



RESILIENT LEADERS

Women in logistics tend to excel in leadership roles, with studies showing that gender-diverse teams often outperform male-dominated ones. Women-owned logistics businesses are steadily increasing, contributing to economic growth and innovation. Women in logistics bring unique perspectives and problem-solving skills, enhancing efficiency and sustainability within supply chains. Logistics isn't just about moving goods; it's about moving industries forward, with women leading the way.

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MANIFEST

Celebrating the Women in Logistics Sector

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Prologue



"We need to encourage people to look for the right 'person' for the job, rather than the right 'man' for the job." ~ Sanjam Sahi Gupta, Women's International Shipping and Trading Association (WISTA) India Founder Member and President

In our March issue, we would like to discuss 'De-Genderisation' of job roles in the Indian logistics sector as this month celebrates the achievement of women all over the world as the International Women's Day.

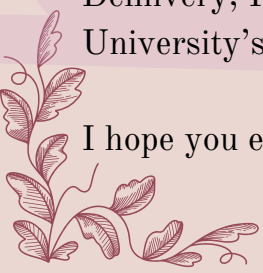
In traditional warehouses, men were employed to lift and transport boxes while women were relegated to the packaging and sorting activities. However the world over, this scenario has changed in the last two decades as the automated picking, sorting and transportation machines are used and hence muscular strength is no longer required. The credit must go to Amazon, Walmart and IKEA globally. In India also, many ecommerce giants are now operating women owned and managed delivery centres and warehouses.


Many logistics companies are now promoting equal employment opportunities with equal number of female representation across their entire organisation. In transportation, the long haul travel is still completely male-dominated but inroads have been made in the last mile delivery segment with women drivers. Our female icon of the month is Ms. Tulsi Nowlakhia Mirchandaney, the Managing Director and Accountable Manager at Blue Dart Aviation. She has spent over 40 years in the air cargo industry and is a torch bearer for many generations of women seeking a career in logistics. Our alumni – Trisha Manrai came to us with an English literature background but in a short span of three years, has risen to the post of Sourcing Manager at NXP Semiconductors, based in Noida, Uttar Pradesh, India. In her own words- "Joining MBA Logistics and Supply Chain Management was the best decision of my life. It has shown me a career path that is challenging but very rewarding".

Companies across industries have realised the importance of diversity in the workplace and the role women play in positively contributing towards both the top line and bottom line of business. There is a lot women bring to the table: emotional intelligence (along with IQ), loyalty, multitasking, less attrition rate as they look for security and of course a balanced work environment. At CII School of Logistics, we hope that more girls and women are encouraged to take up Logistics as a long-term and successful career option.

We had a very busy March month with many guest lectures- Mr. Ketan Lenke from Delhivery, Industry visits- Armstrong, Nashik and Mundra Port and of course Amity University's mega event – Amity Youth Festival. Do read the articles for more details.

I hope you enjoy reading this issue as much as we enjoyed creating it.






Making a long-term strategy for your supply chain? include **WOMEN** .

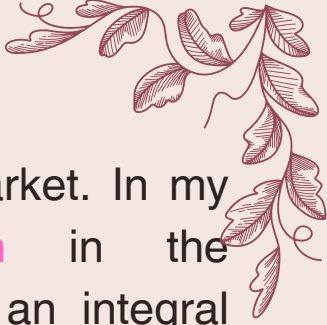
We have recently seen **women** break through the glass ceiling in a variety of industries and around the world. India has not been any different. India is seeing a spike in the number of **women** entering the workforce in roles traditionally held by men due to the central and state governments' increased focus on **women's** education and a shift in long-held patriarchal values, which have up until now held **women** to be inferior in terms of intellect and strength. According to the India Skills Report 2023 by The Economics Times, **women** are 52.8% more employable than men.

Another study shows that, across the rich world and in a growing number of poor countries, the gender balance has tilted the other way.




The reversal is laid out in a report published on March 5th, 2012, by the OECD, a think tank based in Paris. Boys' dominance just about endures in math: at age 15, they are, on average, the equivalent of three months' schooling ahead of girls. In science, the results are fairly even. But in reading, where girls have been ahead for some time, a gulf has appeared. In all 64 countries and economies in the study, girls outperformed boys. The average gap is equivalent to an extra year in school.

One area where this change is evident is in the supply chain and logistics sectors. A survey by Gartner showed that women now make up 41% of the supply chain workforce, up from 39% in 2022.

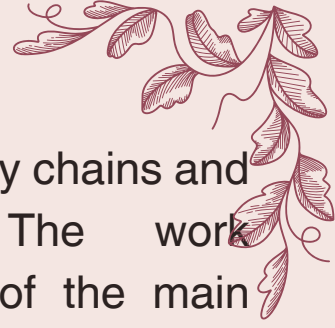


There is still a skill gap, indifferent to gender gap, between what graduates have and what the industry needs. The logistics sector has long been seen as dangerous, labour-intensive, and macho, making it inappropriate for **women**. Previously, **women** in this industry were mostly limited to supporting roles in corporate settings, such as human resource management and administration, or performing soft duties like packaging and sorting in field occupations. There has been a shift in this tendency, with more women working in managerial and operational jobs off the pitch and performing the heavy lifting (pun intended!). Even though women have long worked in warehouses packaging and sorting commodities, men were still needed to handle large, heavy items. **Women** may now perform these jobs on their own thanks to the newest technologies and upskilling that are now picked up by



companies in the market. In my experience, **women** in the logistics sector play an integral part in its long-term growth. Be it the cosmetic manufacturing brand that I have worked with or the global sports brand, women are winning in different roles, especially in logistics. HeyDeedee is a last-mile delivery start-up founded by a **woman** and employing only **women** riders. The aim is to create job opportunities for women in a field that usually hires only men. EvenCargo is another such female-only delivery company operating out of Delhi.

Multitasking is a skill that women are quite good at, and it's especially helpful in the logistics industry since there are always a lot of stakeholders and projects going on at once. Numerous studies also suggest that **women** are more devoted to their employers. Businesses have finally discovered this since female employee retention is far lower than that of male



employees. Another quality of **women** that makes workplaces humanistic, as per research, is that **women** are more empathic than men. Empathy is critical to moral development and justice, thereby acting as a catalyst for societal cohesion and unity (Hoffman, 1990) because constructive interpersonal relations are contingent upon a willingness to take another's perspective (Johnson, Cheek, & Smither, 1983).

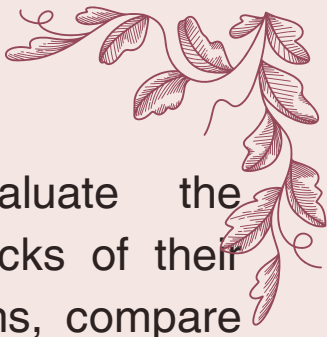
To optimize economic value, the supply chain of the future should invest in ecosystems that facilitate production as well as in the workers who provide data analysis and strategic direction. Due to the different benefits of creating a team with diversity and inclusion, this is not only encouraged within the business but also aggressively promoted outside by elevating female entrepreneurs in this field.

Unsettling is the primary area of worry when it comes to women's

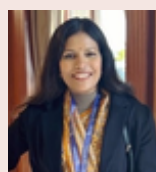
retention in the supply chains and logistics sector. The work atmosphere is one of the main obstacles keeping **women** out of this industry. It is typically difficult for **women** to get to and from work because sorting centers and warehouses are situated far from major cities and towns. **Women** find it challenging to work when basic conveniences like clean restrooms and hygiene. Currently, globally, **women's** diversity accounts for 20% of the logistics industry in 2018. There are ways in which various companies are trying to push **women's** diversity in their organizations. Diversity alone cannot help organizations mend the gender gap, but diversity, along with equity and inclusion, can make a world of difference to what the industry is trying to achieve.

Diversity cannot be perpetuated or attained in the absence of a fair and welcoming work environment. Here are some key findings from Gartner's 2021 supply chain diversity survey:



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- A diverse supply chain organization respects the visible and invisible distinctions between people, such as their racial or ethnic background or membership in the LGBTQ+ community.
 - Equity offers staff members equitable access to opportunities and just recompense.
 - Being heard, being able to contribute, and being a part of the organization are the three pillars of inclusion.
 - Research shows that 62% of supply chain organizations are now looking at the dimensions of ethnicity and race as part of their strategy, and 59% are considering gender.

Countries can evaluate the benefits and drawbacks of their domestic skill systems, compare them to those of other countries, and develop policies that will boost job opportunities, encourage economic growth, and advance social inclusion with the help of the OECD's global skills strategy. The business and educational institutions still have a lot of work to do in terms of providing new **women** graduates with plenty of opportunities to apply their skills and learn in the real world as well as bridge the gap in advocating and building women-friendly workplaces for the future women leaders. Another innovative strategy to assist **women** in navigating the complexity of the ever-changing supply chain business is to establish connections with and offer mentorship to young individuals aspiring to work in the field.



By Papia Bera

Faculty at CII School of Logistics





Women: Driving Change in the Logistics World


As we celebrate the remarkable achievements of **women** in the logistics sector, we're not just applauding individual triumphs; we're embracing the collective power of diversity and inclusion. By championing gender equality and fostering an environment of belonging, we're sowing the seeds for enduring innovation and prosperity in logistics.

In an industry historically dominated by men, **women** are stepping into the spotlight and reshaping the landscape of logistics. From orchestrating supply chains to navigating transportation challenges, **women** are igniting change, infusing fresh perspectives, and paving the way for a more vibrant and inclusive industry.



One particularly inspiring arena where **women** are excelling is in leadership roles. With a focus on collaboration, communication, and creative problem-solving, female leaders are breaking barriers and inspiring others to follow suit. Their unique leadership styles cultivate workplaces where everyone feels valued and empowered, driving collective success.

Moreover, **women** are leading the charge in driving technological innovation and sustainability efforts within logistics. Whether it's harnessing digital solutions to reduce environmental impact or optimizing routes for efficiency, their contributions are shaping a more sustainable future for the industry.



Additionally, **women** are playing a pivotal role in nurturing talent and mentorship programs. By sharing their experiences and offering guidance, they're empowering the next generation of female leaders to pursue careers in logistics and challenging stereotypes along the way.

As we honour the trailblazing **women** in the logistics sector, we're not just celebrating individual achievements; we're embracing the spirit of inclusivity and progress. Let's continue to champion and support the invaluable contributions of **women** in logistics, as they lead the charge towards a brighter and more equitable future for all of us.

By. Harry Praveen Kumar

Student at CII School of
Logistics



Events

Amity Youth Fest

College-fest is a vibrant celebration of talent and creativity, filled with energy and excitement, from captivating performances to competitive activities. It's a melting pot of cultures and ideas. Students come together to showcase their skills and create unforgettable memories, making it the highlight of the academic year.

CII School of Logistics facilitated the 5S event, which revolves around the 5S methodology of Lean Management, developed by the renowned Japanese industrial engineer and businessman, Taiichi Ohno. We provided a prestigious platform for undergraduate and postgraduate students to

participate in a time-bound competition. The main aim is to offer participants a hands-on experience with the Lean Management Concept, which is essential not only in theoretical understanding but also in the practical challenges of everyday professional scenarios.



Industry Visit: Armstrong Dematic

Students from CII SoL, Noida (Supply Chain Analytics and Management) had a fantastic opportunity to visit the various sites of Armstrong Dematic in Nasik, India on March 6th, 2024. During the visit, students got to see firsthand the advanced technologies and creative solutions that drive Armstrong's success in the supply chain and management field.

Students toured the assembly warehouse, gaining insight

into the tailored solution design process for individual clients, customized to meet specific industry needs, and had the opportunity to engage in a stimulating discussion with Mr. Vinit Majgaonkar, and Mr. Brendan Lacy. The discussion highlighted the evolution of the supply chain, the role of automation, robotic material handling, and real-time inventory tracking systems and provided insights into streamlining complexities through optimized intra-logistics.



Industry Visit: Mundra Port, Gujarat

Recently, CII Sol Noida organized a trip to Mundra Port & SEZ Ltd, this port is huge and is located in Gujarat, India. It's run by Adani Ports and SEZ (APSEZ) and is the biggest private port in India. It handles about one-third of all the containers coming in and out of the country. Seeing the big cranes loading and unloading ships was amazing. Trucks, trains, and conveyor belts worked smoothly together to keep the cargo moving. It felt like a different world!

The visit wasn't just about cool sights, though. We learned a lot too. This trip changed how I see ports. They're not just places where ships come and go - they're like the engines of global trade. Now, I'm even more excited about my future in logistics and supply chain management, thanks to Mundra Port! Their knowledge helped us understand how things work in the real world.





Classroom Group Activity on Vehicle Scheduling

Students at CII School of Logistics, Mumbai participated in the engaging classroom group activity on vehicle scheduling led by Prof. Vilas Chaudhari Sir.

Held on March 12th as a crucial component of our Freight Transportation Management curriculum, the session delved

deep into the intricacies of optimizing routes and maximizing efficiency in transportation operations. Through interactive discussions and real-world case studies, participants gained invaluable insights into the challenges and strategies involved in effective vehicle scheduling.

Guest Lecture

At CII School of Logistics, Amity University, Mumbai, we had the opportunity to conduct a guest lecture by Mr Ketan Lanke - Senior Manager Delhivery on the topic of Freight Transport Management.

A big thanks to our guest speaker and everyone who joined our recent MBA guest lecture!

Your valuable insights and industry expertise made it an enriching experience for all students.

Stay tuned for more events aimed at fostering knowledge and networking within our vibrant community of CII School of Logistics, Mumbai.



Placements



MUSKAN KUMAR

MBA Logistics & Supply Chain Management |
CII Sol, Noida | 2022-2024

Crowe LLP



SURAJ NEDIYAPARAMBATH

MBA Logistics & Supply Chain Management |
CII Sol, Noida | 2022-2024

Crowe LLP



SHUBHAM JAIN

MBA Logistics & Supply Chain Management |
CII Sol, Noida | 2022-2024

Hindustan Power



SIDDHARTH BHARDWAJ

MBA Logistics & Supply Chain Management |
CII Sol, Noida | 2022-2024

All Cargo



PRANAV SHARMA

MBA Logistics & Supply Chain Management |
CII Sol, | 2022-2024

Kuhne and Naegel



Implementing Industry 5.0 and its Impact on Supply Chain

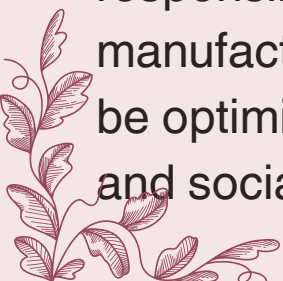
Industry 5.0 is a term used to describe the next phase of industrial development that builds upon the foundation of Industry 4.0. While Industry 4.0 is characterized by the integration of advanced digital technologies into industrial processes, Industry 5.0 aims to combine these technologies with human creativity and innovation to enable more personalized and sustainable manufacturing.

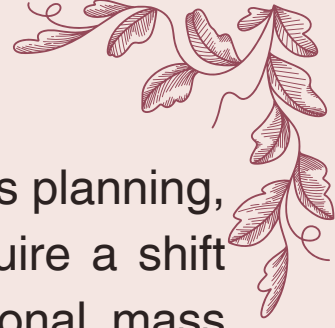
At its core, Industry 5.0 aims to create a more human-centred approach to manufacturing that focuses on customization, sustainability, and social responsibility. This means that manufacturing processes will be optimized for both efficiency and social

impact, with an emphasis on reducing waste, improving energy efficiency, and promoting social well-being.

How does Industry 5.0 impact operations and supply chain planning?

In terms of operations planning, Industry 5.0 will require a shift in focus from traditional mass production to more flexible and adaptable manufacturing processes. This will involve the integration of advanced digital technologies such as artificial intelligence, machine learning, and the Internet of Things with human creativity and innovation to create more customized and personalized products.

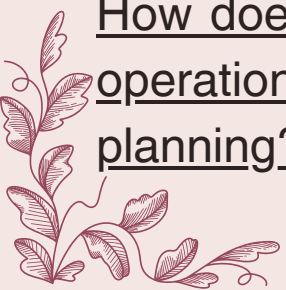




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Operations, as well as supply chain planning, will need to be more responsive and adaptable to changing customer demands, as the focus shifts from producing large quantities of standardized products to producing smaller batches of customized products. This will require closer collaboration and communication between manufacturers, suppliers, and customers which may involve developing new partnerships



with suppliers that share the same sustainability goals and values. Industry 5.0 will also require greater transparency and real-time data analysis throughout the supply chain. Supply chain planners will need to be able to track and analyze data in real-time to make more informed decisions and respond quickly to changing market conditions. This will require the integration of advanced digital technologies such as artificial intelligence, machine learning, and the Internet of Things into supply chain planning.

"Industry 5.0 will require a greater emphasis on creativity and innovation in supply chain planning"

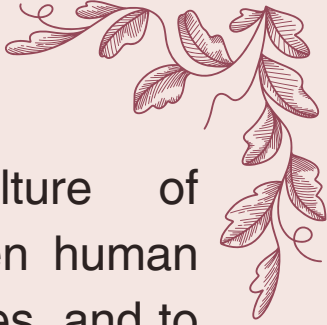
Additionally, Industry 5.0 will require a greater focus on sustainability and social responsibility in operations planning.



This will involve optimizing manufacturing processes to reduce waste, minimize environmental impact, and promote social well-being. It will also require a greater emphasis on transparency and ethical practices throughout the supply chain. Moreover, Industry 5.0 will require a greater emphasis on creativity and innovation in supply chain planning. Supply chain planners will need to be able to think outside the box and come up with new ideas and approaches to optimize manufacturing and supply chain processes. This will require a shift in mindset from traditional planning methods to more innovative and agile approaches.


Implementing Industry 5.0

Implementing Industry 5.0 in manufacturing and supply chain can be a challenging process, but it can also be highly beneficial for



companies that are looking to innovate, become more sustainable, and remain competitive.

Here are some steps that can be taken to implement Industry 5.0:

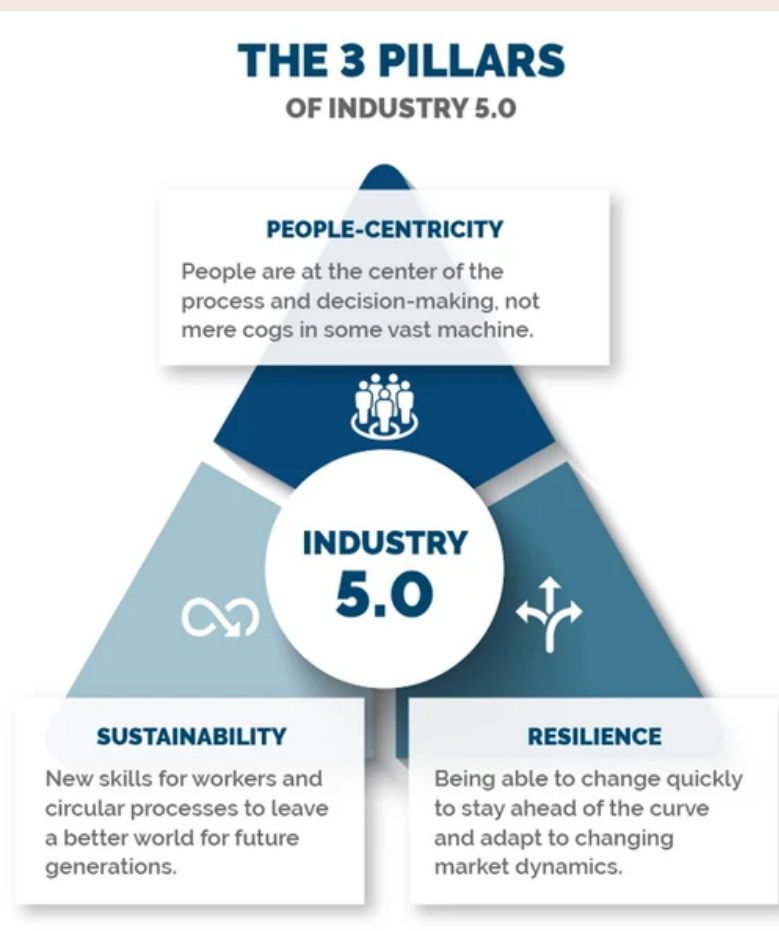
- **Start with a clear strategy:** Before implementing Industry 5.0 technologies, it is important to have a clear strategy in place that outlines the goals and objectives of the transformation. This strategy should include a roadmap for how the company plans to integrate new technologies and processes, as well as a plan for training and upskilling the workforce.
 - **Emphasize human-machine collaboration:** Industry 5.0 is all about combining advanced digital technologies with human creativity and innovation. It is important
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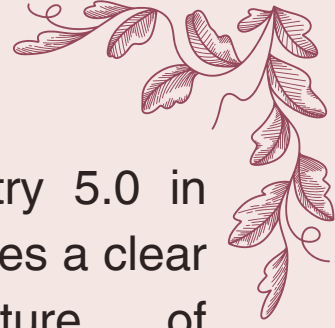
to create a culture of collaboration between human workers and machines, and to empower workers to come up with new ideas and approaches to optimise manufacturing and supply chain processes.

- **Invest in advanced digital technologies:** Industry 5.0 requires the integration of advanced digital technologies such as artificial intelligence, machine learning, and the Internet of Things into manufacturing and supply chain processes. Companies should invest in these technologies and work with technology partners to develop custom solutions that meet their specific needs.
- **Optimise manufacturing processes for personalization and sustainability:** Industry 5.0 involves a shift from traditional mass

production to more flexible and adaptable manufacturing processes that are optimized for personalization and sustainability. This means working closely with customers to understand their needs and preferences, as well as optimizing manufacturing processes to minimize waste, reduce energy consumption, and promote social well-being.

- Collaborate with suppliers and partners: Industry 5.0 requires greater collaboration and communication between manufacturers, suppliers, and customers. Companies should work with suppliers and partners to optimize supply chain processes and to ensure that sustainability and social responsibility are prioritized throughout the supply chain.





- Develop a culture of innovation and continuous improvement: Industry 5.0 requires a mindset shift from traditional planning methods to more innovative and agile approaches. Companies should develop a culture of innovation and continuous improvement, and encourage employees to come up with new ideas and solutions to optimise manufacturing and supply chain processes.

Implementing Industry 5.0 in manufacturing requires a clear strategy, a culture of collaboration between human workers and machines, investments in advanced digital technologies, optimisation of manufacturing processes for personalisation and sustainability, collaboration with suppliers and partners, and a culture of innovation and continuous improvement.

By. Devesh Aggarwal

Student at CII School of
Logistics



Women Leaders in Logistics: Pioneering Change and Driving Innovation.

In the traditionally male-dominated field of logistics, women are increasingly making their mark, driving innovation, and reshaping the industry's landscape. As pioneers and trailblazers, these women leaders are breaking barriers, challenging stereotypes, and revolutionizing the way logistics operations are managed and executed.

One of the key aspects of women's leadership in logistics is their ability to bring fresh perspectives to the table. With diverse backgrounds and experiences, women leaders often approach challenges with creativity and resilience, driving innovation in areas

such as supply chain management, transportation, warehousing, and distribution.

The India Logistics and Supply Chain Awards recognized the top women logisticians in India for their exceptional contribution to the field of logistics and supply chain management. A special mention to Mrs. Kinjal Pande CEO of DB Schenker India who won the Logistics Personality of the Year award.

Moreover, women leaders are driving technological advancements in logistics, harnessing the power of data analytics, automation, and artificial intelligence to optimize processes, improve efficiency,

and enhance customer experiences. Their forward-thinking approach to technology adoption is reshaping the future of logistics and positioning their organizations for long-term success in an increasingly digital world.

Women leaders in logistics are also champions of change, advocating for diversity and inclusion within their organizations and across the industry as a whole. By promoting gender equality and empowering **women** at all levels, these leaders are fostering a more inclusive and dynamic workforce, which in turn leads to greater productivity and success.

Women leaders in logistics excel in building strong relationships and collaborative networks both internally and externally. By fostering partnerships with suppliers, customers, and industry

stakeholders, they create synergies that drive growth and innovation, while also addressing challenges such as sustainability and environmental responsibility.

In conclusion, **women** in logistics are at the forefront of driving change and innovation in an industry that is vital to global commerce. Through their vision, determination, and leadership, they are not only breaking barriers but also shaping a more inclusive and prosperous future for the logistics sector and beyond



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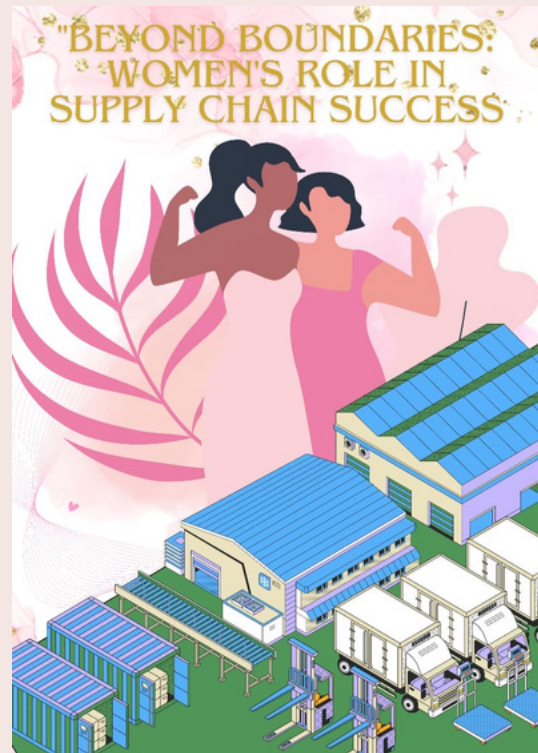
POSTER MAKING COMPETITION RESULTS



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Logitoons



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