a Network for Progress”** (Memilih Jejaring Untuk Berkembang), hosted by Velly Syukran.

At Global WiLAT, we believe in the power of sharing stories that inspire, empower, and uplift. If you've recently achieved a milestone, been recognized for your work, launched an initiative, or made a difference in your community or industry—we want to hear from you!

Your journey can inspire others and showcase the incredible impact our members are making around the world.

Share your success story with us and let's celebrate the journey together!

Please send us a short write-up and any photos or links you'd like included. We look forward to featuring your achievements in Wings of Change!

KB

News



The Evolution of our Signature Programme From CALF to ELEVATE



This year we are celebrating five-year anniversary for the Career and Life Formula (CALF) training program with WILAT Capacity Building Centre. As the program developing along with the industry, WCBC team after a consultation with key stakeholders and advisory board, we would like to gladly announce CALF program is upgraded to ELEVATE Program to support wider groups and communities in the professional pathway and executive development. The speakers are industry leaders across the globe. It includes 7 core modules and 2 streams delivered in a hybrid mode with 6 online sessions and 5 days onsite sessions with industry visiting, focusing on transport and logistics.

C107	New energy for public transport
C102	Diversity, Equity and Inclusion
C103	Communication and Public Speaking
C106	Strategic Procurement & Sourcing Strategy
L110	Innovation in logistics management
T111	Crisis Communications
C104	Technology Project Management
L109	Leadership and Strategic Management
C108	Sustainability Management
T112	Transport Planning for Smart Mobility
C101	Supply Chain Resilience / Stability Management

The onsite sessions this year will be hosted during ICM in Sri Lanka (September). The tentative onsite visits will include Leading tea brand (Watawala) tea tasting experience, Tourism Transport, Logistics facility, Port facility, etc. We are looking forward to seeing you there!



Assoc Professor Catherine Lou (FCILT, PhD)
Head, WILAT Capacity Building Centre

Contact details :
Catherine.Lou2015@hotmail.com



Global

News





DEC | 24 | 2024 Hong Kong

Emeritus Global WiLAT Chairperson Prof Dorothy Chan and Global WiLAT Chairperson Vicky Koo warmly welcomed Kelly Lee, Chairperson of WiLAT Singapore to Hong Kong on the Boxing Day. It was a wonderful gathering to round up the year of 2024 and plan for 2025.



DEC | 31 | 2024 Macao

As we were sliding into the new year of 2025, Vicky and Kelly visited Macao and met up with Prof Michael LAM, CILT Macao Inaugurating President. Toasting for the successful collaboration in ICM2024 in Lang Fang and strategizing for more activities in 2025.

JAN | 11 | 2025 Citybus Best Bus Captain Award

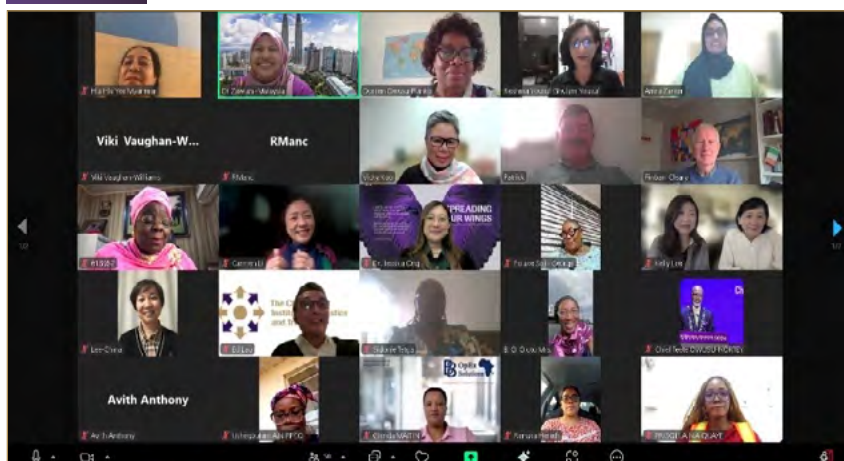
WiLAT is honoured to give a speech on "Women's Bus transport is one of the critical passenger services in our daily life. Performance of the Bus Captain reflects the reliability of the service. Richard Hall, MD of Citybus recognize the high performing Bus Captains annually and we are pleased to be invited for a presentation of most popular Bus Captains Award. The winner is a women who demonstrated her capabilities in not just driving a bus but has managed the journey in all aspects in order to earn the award. Bravo to the Richard and his management team.



JAN | 02 | 2025 Hong Kong

HuaShang Education Group initiated a lunch meeting to explore collaboration with WiLAT in EV MRO certification program in the Greater Bay Area of China. Ms. Eman Liu, Vice Chairman & Director of HuaShang, Dr Veronica Li, Associate VP of GBA Business School, and Mr. Sunny Yan, Director of Edvantage Group have a caring mind for our next generation. They are initiating the EV MRO program with an aim to bring employment opportunities for young adults. There will be a round table discussion with a wider group of experts to take this initiative further.

JAN | 10 | 2025 New Year Celebration Webinar



We are delighted to have the CILT leaderships joining the annual WiLAT New Year Celebration. We were overjoyed with members and friends all around the world to kick off the year of 2025. Our focuses on promoting sustainability, empowering women and knowledge sharing will bring endless possibilities to our emerging leaders to achieve successes.



JAN | 21

Mauritius Maritime Week

WiLAT is honoured to give a speech on "Women's Role in ESG Transformation" at the main conference of Mauritius Maritime Week which has taken place on 22 January. Prior to the conference, a courtesy visit to the President of Mauritius Mr. Dharam Gokhool. An insightful dialogue revealed the Blue Economic development plan and employment opportunities for skilled women.



A follow up meeting with the Minister of Land Transport, The Hon Mahomed Osman Cassam MAHOMED has commenced the first Light Rail network in Mauritius has a heart for green transport. Upon discussion, he realized WiLAT has prominent and professional experts in public transport, road safety and congestion management. Prof Dorothy Chan was being referred to him to continue the discussion.

WiLAT IOI have taken the post conference opportunity to host a strategic planning meeting for 2025. It was great to meet the team of WiLAT Mauritius and was flattered to have Mr. Narad Dawoodarry appointed as the Advisor for WiLAT IOI. Our capable GVC of IOI, Nazeema Seelarbokus has inspired the team to conduct relevant events to encourage more women to join the industry. WiLAT Madagascar Chairperson Liliane was inspired by the meeting discussion and will energize the development locally in Madagascar.



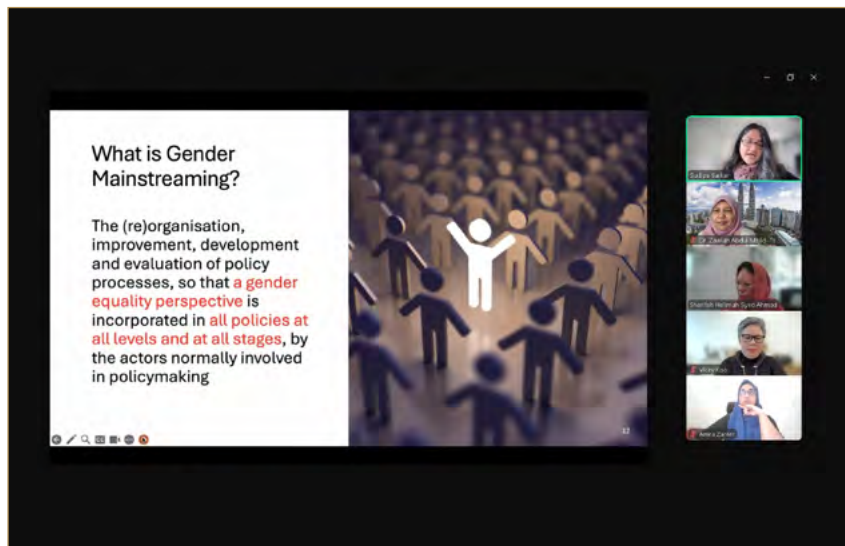
Congratulations to WiLAT Mauritius again for a fruitful conference and meetings. We are proud of Nazeema who has overcome hurdles to bring WiLAT IOI to a leading state. With Narad advising the development, we look forward to be back for a celebration in the near future.





FEB | 28 Logistics in China Webinar

Carmen Li, GVC East Asia has taken the lead to organize a productive webinar with WilAT China on social logistics strategy. Percentage of GDP for logistics has grown from single digit to double digit has cause the government attention. Vivien Yang, WilAT China Vice Chairperson has presented her analysis with very useful information. Further reducing logistics cost seems to be an unbelievable target and another follow up webinar was unanimously wanted. Carmen and Li Tong have taken up the request and will organize a follow up webinar in April.



MAR | 08 IWD "Accelerate Values in Action"

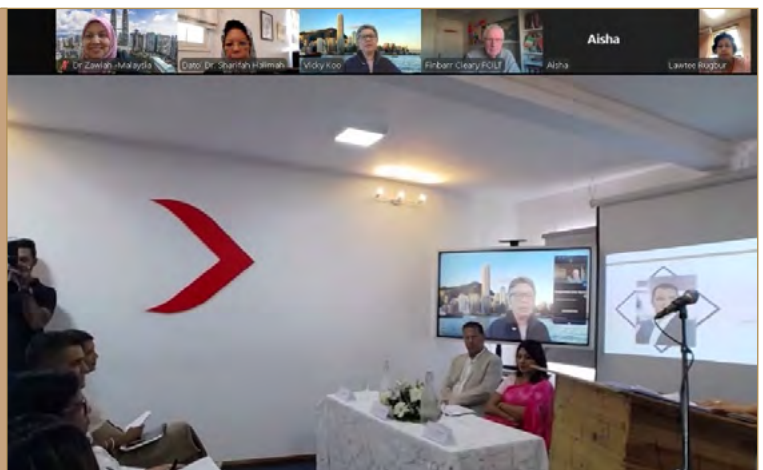
March is full of celebrations of IWD around the world. To kick off, Global WilAT has invited Dr Sudipa Sarker, Lecturer of Design Manufacturing and Engineering Management at University of Strathclyde to present her research result on Gender Mainstreaming on 3 March. She was well summarized to reflect how women can be better accepted at work in logistics and transport industry.



WilAT Singapore hosted a gathering to introduce ways to gain financial freedom which is important to sustain a quality future for women. Kelly Lee, WilAT Singapore Chairperson sponsored the event and welcomed thirty plus members and friends to join.

WiLAT HK hosted a celebration in the morning on the IWD date 8 March. Topic was Gender Perspective in Public Transport. Prof Anthony Yeh from Hong Kong University has collaborated with WiLAT to survey the subject globally. His report highlights the security issues in developing countries and what are the measures and practices that they can reference from the more developed territories. Ms. Kay Yeung, HR Director of Hong Kong Tramways has shared their company practices in encouraging women employments and facilitation for professional performance.

The organizing team led by Elise Kwok, WiLAT HK vice Chairperson has inspired attendees with dance and sound bowl. She was appreciated for the wonderful morning for all to learn and relax.



WiLAT Mauritius hosted a hybrid event to promote D&I on 19 March. Thanks to Velogic's sponsored venue and speaker invitations to share academic findings and business practices. WiLAT Champion of Gender Diversity has joined online to give a speech. It was another successful event done by Nazeema and team.

To celebrate WiLAT, an AI tech company "MuXic" sponsored an AI video production to WiLAT. The purple phoenix signifies "WiLAT Flying Up High". The recent event photos were embedded with AI effect with moving effects. With the WiLAT song and lyric in the video, the video can be used in future WiLAT occasions. Please ask Patrick Andoh for a copy or download from www.wilat.org



MAR | 15 **WiLAT NW Africa Regional meeting**

Dr. Ogo hosted her first WiLAT NW Africa Regional meeting on 15 March. We praise Dr. Ogo for her like-minded leadership to motivate her local chairs to take WiLAT to greater height.

MAR | 25 **Singapore Maritime Week**

Vicky spoke at Maritime Week in Singapore on 25 March. The topic was "Diving into Digitalization" followed by a Fireside Chat: Women in Maritime in Asia Pacific.


MAR | 18 **Shun Tak Spring Cocktail**

WiLAT HK have the pleasure to attend Shun Tak Spring Cocktail. Shun Tak supported WiLAT's development since our inception, and they have been sponsoring events. We had caught up with CILT Macao at the Cocktail.


MAR | 27 **Sustainable Urban Living: Ride Hailing Taxi Services in Hong Kong**

rof Dorothy Chan, Emeritus WiLAT Global Chairperson has taken the led to organize a lunch talk on Ride Hailing Taxi Services in Hong Kong. Ms. Sonia Cheng, owner of SynCab Services Ltd. and WiLAT HK Committee Member; and Alex Chiu, COO of Big Boss Taxi and Member of CILT spoke at the event and addressed embedded D&I services in the new taxi fleets operations. We are honoured to have Ms. Miriam Lau, Litigation Consultant at King & Wood Mallesons, Former Legco Member and WiLAT HK Advisor to moderate the Lunch Talk.


MAR | 28 **WiLAT Welcome Romesh David, Former IVP of South Asia in Hong Kong**

WiLAT HK and CILT HK President Sam Chow hosted a dinner to welcome Mr. Romesh David who is visiting Asia for port business.



New Appointments

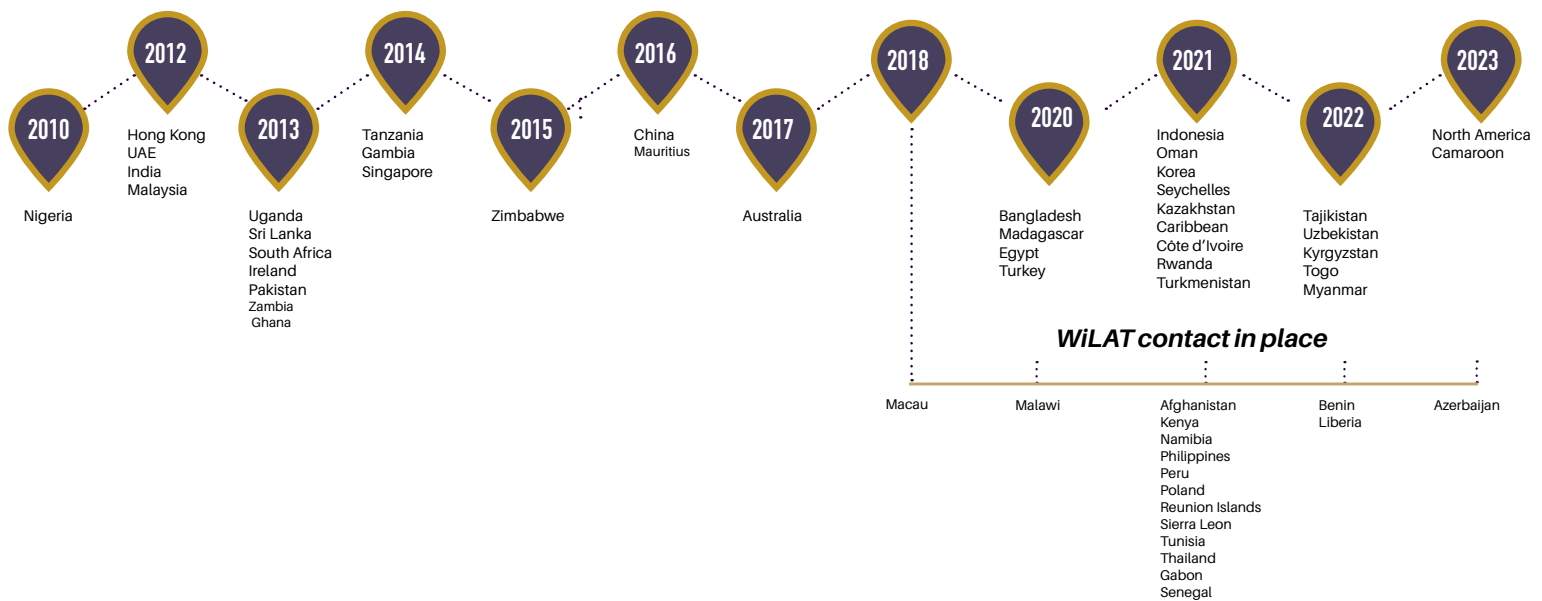
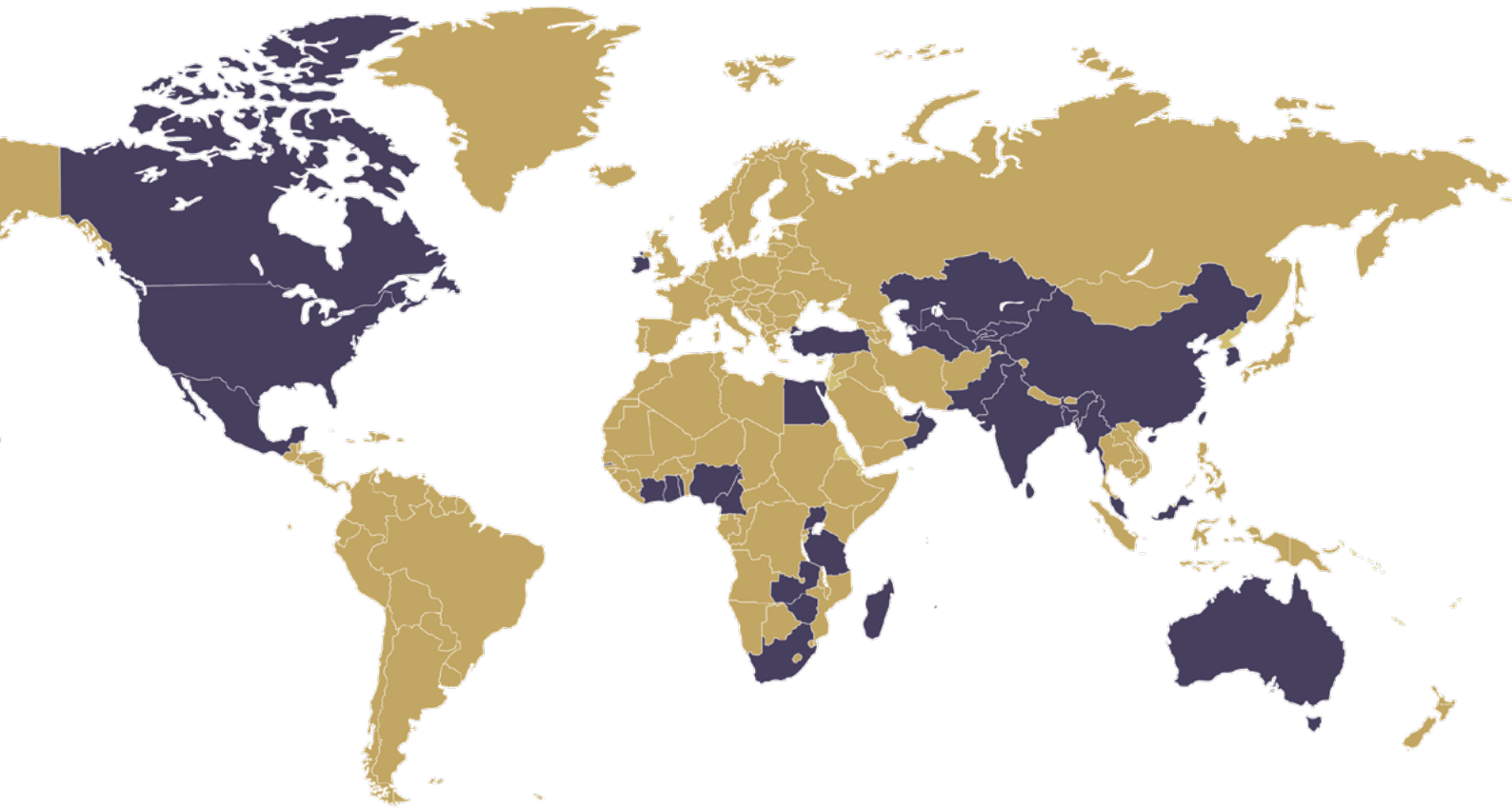


**DR OGOCHUKWU UGBOMA,
FCILT**
WiLAT Global Vice
Chairperson (GVC) of North
and West Africa

**DATO' DR. SHARIFAH
HALIMAH SYED AHMAD,
FCILT**
Global WiLAT Champion of
Gender Diversity



Global Footprint



Territorial

News



MIDDLE EAST & EUROPE

Global Vice Chairperson
Berna Akyıldız, FCILT



UAE, Oman, Turkey

- WiLAT Middle East and Europe organised Tea Chat event titled "The Key to Creating Qualified Women in Logistics and Transportation" in January 2025.
- Keynote Speaker and Moderator of the event was GVC Middle East and Europe and President of C.I.L.T. Türkiye President Berna Akyıldız.



WiLAT Webinar:

"The Starting Point of Transformations"

- WiLAT Chairperson Esra Kıvrak and Cultural Ambassador Ms. Özlem Salur organised a webinar on Effective Feedback: "The Starting Point of Transformations" on January, 2025.



5,000 Women Drivers in 5 Years project

- As a part of "Employment of 5,000 Women Drivers in 5 Years" project, an event was held with the participation of Deputy Minister of Transportation of Turkish Republic to meet with the women driver candidates and C.I.L.T. members on February 7, 2024.

- On the panel discussion with 3 role model women drivers who inspired and encouraged other women driver candidates.
- The event was broadcasted on air on national NTV news.



WiLAT networking activities

- WiLAT Chairperson Esra Kıvrak invited WiLAT members to a house party on February 2025 as part of WiLAT networking activities,



NORTH AND WEST AFRICA

Global Vice Chairperson
Folake George, FCILT



Ghana, Nigeria, Cote D'Ivoire
Egypt, Gambia, Togo

Ghana

Executive Breakfast meeting

- WiLAT Ghana held its executive committee breakfast meeting at Fiesta Royale Hotel on January 2025 to discuss and plan activities for the year.
- It was a fruitful meeting as executive were able to come up with an exciting programme outline which will get members participating.



Nigeria

- WiLAT Nigeria demonstrated great kindness by distributing gifts to her members in the spirit of the festive season on the 14th December, 2024. It was heart-warming to see everyone come together and share in the joy of the moment.



Appointment of Dr. Ogochukwu Ugboma, FCILT, as Global WiLAT Vice Chairperson (GVC)

- Global WiLAT is proud to celebrate the appointment of Dr. Ogochukwu Ugboma, FCILT, as Global WiLAT Vice Chairperson (GVC) for North and West Africa on January, 2025. Her leadership, dedication, and commitment to empowering women in logistics and transport continue to inspire and drive meaningful change. We look forward to seeing her impact in this new role and the strides she will make in advancing WiLAT's mission across the region.



Appointment Mrs. Folake George, FCILT

- Congratulations Role Model Folake George on your appointment in the NPCC Committee. May your contribution in the industry continue to be recognized and appreciated on February, 2025.



Promotion of Mrs. Atuluku Salamatu

- WiLAT Member Mrs. Atuluku Salamatu is promoted to the Rank of Comptroller of Customs, Scanning Site Tincan Island Port, Lagos in January, 2025.



Appointment of Dr. Alice Ajeh

- Congratulations to our role model, Dr. Alice Ajeh on her appointment as the 2nd Vice Chairman, Board of the Nigeria Reputation Management Group (NRMG).



Togo

Women with disabilities Programme

- WiLAT Togo, in partnership with Afrik'Elles, UNFPA, the Association for the Promotion of Women with Disabilities in Togo (APROFHTO), and the Deaf-Mute Women's Unit, under the supervision of the Ministry of Social Action and Women's Promotion, is organizing a special gathering dedicated to women with disabilities on 25th November, 2024.
- This event aligns with our shared commitment to promoting equal opportunities and raising awareness of the need to protect women with disabilities from all forms of violence.



GIZ Entrepreneur Programme

- WiLAT Togo participated in the GIZ Entrepreneur Programs under the theme "Investing in Young Businesses in Africa: Women Entrepreneurs in Africa (IYBA WE4A)." This initiative is a partnership between the European Union (EU), the Organisation of African, Caribbean, and Pacific States (OACPS), and the German Federal Ministry for Economic Cooperation and Development (BMZ). IYBA WE4A is implemented by GIZ on December, 2024.



Precious Chess Academy Programme

- WiLAT Togo participated in the Precious Chess Academy chess programme dedicated to using chess as an educational tool to instill values such as discipline, patience, and critical thinking on December, 2024.



Free and Uninhibited Chatting Workshop

- WiLAT Togo, in partnership with Coach Kokoè, organized a "Free and Uninhibited Chatting Workshop" on the theme "The Hidden Power of Women." This event provided an opportunity for personal development and self-confidence building in January, 2025.



South East Asia

Global Vice Chairperson
Juliana Sophia Damu, CMILT



Malaysia



Singapore



Indonesia



Myanmar

Malaysia

- WiLAT Malaysia expressed sincere appreciation to Tan Sri Shahrizat Abdul Jalil, Former Minister of Women, Family and Community Development and Chairperson of HAWA & WITI Malaysia, for gracing the 12th WiLAT Malaysia Anniversary as the Guest of Honour.



- Head of Education of WiLAT Malaysia Assoc Prof Ts Dr Jagan Jeevan CMILT held Meet and Greet at Universiti Malaysia Terengganu (UMT). on 12th Nov 2024



- Meet and Greet WiLAT Malaysia with WiLAT (Penang Section) was a successful gathering that brought together key figures and students from both the logistics and transport sectors. The discussion led by the Chairman, Assoc. Prof. Ts. Dr. Jessica Ong FCILT and Mdm Sharifah Salwa Abu on 15th November, 2024.



- WiLAT Chairperson Assoc. Prof. Ts. Dr. Jessica Ong Hai Liaw FCILT, was part of discussions on theTopic: "University Students: Reaching for the Sky, Rooted to the Earth - Message from PMX" hosted by Zima and Producer: Ridz in 19th November, 2024.



- WiLAT Malaysia recently held a short meeting chaired by Assoc. Prof. Ts. Dr. Jessica Ong FCILT, Chairperson and meet-and-greet session with its committees and industry representatives to foster connections and share updates on 23rd November, 2024.



- Assoc. Prof. Ts. Dr. Jessica Ong FCILT, Chairperson of WiLAT Malaysia and Mdm HJ. Zamra Derahman, Director Politeknik Sultan Mizan Zainal Abidin Dungun, Terengganu met during the Festival of Ideas (FOI). The Putrajaya FOI is an initiative aimed at popularizing ideas and higher education on a large on 28th November, 2024



- Madam Nurul Aida Mohd Nordin, Head of Quality Assurance Unit at Ministry of Higher Education (KPT) join a special session with Assoc. Prof. Ts. Dr. Jessica Ong FCILT, Chairperson of WiLAT Malaysia in student engagement and higher education initiatives programme on 29th November, 2024.



- WiLAT/CILT Fly Up High, Stronger Together” event embodies the dedication to fostering unity, growth, and global collaboration on 1st December, 2024. This event highlights shared commitment to advancing leadership, mentorship, empowerment, and entrepreneurship within the logistics and transport industry.



- WiLAT Global Career & Life Formula (CALF) programme for young managers in the Supply Chain, Logistics and Transport took place in Malaysia on 3rd December, 2024.



- A Memorable Evening WiLAT Malaysia with WiLAT Global. An unforgettable night spent with WiLAT Global and the participants of the Career & Life Formula (CALF) in Malaysia. The dinner, graciously hosted by CLLB Center for Logistics Leadership in Business was a perfect blend of networking, learning, and shared experiences on 5th December, 2024.



- Meet and Greet by WiLAT Malaysia at University of Utara Malaysia (UUM) on 8th December, 2024.



- WiLAT Malaysia carried out a flood relief mission in Kubang Pasu.” On 9th December, 2024.

Women in Logistics and Transport (WiLAT) gerak misi banjir di Kubang Pasu

BERITA/NEWS

AUTHOR: Editor

09/12/2024

1 min. read



Go to...

Women in Logistics and Transport (WiLAT) carried out a flood relief mission in Kubang Pasu

The post-flood relief mission, named Humanitarian Logistics Tour, is a collaborative effort involving various organisations, including Women in Logistics and Transport.

- Chairperson of WiLAT Malaysia CILTM, Assoc. Prof. Ts. Dr. Jessica Ong FCILT host a Meet and Greet session and research with the community in Kuching, Sarawak, on 14 December 2024, to celebrate the festive season. On 14th December, 2024.



- Assoc. Prof. Ts. Dr. Jessica Ong FCILT, Chairperson of WiLAT, Chartered Institute of Logistics and Transport Malaysia (CILTM), is making an impact by hosted a Podcast Harmony Talk (Bicara Harmoni). This programme, produced by the Department of National Unity & National Integration under the Ministry of National Unity, reflects her active role in fostering unity and on 7th Dec, 2024



- Meet and Greet with WiLAT Malaysia at Ministry of Transport (MOT). A heartfelt thank you to Annie Ng Su Nie, Assistant Director of the Industry Development Unit, National Logistics Centre, Ministry of Transport, for her presence and support.

We appreciate the opportunity to connect and strengthen partnerships for the future of the logistics industry that took place on the 3rd January 2025.



- Pre-Discussion WiLAT Malaysia and NextGen Malaysia Planning for 2025 Programs at IKK, Shah Alam on 4th January, 2025



- Pre-Discussion WiLAT Malaysia and NextGen Malaysia Planning for 2025 Programs
- The WiLAT Malaysia CILTM Meet and Greet held on 22 January 2025 chaired by Assoc. Prof. Ts. Dr. Jessica Ong FCILT, bringing together the inspiring WiLAT Malaysia Committee 2025.
- This hybrid event featured a powerful address by the Patron of WiLAT Malaysia, Ts. Dato' (Dr.) Abd Radzak Abd Malek Honorary FCILT, the Immediate Past President of CILT International, emphasizing the importance of empowerment, leadership and collaboration.



Indonesia

- WiLAT Indonesia held a gathering for members and logistics society in the form of FUN RUN and Flash MOB and Music at Taman Kota Peruri, Jakarta ON Nov, 2, 2024.



- WiLAT Indonesia committees attended Indonesia - Hongkong Logistics Industry Collaboration & Global Opportunities at Shangrilla Ballroom, Jakarta on November, 5, 2024.



- WiLAT Indonesia Committee, Ms. Ariyanti was attending a Mercusuar Event held by KADIN Indonesia on November, 7, 2024.



- Meet and Greet with President CILT International, Mr. Chief Teete Owusu Nortey from Ghana Africa, International Vice President (SEA) CILT International Mr. Prof. Dr. Muhammad Zaly Shah from Kuala Lumpur, Malaysia, Secretary General CILT International Mrs. Sharon Kindleysides from London UK with all CILT Indonesia, WiLAT Indonesia and Next Generation members on 11th November, 2024.



- In commemoration of Indonesian Mother Day and Year End Gathering 2024, WiLAT Indonesia held an event attended by 150 women from logistics, academician, politician and businesswomen as well as SME's sharing the session with the title Indonesian women in masculine industry on 23rd December, 2024.



- Welcoming 2025, WiLAT Indonesia held a bazaar and socialization of WiLAT organization to Logistics community on 4th January, 2025.



- WILAT extended a helping hand to Yayasan Pejuang Hati, a Kidney Foundation for children with Kidney Problem in Cempaka Putih area, Jakarta on 22nd January, 2025.



SOUTH ASIA

Global Vice Chairperson
Niroza Gazzali, CMILT



Bangladesh, India, Pakistan, Sri Lanka

Sri Lanka

John Keells Logistics Enderamulla Warehouse Visit for Mentees of Ignite 10 Program - 21st November 2024

- The Membership Development pillar of WiLAT SL organized a visit to the Enderamulla Warehouse Complex of John Keells Logistics on 21st November 2024 as part of the Ignite 10 programme.

- Welcoming 2025, WiLAT Indonesia held a bazaar and socialization of WiLAT organization to Logistics community on 4th January, 2025.



Membership Drive at John Keells Logistics - 26th November 2024

- The Membership Development pillar organized a membership drive at John Keells Logistics on 26th November 2024. The event was facilitated by the CEO of John Keells Logistics, Mr. Lasitha Manchanayake.



Membership Drive at Laugfs Holding Ltd - 11th December 2024

- The Membership Development pillar organized a membership drive at Laugfs Holdings Ltd on 11th December 2024.



Pakistan

- WiLAT Pakistan held a Women Entrepreneurship Day 2024 on 19th November 2024. Attended Pakistan Women Entrepreneurship Day held by State Bank of Pakistan to acknowledge & support women driving innovation & contributing to economic growth.



- An Autism Park event to meet the specific needs of autistic individuals was also held on 1st December, 2024.



- The Empowering Women event was held on 5th December, 2024 to recognize the work of women. It focused on raising awareness, preventing violence, and promoting accountability in ending violence against women and girls, highlighting the importance of increased accountability, stronger.



- WiLAT Pakistan held 25th Annual Population Research Conference-Women Empowerment and Social Development programme. The session discussed women's empowerment and social development in Pakistan. Climate Resilience and Green Growth was also emphasized upon.



Hong kong

The Three-Runway System 10k International Race - HKIA Leaders Cup

- WiLAT Hong Kong was invited to participate into the Hong Kong International Airport's 3rd runway race prior to commissioning of flight takeoff and landing on 28 November 2024. Dorothy Chan and Anna Hong took the challenge and participated in the 2-km runway race for government, business and aviation leaders on 17 November 2024.



WiLAT Hong Kong Mixer

- WiLAT Hong Kong hosted the Annual Mixer on 29 November 2024, a cherished tradition that brings together our community to celebrate the year's achievements and express thanks to members and friends.



WiLAT Chill Chat

- WiLAT Hong Kong introduced "WiLAT Chill Chat", a new series of lunch time webinars and had the first session on 15 January 2025.
- WiLAT invited the speaker - Mr. Louis LEUNG to share his insights on the Opportunities for the Year of the Snake from the viewpoint of Fengshui. About 40 persons joined this lunch time webinars. Next session would be arranged in about two months' time, aiming at one session quarterly. Topics to be explored: MBIT, Chinese medicine and soup, sports exercise, mental health.



Asian Logistics, Maritime and Aviation Conference (ALMAC) (18 November 2024)

- WiLAT Hong Kong participated in the the annual ALMAC event (18-19 November 2024). It is a major gathering for the logistics and supply chain industry.
- The conference featured megatrends in global trade and supply chain and together was an exhibition showcasing logtech and supply chain solutions. CILT HK Immediate Past President, Ir. Dr. Kelvin KY Leung led a panel discussion on Steering Business Growth. Building an Evolving Supply Chain with panelists from the Heineken Company, Henkel, Mitsui O.S.K. Lines, Ltd., Mondelēz International and SEKO Logistics.



'CityBus' Best Bus Captain of the Year

- Vicky Koo and Kenneth Law showed support visiting CityBus' annual staff event "Best Bus Captain of the Year" on 11 January 2025. The first time of ethnic minority and female bus captain joined this competition. Vicky Koo presented awards to awardees.



China

- Second Shandong Provincial Innovation and Entrepreneurship Competition in Business Logistics
- The Chairperson of WiLAT China, Ms. Li Tong, took part as one of the judges in the "Second Shandong Provincial Innovation and Entrepreneurship Competition in Business Logistics" and gave a speech as the representative of the judges.

Korea

- WiLAT Korea was part of end of year CILT/WiLAT party in December, 2024.



- WiLAT Korea Chairpers attended USA the CES Exhibition (annual trade show) organized by Consumer Technology Association in Las Vegas in USA on the 7 - 10 January 2025.



Future Events

JOIN THE GLOBAL WILAT EAST ASIA WEBINAR ON LOGISTICS PERFORMANCE
TRIPARTITE APPROACH: COST, QUALITY, EFFICIENCY

Speaker
Dr. Xiaowen Wang CMILT
CILT WILAT China

Moderator
Carmen FCILT
CILT WILAT Viet. Chairperson of East Asia

Opening Remarks
Ts. Dr. Zawiah Abdul Majid FCILT
Webinar Chairperson
Global WILAT
Seri Iskandar University
Kuala Lumpur

Closing Remarks
Vicky Koo FCILT
Global WILAT
Chairperson

11 April 2025
Friday

09:00 AM
GMT

Scan to Join Zoom Meeting

Meeting ID: 871 5456 3444
Passcode: 729554

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Global WILAT - East Asia

Women in Logistics and Transport

OUR POWER, OUR PLANET
GREEN PRACTICES
WEBINAR

ADVANCING SUSTAINABILITY IN GLOBAL SUPPLY CHAINS
DATE: 30th APRIL, 2025 TIME: 9AM GMT

Vicky Koo
Chairperson
WILAT Global

Dr. Zawiah Abdul Majid
Webinar Lead
WILAT Global

Rashma Yousuf
Green Practices Lead
WILAT Global

Michael McLean
Managing Director
McLean Management
Consultants Pty
Limited

Lorela Chia
Founding President
MASC
Malaysian
Association of
Sustainable Supply
Chain & Innovation

Tim Foota
Director
Transportation &
Network APAC
Australia

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Women in Logistics and Transport

APR 11 WILAT East Asia Webinar - Logistics Performance

APR 28-30 CILT Africa Forum 2025

APR 30 Advancing Sustainability in Global Supply Chains

MAY 25 Africa Union Day

MAY 28 0900GMT WILAT Tea Talk by South Asia GVC

JUN 16 WILAT China Workshop in Langfang, China
WCBC Learning program on "AI Governance" in June

JUN 25 0900GMT WILAT Tea Talk by Central Asia GVC

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