



The Chartered  
Institute of Logistics  
and Transport

# SPREADING OUR WINGS

**WiLAT:** Supporting tomorrow's global thinkers




Women in Logistics  
and Transport



**Introduction**

# **Ten years of Women in Supply Chain, Logistics & Transport**



Nearly ten years after the global launch of WiLAT, we wanted to take the opportunity to celebrate all that this incredible initiative has achieved – and look to the future and all that we still want to do.

Women in Logistics and Transport (WiLAT) was officially launched by the Chartered Institute of Logistics and Transport (CILT) in June 2013 with a mission to grow and promote the role of women in supply chain, logistics and transport industries.

Nearly ten years on, WiLAT now has over 3,250 members in 34 territories – and is still growing. It has formal governance accountability structures, and four strategic thrusts that inform everything that WiLAT does: Leadership, Mentorship, Entrepreneurship and Empowerment.

WiLAT has grown significantly both in size and influence, but our work does not stop here. We must always be on the move, looking for fresh opportunities and partnerships in the society around us.


This publication is called ‘Spreading our Wings’ as it’s about where we want to go, not just where we have been. In it, we look back on our beginnings and pay tribute to the forerunners of WiLAT for their vision and their tremendous efforts in building WiLAT to what it is today. And we look forward at the young women who will be the future of WiLAT.

**“Let’s together drive  
WiLAT to even  
greater heights  
by inspiring,  
empowering,  
educating and  
making an impact  
on our profession.”**

A woman with glasses and a patterned top is speaking into a microphone. The image is overlaid with a semi-transparent teal filter.

# **WiLAT Global Chairperson**





I am deeply honoured to share this message as WiLAT Global celebrates a decade of inspiring and empowering women in logistics and transport to make an impact in our industry.

Our journey in the past decade has been very rewarding and fulfilling. It all started with WiLAT Nigeria in 2010 and then in 2013 the birth of WiLAT Global. Over the past decade, WiLAT spread its wings and connected so many.

We have seen women conquering new heights and becoming role models for others. We have nurtured the next generation of women in logistics and transport – the Stars of WiLAT (SoW), with our newly launched awards.

As we march towards our 10<sup>th</sup> anniversary, WiLAT is stronger than ever before. We have expanded our footprint into 34 territories and have over 3,250 members working together with one common goal. My heartfelt appreciation goes to our first Global Convenor Aisha Ali Ibrahim and the Immediate Past Chairperson Dr Dorothy Chan for their leadership and steering WiLAT to what it is today.

We all know the decade ahead of us will be a defining one, not only for women but for all of us. Climate change, as well as adapting to the lasting effects of a global pandemic present challenges we must all rise to.

We have embedded sustainability in all our plans.

WiLAT chapters are also active in promoting corporate social responsibility projects. The newly launched virtual WiLAT Capacity Building Centre (WCBC) will be another important asset in helping members build future-ready skills. We are also forging partnerships with funding agencies in various countries.

Our members understand the value of being part of a professional body like the Chartered Institute of Logistics and Transport which gives them access to the most powerful global professional network in the industry for continuing professional education and to engage and share best practices.

As the current Global Chairperson, I am thankful to each and every one of your contributions to drive the WiLAT agenda.

We have the vision, the resolve and the capability. We make change real, turning ideas into actions. Let's together drive WiLAT to even greater heights by inspiring, empowering, educating and making an impact to our profession. The importance of our purpose from that day in 2013 has not diminished. If at all it has only magnified. Let us continue the journey by joining hands with a purpose and passion to drive progress!

**Gayani de Alwis, FCILT**  
WiLAT Global Chairperson

**“You, above all,  
are an absolute  
inspiration to the  
members, and it is  
an honour to work  
alongside you.”**



# **CILT International President**



When I was given the huge honour of taking on the Presidency of the Chartered Institute of Logistics and Transport, not only did my thoughts turn to the many things we could collectively achieve globally, but also how excited I was to be able to have a greater part to play in the Institute's forums - and particularly Women in Logistics and Transport.

I had seen that they were dynamic, driven and enthusiastic professionals, but what I was maybe not prepared for was just how hard the WiLAT members were prepared to work to further their objectives and those of CILT. I quickly recognised that WiLAT is akin to a force of nature, almost something to wonder at, a beacon of light shining in a sometimes murky world and always impossible to ignore. And for those qualities we should all be grateful.

In the 10 years since WiLAT's foundation, they have driven the topic of diversity and inclusion to the very top of the Logistics and Transport sector's agenda and have established a solid network of like-minded members which now spans the globe.

They have truly delivered on my passion for our membership's benefits, have added even greater member value and if I'm honest, don't seem like they are going to lose any momentum any time soon - in fact probably the opposite. Furthermore they talk to the world in terms that broader society and businesses understand, and do so much to shout loudly about the modern, progressive and innovative profession to which we all belong.

I am extremely proud of the benefits CILT brings to our profession, and in their 10<sup>th</sup> anniversary year I am humbled and honoured to serve the members of WiLAT. I stand in awe of their achievements to date but also know that their journey is still a long one. And I, for one, undertake to join them on that journey during my time as President, and to do all that I can to help ensure that WiLAT continues to achieve ever greater success.

And finally, to the WiLAT leadership team - you, above all, are an absolute inspiration to the members, and it is an honour to work alongside you.

**Paul Sainthouse, FCILT**  
International President

**“I will do my best  
to support you in  
achieving your  
objectives and  
help expand WiLAT  
across the globe.”**

# **CILT International President Elect**





WiLAT's mission is "To promote the status of women in Logistics and Transport, to bring together those who support talent and career development of women and to provide a support network and mentoring opportunities for women in the sector".

I am a strong believer of this mission and pledge my commitment to it during my tenure as the President Elect and Chairman of the International Management Committee. I will do my best to support you in achieving your objectives and help expand WiLAT across the globe.

I am happy to be part of WiLAT and join in the celebration of the 10<sup>th</sup> anniversary. I wish all the WiLAT members a happy anniversary and congratulations to the current and past leaders who have kept up the momentum through their incredible tenacity. The sky is the limit.

**Chief Teete**  
**OWUSU-NORTEY, FCILT**  
International President Elect

## Messages from WiLAT Global Advisors



**“WiLAT has been ably led by exemplary women, who have, through their dynamism and effective leverage galvanized and enthused thousands of women across the sector.”**

I am delighted to be given the opportunity to contribute a message on the 10<sup>th</sup> anniversary of WiLAT. This anniversary is especially poignant and memorable to both CILT Sri Lanka and me personally, as the global launch of WiLAT took place during the International Convention hosted by Sri Lanka in 2013, which was also the year in which Sri Lanka was granted territorial status in the Institute.

From its beginnings as a visionary initiative in Nigeria and Africa, championed by Aisha Ali Ibrahim, WiLAT today is a veritable powerhouse of action, commitment and explosive growth within the CILT global family.

Starting with Aisha, then Dorothy and now Gayani, WiLAT has been ably led by exemplary women, who have, through their dynamism and effective leverage of the CILT International organisation, galvanized and enthused thousands of women in all spheres of the logistics and transport industry across the world to become a part of this incredible journey.

The pace and dedication with which new countries and branches are being assimilated into WiLAT and thereby CILT International networks is impressive. The diversity of the value offered to membership, from leadership and personal development, mentoring and networking, to sustainability, greening and digitalisation learning and implementation initiatives, all epitomise the positive, ‘can do’ attitude of the global, regional and country WiLAT organisations.

It is indeed a rare privilege to be on the fringe of this transformational journey and experience the vibrancy first-hand. I am certain that given the depth and passion of the leadership and people in WiLAT organisations around the world, the next decade is certainly going to be even more momentous than the last one.

I wish each and every person in WiLAT organisations globally, the very best on this anniversary and in the years ahead.

**Romesh David, FCILT**  
WiLAT Global Advisor

# Romesh David





**“WiLAT truly does inspire and have an impact, while creating an inclusive and diverse culture.”**

I feel honoured to be given the opportunity to share my thoughts on the 10<sup>th</sup> anniversary of WiLAT – an initiative that has caused a significant shift in the transport and logistics industry, worldwide. This anniversary is indeed a special one, as we celebrate the organisation’s progress since its inception in Nigeria 2010, and the global launch in Sri Lanka in 2013.

WiLAT is a movement which has created change in every part of logistics. Its huge growth and impact since its inception are signs of its dynamic and focused leadership – from the first global convenor Haj Aisha Ali Ibrahim, to Dr Dorothy Chan and now Gayani De Alwis, with her style of unparalleled service delivery, relentlessness and commitment to set objectives.

Trade, transport and the global supply chain are critical elements propelling growth and sustainable development. Remarkably, despite disruptions caused by Covid-19, we have grown stronger together through virtual meetings, training programmes, consultations and webinars on topical issues. This has led to the successful launch of more chapters and the establishment of a highly commendable Capacity Building Centre (WCBC).

WiLAT truly does inspire and have an impact, while creating an inclusive and diverse culture. I am proud to be associated with this movement and wish us all resilience to carry on with the work as we celebrate the 10<sup>th</sup> anniversary of WiLAT.

**Dabney Shall-Holma, FCILT**  
WiLAT Global Advisor

# Dabney Shall-Holma

Transport and logistics are key enablers for the world's economic development and prosperity. They get you to your destination, deliver your products, and help your business to grow.

The Chartered Institute of Logistics and Transport supports the professionals who plan the systems, who bring in the raw materials, who manage the movement of people and goods, who ensure safety standards, maintain mobility, and keep the economy working.

## **We are CILT (Chartered Institute of Logistics and Transport)**

We are the leading professional body for everyone who works in supply chain, logistics and transport. We are a global family, representing professionals at all levels in our industry, with a mission to give individuals and organisations access to the tools, the knowledge and the connections vital to success in the supply chain, logistics and transport industry.

## **Where we come from**

The Institute was founded in 1919 by a group of like minded industry professionals with a mission to improve industry practices and nurture talent. The Institute today has stayed true to those ideals, growing to encompass more than 34,000 members in 38 countries, continuing to set the industry standard in education and qualifications, and earning its reputation as the first choice membership organisation for all professionals working in the supply chain, logistics and transport industries.

# About CILT





## What we do

As a global membership organisation, we support industry professionals across the world. Through our educational suite we help professionals at all levels to grow, develop their careers and to access better jobs. But our true strength is our membership. Our collective knowledge, experience and skills form an invaluable resource, sought out and relied upon by governments, corporate organisations and individuals the world over.

## Where we're going

As an organisation we have come a long way. We are proud of our achievements and our successes. In the decades to come we will stay true to our ideals, continue to set the industry standard in education and qualifications, and remain the first choice for all transport and logistics professionals.

## CILT and WiLAT

We are immensely proud of WiLAT, and will continue to support and facilitate their work globally. Diversity and inclusion are primary focuses of the Institute and we continue to drive the change towards a more efficient industry.

## Our vision

To be recognised globally as the first choice professional body for the supply chain, logistics and transport industries.

## Our mission

To create the right programmes and set the right goals to be seen as the leading professional body globally, by those within and outside our profession.

## Our Vision

To be the most sought after forum for advocacy, professionalism and empowerment of women in supply chain, logistics and transport.

## Our Mission

To promote the status of women in supply chain, logistics and transport, to bring together those who support talent and career development of women and to provide a support network and mentoring opportunities for women in the sector.

## Our Logo

The WiLAT logo and pin were designed by Dorothy Chan and WiLAT supporters in Hong Kong. The initial letter of 'W' for women is replicated as a flying bird to signify that women are flexible, industrious, holistic, strategic and elegant. Birds are usually gregarious and work in teams, which is also a core value in the logistics and transport world.



# CILT & WiLAT – working together to empower women in Supply Chain, Logistics & Transport



## WiLAT Structure

WiLAT is a forum within CILT and its practices are governed by the Forum Protocol Document promulgated in November 2017.

## WiLAT Membership

WiLAT membership is fully dependent on membership of CILT. Female members of CILT automatically become members of their local group of WiLAT. Male members of CILT may become a Friend of WiLAT. For more information, please contact your local group or Global WiLAT Vice Chairperson in your respective region.

## Establishing a WiLAT Group

WiLAT groups are formed within CILT Territorial Organisations and Branches.

In areas where CILT is not yet established, the Global Vice Chairperson responsible for the region will guide activities. Contact your Global Vice Chairperson for more information on establishing a local group.

## WiLAT Governance

The operation of WiLAT is governed by the WiLAT Forum Guidelines as set by the CILT Council of Trustees (COT) which can be accessed via the WiLAT global website. The WiLAT Steering Committee, headed by the Global Chairperson, and composed of Deputy Global Chairperson and Global Vice Chairpersons by region are responsible for the growth and development of WiLAT internationally, and for coordinating our annual global conference. The Global Chairperson / Deputy Global Chairperson and Head of WiLAT Capacity Building Centre (WCBC) who sit on the CILT International Management Committee (IMC), report on global development progress to the IMC regularly.

Global Vice Chairpersons promote the interests of women in their region and encourage membership. Country groups work with, and on behalf of, women at local level, organising events, providing local support and networking opportunities, and representing women within the local CILT Council.

## WiLAT Governance Structure





# WiLAT Structure



## WiLAT Steering Committee

Global  
Chairperson

Gayani  
De Alwis



Deputy Global  
Chairperson

Doreen  
Owusu-Fianko



First Global  
Convenor

Aisha Ali  
Ibrahim



Immediate  
Past Global  
Chairperson

Dorothy Chan



Global WiLAT  
Advisor

Romesh David



Global WiLAT  
Advisor

Dabney  
Shall-Holma



Head of  
WCBC

Vicky  
Koo



Global WiLAT  
Administrator

Nlaliban  
Wujangi



Global WiLAT  
Media  
Coordinator

Dhashma  
Karunaratne



## Global Vice Chairpersons (GVC)

North &  
West Africa

Folake  
George



South & East  
Africa

Margaret  
Bango



Middle  
East

Berna  
Akyildiz



South East  
Asia

Zawiah Abdul  
Majid



East Asia

Nancy  
Qian



Indian Ocean  
Islands

Nazeema  
Seelarbokus



South Asia

Gayathri  
Karunanayake



Central Asia


Marina  
Kuznechevskaya



Australasia

Catherine Lou



A close-up photograph of a hummingbird in flight, facing left. The bird's head is in sharp focus, showing its long, thin beak and a large, dark eye. Its feathers are iridescent, with shades of green, blue, and purple. The wings are spread, showing the intricate structure of the feathers. The background is a solid, dark green color.

Learning to fly

# WiLAT - soaring through a decade



## May 2010 – one woman with an ambitious vision

It was at the CILT International Conference in May 2010 that the question of how to empower and increase the number of women in transport and logistics first arose. Delegates came from most of the CILT territories and branches, but despite this, there were very few women in attendance. This striking lack of representation was noticed by attendee, Aisha Ali Ibrahim, a Fellow and representative in the Council of CILT Nigeria.

Aisha decided to organise a meeting at the conference with some of the other women in attendance, including Naa Densua Aryeetey CMILT (Ghana), Dorothy Chan FCILT (Hong Kong) and Jo Brosnahan FCILT (New Zealand). It was at here that Aisha put forward the idea of establishing a women's group within CILT. It was agreed that all should go back to their various countries and start up groups – and WiLAT began.

Delegates at the CILT International Conference in May 2010 carry WiLAT placards.



## **June 2010 – the inaugural launch of the first female group in Nigeria**

Led by Aisha, with the support of Lizzy Owude, Lucy Damachi, Calista Odiegwu and Francis Ehighiese, CILT Nigeria Council launched the inaugural Women in Logistics and Transport group.

## **2011 – female group idea presented in Australasia**

After the formation of WiLAT Nigeria, WiLAT executive members and members of WiLAT Nigeria promoted the initiative to other nations. At the 2011 International Conference in Australia, Aisha, Hariratu Mohammed and others met with Malaysian delegates, including Ts Hajjah Zawiah Abdul Majid FCILT and Sharifah Salwa, to encourage the creation of more WiLAT groups.



## **March 2012 – female group gained the attention of CILT global leaders**

At the Africa Forum held in Abuja on the 26 March 2012, the then IVP/Chairman of the Africa Forum Chief Teete Owusu-Nortey and the Chairman of the planning Committee, Ibrahim Jibril gave Aisha Ibrahim the opportunity to present on the goals and objectives. This presentation gained the attention of the then International President of CILT, Alan Waller, who asked Aisha Ibrahim to present at the next international conference to be held in the UK.



## June 2012 – female group got the global go-ahead

Following a presentation by Aisha at the 2012 International Conference in Birmingham, UK, Alan Waller, the then CILT International President and Dorothy Chan, International President Elect, both gave their official support to the formation of female forums in all CILT Territories.



## October 2012 – Hong Kong and Middle East launches

With the leadership of Dorothy Chan President of CILT, the female forum was formed in CILT Hong Kong. The name of the forum Women in Logistics and Transport (WiLAT) and the bird like logo was coined for global adoption. WiLAT Hong Kong was launched by Becky Loo, FCILT, President of CILT Hong Kong on 12 October 2012, and led by the first chairperson Vicky Koo, FCILT.

Led by Nadia Abdul Aziz, WiLAT Middle East was also launched.



## November 2012 – Malaysia launch

Ts Hajjah Zawiah Abdul Majid led the launch of WiLAT Malaysia.



## March 2013 – Uganda, India and Sri Lanka launches

Under the leadership of Lucy Adeke CMILT, WiLAT Uganda was launched. That same month, WiLAT India was launched by CILT India under the leadership of K C Jena FCILT, President and led by Ragini Yechury FCILT.

Led by Gayani De Alwis CMILT and Namalie Siyambalapitiya CMILT and under the leadership of Romesh David CMILT, then CILT Sri Lanka President, WiLAT Sri Lanka was launched.

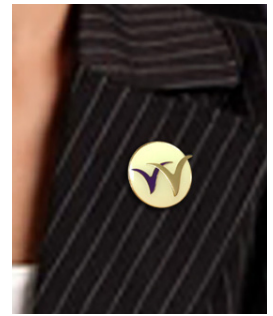


## May 2013 – South Africa launch

Aisha and Margaret Bango led the launch of WiLAT South Africa with the support of the then CILT International President Dorothy Chan, and Keith Newton, Secretary-General.

## June 2013 – official launch of WiLAT Global

WiLAT Global was launched by CILT International in Sri Lanka on June 3, 2013. Aisha was made the first WiLAT Global Convenor. Saliya Senanayake took on the role of advising the Global Convenor on the development of WiLAT. Dorothy Chan – one of the pioneers of WiLAT – became the first Asian CILT International President. WiLAT lapel pins were produced and distributed to signify the global launch.



## September - November 2013 – Ireland, Pakistan and Zambia launches

WiLAT expanded rapidly in 2013 following the Global launch in June. We welcomed Ireland in September, Pakistan in October and Zambia in November.



## December 2013 – Ghana launch

Led by Doreen Owusu-Fianko FCILT, CILT Ghana under the support of Chief Teete Owusu-Nortey, the then IVP/Chairman of the Africa Forum, and Rev. G.D. Mensah FCILT, launched WiLAT in Ghana - making it the 12<sup>th</sup> WiLAT chapter.



## 2014 – Tanzania, Gambia and Singapore launches

2014 is not a quiet year. Three WiLAT launches led by their chairpersons: Salha Mohammed Kassim of Tanzania in March, Jahumpa Ceesay of Gambia in May and Kelly Lee of Singapore in August.

## 2015 – Zimbabwe launch

Zimbabwe made the spotlight in 2015. WiLAT Zimbabwe was launched by Lynette Chakwenya.

## 2016 – Regional meeting in Singapore

A successful meeting was held in Singapore hosted by WiLAT Singapore. Vicky Koo became the Deputy Global Chairperson and she funded a WiLAT Secretariat Office and the website to support the growth of WiLAT globally.



## March 2016 - Mauritius launch

In March, WiLAT Mauritius was launched under the leadership of Nazeema Seelarbokus.



## November 2016 - China launch

The successful launching of WiLAT China gave strong impetus to reach out to the huge population and WiLAT China also solicited funding support for overseas WiLAT members to attend the annual CILT China conference.



## 2017 - First WiLAT China Forum

A successful WiLAT China Anniversary gathering was conducted in Xuzhou in parallel with CILT Conference. It was a rich programme attended by senior officials and government department of women and WiLAT scarf was introduced for official events.



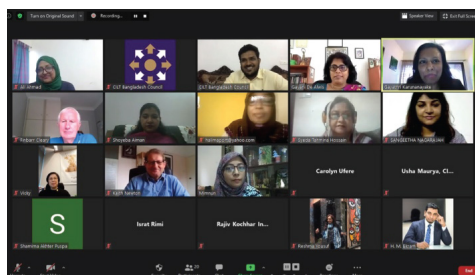
## 2017 - Australia launch

In 2017, Karyn Welsh, CILT Australia initiated the establishment of WiLAT Australia, Peta Irving was appointed by CILT Australia who formally announced that WiLAT Australia being part of the bigger Global WiLAT is committed to pursue our common mission to promote women in supply chain, logistics and transport.



## 2020 - Bangladesh, Madagascar, Egypt and Turkey launches

WiLAT is moving into new territories under the leadership of Gayani de Alwis. Our efforts are recognised with more and more female leaders expressing support and interest. 2020 saw 4 WiLAT launches: Bangladesh in August, Madagascar in November, Egypt and Turkey in December.



## June 2021 - launch of the WiLAT Capacity Building Centre (WCBC)

A key initiative was the establishment of the WiLAT Capacity Building Centre led by Vicky Koo. This is a long-term commitment to empower women in supply chain, logistics and transport by providing capacity building programmes.



## 2021 - the first edition of the WiLAT newsletter 'Wings of Change' was produced and Indonesia, Oman, Fiji, Korea, Seychelles, Kazakhstan, Caribbean, Rwanda, Turkmenistan launches

WiLAT experienced a remarkable year with 10 WiLAT launches. We began with 3 WiLAT launches in March 2021: Indonesia, Oman and Fiji followed by Korea in April, Seychelles in July, Kazakhstan and Caribbean in August, Côte d'Ivoire in September, Rwanda in October and Turkmenistan in December.



## 2022 - Tajikistan launch

WiLAT Tajikistan was launched under the leadership of Larisa Kislyakova on 18 February.





# Tribute to the pioneers of WiLAT

# Meet the extraordinary people who helped make WiLAT possible

## Aisha Ali-Ibrahim FCILT

Aisha is the Managing Director/Chief Executive Officer of Confluence Logistics & Transport Consults Limited, a company she founded after retiring from civil service. She is a seasoned Transport Professional who has over 35 years' experience in the Logistics and Transport industry.



Prior to her retirement in 2020, Aisha was the first female General Manager of Marine and Operations at the Nigerian Ports Authority. She was also Port Manager at the Lagos Port Complex (LPC), where she had a lasting impact, including the creation of a crèche, the Safety Operations & Information Centre (SIOC), the Multipurpose Hall and several other achievements, which were all the first to exist in the Nigerian Ports Authority.

Aisha obtained an MSc in Transport from the University of Cardiff, Wales in 1994, a Post Graduate Diploma in Public Administration from the Academic Staff College of Nigeria (ASCON), 1991 and a BSc International Studies from the Ahmadu Bello University, Zaria in 1983. Aisha attended Queens College, Yaba Lagos from 1973 – 1978.

Aisha is a Fellow of the Chartered Institute of Logistics and Transport and a recipient of several professional Awards - she is a proud recipient of the Pegasus Award, for initiating the Women in Logistics and Transport (WiLAT) group. This is the highest honour the Institute can bestow on those who have made outstanding contributions at the international level over many years. She held the position of Global Convenor for six years from the time of the WiLAT initiation.

She is a recipient of the Outstanding Port Manager of the Year Award in 2018 from the Global Port Forum, CILT International Presidents' Medal for 2014, Distinguished Nigeria Woman Award in Transport & Logistics (Maritime), 2018 by Transport Day, the Most Achieving Port Manager of the year 2017 from the Maritime Workers Union of Nigeria, 2019 Excellence Award from the Lagos State University (LASU) School of Transport, Award of Excellence by the Nigerian Ports Consultative Council 2020, to mention but a few.

In 2006, she was honoured by Attah Igala as Iye-Adebu Attah Igala for her service to the community as the founder of Ateko Women Association in Kogi state, Nigeria.



## Dr Dorothy Chan, Hon Fellow, CILT



Dr Dorothy Chan has been a CILT member since 1978, serving the Hong Kong chapter as Honorary Secretary and becoming the first female President of CILT Hong Kong in 1989. She was an International Vice President of the Institute between 2003 and 2007 and became the International President in 2013.

During that year, she launched WiLAT globally in Sri Lanka, oversaw the implementation of a new WiLAT logo, and opened a path for WiLAT to develop globally. She was awarded an Honorary Fellowship by the Institute in 2015.

Stepping down as International President in 2015, Dr Chan took on the role of Global WiLAT Advisor and took over as WiLAT Global Chairperson in 2019, assisting the transition from Aisha Ibrahim to Gayani de Alwis as WiLAT's current Global Chairperson.

Dr Dorothy Chan held the position of Deputy Commissioner for Transport for the Hong Kong Government before her retirement and was awarded the Bauhinia Star for her meritorious service in transport. She was awarded “Leading Woman on Boards” in 2017 in American Chamber’s Women of Influence Awards.

Dr Chan is the Chairperson of Sustainable Agricultural Development Fund Advisory Committee, an Independent Non-Executive Director of Mass Transit Railway Corporation Limited and AMS Public Transport Holdings Ltd.

She is a member of the Board of Governors of the Hong Kong Institute for Public Administration. She is also a council member of the Mass Transit Railway Academy (HK) Company Limited and a Director of Tung Wah Group of Hospitals E-Co Village Limited.



Stepping down from the WiLAT Steering Committee in 2021 are the following ladies.

Their dedication in contributing to the development of WiLAT will be remembered and we are pleased that they will continue to serve WiLAT and CILT.

- Vicky Koo, Deputy Global Chairperson
- Carmen Li, Global Vice Chairperson, East Asia
- Doreen Owusu-Fianko, Global Vice Chairperson, North & West Africa
- Mumeka Reenah, Global Vice Chairperson, South and East Africa
- Nadia Abdul Aziz, Global Vice Chairperson, Middle East

**Thanks  
for the  
incredible  
contributions**

## Vicky Koo

Vicky Koo has dedicated her passion in logistics and supply chain management since college. Her track record in managing global supply chains to attain performance excellence was the foundation for her to advance her career into digitalisation consultancy and solution offering since 2009. She is the Director of Vizilog Asia Ltd leading a team of technology professionals to innovate for effective business process.



She joined CILT in Singapore in the early 90's and is a Chartered Fellow. She has served as a CILT International IMC member since 2016; Hong Kong Council Member since 2014. She is the founder Chairperson of WiLAT Hong Kong from when it was founded in 2012. She became the WiLAT Deputy Global Chairperson in 2016.

She plays a significant role in facilitating communications among WiLAT chapters to enable growth through the website [wilat.org](http://wilat.org) and the self-developed learning portal [wcbc.online](http://wcbc.online) to facilitate the learning experiences of participants at WCBC. She organises WiLAT Steering Committee and Global Council meetings, provides administrative support of all WiLAT Global events, reports on the progress of WiLAT Global to IMC and supports the development of new WiLAT chapters.

Vicky has made a tremendous contribution to WiLAT and is heading the WiLAT Capacity Building Centre with an aim to provide the knowledge and skills that are needed for our women in career advancement. Through the programme offerings, funds are made available for a participant's respective WiLAT chapter to enable growth locally. Leveraging on the learning programmes, WCBC reaches out to likeminded organisations to extend its network and raise awareness on CILT Continuing Professional Development (CPD) qualifications.

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## Carmen Li

As a rail transport practitioner in Hong Kong for over 30 years, Carmen Li joined CILT in 1995. CILT membership not only enriched Carmen's professional qualification but also offers her invaluable exposure to all facets of the transport industry, enables her to bond with fellow practitioners all over the world, and most importantly allows her to leverage opportunities to serve the transport community.



In Carmen's past position, GM-High Speed Rail & Intercity, with the Mass Transit Railway Corporation Limited (MTRCL), she specialised in High-Speed Rail & Intercity Services, which are cross-boundary passenger rail services connecting Hong Kong and the Mainland of China.

She was appointed as General Manager of Chengdu RongGang Commercial Development Company Ltd in June 2021 to represent the interest of MTRCL in the joint venture project of Chengdu Metro.

Carmen served as a WiLAT Global Vice Chairperson for East Asia and capitalised on knowledge and experience to introduce the Greater Bay Area (GBA) of China to the rest of the world, and to appeal to key stakeholders to devise strategic moves to advance the transport development in the GBA. In her new role as one of the Lead members in WCBC, Carmen will continue to promote female leadership.

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## Dr Doreen Owusu-Fianko

Doreen Owusu-Fianko joined the CILT family as an Associate member of CILT UK and became a Chartered Fellow of CILT Ghana in 2010.



She is an aviation and tourism expert with 40 years in the industry. She was also on the boards of a number of public and private institutions in the aviation and tourism industries.

She served as WiLAT Global Vice Chairperson, North and West Africa and was the Chairperson of WiLAT Ghana. She is now our Deputy Global Chairperson.

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## Mumeka Reenah

Mumeka Reenah has over 20 years' experience in coordinating and managing motor transport.

From 2018 to 2021, she served as Global Vice Chairperson for South and East Africa coordinating and supervising WiLAT Chairpersons from South Africa, Malawi, Zimbabwe, Tanzania, Uganda, Mauritius, Zambia and Rwanda showing amazing leadership and support.




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## Nadia Abdul Aziz

Nadia Abdul Aziz completed her MBA in Business administration and took courses in freight & logistics. She has more than 20 years of work experience, of which 16 years in freight and logistics.

She currently heads ICC (Customs and trade facilitation) UAE, NAFL (National Association of Freight & Logistics), Al Noor Training Centre for Children with Special Needs and Global Vice Chairperson for the Middle East. Her services on WSC were extended from 2018 to 2021.





Spreading our wings

# How WiLAT is responding to the challenges of today



In the ten years since WiLAT's global launch, there's been good progress for women working in our industry. The fact remains though that the proportion of women in senior positions is still below 30% (Grant Thornton International Business Report). This is significant progress – there were just 20% in 2011 – but clearly, we still have work to do.

## Our four strategic thrusts

The purpose of identifying four strategic thrusts is to focus our efforts in key areas which will support women's professional development and bring about change.

### 01. Leadership

The leadership philosophy is built around three pillars: Investment, Opportunity and Awareness.

We invest in women, identify future leaders and mentor them. We help them access leadership training programmes and encourage them to apply for executive roles.

We identify and promote opportunity, driving the change towards an equal workplace. We are part of the global campaign to increase female participation in decision making to at least 30% and work tirelessly to ensure leadership roles are accessible to women, and women are able to forge careers at all levels of the industry.

We increase awareness of the successes of women within the industry, emphasising their value

to companies, showing what can be achieved and encouraging our members to aim high.

### 02. Mentorship

Mentorship is vital to ensuring young professionals are able to harness their true potential and WiLAT is well positioned to facilitate this. As part of the first-choice global membership organisation in the supply chain, logistics and transport industries, WiLAT is able to draw on a vast wealth of experience and contacts, enabling women to learn from others, to grow professionally and to find the right opportunities to suit their personal ambitions.

WiLAT Sri Lanka have enjoyed great success in the field of female mentoring through the implementation of their 'Ignite' programme. Designed to provide learning and development opportunities for young female professionals, and to give them one-on-one access with experienced industry insiders, 'Ignite' has made a real difference in the region. The programme has since been adopted by WiLAT globally, laying the foundations for future success around the world.

### 03. Entrepreneurship

Entrepreneurship is powerful. By seeing opportunities and harnessing new ideas, entrepreneurs create jobs, help regions develop and grow economies.

It is also a vital tool in the empowerment of women. Women entrepreneurs gain control of resources and with them the ability to choose their own destiny. As well as serving general need, they are able to see opportunity from a female perspective, providing new and necessary services. Perhaps most importantly of all, there is no glass ceiling in a female led enterprise. Women entrepreneurs can employ women. They can create companies that start with a culture of equality, and can give vital experience to other women, allowing them to break into an industry and forge a career equal to their talents.

WiLAT offers a platform for women entrepreneurs to meet, exchange ideas and share best practices. We encourage women to challenge themselves, help them harness their talent, and support them as they change the world.

### 04. Empowerment

The empowerment of women is key to a more equal future. Empowered women are able to access the tools, resources and learning that allow them to unlock their potential and choose their own destinies.

WiLAT supports change in four key areas:

- Social mobility
- Labour participation
- Access to resources
- Control over decision making.

By encouraging women and the industry to engage at all levels, we can change the culture of our industry, and ensure a brighter, more equal future.

Excellent progress in this area is being made by WiLAT Malaysia, who are working together with businesses and policymakers to give women more control over decision making.



The WiLAT Capacity Building Centre (WCBC) was established in June 2021. The need for a centre to provide a sustainable capacity building programme for female members was uncovered in the results of the 2018 WiLAT Hong Kong membership survey.

The WCBC team, led by Vicky Koo launched with 4 programmes in 2021 and has already attracted an incredible 153 participants from 21 countries.

The programmes are also integrated with CILT International CPD certification and offer financial incentives for territorial WiLAT to grow. With the support of CILT International Education Standards Committee (IESC), a WiLAT skill gap survey was conducted in March 2022 to identify challenges and training

needs. The full results are available at [www.wilat.org/wilat-skills-survey-2022](http://www.wilat.org/wilat-skills-survey-2022).

WiLAT are thankful to Dr Dorothy Chan, Dr Newton Demba and Jon Harris for guiding the development of WCBC as advisors.

Vicky Koo, Kelly Lee, Reshma Yusuf, Carmen Li, Gary Zhang, Dr Shereen Nassar and Ryan Kwok dedicated their time and effort to make WCBC a reality.



# WCBC - unlocking potential with 4 training programmes



# 1. Career Advancement & Life Enrichment Formula (CALF)

The CALF programme, designed by WiLAT Hong Kong, provides a unique opportunity for young managers of the industry to develop an overall picture of the latest industry trends, learn from experience of senior executives in the trade and build their social network with other highflyers in the industry. Speakers for CALF are mostly fellows and chartered members of CILT who are well experienced in the industry with remarkable achievements. It makes CALF a unique programme for CILT and WiLAT members.

The programme, which is offered once a year, was expanded to include the WiLAT global community in 2020. About 100 talents have benefited from the programme by 2021.



# 2. Sustainability Leadership Series (SLS)

This is designed by WCBC to provide a unique opportunity for managers of the industry to develop an overall picture on sustainability and the latest industry trends, learn from experience of senior executives in the trade and build their social network with other highflyers in the industry. The programme aims at preparing managers to undertake a leadership role in their organisation's initiatives towards sustainability.

Included in SLS are sustainability leadership, low carbon management for logistics, low carbon financing and the circular economy strategy game, The Blue Connection.



### 3. Reality of Digitalisation Programme (RoD)

Digital transformation for supply chain, logistics and transportation is becoming essential. The RoD programme is developed to facilitate executives and the senior management team to understand the critical knowledge in managing a digitalisation programme. It is a ten-hour programme including topics of digital technology basics, cyber security, cyber insurance, change management and business cases. Speakers for RoD are experts from our industry with first-hand digitalisation programme experience.

Participants are expected to steer their cross-departmental digitalisation programmes at work with confidence upon completion of the programme.



### 4. Mentoring and Coaching Programme (M&C)

Sponsored by CILT IESC, the M&C programme is designed to establish the CILT way of mentoring young members and enabling women in our industry with business coaching skills.

The programme was developed with reference to WiLAT Sri Lanka's Ignite programme which is an ongoing mentoring programme for industry new entrants and graduating students. Based upon the success of its model, CILT IESC has taken reference of the Ignite programme and officially launched the Mentoring and Coaching programme in 2021.

In its 2022 offering, over 90 participants joined the programme. Most of them will further structure the mentoring programme locally in collaboration with their local CILT branch.







# Reaching out in 2022



# Corporate Social Responsibility (CSR) is a key theme for WiLAT as we continue to push for action under our four strategic thrusts in our 10<sup>th</sup> anniversary year

Both as an organisation and on an individual basis, WiLAT is involved globally in CSR projects in partnership with other Non Government Organisations (NGOs) to help women tackle hurdles that could be hindering their development.

WiLAT in Africa made numerous donations and raised awareness on the unique transport needs of women. One of the projects we are most proud of is the 'bicycle' project for African countries to enable females to gain accessibility to transport. When the single bicycle owned by the household is used by the male member to deliver products and to perform work outside the villages, women often have to walk for long distances.

WiLAT Indonesia makes donations including groceries and motorbikes which they delivered by boat. They have also undertaken a series of webinars 'Women Talk' with a psychologist about working moms.

WiLAT Madagascar collaborated with an NGO to provide training for women to become self-employed, donated books and stationery items and made visits to orphanages.

WiLAT South Africa has undertaken aquaculture projects which are being pursued as an economic activity post Covid-19 and WiLAT Malaysia set up an Inspire Kitchen.

WiLAT Sri Lanka took the first step of their pledge to plant 1,000 trees on World Environment Day 2021 – now they have almost crossed the 500 mark.



# Leadership

## Enabling others to be their best

In today's fast changing world, companies need capable leaders to enable them to overcome business challenges, seek new opportunities and to improve their ways of operating to stay ahead of the competition.

**We are part of the global campaign to increase female participation in decision-making to at least 30%.**

We are in need of teams of transformational leaders. Throughout the Covid-19 pandemic, travel restrictions and business slow down highlighted the importance of leadership and the value of diversity to help businesses to find the best solutions.

Our WiLAT leaders are featured in various publications and act as role models for our younger generation as they sit on Boards of companies and NGOs.

WiLAT promotes diversity and leadership through all of their activities, here are just a few examples from 2022:

WiLAT Turkey carried out a skills and gender gaps survey and sent to both individual and corporate members in Turkey in March to highlight actions.

WiLAT members from Seychelles and Mauritius participated in the Indian Ocean Islands seminar organised by WiLAT Madagascar on the theme 'Opportunities for women in the field of logistics and transport – breaking the glass ceiling' to advocate the importance of women leadership.

Our WiLAT Kazakhstan Chairperson was invited as speaker to the World and IFC RoundTable about "The value of diversity" and WiLAT Tajikistan Chairperson spoke at the Conference "The International transport and transit corridors: interconnection and development" in Tajikistan.

WiLAT China have been running weekly Podcasts in WeChat and have received a very good response with approximately 500 followers currently. The content is a sharing of personal thoughts on professional topics on the subject of logistics, transport and supply chain and has inspired some interesting discussions.



# Mentorship

## Letting bright young minds shine

Mentorship helps to inspire young professionals and is an important foundation for WiLAT. It is a constant feature in programmes run by the WiLAT Capacity Building Centre as we provide opportunities and upward mobility for our young people.

There are many examples of successful mentorship activity across WiLAT, here are just a few:

WiLAT Sri Lanka's inspirational mentorship programme "Ignite" has successfully recruited young members. The programme was referenced by CILT IESC to become the Mentoring and Coaching programme for global adoption.

WiLAT Côte d'Ivoire partnered with a renowned university to conduct mentoring sessions for young women students as well as a high school.

WiLAT Madagascar organised a seminar on 'Engaging women role models to support other Women'.

WiLAT Indonesia introduced themselves to university students, engaging them with various programmes incorporating a strong mentorship aspect.

WiLAT Turkey's webinar on Youth Vision addressed work-life balance and in a TV show, they spoke about mentorship among Deans and mentees of two universities.





# Entrepreneurship

## Tech adoption and data management

WiLAT offers a platform for women entrepreneurs to meet, to exchange ideas and to share development ideas. Female entrepreneurs met on the development of WiLAT Middle East in April 2022.



Although the outbreak of Covid-19 struck the supply chain causing turmoil and delays on sea, air and road transport, it has positively affected attitudes towards digital transformation, tech adoption and data sharing. Innovation and entrepreneurship has become all the more important in aiding business as cities continue to roll out new smart city applications.

To take advantage of an engaged digital audience, WiLAT ran a series of webinars and networking sessions covering many topical subjects including:

Green supply chain and sustainability

Features of Logistics and the pharmaceutical industry

Managing Logistics during crisis time

Halal logistics

Preparing for the impact of sanctions on the global supply chain

Future trends of international logistics

Importance of Supply Chain as a CX

Enabler Post COVID

## Empowerment

## Proactive engagement

The empowerment of women and their career development is a key to a brighter and more equal future. WiLAT is actively working with NGOs to promote and empower women by providing training for them to be self-employed and they held a series of conferences and webinars including the following topics:

Values of diversity

Breaking the bias

Women empowerment and gender diversity

Career development and ethnics

C-Suite secrets, Paths to progression,

Shaping a new normal for diversity and inclusion

WiLAT signed a MOU with the Port Association of Indian Ocean Islands to conduct training programmes in May 2022. The WiLAT Nigeria Annual Conference in July is an important event on empowering women and reinforcing what successful leadership looks like using role models.





# Meet the women leading the way

WiLAT is organised around a core team: the WiLAT Steering Committee with local activities promoted and organised by WiLAT chapters in different territories.

This adaptable approach means that our efforts can have a far-reaching impact in advancing women participation at a local level. WiLAT Chairpersons are key to our success and we are pleased to introduce them – along with their ambitions and hopes for WiLAT.

**Dr Catherine Lou, CMILT**  
WiLAT Australia Chairperson

GVC, WiLAT Australasia

Deputy Discipline Leader for Business and Law, Institute for Sustainable Industries & Liveable Cities and Specialisation Advisor (Supply chain and logistics) at Victoria University, Australia.



**“WiLAT Australia, along with other colleagues, connects, collaborates, mentors, shares and learns from the leaders that contribute to a sustainable future for both the industry and the planet”**

—

**Halima Begum CMILT**  
WiLAT Bangladesh Chairperson

Associate Professor, Faculty of Shipping Administration, Bangabandhu Sheikh Mujibur Rahman Maritime University, Dhaka, Bangladesh.



**“WiLAT is a platform for networking and skill development on logistics. Women of Bangladesh can venture for a new job or entrepreneur opportunity in this field”**

—



## **Dr Blossom O'Meally-Nelson CMILT** WiLAT Caribbean Chairperson

**“WiLAT Caribbean aims to promote equity in gender employment, driven by a vision where the logistics and transport sector is transformed by a growing cadre of forward-thinking professional female managers, committed to the modernisation and digitalisation of the operations in this space”**

—



## **Li Tong CMILT** WiLAT China Chairperson

CILT China Vice Secretary General, Vice Secretary General of Transportation and Logistics Branch of China Communications and Transportation Association

**“Striving for excellence, we are together, WiLAT will be better with you”**

—



## **Carine Toure Yemitia, CMILT** WiLAT Côte d'Ivoire Chairperson

Head of Supply Chain, African Union

**“It is good to be a goal setter, better to be a problem solver and the best is to be an opportunity seeker who positively impacts her environment”**

—



## **Zeinab Awad, CMILT** WiLAT Egypt Chairperson

**“I have great confidence in WiLAT’s capacity to help women logisticians and transport professionals reach their dreams and fulfil their professional aspirations”**

—



**Ofa Qarase, CMILT**  
WiLAT Fiji Chairperson

**“My aspiration for WiLAT Fiji is to turn traditional problem solving on its head, dream big, think outside the box and refuse to be limited by our current situation”**



**Fatu Jahumpa Ceesay, CMILT**  
WiLAT Gambia Chairperson

**“We are proud to develop ideas and global networking of WiLAT in The Gambia, West Africa”**



**Dr Lynda Owusu-Afriyie CMILT**  
WiLAT Ghana Chairperson

**“My ambition is to increase WiLAT visibility within CILT and the Industry”**



**Vicky Koo, FCILT**  
WiLAT Hong Kong Chairperson

Head of WiLAT Capacity Building Center (WCBC)  
Owner of Vizilog Asia Ltd.

**“I am proud of all our achievements, including the new WiLAT Capacity Building Centre. The desire to excel among our members is strong”**



**Ragini Yechury, FCILT**  
WiLAT India Chairperson

**“WiLAT Always - be strong, be skilled, be for each other”**



## **Juliana Sofhia Damu, CMILT** WiLAT Indonesia Chairperson

Owner & Managing Director of PT. Asia Service Container

**“Do not wait for the opportunity to come, but be the opportunity creator”**

—



## **Marina Kuznechevskaya, FCILT** WiLAT Kazakhstan Chairperson

Chairperson of Institute of Directors Central Asia, Area Manager Flydubai airline in Kazakhstan

**“We are proud to develop ideas and global networking of WiLAT in Central Asia”**

—



## **Dr Kyoung Jo Kim, CMILT** WiLAT Korea Chairperson

CEO of Kyoung Sung Co Ltd, Chairperson of Busan Branch of Korean Women Entrepreneurs Association, Chairperson of Dong Myung Temple, Chairperson of Busan Green Trust, Board Member of Busan International Film Festival

**“We make a better life and world together with WiLAT”**

—



## **Liliane Melquiond, CMILT** WiLAT Madagascar Chairperson

President of women's Toamasina Port Association

**“Let's be strong together and make a change”**

—





## **Ts Amy Ooi Ai Mi, CMILT** WiLAT Malaysia Chairperson

Administration Manager, AK Shipping Sdn Bhd  
Registrar, AK Academy (an institution of Logistics,  
Transport and Supply Chain)



**“We, WiLAT Malaysia, are very honoured to witness the growth of WiLAT from strength to strength with actions and results over the years. Great job, leaders!”**

—

## **Amrita Harnaran, CMILT** WiLAT Mauritius Chairperson

**“To persevere in its endeavour to bring recognition and provide support for women in the Logistics and Transport Sector as it spreads its wings to attract professionals to join the CILT family””**

—



## **Khadijat Sheidu-Shabi, CMILT** WiLAT Nigeria Chairperson

**“To have reawakened, successful women as determined mentors to the younger generation, in order to have a continuous flow in the growth of professionals in the next generation”**

—



## **Dr Zainab Al-Balushi, CMILT** WiLAT Oman Chairperson

**“There is no limit to what we, as women, can accomplish”**

—



**Nasreen Haque, FCILT**  
WiLAT Pakistan Chairperson

Vice President Development & Finance, SZABIS

**“Proud of WiLAT’s accomplishments and confident that WiLAT will continue with even more successes.”**



**Josephine Nyebaza, CMILT**  
WiLAT Rwanda Chairperson

**“We are proud and honoured to be part of the global network and will ensure that we will keep encouraging the women in the logistics and transport sector to come forward”**



**Emily Mousbe, CMILT**  
WiLAT Seychelles Chairperson

**“Empowering women for us to move forward together”**



**Kelly LEE, CMILT**  
WiLAT Singapore Chairperson

Treasurer of WiLAT Capacity Building Centre (WCBC)  
CILT Singapore Board of Director

**“It’s an uplifting experience at WiLAT. Congratulations on the second publication, it’s another important milestone achieved”**



**Margaret Bango, CMILT**  
WiLAT South Africa Chairperson

**“Proud WiLAT member - a diverse community for professional and economic development of women globally where All women are welcome”**



**Niroza Gazzali, CMILT**  
WiLAT Sri Lanka Chairperson

**“To make logistics the preferred career choice for young women”**



**Larisa Kislyakova, CMILT**  
WiLAT Tajikistan Chairperson

**“WiLAT offers opportunities for global networking and connecting their branches all over the world, offering access to new trends and technologies in logistics”**



**Dr Salha Kassim, CMILT**  
WiLAT Tanzania Chairperson

**“Womens’ empowerment is a vital component towards achieving the generation equality in the transport sector”**



**Berna Akyildiz, FCILT**  
WiLAT Turkey Chairperson

**“A woman’s touch is not only a touch; it triggers change”**



**Sahra Amanova, CMILT**  
WiLAT Turkmenistan Chairperson

**“WiLAT is bringing female Logistics experts to a new level through the panels, experience exchange and opportunities to be listened to by sisters from all over the world”**





**Nadia Abdul Aziz, FCILT**  
WiLAT UAE Chairperson

**“We are all about empowering, breaking the ceiling and connecting women regionally and globally to achieve their full positive potential with confidence”**

—



**Lucy Pauline Adeke, CMILT**  
WiLAT Uganda Chairperson

A member of Rotary International

**“Winning together, making a change today and building a strong foundation for tomorrow’s female generation - let’s keep shouting for what we stand for, the world is watching us”**

—



**Namwakwa Nachilongo Kasafya, CMILT**  
WiLAT Zambia Chairperson

**“We believe that team work is key, and together we can achieve more”**

—



**Gwyneth Ganya, CMILT**  
WiLAT Zimbabwe Chairperson

**“WiLAT Zimbabwe wishes to change the narrative and desires to see women rise and thrive in fields that were previously reserved for men only”**

—



A woman with dark hair and red-rimmed glasses is looking upwards and to the right. She is wearing a black blazer over a dark red top. A hand is visible in the foreground, gesturing towards her. The background is blurred, showing other people in a room.

# Soaring high - SoW programme

We want to encourage young women to excel in our industry. That's why we created the "Stars of WiLAT" (SoW) programme. Inspired by ex-WiLAT North & West Africa GVC Doreen Owusu-Fianko, SoW is designed to recognise and celebrate young women in transport and logistics, to inspire other young women to join and excel in our industry and to nurture young women to be our future leaders.

WiLAT chairpersons in each chapter were asked to nominate young women with outstanding achievements in their field and share their story locally and nationally. Ten young women were selected as our 2022 Stars of WiLAT. We are delighted to introduce them here.

## **Amra Zareer** Sri Lanka

Amra is the Founder/Chief Heart Officer, The Corridors Holdings (PVT) Ltd.



**“Good, better, best. Never let it rest. Until your good is better and your better is best. – I want every WiLAT member out there to give their best to shine a light on WiLAT whilst we cheer and empower every other WiLAT member in their journey to success and contentment. Let’s not watch the clock. Let’s do what it does. Keep Going! Let’s grow WiLAT together with a dynamic team of leaders who will walk the talk to make WiLAT the most sought-after professional body for logistics, transport and supply chain. Every one of you is a STAR of WiLAT – Keep shining bright!”**



## Xu Shuang

### China

Xu is the General Manager of Shandong Yushun Technology Co Ltd.



**“We strive to build WiLAT into the home of women in the global logistics and transport industry. We provide guidance and support from career to life for more women in the industry, and help each sister to stretch beyond themselves, grow better, and achieve self-defined success and happiness”**

—

## Dilmini Weragama

### Sri Lanka

Dilmini is the Director Operations and Supply Chain of Atlasx Axillia, Hemas PLC and is the Head of Centre of Excellence – Hemas Group Supply Chain.



**“I see WiLAT as a powerhouse that enables empowered women across the world to craft efficient logistics systems to best impact regional economies in a global network”**

—

## Vivian Chen

### Australia

Vivian is the Business Analyst for Toll Group Melbourne.



**“Together with WiLAT and all the other female leaders in this industry, I would like to support talent and to provide a platform to boost careers for all women. I see women grow and thrive in logistics and transport, and I hope WiLAT will help them to unlock more potential opportunities to achieve their goals”**

—

## Natalia Andriyevskaya

### Kazakhstan

Natalie is the Multimodal Manager – Central Asia for DB Schenker



**“Nothing can stop the progress. WiLAT has made a great contribution to the development of woman power in the logistics profile in Central Asia. We aim to increase the involvement and competence in the professional area via WiLAT and the role of this organisation shows a real positive impact”**

—

## Mavzuna Mansurova

### Tajikistan

Mavzuna is the Co-founder of FAVRAN Logistics LLC



**“WiLAT will help to develop leadership in the region. Leaders who are committed to WiLAT and its culture are role models, demonstrate commitment and loyalty to WiLAT, maintain integrity, develop mentoring, and pass on their experiences to younger people. Leaders who will be able to choose the right team of like-minded people and be able to predict the future of business that will constantly support the “flame and fire” of WiLAT.”**

—

## Ren Qian

### China

Ren is the Senior Vice President of Yuanfu Logistics Group Co Ltd



**“WiLAT empowers all women in logistics and transport to be more self-aware, confident, self-reliant and self-disciplined. Together we will create a better future”**

—

## Tri Angraenni Indonesia

Tri is the HR and Communication Snr Manager of PT DHL Supply Chain Indonesia.



**“WiLAT is a global organisation that inspires women like me in Indonesia who have careers in the Logistics and Transport industry, to continue to develop ourselves to the fullest, take advantage of WiLAT’s network to unlock our potential and to boost our confidence as leaders so we can empower other women”**

—

## Elif Sagir Turkey

Elif is the Business Development Manager of TGL Transtas Global Logistics, Istanbul.



**“As a woman fully committed to the transport and logistics sector, I am immensely proud to be a part of WiLAT Turkey. In a sector that has been widely regarded as male-dominant, my main vision for WiLAT Turkey is gender equality. Through mentorship programmes, training, education platforms and awareness campaigns, I am confident that we will be able to show aspiring young women the wide career possibilities they could have in our sector while also supporting young professionals in their career development”**

—



## Felicia Payin Marfo Ghana

Felicia is the General Manager of Ladybird Logistics Limited.



**“My vision for WiLAT is to actively create more life-changing opportunities for women seeking to deliver excellence in supply chain, logistics, transport and beyond”**

—

We would also like to recognise the talent and achievements of these SoW nominees:

**Shaila Parvin Jui**, Bangladesh

**Marwa El Selehdar**, Egypt

**Anna Chan**, Hong Kong

**Annie Hung**, Hong Kong

**Avantika Garg Tayal**, India

**Khadeeja Luckhun**, Mauritius

**Umama Saleem**, Pakistan

**Neena Mankah**, UAE

A diverse workforce where women are equally represented makes every organisation stronger. That's why we will continue to work to support and empower every woman working in transport, logistics and supply chain, and inspire more women to join our industry.

- We will inspire
- We will increase our impact
- We will partner with organisations that can support our mission
- We will ensure that women's voices are heard
- We will continue to be 'Stronger Together'

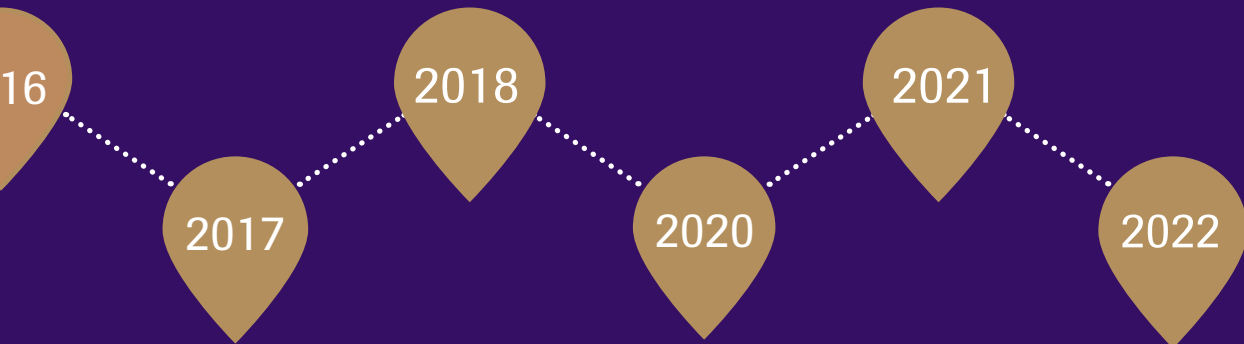
# Looking towards the next ten years



# The astounding growth of WiLAT







<p>tius</p> <p>T</p> <p>ACT</p> <p>ACE</p> <p>o</p>	<p>Australia</p>	<p><b>WiLAT</b></p> <p><b>CONTACT</b></p> <p><b>IN PLACE</b></p> <p>Myanmar</p>	<p>Bangladesh</p> <p>Madagascar</p> <p>Egypt</p> <p>Turkey</p> <p><b>WiLAT</b></p> <p><b>CONTACT</b></p> <p><b>IN PLACE</b></p> <p>Malawi</p>	<p>Indonesia</p> <p>Oman</p> <p>Fiji</p> <p>Korea</p> <p>Seychelles</p> <p>Kazakhstan</p> <p>Caribbean</p> <p>Côte d'Ivoire</p> <p>Rwanda</p> <p>Turkmenistan</p>	<p>Tajikistan</p> <p><b>WiLAT</b></p> <p><b>CONTACT</b></p> <p><b>IN PLACE</b></p> <p>Togo</p> <p>Benin</p> <p>Liberia</p>
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- WiLAT**
- CONTACT**
- IN PLACE**
- Afghanistan
  - Cameroon
  - Kyrgyzstan
  - Kenya
  - Namibia
  - Philippines
  - Peru
  - Poland
  - Reunion Islands
  - Sierra Leone
  - Tunisia
  - Thailand
  - Uzbekistan
  - Gabon
  - Senegal

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# Acknowledgments

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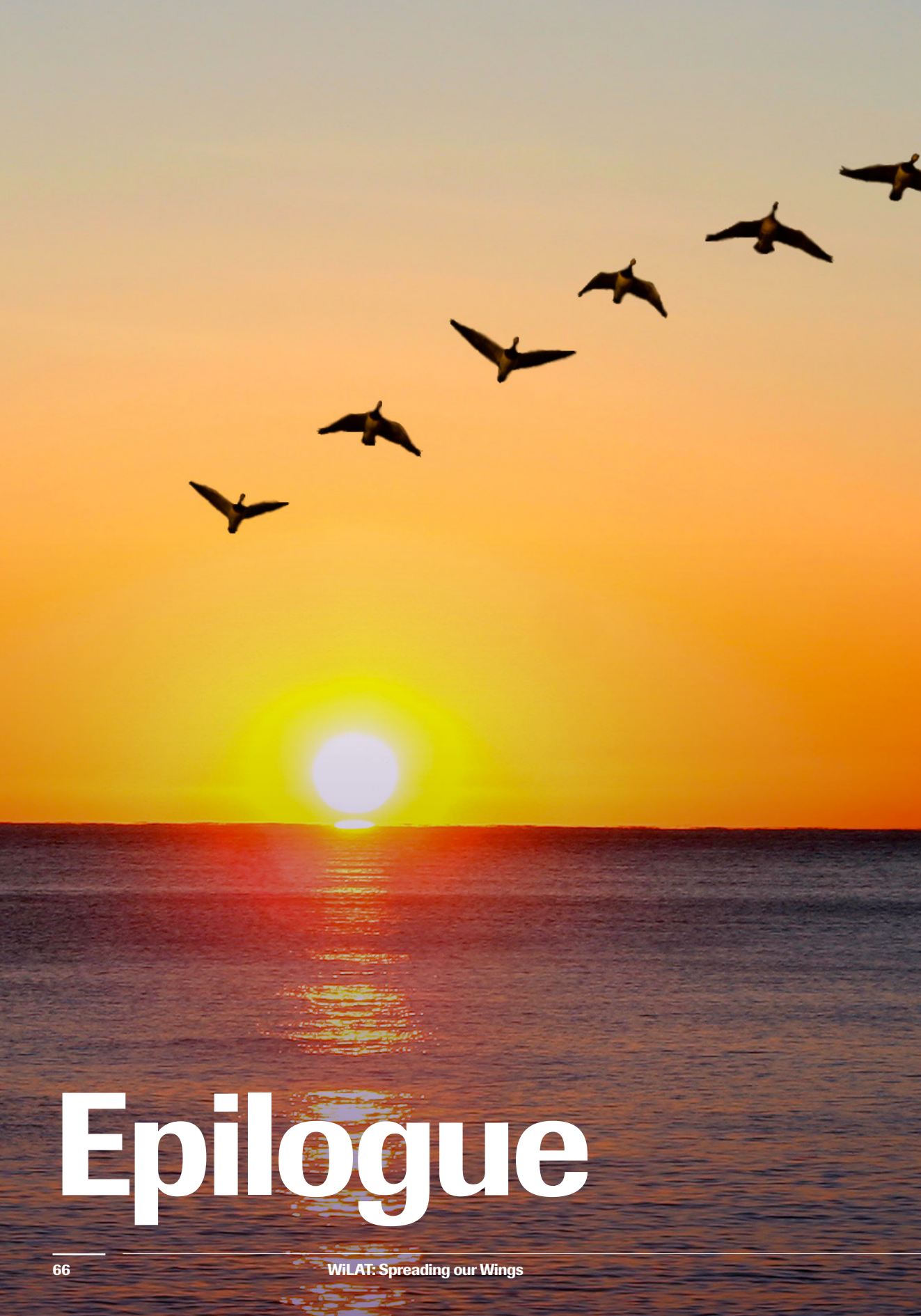


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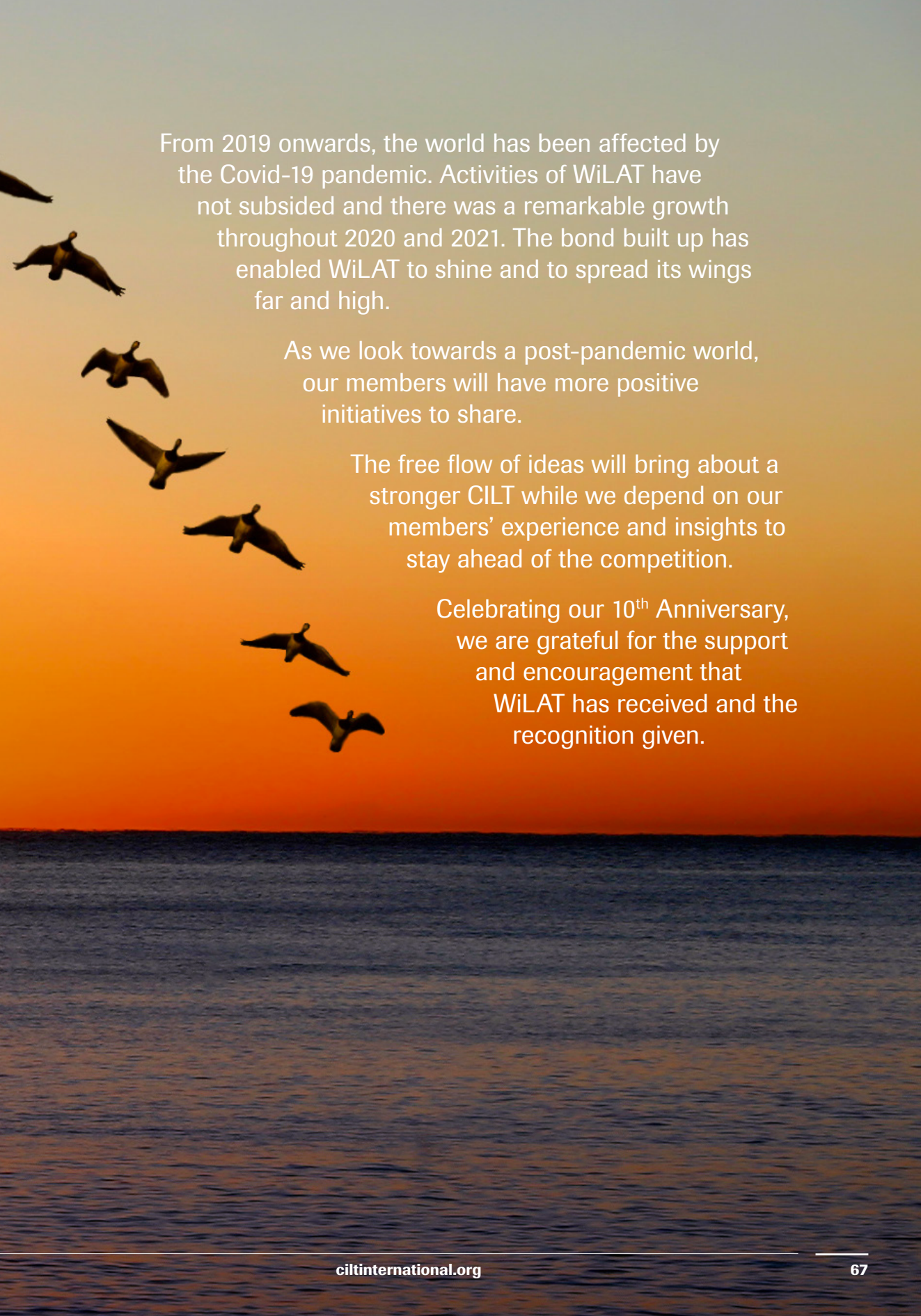
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# Epilogue



From 2019 onwards, the world has been affected by the Covid-19 pandemic. Activities of WiLAT have not subsided and there was a remarkable growth throughout 2020 and 2021. The bond built up has enabled WiLAT to shine and to spread its wings far and high.

As we look towards a post-pandemic world, our members will have more positive initiatives to share.

The free flow of ideas will bring about a stronger CILT while we depend on our members' experience and insights to stay ahead of the competition.

Celebrating our 10<sup>th</sup> Anniversary, we are grateful for the support and encouragement that WiLAT has received and the recognition given.





The Chartered  
Institute of Logistics  
and Transport

I can fly, you can fly in this  
WiLAT family. If we face any  
challenge, hold our heads high,  
we'll be strong.


Spread our wings, fly up high.  
We can reach all the mountain  
tops and oases if we embrace  
the WiLAT spirit all around.

*Extracted from the WiLAT song  
lyrics composed by WiLAT Hong Kong*

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Women in Logistics  
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