



CILT Newsletter

The Chartered Institute of Logistics and Transport-India

Breaking the Glass Ceiling – Women in Indian Logistics



Top News

CILT International Convention 2024 held in China in June'24 with the theme of "Leading Global Sustainable Development in Logistics and Transport"

CILT India Organised an Annual General Meeting (AGM) on 8th June'24



MOU signed with Gati Shakti Vishwavidyalaya

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The Chartered Institute of Logistics and Transport-India



Table of Content

1

Breaking the Glass Ceiling' - Women in Indian Logistics

2

National Symposium on Navigating Global Horizons in SCM & Logistics: A Seamless Tomorrow

3

Online Professional Certificate Program on "TERMINAL MANAGEMENT 4.0"

4

Signing an MOU with Gati Shakti Vishwavidyalaya

5

Accelerating India's Supply-Chain and Logistics Innovation Role of E-Commerce Industry

6

"Why SCM is VITAL for India?" - Future Directions

7

The secrets behind the world's first global economic hubs

8

ANNUAL GENERAL MEETING (AGM) CILT -INDIA

9

CILT INTERNATIONAL CONVENTION 2024 IN CHINA

10

LOGI – VOICES VIKSHIT BHARAT @ 2047", National Round Table Conference by ICC

11

Precision and Promise: AI to lead Logistics

12

New Individual Life Members (April-June 2024)



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Breaking the Glass Ceiling - Women in Indian Logistics

Dr. Veni Mathur, Vice Chairperson -CILT India

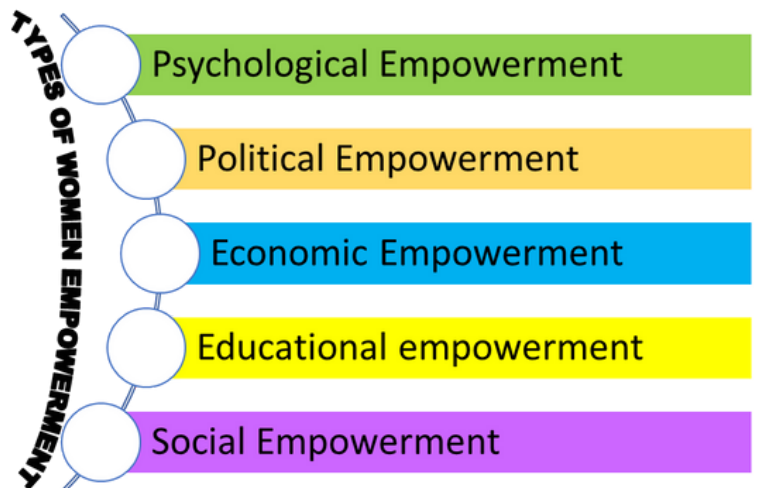
Women in India are setting an example by Breaking the so-called Glass Ceiling of the Citadel, which was traditionally the domain of Men! The concept of Women Empowerment including Gender Equality is gaining strength not only in India but is now a Global phenomenon! Empowering women to participate in economic and social life, according to the fifth Sustainable Development Goal (SDG 5), has become the focus of all economies to be achieved by 2030. In the Indian context to achieve this goal a greater push is needed, according to the recent National Family Health Survey (NFHS-5) 2019-21, nearly 29.3% women in the age group of 18 and 40 years are subjected to domestic/spousal violence.

With its signature role in the G20, India needs to set an example by focusing on issues of women’s education, financial inclusion, and equal opportunities; build a robust digital public infrastructure (DPI) to give impetus to women’s economic empowerment and leadership.

Women Empowerment translates to improvements to be made in social, political, educational, health and economic spheres. One of the most crucial determinants of empowerment is Education. The NFHS-5 (2019-21) reveals that women are 13% less literate than men aged 15-49. The second sphere of empowerment is Economic in nature, including assets, finance and jobs. According to the above survey only 43.3% of women aged 15-49 own a house or land (alone or jointly). Looking at the working age group, the female to male participation rate as per the Periodic Labour Force Survey (PLFS 2019-20) is 20% to 50.6%. If we look at the data on internet usage there is a startling disparity, just 33% of women have access compared to 57% of their male counterparts. All the statistics point towards a dismal state of affairs and the Government and the society in general must make concerted efforts to mitigate this challenge!

Once we have identified the focus areas for Women Empowerment, the task is easier to implement ways of achieving it. We could make an initial beginning by -

1. Creating a safe work place
2. Women Education which will not only translate in better health and well being of the family; also create awareness about their rights and duties and to raise their voices against discrimination.



3. Job skills: Proper training facilities for women and facilitate more part-time and flexible job opportunities

Some of the factors affecting women's empowerment in India are -

- **Gender Discrimination must be checked** wherein the Government has to play a significant role in making strict regulations for protection of women against crime.
- **Educational Factor-** Education is the most vibrant factor of advancement and growth. It is the only significant tool for anticipating women empowerment and human resource development. Education makes the individual conscientious, enabling them to comprehend, interpret, criticize, and eventually transform their atmosphere
- **The use of Mass Media to provide the snowball effect for bringing the Transformation-** Through programs, talks and shows aimed at restoring the dignity of women.
- **Change in Women's Attitude is essential** for the development and advancement of the family, community as well as the nation.
- **Organization for Awareness Programmes** both at the State and National level such as commissions for women, Non-Governmental Organisations, the Taskforce for women and children development like DWACRA (Development of Women & Child in Rural Areas), or campaigns for women's rights, human rights, legal rights, education about saving schemes, formation of self-help groups, etc.

In giving a serious thought to the above mentioned factors, a whole gamut of benefits can be accrued for the growth and development of the nation. It will ensure a holistic development as women can efficiently play myriad roles pertaining to medical, engineering or technology, they can be seen energetically partaking in security services such as police, navy, military as well as in transport and logistics. There should be no gender discrimination and promote a system of 'equal pay for equal work', thereby, more women will come forward to occupy positions of power.

Our ancient text The Vedas, especially the Taittiriya Samhita gives equal importance to both women and men, they were considered as the two-wheels of a cart. They enjoyed full basic rights and were free to receive education along-side the men. The Vedic scriptures talk about the accomplishments of Gargi, Maitreyi, Sita, Draupadi, and Alapa considered ideal role models for women of that era. They were highly educated and well trained in the art of warfare, strategy, governance, at the same time were perfect home-makers.

Somehow, the status of women saw a sharp decline through the middle ages. To make a role reversal the Government needs to value and invest in the women and the girl child.

GOVERNMENT INITIATIVES – POST INDEPENDENCE (1947)

- The Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles has the provision not only of granting equality to women, but also empowering the State to adopt measures to mitigate discrimination against women.
- Government plans and programmes are aimed at women's advancement in different spheres - the Fifth Five Year Plan (1974-78) onwards we have seen a marked shift in the approach to women's issues from welfare to development. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women. The 73rd and 74th Amendments (1993) to the Constitution of India have provided for reservation of seats in the local bodies of Panchayats and municipalities for women, laying a strong foundation for their participation in decision making at the local levels.
- In the Lok Sabha a very significant bill was passed; the 'Protection of Women against Sexual Harassment at Workplace Bill' in 2011.
- The Government of India has been trying to empower the women through various schemes.

1. Beti Bachao Beti Padhao scheme
2. One stop centre scheme
3. Women helpline scheme
4. Working women hostel scheme
5. Rajiv Gandhi National Creche Scheme
6. Ujjawala Scheme
7. SWADHAR Greh scheme
8. Schemes for Training and Employment Programmes for Women
9. Nari Shakti Puraskar scheme
10. Mahila Police Volunteers scheme
11. Indira Gandhi Matritva Sahyog Yojana (scheme)
12. Balika Samridhi Yojana (scheme for underprivileged girls)
13. Mahila Udyam Nidhi Scheme (financial assistance for small scale industry)
14. Udyogini Scheme (financing scheme)
15. MUDRA Loans' scheme (credit for women entrepreneurs)
16. Stand-Up India' scheme (easy access to financing),
17. Mahila Vikas Yojana' (scheme for rural and semi-urban areas).

Under the umbrella of the above-mentioned schemes India today is witnessing a change in how women exercise their empowerment - women have initiated self-help groups, work in factories, and have their own business. One good example of empowerment is the Shri Mahila Griha Udyog Lijjat Papad. This was the first papad business, which was handled and organized by women, manufactured the papad at their convenient places (homes) and together did the marketing and sales in India and even internationally.

Concerted governmental efforts at the Union and State level, such as Sarva Sikhsha Abhiyaan (2001), the Right to Education Act (2009), the mid-day meal scheme (1995), and Beti Bacho, Beti Padhao campaign (2015), and myriad scholarship schemes for the girl child, have at least captured public imagination at many levels including logistics and transport. The aim of the Ministry of Labour & Employment is to create a safe, healthy, and conducive environment for women to participate in the workforce of the country and contribute to the development of VIKSIT BHARAT to the best of their ability.

Despite these efforts at the national level India's position is 127th of a total 146 countries surveyed by the World Economic Forum's Global Gender Gap Report 2023. Women's representation in the general elections of 2024 is merely 13.63% which is much less than the 33% as envisaged in the Women's Reservation Bill, 2023.

While facing the many challenges the women in India are charged up to shatter glass ceilings, their visibility and success will serve as beacons of hope, challenging deep-rooted stereotypes and inspiring the next generation of women to dream without limits. The status of women in India is raising, especially for women employees who are at high levels of employment. Women are entering fields that were traditionally male dominated like Transport and Logistics including all modes - Rail, Maritime, Aviation, Roads, Freight Forwarding to name a few. Mentorship and skill development programmes are providing guidance, support, and inspiration to women in leadership roles. Networking opportunities allow women to build professional connections, exchange ideas, and gain exposure to diverse perspectives.

Mission for Self-Employment (MSEI) offers incubation and skill development modules, complementing initiatives of the Skill Development Initiative (SDI) and the Support to Training and Employment Programme for Women (STEP), all of which enhance employability and entrepreneurial skills. According to a recent survey conducted by LONGHOUSE Consulting, 39% of Indian companies have women in CXO positions, this is more than the global average of 32%. Today, many organisations are determined and working towards achieving diversity, equity, and inclusion (DEI) in their workforce.

Concerted efforts are being made specifically in the field of Logistics and Transport through education and skill development programs and the results attained are noteworthy. Women are adept at multi-tasking and contribute largely in the profession they choose! Some of the questions like -

- Why should there be focus on women empowerment?
- What are the benefits attained in doing so?
- What measures need to be taken to achieve these goals?

The Logistics and Transportation arena has larger number of women employees than the world average - whether it is train pilots, merchant marine, all women airline crew or all women management of warehouses - India has created records. Still some pain points do exist and with time hopefully all that too will be ironed out!

RAIL SECTOR:

Indian Railways is the largest employer with more than 12 lakh employees of which nearly 99,000 are women looking into engineering, mechanical, administration and operational categories. Some women are also employed as loco/assistant loco pilots and track maintainers/supervisors – successfully shattering the male bastions. To reiterate the accomplishments of a few –



Ms Surekhs Yadav

Smt. Surekhs Yadav is the first woman from India to become a train driver and also a train driver of indigenously designed train “Vande Bharat Express”. (as reported in Indian Express).

driver/loco pilot not just in India but in Asia as well. Her remarkable journey showcases how courage, determination and dedication can help in breaking gender stereotypes for gender equality.

After her training she joined the Indian Railways as assistant loco pilot in 1989 and has since piloted many goods trains, numbered L-50 to full-fledged goods trains even on difficult tracks as Western Ghat railway line. By the year 2021, her prowess at handling the locomotives had impressed the senior Members of the Railway Board that she was put in charge of piloting an all-women crewed train from Mumbai to Lucknow. She continued to break barriers, becoming the first woman to operate the semi-high speed “Vande Bharat Express” in 2023. She is a powerful symbol of empowerment and motivation.

Smt. Jaya Varma Sinha who took the charge as Chairperson and CEO, Railway Board on 1st September 2023. She is the first woman to be appointed to this Apex post of Indian Railways. She has worked on diverse verticals spanning operations, commercial, IT and vigilance. She was also the first woman to be appointed as the Principal Chief Operations Manager of South Eastern Railway. She had worked as the Railway Advisor in the High Commission of India in Dhaka, Bangladesh during which the famous Maitri Express from Kolkata to Dhaka was inaugurated.



Smt. Jaya Varma Sinha

Some pain points still exist:

Today Indian Railways has over 1700 female train drivers, who work alongside their male counterparts but some “embarrassing and unsafe” pain points do exist in the form of the practice of using walkie-talkies to request a washroom break while on duty. This involves taking permission from the station master and control department for using the restroom in the station premises, as the locomotives have facility only for male drivers. Besides, many of the women drivers have suffered miscarriages as piloting is an arduous job and are pleading the Railway Board to honour the Maternity Benefit Act(Amendment),2017 and temporarily transfer them to other department with lighter duties. Another example that has come to the forefront recently is: - Where more than 100 women train drivers have raised concern for their safety and highlighted lack of facilities after the DRM Jhansi Division recently issued an order directing them to be available for work round the clock ‘at par with their male counterparts’. The practice followed earlier was that female train drivers were assigned duty such that the trip would be complete before 10 pm so they could go home or rest in the railway facility.

ROAD SECTOR:

Yogita Raghuvanshi became the first woman truck driver in 2006 securing her license for driving heavy vehicles on Indian highways. This was a major achievement for the women in this field of operation as driving in the night over long distances - living with other male drivers and cleaners, facing harassment at the hands of RTOs at checkpoints - is not a bed of roses! Her first assignment took her on a long trip of 1,100 kms from Bhopal to Hyderabad, a distance she covered in three days.

Today she owns a 10 wheeler truck which was offered to her by an automobile giant for being the first woman truck driver to have the courage to shatter the male dominance in the citadel of male truck drivers. She started from a humble beginning of earning merely INR 2000 per trip, now she has made a niche for herself and chooses her trips and makes nearly INR 30,000.



Smt. Yogita Raghuvanshi

However, her journey much like other women in the field of logistics and transport was fraught with difficulties. Recounting her problems in front of Special Secretary Logistics, Sumita Dawra, Yogita shared her nightmare moments – the RTOs continue to harass truck drivers even after the abolishment of check points at state borders, that causes delays in transportation, lack of rest facilities for women on the highways, security of woman is a big issue. A small sigh of relief came in the form of GST in 2017, and Vahan and Sarthi platforms for online details on trucks and drivers.

AVIATION SECTOR:

According to the Press Information Bureau release; the share of women Pilots in India is 15% which is significantly higher than the international average of 5%. As per the information available with eGCA, out of the 17,726 registered pilots in India, the number of women pilots is 2,764. This position has been possible due to the concerted efforts of the Ministry of Civil Aviation and associated organizations to promote pilot training in the country – issuance of 22% more licenses to women pilots. According to the report of The International Society of Women Airline Pilots (2021), India ranked top (12.4%) in gender equality in the airline industry at the flight deck followed by Ireland (9.9%).

The name that comes to mind is, Nivedita Bhasin who in 1989 became the youngest commercial airline captain in the world. Soon after in 1990s the Indian Air Force began recruiting women pilots for helicopters and transport aircrafts.

Several airlines in India have devised policies to retain female talent. To take a few examples -

- IndiGo offers flexibility to women pilots and crew to continue working safely, excluding flying duties, during pregnancy. It gives 26 weeks of paid maternity leave that is required under law and also offers crèche facility for childcare. Women pilots can opt for a flexible contract with two weeks leave in a calendar month, until a child is 5 years old.
- Vistara offers pregnant pilots and cabin crew the option of temporary jobs on the ground or administrative roles until they are ready to fly.

The press note issued by Air India Express CEO Alope Singh is very encouraging, **"We strive for an equitable representation of women in our workforce and especially in our leadership. We are particularly proud to have women in key positions in roles that have traditionally been considered male bastions in aviation."**

- Air India has the distinction of operating the world's first all-women crew flight on 8th January 2021, from San Francisco to Bengaluru, flying over the North Pole and covering a distance of about 16,000 kilometers.



**Capt. Zoya Aggarwal, Capt. Papagari Thanmai,
 Capt. Akansha Sonaware and Capt. Shivani Manhas**

Air India Express made another record by operating its first all women Haj flight with 149 women passengers on board, it was a ground breaking initiative where the Pilot (Kanika Mehra), First Officer (Garima), cabin crew members (Bijitha, Sushma, Sreelakshmi and Shubhangi), the ground operations and aircraft maintenance was also performed by women.

According to the latest news report of June 2024 Sub Lieutenant Anamika Rajeev has made history as she becomes the first Indian Navy officer to fly a helicopter.

WAREHOUSE SECTOR:

Amid the whine of machinery and clatter of crates, we envisage a revolution taking place in the warehousing sector where women are making inroads into the so called traditional male bastion! This logistics sector by providing an inclusive environment and including women at organizational, managerial and technical levels is a step in the right direction for enabling women to assume leadership roles. The National Skill Development Council in 2015 adopted special programs to train women for this sector to handle tasks as Inventory Clerk, Warehouse Supervisor, Forklift Operator, or assuming Grade A jobs like Quality Control, Data Analysis, Inventory Management. The focus on gender diversity has prompted women to seek employment in area of the transport and logistics - women are now taking up jobs in the last mile delivery sector with some assurance of safety and security.

- The homegrown logistics provider Delhivery has launched an all women hub in Sikar district of Rajasthan; a step towards enhancing women participation and empowerment where all operations are to be manned by women.

- Another notable example is: As of March 2024, DTDC Express has unveiled its first all-women operated branch at Sainaka in Mumbai where women are managing on an average 1,20,000 consignments per month comprising more than 57,000 deliveries and around 63,000 bookings.
- The name of Sriramoju Radhika, needs a special mention here, who after completing Class 10, enrolled for a special training to secure a job as a Forklift Operator at GMR Hyderabad Air Cargo where her day involves doing physical work and precision in handling various types of cargo. She is an example of sheer determination and grit, rose by breaking stereotypes and pursued her dreams, did not let societal expectations confine her aspirations.
- This girl from Mizoram, Christina Rindiki, bit by the entrepreneurial bug runs Amazon's first all-women partner delivery station in Northeast India in Champhai (a district close to the Myanmar-India border).
- The shipping giant AP Moller-Maersk has opened a 100,000sq.ft warehouse in its Container Freight Station situated in Dadri, Uttar Pradesh on 22nd February 2022. This warehouse is one of its kind as it is operated and managed by women doing all jobs from security and housekeeping to forklifts, handling cargo, operating computers, working on Tally jobs and all the clerical work. Women from nearby villages have been selected and trained to work at this so named - 'Pink Warehouse'; strengthening the Diversity, Equality and Inclusion (DEI) principle.



MARITIME SECTOR:

The shipping industry has traditionally been considered as a male dominated profession and it still is! Working onboard and sailing through rough seas has been associated with tough men and women seemed too delicate to handle them. But in the last few decades, just like every other profession women are also making their presence felt in Merchant Navy and making a remarkable impact on the shipping industry.

- The efforts made by Capt. Radhika Menon need a special mention; she began her career as a radio officer with the Shipping Corporation of India and later went on to become the first female Indian Captain on a merchant vessel. In 2016, she became the first woman to be awarded the International Maritime Organisation Award for Exceptional Bravery at Sea for courageously saving 7 fishermen from a sinking boat in the Bay of Bengal during adverse weather conditions. She also received the 'Nari Shakti Puraskar' in 2022 and co-founded the International Women Seafarer's Foundation (IWSF) with the aim to encourage young women in Merchant Navy.

There are many examples of women in the shipping industry who have been pioneers in their specific areas of working:

- Sonali Banerjee was the first woman marine engineer of India
- Reshma Nilofer is India's first maritime pilot and her name is counted among the few elite river pilots in the world, also was awarded the Nari Shakti Award in 2011.
- Ankita Srivastava is another seafarer who was India's first female Chief Engineer on a foreign going vessel.
- A landmark achievement by women seafarers is: MT Swarna Krishna, a cargo carrier owned by The Shipping Corporation of India made history on 6th March 2021 by becoming the first sailing ship with an all-women crew, breaking the glass ceiling of the last male bastion!
- Another all-woman crew went on a voyage in preparation for the 'Around the World Sailing Competition' set to be held in September 2024. A team of 12 women officers of the Tri-services comprising of Indian Army, Indian Navy and Indian Air Force recently completed a nearly four-week (27 days) sailing expedition in the Arabian Sea.



CILT INDIA INITIATIVES:

CILT India too has been making efforts to educate and mentor women to make a career in the sphere of Logistics and Transport, through various training programs and lecture series. CILT India in collaboration with WiLAT India have successfully conducted a four part Webinar series – 'Breaking the Glass Ceiling: Women in Logistics' covering Rail, Road , Aero and the Warehousing Sector; inviting successful women to share their experiences to give motivation to the New Generation. These women were felicitated on the International Women's Day 2024 and have pledged to mentor the new entrants into the logistics industry.

CILT India was instrumental in framing an exclusive skill level training program for girls in the Warehousing field. A Two Month Training on Skill Development at Manyavar Kanshiram Degree College, Ghaziabad was initiated to train and provide employment to 200 girls in Warehousing as Inventory Clerks (Level 3). Due to high quality of training imparted, all the trainee girls have found placement mostly in the malls and supermarkets.

The awareness for women empowerment has encouraged women to come out of their shell and demand their dignity and rights, get the appropriate education to break the so-called Glass Ceiling to take an active part in nation building as well as create landmarks. Women empowerment has now become a powerful tool to create a sustainable and progressive society. Women in our country have faced a lot of harassment, abuse and discrimination at work; now the time has come to break free from these shackles and secure social, economic, educational, political and psychological empowerment! The Government of India is also striving to make it happen through its myriad schemes. Some of them are Mahila Udyam Nidhi Scheme, Mudra Yojana Scheme, Annapurna Scheme, and Dena Shakti Scheme that give women freedom and opportunity to lead a dignified and fulfilling life.

Empowerment is a journey in progress, and while we have come a long way, we certainly have miles to go before we sleep.

National Symposium on Navigating Global Horizons in SCM & Logistics: A Seamless Tomorrow

Knowledge Partner with Chitkara University

2



The Chartered Institute of Logistics & Transport India (CILT India) was pleased to associate as a “Knowledge Partner” for “National Symposium on Navigating Global Horizons in SCM & Logistics: A Seamless Tomorrow”, which was organised by Centre of Excellence for Sustainable Supply Chain, Chitkara Business School of Chitkara University on 19th - 20th April 2024.

The event included a Panel Discussion on:

- Mitigating Collaborative Risk for Strengthening Relationship with Stakeholders
- Enriching Stakeholder Experience using Technology Integration

wherein, Mr. Sanjay Swarup CMILT, CMD – Container Corporation of India Ltd. was the Chief Guest and Prof. Sukhpal Singh, Former Chairperson - Centre for Management in Agriculture, IIM Ahmedabad and Mr. Sanjiv Garg CMILT, Secretary General, CILT India and other eminent industry professionals were the distinguished panelists.





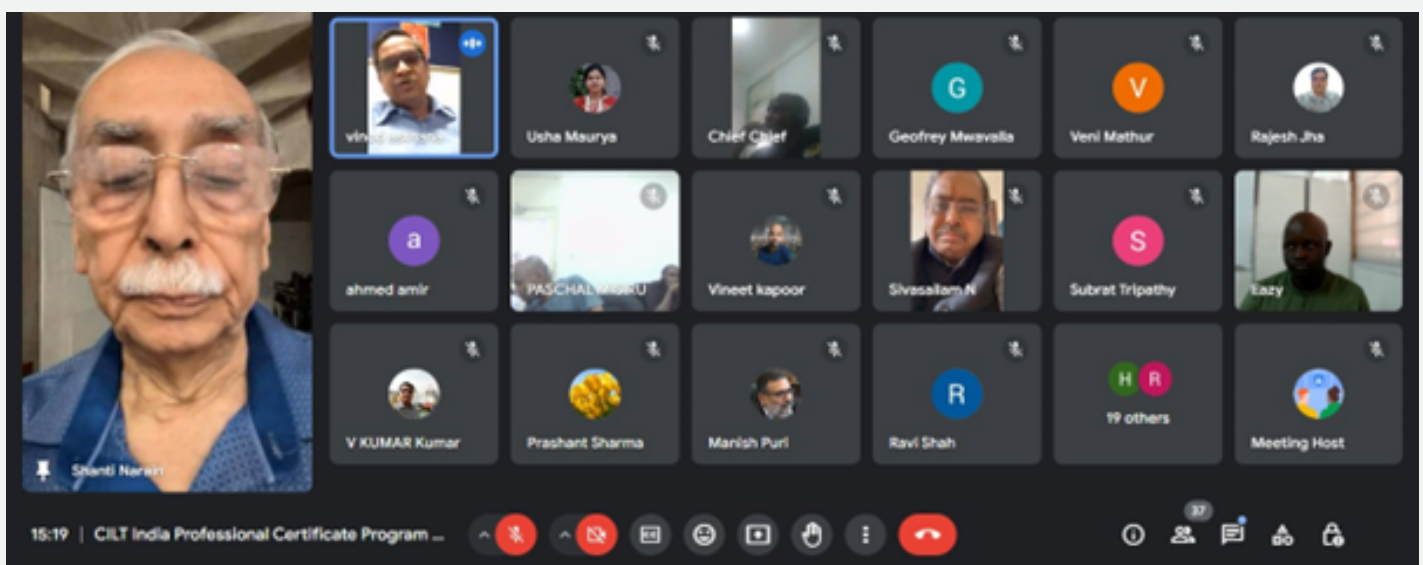
“Online Professional Certificate Program on “TERMINAL MANAGEMENT 4.0” 15th June -11th August 2024

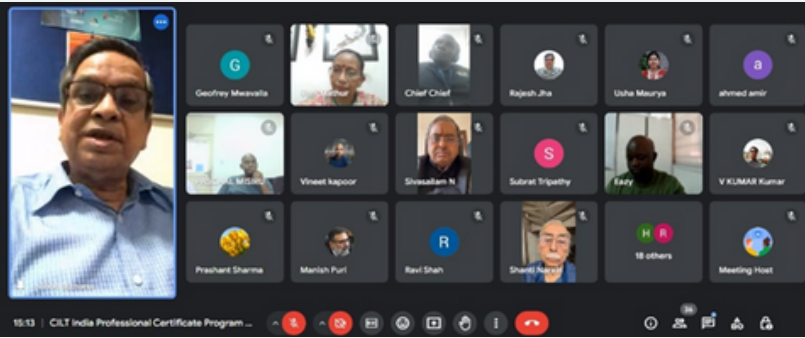
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CILT-India Inaugurated the most popular online training on 'TERMINAL MANAGEMENT" on *June 15, 2024, at 03.00* PM(IST) .

The programme was inaugurated by

1. Shri Shanti Narain IRTS Rtd. FCILT, Chairman Emeritus of CILT India, and Former Member Traffic, Railway Board.
2. Shri Subrat Tripathy, CEO-Adani Ports & Sez Ltd.
3. Shri N. Sivasailam IAS Rtd. FCILT, National Chairman of CILT India and Member of Karnataka State Administrative Tribunal. Former Special Secretary (Logistics) Govt. of India, Ministry of Commerce & Industry.
4. Shri Manish Puri CMIL, President ACTO & MD—RailRunner Innovations
5. Shri Vinod Asthana IRTS Rtd. CMILT, Vice Chairman of CILT India, Former Managing Director, CRWC Ltd., and Course Director
6. Dr. Veni Mathur CMILT, Vice Chairperson of CILT India and Associate Course Director

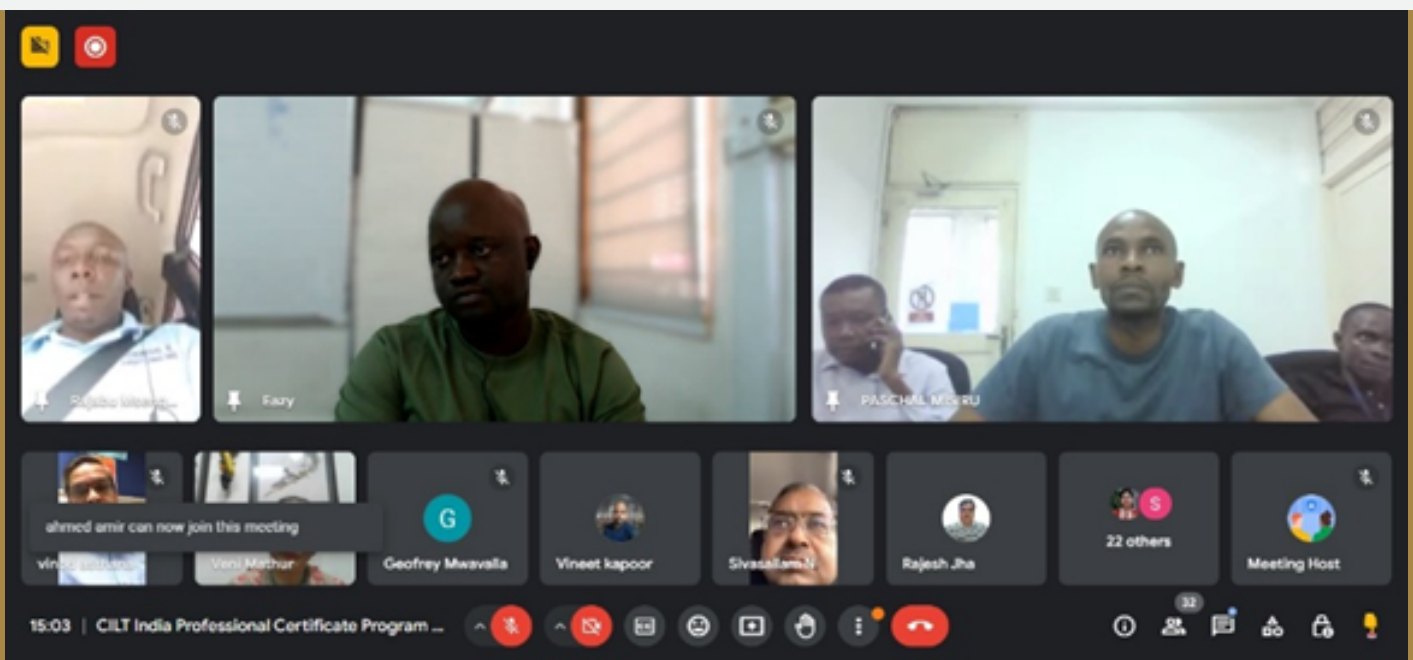
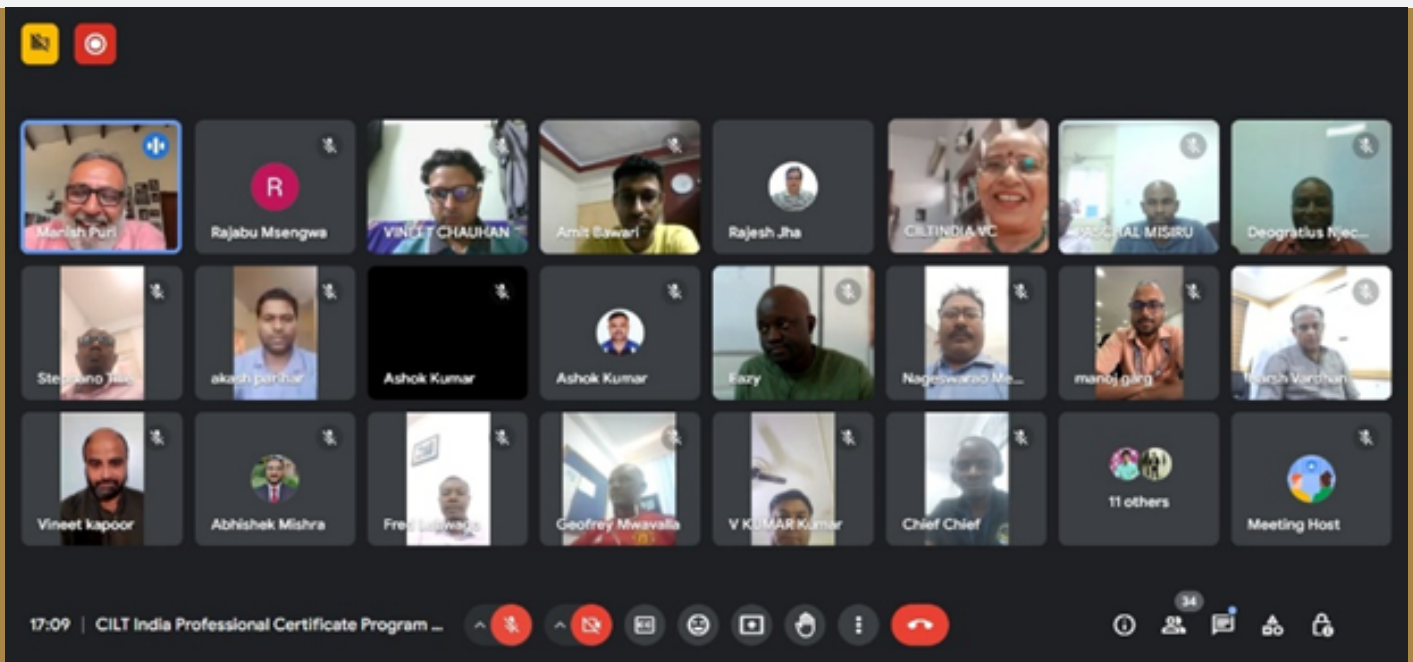




The programme has been meticulously designed and developed by The Chartered Institute of Logistics and Transport, India (CILT INDIA) to cater to the needs of both aspiring and seasoned professionals. It aims to equip participants with essential skills to navigate current and emerging trends effectively. The primary objective of the program is to foster a comprehensive understanding of all facets of terminal operations, encompassing Policy, Planning & Design, Construction, and Operations. The emphasis is on ensuring the safe and environmentally sustainable handling and movement of various goods.

There were 33 participants from various organisations as under:

1. Tanzania International Container Terminal Services Ltd
2. Container Corporation of India Limited
3. Inland Waterways Authority of India
4. Maruti Suzuki India Limited
5. Bharat Mumbai Container Terminals (PSA Mumbai)
6. Indian Institute of Tourism and Travel Management (IITTM)
7. J M Baxi Ports & Logistics Ltd
8. K+S Fertilizers (India) Private Limited
9. LP (India) Logistics Private Limited
10. Pegasus Inland Container Depot Private Limited
11. PSA Cargo Solutions
12. Super Handlers Private Limited
13. UPES Dehradun
14. Visakha Container Terminal Private Limited
15. Xpressbees



Led by India’s prominent transport experts and industry leaders, the course delves into diverse terminal types including Multimodal Logistics Parks, Ports, Rail and Road Terminals. Furthermore, participants gets networking platform, which has facilitated interactions among the participants hailing from various industry background.

All three previous iterations of this programme have already been successfully completed, garnering acclaim from both organisations and participatns alike for its high quality content and delivery.





CILT-India inks an MOU with Gati Shakti Vishwavidyalaya (GSV)

4

Gati Shakti Vishwavidyalaya (GSV) and The Chartered Institute of Logistics and Transport India (CILT India) signed an MOU on 16 April 2024 to collaborate across the Logistics & Transportation Sectors. GSV is a Central University under Ministry of Railways, Government of India and India's first university dedicated to transportation & logistics domain.

This MOU is intended to enable academic curriculum strengthening (with domain knowledge and inputs of the industry), internship and placement opportunities, executive education courses for the sector, knowledge-based partnership and sharing, possibility of joint projects etc.

The MOU was signed by Mr. Sanjiv Garg (Secretary General, CILT India) and Prof. (Dr.) Manoj Choudhary, Vice Chancellor, Gati Shakti Vishwavidyalaya on the occasion of National Rail Transport Day 2024 in the presence of Sh. Ashwani Lohani, Former Chairman - Railway Board & Former CMD - Air India, Sh. Vinay Tripathi, Former Chairman - Railway Board, Sh. Rajendra Prasad, Former MD - National High Speed Rail Corporation, Dr. Satya Gupta, President - VLSI Society of India, Faculty, Staff & Students of Gati Shakti Vishwavidyalaya at Vadodara.





Accelerating India's Supply-Chain and Logistics Innovation Role of E-Commerce Industry

5

The e-commerce industry in India is currently one of the fastest growing markets in the world, supported by an increase in internet users to 900 million by 2025. Affordable data and smartphone use have expanded e-commerce to cover almost all of India, especially in tier 2 and smaller towns. This growth has boosted the logistics sector, projected to grow from USD 317.26 billion in 2024 to USD 484.43 billion by 2029, at a CAGR of 8.83%. The rise in online shopping has heightened the need for efficient delivery and returns, pushing for innovative and tech-driven logistics overhaul to meet consumer demands.

This op-ed examines the current challenges and opportunities in India's supply chain and logistics (S&L) space and argues for the potential of e-commerce to drive significant advancements in their scalability.

Challenges in India's Supply chain and Logistics that calls for reforms

The Indian logistics sector, a critical backbone for economic growth, faces certain challenges towards its potential realisation. Infrastructure deficits, structural delays, and technological gaps stand as primary obstacles, hampering the efficient movement of goods and services. India's freight movement, heavily reliant on road transportation, suffers from uneven distribution across modes, leading to inefficiencies. The digital divide and lack of advanced technological integration in logistics operations also present significant challenges. Experts have emphasised the potential for digital technologies, including IoT, AI, and analytics, to transform India's logistics sector. However,

the adoption rate of these technologies is still low compared to global standards, with many logistics companies relying on manual processes and outdated systems. High logistics costs in India, accounting for 18% of the product price, as opposed to the global average of about 10%, further exacerbate the sector's challenges. These costs are inflated by inefficiencies in the supply chain, including inadequate storage facilities, presence of multiple intermediaries and poor last-mile connectivity. The lack of trained personnel in modern logistics practices and technologies also hinders operational efficiency.

E-Commerce's Role in Navigating the Complexities

The e-commerce industry's contribution in addressing some of the challenges have been crucial, which has subsequently helped the larger S&L sector to take cues. In parallel, the e-commerce industry, too, has seen dynamic growth by taking the ride on S&L's innovation wagon, further helping disseminate this advantage to its sellers, local artisans, MSMEs, and manufacturers.

Giants like Amazon and Flipkart are leveraging AI, robotics, and IoT to fine-tune every aspect of their operations. From optimizing delivery routes to managing inventories and verifying the authenticity of goods, these technologies are addressing the traditional delays and gaps in the logistics sector, setting a new standard for reliability.



Image Source: <https://www.linkedin.com/pulse/how-amazon-leveraging-power-artificial-intelligence-machine-vyas/>



Image Source: Analytic India Magazine

ITaking a step further in strategic partnerships, Flipkart has exemplified how collaboration with local logistics firms and investments in infrastructure go beyond mere capital infusion. These include knowledge sharing, transferring technology, and upskilling partners, thereby not only enhancing service quality but also fortifying the logistics network.

On another front, companies like Myntra are harnessing the power of data analytics for predictive logistics, turning information into insight. By analysing past purchase data, current market trends, and regional preferences, they are not only managing inventory more effectively but also forecasting demand with remarkable accuracy. This allows for better stock management, minimizes wastage, and ensures that products are delivered to consumers without unnecessary delays, showcasing a proactive strategy to streamline operations.

Skill development is another critical area where e-commerce companies are making significant investments. Flipkart's engagement with the **National Skill Development Corporation (NSDC)** and the establishment of its Flipkart Academy highlight the industry's focus on addressing the skills gap. Through these initiatives, companies are enhancing their workforce's capabilities in digital literacy, logistics operations, and customer service, thereby improving service delivery quality and operations.

Innovation in logistics is further propelled by e-commerce players' various in-house logistics arms, which are introducing benchmark solutions such as efficient QR code-based deliveries, automated sorting centers, and extensive delivery networks.

Lastly, the investment in last-mile delivery solutions by established companies and the quick commerce segment underscores the critical importance of reaching customers' doorsteps. With initiatives ranging from setting up 'dark stores' for quicker deliveries to deploying electric vehicles and drones, e-commerce companies are addressing sustainability concerns and the challenge of accessibility, especially in less urbanized areas.

Future Potential and Call to Action

Going forward, to harness the full potential of e-commerce to scale the logistics and supply chain sectors, a multifaceted approach is essential. Enhanced investment in logistics infrastructure including storage facilities, world class warehousing, and last-mile delivery networks, is crucial for reducing delivery time and costs. Favourable government initiatives like the National Logistics Policy, wherein the **Unified Logistics Interface Platform** has been one of its most prominent outcomes, as well as increased fiscal allocation, can effectuate the sector's growth prospects. Additionally, continuous investing in skill development and training programs for the workforce will be a vital prerogative to bridge the technology adoption gap in the logistics sector.

As India aims to become a \$26 trillion economy by FY48, the logistics sector is poised to be a backbone of this growth. The contribution of e-commerce promises increased efficiency, security, and cost reduction in supply chain management, further propelling the industry towards a more interconnected future.

The Author - Samir Hosangady is a Senior Advisor and Industry Expert in Logistics & Supply Chain



“Why SCM is VITAL for India?” - Future Directions

Prof. (Dr.) Jitesh J. Thakkar

&

Prof. (Dr.) Manoj Choudhary

Executive Summary

This article examines challenges in India's supply chain and proposes solutions for improvement. It highlights the importance of supply chain management (SCM) and the PM Gati Shakti (PMGS) plan in boosting efficiency. The role of logistics enablers, policy changes, and Gati Shakti Vishwavidyalaya (GSV) are explored. It ultimately aims to create a robust supply chain ecosystem for a developed India (Viksit Bharat) by 2047. This article sets the future directions for establishing an enabling eco-system to strengthen supply chain structure in India. The article raises critical questions for future investigation at both technology and policy levels.

Why SCM is VITAL for India?

Strong supply chains are crucial for India's economic growth, both to meet domestic demand and compete globally. Integrated logistics, warehousing, and management can significantly boost employment, similar to the US logistics sector. India's potential for logistics jobs rivals agriculture, with estimates suggesting 10 million new positions by 2027. E-commerce and retail further emphasize the need for seamless supply chains. Beyond business, efficient SCM is vital for healthcare, food security, and resource distribution, ensuring India's sustainable development and societal well-being.

Prime Minister Modi unveiled the ambitious PM Gati Shakti plan in 2021 to transform India's infrastructure. This ₹100 lakh crore digital initiative brings together 16 ministries for collaborative planning and execution of multi-modal transportation projects. Envisioned as a six-pillar strategy (comprehensive, prioritized, optimized, synchronized, analytical, and dynamic), Gati Shakti aims to streamline project delivery, reduce costs, and enhance supply chains. Ultimately, this initiative seeks to generate jobs, boost logistics efficiency, and make Indian goods globally competitive.

Gati Shakti Vishwavidyalaya (GSV) – India's first and only University in transportation and logistics sector is established by Government of India to enable Nation's aspiration to reduce its logistics cost from present 14% to 8-9%. Transportation sector is a growth engine for India which contributes roughly 6.3% of GDP of India. The University offers demand driven curriculum including technology, infrastructure and management dimensions to strengthen the eco-system of multi-modal transportation and logistics in the country. India has shown a significant improvement in Logistics Performance Index and Ease of Doing Business during last few years. This is attributed to competitive government policies and focus on Make in India program.

India has also undergone a rapid digital transformation in all sectors with usage of Aadhar based identification, UPI payments, Digital India Initiatives etc. The PM Gati Shakti Master Plan announced in 2021 with its unique projects such as Bharatmala, Sagarmala, Parvatmala, Dedicated Freight Corridor and others intends to leverage the competitiveness of logistics sector in India. GSV is positioned to strongly support the growth and developments in the eco-system of logistics and supply chain in India.

This article sets the future directions for supply chain management by addressing two important questions:

1. Why SCM is vital and inevitable to address the present level of competition?
2. What are the challenges, opportunities and technologies to be explored for enhancing the supply chain efficiency and effectiveness?
3. What is the unique role of Gati Shakti Vishwavidyalaya (GSV) – India's first and only University in Transportation and Logistics Sector in addressing the unique and emerging challenges?

Supply chain integrates the organizations across upstream and downstream to ensure a safe, sustainable and timely distribution of goods and products to the respective customer segments. It involves exchange of products, resources (money) and information. Supply chain management operates to design and implement the most efficient and cost-effective solutions to maximize supply chain surplus, customer service and Triple Bottom Line (TBL) sustainability including Economic, Environmental and Social. It is expected that today's supply chain across various industry segments seriously address the three P's of towards TBL Sustainability - People, Profit, and Planet. This demands companies to prioritize actions in the light of following questions:

- How do we position inventory for faster availability and reduced emissions?
- How do we ensure effective packaging and optimal mode of transport (multimodality) for an eco-friendly movement of goods?
- How do we minimize the wastes across value chain to ensure quantifiable returns/supply chain surplus?

Companies can gain a significant edge by tailoring their supply chains. By meticulously analyzing material flow, finances, information, and ownership across each step, organizations can optimize their SCM for their specific needs. This strategic approach, crucial in today's competitive landscape, leads to a high-performance supply chain. This translates to better deals with vendors and logistics providers, ultimately boosting business success. India's supply chain faces hurdles like weak infrastructure and complex distribution. However, advancements in ERP, SCQM, RFID, and DSS are helping companies automate processes, track goods, and make data-driven decisions.

These improvements pave the way for a competitive edge through better customer service, lower costs, and sustainability. Logistics remains a critical area, encompassing physical flows, information management, and resource optimization. Robust demand forecasting and logistics systems are essential, as evidenced by the steel industry's struggles. Flipkart's success with festive season deliveries highlights the power of technology in modern SCM. The future lies in embracing advancements like IoT, AI, and blockchain to optimize efficiency. These advancements will gradually help the Indian organizations to harness the competitive advantages in-terms of improved Customer Service, Reduce Operating Costs, Improve Financial position, ensure sustainability. The challenges that one should focus on for efficient supply chain management is Logistics, sustainability, traceability, planning, visibility, execution, green supply chain and inventory management. Logistics has a very critical role to play for Indian industries, specifically for improving a) the management of physical, informational, and human flows to ensure optimal utilization of the resources; b) keeping transportation costs down; c) consistency in meeting customer/industry demands; d) consistency in sourcing and reliable carrier capacity; d) On-time pickup and delivery performance.

India's supply chains struggle with forecasting, rising costs, and infrastructure limitations. Collaborative SCM platforms, which can improve visibility and information sharing across the entire network, can be a game changer. For instance, a recent study by McKinsey & Company found that companies using collaborative platforms achieved a 10-20% reduction in transportation costs and a 30-40% improvement in on-time deliveries. Grocery delivery services like Big Basket and Grofers face the unique challenge of maintaining product freshness throughout the supply chain. Perishables like fruits and vegetables have a high spoilage rate, with estimates suggesting that up to 40% of produce spoils before reaching consumers in India. These companies are employing innovative solutions like temperature-controlled packaging and real-time tracking to minimize spoilage. Amul, a leading dairy brand in India, demonstrated the power of flexible capacity during the COVID-19 pandemic. When demand for ice cream plummeted due to lockdowns, Amul quickly reconfigured its production lines to prioritize cheese and milk, effectively utilizing idle resources. This adaptability helped Amul not only weather the crisis but also emerge stronger.

Efficient supply chains offer a triple win: lower costs, higher sales, and stronger partnerships. This is a key driver for companies like Walmart (world's largest retailer) and Dell. P&G tackles challenges like material scarcity and demand forecasting with digital solutions. Amazon leverages robotics: warehouse robots fetch pallets, while cobots assist with picking, packing, and scanning, boosting efficiency by 4-5 times. Walmart, known for its efficiency, even reuses boxes and optimizes packing to minimize waste and maximize space. These strategies are crucial for success in today's competitive landscape.

- 1) Keeping transportation costs down
- 2) Keeping up with customer/industry demands
- 3) Sourcing consistent, reliable carrier capacity.
- 4) Keeping up with the latest technology solutions and demands
- 5) On-time pickup and delivery performance
- 6) Population and wealth growth in rural areas
- 7) Freight movement restrictions in urban environments
- 8) Sustainability, carbon footprints, and emissions regulations
- 9) Trade wars and border battles
- 10) Economic restructuring

Strong supply chain management (SCM) is crucial for India's "Make in India" ambitions. The government's PM Gati Shakti plan, with its significant budget allocation (e.g., Sagarmala port projects expected to handle nearly double the trade volume by 2025), is a key enabler.

India's competitive advantages include: a) Cost: Lower labor costs and fiscal incentives make India attractive; b) Manufacturing: Established sectors like automotive, pharma, and electronics are well-positioned globally, with examples like iPhone production and early technology transfer for the Mercedes EQS; c) Emerging Trends: Chip-making plants like Foxconn's in Gujarat showcase India's potential.

Examples of Efficient SCM:

- Starbucks: Direct interaction with coffee bean growers and strong communication ensure supply chain resilience.
- FedEx: Maintained service levels during COVID-19 disruptions.
- Amul: Partnered with IBM to improve inventory management and adapt to pandemic demand shifts.
- IKEA: Innovative flat-pack furniture designs reduce costs and require supplier collaboration.

Benefits:

- Reduced Costs: Efficient SCM leads to cost savings across the supply chain.
- Increased Profitability: Synergies between components contribute to higher profit margins.
- Improved Competitiveness: Efficient supply chains allow businesses to compete effectively in the global market.
- Job Creation: A modernized supply chain in India can create significant employment opportunities, similar to the US logistics sector with its 10 million jobs.

There is a significant Skill Gap in the highly growing India's logistics and supply chain sector. This demands equipping India's large working-age population with the necessary skills to thrive in manufacturing and services is crucial. India's demographic dividend and government initiatives position it well to become a global manufacturing leader. Efficient SCM is essential for success, and PM Gati Shakti provides a strong foundation. By focusing on innovation, collaboration, and skill development, India can unlock its full potential in the global supply chain.

Established in 2022, Gati Shakti Vishwavidyalaya (GSV) is India's first and only university dedicated to transportation and logistics, a sector projected to create 10 million jobs by 2027. Sponsored by the Ministry of Railways, GSV offers applied education, training, and research focused on multi-modal logistics across infrastructure, services, and policy. GSV's unique programs, designed for both young students and working professionals, aim to develop a skilled workforce and bridge the gap in India's logistics sector. The university uniquely contributes to the ecosystem of multimodal logistics through various programs across Undergraduate, Postgraduate and Doctoral level programs uniquely designed to cater the needs of both young students and working professionals.

In summary, why SCM is Vital for India?

- **Customer Focus:** Today's market demands exceptional service. Shifting preferences (e.g., clothing from Myntra over Flipkart) highlight the need for strong SCM to retain customers.
- **Supply Chain Challenges:** Redundancies, siloed operations, and traceability issues plague current systems. Policy-level reforms are needed to address these pain points.
- **Regulations and Compliance:** Effective SCM requires strong contracts and controls with partners to ensure quality and meet regulations.
- **Cost Reduction:** High logistics costs (e.g., Zomato, Swiggy) can be a turn-off for consumers. Efficient SCM can significantly reduce these costs.
- **Differentiation:** Superior SCM allows companies to offer competitive products and services through cost-effective, timely fulfillment (e.g., Amul's dairy distribution, Dell's assembly speed).

Before concluding this article on "Why SCM is vital for India?", the critical issues which sets the FUTURE DIRECTIONS for researchers, practitioners and policy makers are highlighted as below:

1. What rationales should be applied for designing a supply chain to overcome downstream effects from suppliers and keeping up with consumers and their buying behaviour?
2. Can supply chain coordination and profitability be improved if supplier has a lever to set the wholesale price and retailer would demand for an optimal order quantity? What impact firm behaviours (risk-neutral or target-oriented) can have on such decisions?

3. How industries can design their reverse supply chain with a focus on reducing uncertainty in-terms of the parameters such as quantity of returns, balancing return rates with demand rates, and make material recovery more predictable? How managers can plan for the collection of products from end-users using advancements in IT?
4. How to accommodate behavioural aspects like the degree of interdependence relations in OR modelling of supply chain networks exposed to global and indigenous market uncertainties? How to rationalize the decisions for supply chain network when players do not have the knowledge about the other players' strategies?
5. How to optimize inventory through risk pooling for the drop-shipping arrangement in the era of e-business? What impact would it have on service level and cost if the inventory is kept in the aggregated form at one location v/s inventory is owned by each individual retailer?
6. How firms can quantify the supply chain fragility under the disruptions caused by cost or demand? What impact diversification at the end of buyer and supplier can have on the level of disruption? What are the rationales for deciding the contingency plans under such conditions?
7. How can we improve aggregation across supply chain and reduce transshipment points (loading and unloading processes) by synchronizing the existing infrastructure of various modes of transport (in-terms of its location) and the distribution network of the industries like automobile, steel etc?
8. What are the next decade supply chain skills and technological solutions required with the advancements in the domain of mobility like electric vehicles, hydrogen fuel, autonomous vehicles, 5G enabled IoT solutions etc.?
9. What are the implementation challenges in Comprehensive Logistics Action Plan (CLAP) in NLP2022 to improve coordinated planning, real-time information sharing, standardization and predictability across various ministries/ departments dealing with logistics in India?
10. What are the policy interventions necessary to attract participation of private player in the development of logistics parks in India?
11. How to ensure the optimal utilization of brownfield Logistics Parks by encouraging alternative use at the same facilities, developing standards to drive interoperability, etc.?
12. What is the impact of supply chain network complexity in-terms of distance between an upstream component factory and a downstream assembly plant specifically for producing early-generation models or high-end products? Is there a relationship between quality of product and supply chain network design?
13. Can blockchain technology improve the supply chain visibility and enable the manufacturer to make informed supply chain financing decisions? Can blockchain enabled financing decision in supply chain help the players to mitigate risks effectively? How to minimize the budgetary allocations for pandemic which include a nonlinear
14. value of sales (caused by the nonlinear health benefits of vaccination that are due to infection dynamics) and vaccine production yield?
 What are the cyber security solutions and policies being to be developed in India to
15. mitigate the associated attacks? How effectively IoT and block chain can be used in India to check the movement and condition of products across the supply chain?

The future of SCM goes beyond efficiency. It empowers businesses to compete effectively in a globalized marketplace. It will be hyper-connected, agile, and sustainable. Here's how:

- **Transparency and Trust:** Blockchain ensures data integrity within the supply chain.
- **Customization and Speed:** 3D printing and robotics enable on-demand production, reducing lead times.
- **Sustainability:** Focus on circular economy and resource optimization minimizes waste.
- **Last-Mile Delivery:** Autonomous vehicles and drones improve speed and reduce costs.
- **Workforce Efficiency:** VR/AR training enhances employee skills.

These trends, driven by digitalization, sustainability, and customer focus, will reshape businesses. Real-time data, predictive analytics, and omnichannel integration will be key to:

- **Proactive Decision-Making:** Mitigate risks, optimize inventory, and forecast demand more accurately.
- **Enhanced Customer Experience:** Seamless online and offline integration.
- **Supply Chain Resilience:** Flexible sourcing and redundant production capabilities.
- **Eco-Friendly Operations:** Renewable energy and green logistics solutions.

Sensors are transforming SCM by providing real-time data for better visibility, control, and optimization in three ways: a) Track and monitor: Shipments, inventory, and environmental conditions; b) Predict maintenance: Sensor data helps prevent equipment failures; c) Boost efficiency: Automate tasks, optimize processes, and forecast demand. This offers significant benefits to the organizations such as increased visibility, improved efficiency, better customer satisfaction, reduced costs, and data-driven decisions. Typical examples of sensor technology in SCM include temperature sensors for food, vibration sensors for machinery, and smart pallets for warehouse tracking etc. However, India needs to overcome select challenges such as upfront costs, data security, and integration complexity for a vast adoption of sensor technology across industry sectors.

About the authors



Prof. Jitesh J. Thakkar is a Dean (Academics) & Professor (School of Management) at Gati Shakti Vishwavidyalaya (GSV), Central University, Vadodara. Dr. Thakkar was a faculty at IIT Kharagpur and invited as a faculty expert by IITs, IIMs and various prestigious institutions for his expertise in logistics, supply chain and project management. Dr. Thakkar is listed in the World Ranking of Top 2% Scientists by Stanford University.



Prof. Manoj Choudhary is the first Vice Chancellor of the Gati Shakti Vishwavidyalaya, Central University, Vadodara. He is a dynamic technologist & industry leader, demonstrated experience in setting & leading world class R&D labs/organizations with "research to market" and "result-oriented" mission in driving innovation. He has authored/co-authored 31 Patents (30 Granted), 100+ publications/standards and 1 Book.

The secrets behind The world's first global economic hubs

7

Article by Ira Gupta CMLT

A 'global' ancient world

There has never been a moment like this on our planet where movement of people, goods and information is more rapid than ever before. Many of us see globalization as a modern construct. Yet, more than 5,000 years ago, as the first bronze age cities emerged, a thriving international trade network was already taking shape.

This is a snapshot of the extraordinary maritime and land-based trade links between the first global economic hubs of the world.

The Indus Civilisation – some context

The Indus Civilisation, also called the Harappan Civilisation, lay hidden to the world for thousands of years until it was discovered in 1924. At its peak, the Indus Civilisation covered an area larger than ancient Mesopotamia and Egypt combined. The mature phase of the civilization started around 2500 BCE and lasted nearly 700 years, covering numerous 'metropolises', ports and trade outposts. These settlements were nestled around the plains of two river systems, the Indus and the erstwhile Saraswati, covering parts of modern Afghanistan, Pakistan and India.

Indus Civilisation stands out for its magnificently planned towns and thousands of smaller settlements spread over an area four times the size of the UK. Indus towns attracted skilled professionals and international traders. The Indus script remains untranslated and its residents are still a mystery. However, there is one thing everyone agrees on: the Indus folk were exceptional traders. They had deep knowledge of river systems, seas and land routes. These trade networks were the throbbing heart of the Indus civilization.

Kickstarting an international supply chain

Indus artisans procured raw materials from hundreds of kilometres away and finished goods made their way as far as modern-day Greece, Turkey and China through a network of merchants.

Supply and distribution chains, Indus Region.
Image source: www.harappa.com



Goods were distributed, and re-distributed using both river-based and ‘animal routes’. A rudimentary transshipment model was in place where raw materials and goods could be consolidated at a location and transferred from one laden cart to a fresh convoy.

This sort of efficiency is a hallmark of the Indus society. The adjacent figure shows some key trade networks linking Indus sites with Central Asia and the Middle East.

Indus specialties

Indus settlements contained districts of specialised crafts and industry. The most common exports included jewellery made in gold, silver, amethyst, onyx, lapis lazuli and turquoise. The highly sought-after carnelian beads were considered prized items within and outside Indus regions. Some long carnelian beads have been discovered at the royal cemetery in Ur, Mesopotamia. In fact, etched carnelian beads have been found in China, Siberia and South East Asia, suggesting secondary trade or cultural influence.

Other items of export included glazed pottery, ivory objects and foodstuffs. The adjacent image shows a black slip jar used for storing liquids such as oil, or perhaps something a bit stronger! A similar one has been found in the Oman peninsula during recent field visits.



Developing a coordinated trade strategy

Written evidence from Mesopotamia confirms the presence of Indus ‘expats’ or diplomats in their cities overseeing a prized trade relationship. Hundreds of seals and Indus artifacts have been found in modern day Bahrain, Oman, Iran and Iraq pointing to a thriving international trade network. Around 2350 BCE, the Indian bison began to appear on round seals across Mesopotamia and Central Asia, which seem to have been manufactured solely for international trade.

Renowned archaeologists are of the view that these seals were a deliberate effort by the Indus trade representatives for “a coordinated market strategy with a global vision”.



An artist's impression of ancient Lothal. Image source: www.harappa.com

Organised sea ports

As far back as the 1950s, archaeologists had uncovered ancient ports dotting the west coast of India. Of these, one of the most fascinating discoveries is Lothal, about 80 km from the modern city of Ahmedabad in India. The town is ~10 hectares. It includes a large warehouse, industrial districts, residences and potentially an ancient dockyard. At Lothal, 93 sealings were found, more than at any other Indus site to date.

These point to a highly controlled, tightly administered and contract-based transport of goods and commodities at strategic locations. Although no Indus material has been found in Egypt, a small figurine of a terracotta mummy discovered at Lothal shows some form of exchange between ancient Egyptians and the Indus people.

What can we learn?

Today, as the world races towards a low carbon economy, freight and e-commerce giants are working hard to optimise their supply chains and last mile delivery. Our modern lifestyles do not allow us to go back to animal-driven carts and non-motorised sea vessels. However, it is worth applauding the incredibly efficient trade networks that emerged in ancient cities.

A mix of domestic and international consumption served by exemplary infrastructure became the backbone of a whole civilization. The egalitarian Indus society was both local and global, but most of all it was resilient in the face of capricious rivers, droughts and rainfall patterns. The maritime links and trade routes they left behind are a legacy that survives to this day.

References

The post above has been shaped by findings, interpretations and published research from leading Indian and international archaeologists. Any errors, deficiencies, omissions are my own. I would like to acknowledge the resource library of www.harappa.com which has been an invaluable source of information.

Subject matter experts referenced in the post include SR Rao, Shereen Ratnagar, Mark Kenoyer, Dinesh Shukla, Dennys Frenez, RS Bisht, Rear Admiral Retd. S.C. Bindra and Gregory Possehl.

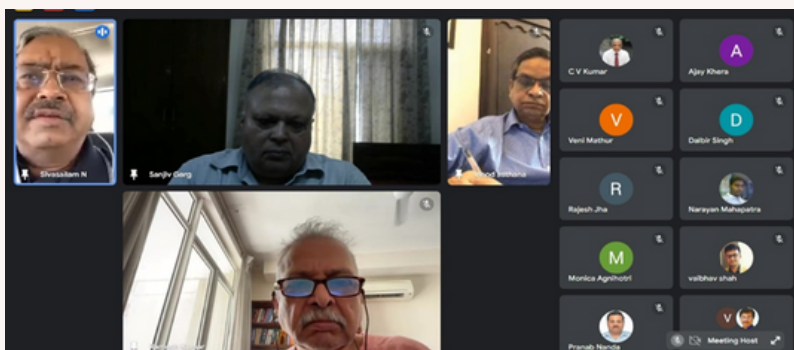
ANNUAL GENERAL MEETING (AGM) CILT -INDIA 08 JUNE 2024

8



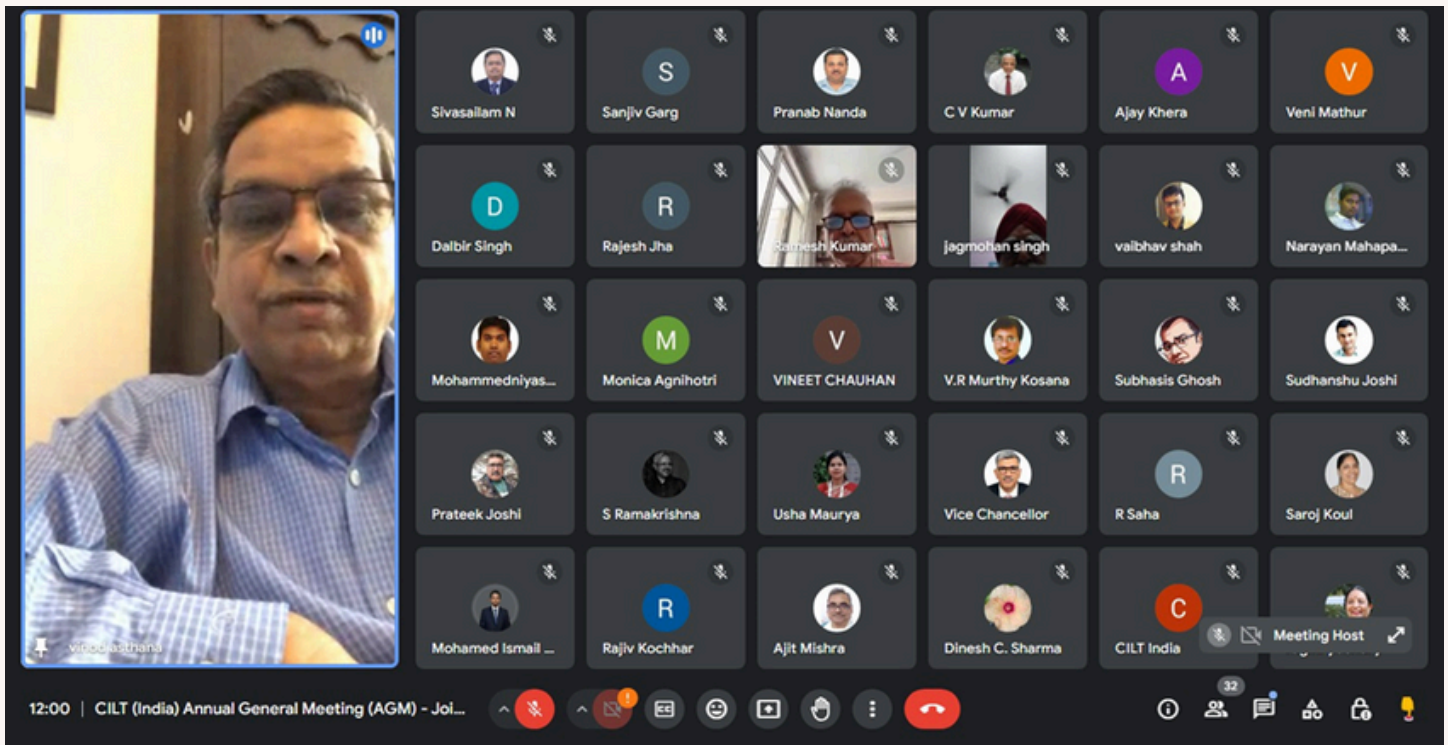
CILT India Organised an Annual General Meeting (AGM). The main agenda of the AGM was

- 1.To receive the Committee's/Council's Report on the working of CILT-India in the previous year 2019-2020.
- 2.To receive the Treasurer's Report and the audited accounts of CILT-India.
- 3.Approval to conduct election for the Management Committee/ National Council for a period of two years.
- 4.To approve the appointment of Auditors of the CILT-India for the FY 2020-21.



Shri Sanjiv Garg, Secretary of CILT welcome to all participants. Mr. N Sivasailam, National Chairman, CILT (India) discusses the significant changes in India's education sector, particularly in logistics and supply chain management.

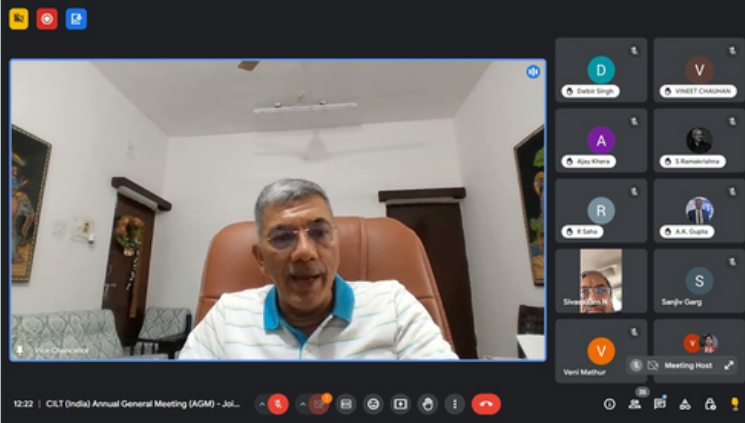
Shree Garg highlighted several key activities and achievements of CILT India over the past year. He concluded by inviting members to address the AGM and provide guidance.



Mr. Vinod Asthana, Vice- Chairman, CILT (India) expressing gratitude to Sanjiv Garg and Mr. Sivasailam for their guidance and support. He acknowledges the progress made in the past year, especially highlighting the efforts of Secretary General Sanjiv Garg in significantly increasing both individual and corporate memberships, thereby bringing diversity to the organization.

The field of education, CILT India has done exceedingly well. The management team along with education team including Dr. Veni Mathur (Vice Chairperson – Education), CILT India, has done a good work by making the course content of 04 modules for NIOS (National Institute of Open Schooling). CILT India has also completed its task with LSC (Logistics Sector Skill Council), wherein it has developed the study material for graduate level program in Inland Transportation & Logistics. A couple of modules of the study material is in the process of completion.

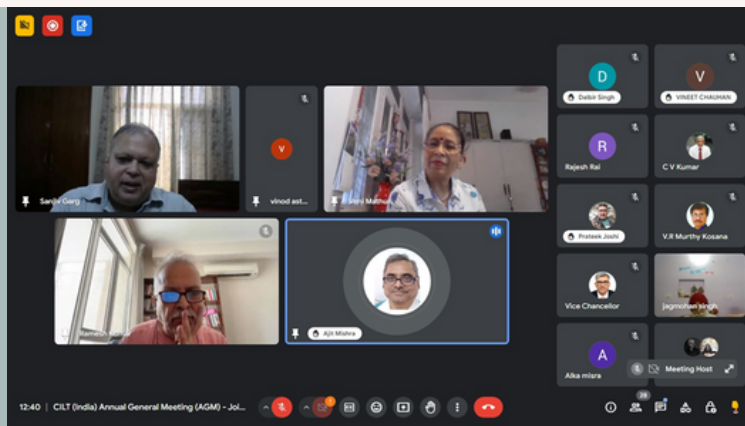
Vice Chairman further stated that, post the implementation of “National Logistics Policy”, under PM Gati Shakti Mission, massive investment in all type of Logistics Infrastructure is happening, which is bringing -in new opportunities for us to expand our educational program in both Govt. and Pvt. Universities. As far as Govt. Universities are concerned, we have already signed up an MOU with Gati Shakti Vishwavidyalaya (GSV), Vadodara, Andhra University, Vishakhapatnam and we are already working with DSEU (Delhi Skill & Entrepreneurship University, Delhi). As far as Pvt. University is concerned, we are already in the process of entering into MOU with some leading Pvt. Universities.



**Prof. (Dr.) Manoj Choudhary,
Vice Chancellor,
Gati Shakti Vishwavidyalya
(CMILT – LM 1305)**



**Ms. Alka Arora Misra ,
Chairperson, Odisha Skill
Development Authority,
(CMILT – LM 1180)**



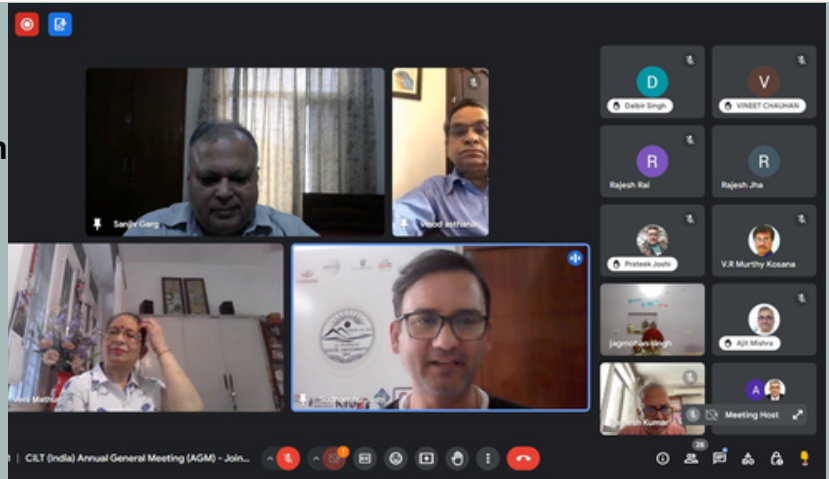
**Mr. Ramesh Kumar, Centre for Driver
Relationship Management (CDRM)
(CMILT – LM 869)**

**Ajit Mishra, IRSE
- GM (DFCCIL)
(FCILT- LF 119)**

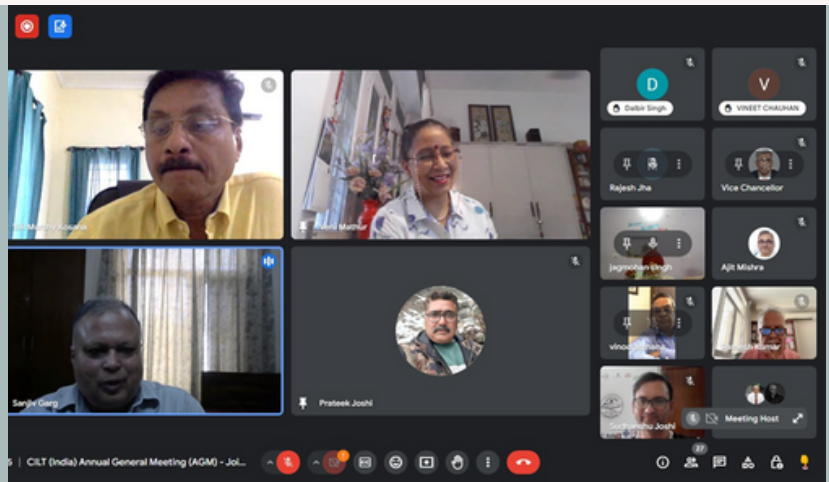


**Mr. Kosana V. Murthy,
Special Invitee
(FCILT – LF 116)**

Mr. Sudhanshu Joshi
P M Gati Shakti Centre of Excellence in
Logistics & Supply Chain,
Doon University Dehradun
(CMILT – LM 1337)



Mr. Prateek Joshi, GM – IndiaLinx
(CMILT – LM 1272)
Mr. Shankar Sinde, MD
Global Express Multi Logistics Pvt. Ltd.
(CMILT – LM 1176)
Mr. S. Ramakrishna, CMD
Balaji Mariline Pvt. Ltd.
(CMILT – LM 1186)
Mr. C. V. Kumar, (CMILT – LM 754)



The house was informed that the national council in its meeting held on 06th April 2024 had approved the proposal to conduct election of Management Committee / National Council for a period of two years, as per the provisions of the Constitution, Bye Laws and regulations of CILT India and accordingly:

- A contested election shall be decided by a secret ballot.
- For the purpose of conducting election by secret ballot, Sh. Dalbir Singh CMILT (LM - 1134), shall lay down the procedure and conduct the election through secret ballot.

The members discussed and approved the conduct of election for the “Management Committee / National Council” for a period of two years, as per the above process.

A Vote of Thanks done by Dr. Veni Mathur CMILT (LM-873), Vice Chairperson (Education), CILT India.



CILT INTERNATIONAL CONVENTION 2024

16-18 JUNE 2024, LANGFANG, CHINA



The CILT International Convention 2024 was held in Langfang, China from 16-18 June 2024. With the theme of “Leading Global Sustainable Development in Logistics and Transport”, the Convention focused on the development of global trade logistics and provide a platform for exchange and cooperation among industry insiders and enterprises from all countries. There were main forum, plenary panels, workshops, and award presentation of the Global Top50 Logistics Enterprises. CILT’s forums including WiLAT and NG were hosted during the convention along with other activities to ensure ample time for participants to dialogue. On the third day of the conference, delegates a visit to Daxing International Airport and local logistics enterprises were arranged.





Shri Sanjiv Garg, Secretary General CILT India, attended the International Convention 2024 held on 16-18 June, Langfang, China

This is one of the most important events in the global logistics, supply chain and transportation industry: high-level, large-scale and authoritative; attracting Government and Industry Leaders, Industry Experts, Scholars and well-known Entrepreneurs from around the world for international exchange experiences, cooperation, exploring development paths and plan for joint development.

It has received high attention and praise from the international transportation, logistics and supply chain industries.



10

Shri Sanjiv Garg, IRTS, CMILT, Secretary General - CILT India addressed the gathering in “LOGI - VOICES VIKSHIT BHARAT @ 2047”, National Round Table Conference, organized by ICC (Indian Chamber of Commerce) at Le Meridian, New Delhi, India on the occasion of “NATIONAL LOGISTICS DAY - June 28”.



Precision and Promise AI to lead Logistics

In the world of Logistics, digital technology now thrives,
Quiet signals travel where the future derives.
AI, like a silent guide, navigates unseen,
Mapping paths on screens, where wild ideas convene.

In this realm where data's king,
The future's bright with what they bring.
In warehouses where the future lies,
AI flies (drone) under skies

In rows of racks, so tall and grand,
A dance unfolds, both sleek and planned.
No human hands, no weary feet,
Just algorithms, swift and fleet.

Inventory tallied, with perfect sight,
They navigate both day and night.
Errors vanish, inefficiency gone,
As AI reigns from dusk to dawn.

Learning, adapting, ever wise,
It sees patterns with unseen eyes,
Man and machine in a partnership strong,
Harmonizing for a future long.

Predictive analytics paint the demands unseen,
Foreseeing market pulses in machines serene.
Optimized routes drawn in a virtual space,
Each parcel, each product finds its rightful place.

AI's knowledge, vast and wide,
Keeps our promises by its side.
From orders placed to deliveries pure,
Efficiency remains the ultimate cure.



PANKAJ SRIVASTAV

New Individual Life Members (April-June 2024)

S. No.	Name & Designation	Membership
1	Ms. Gunjan Bhardwaj Deputy GM Northern Railway	LM-1342
2.	Ms. Hena Kausar Vice President Maruti Suzuki India Limited	LM-1343
3.	Mr. John Prakash Rathnaswamy Founder Business School of Logistics and Shipping,	LM-1344
4.	Mr. Devendra Shivilal Thakar CEO The Dhamra Port Company Ltd.	LM-1345
5.	Mr. Gautham Krishnan C.G. Principal Specialist, Material Management & Global Category Manager Fluor Daniel India Pvt Ltd.	LM-1346
6.	Ms. Chhavi Sharma Sr. DOM/G/Dli Northern Railway	LM-1347
7.	Mr. Rajneesh Kumar Tomar ED RDSO	LM-1348
8.	Mr. Ved Prakash Dudeja Vice Chairman Rail Land Development Authority	LM-1349
9.	Mr. Awadesh Kumar Gupta Additional Director Regional Centre for Urban and Environmental Studies	LM-1350
10.	Mr. Narayan Mahapatra Sr. Manager Afcons Infrastructure Limited	LM-1351
11.	Ms. Nitya Lingam, Student University of South Wales - United Kingdom.	LM-1352



The Chartered Institute of Logistics and Transport



Who We Are

The Chartered Institute of Logistics and Transport India is part of the leading, global professional body for those engaged in supply chain, logistics and transport – covering all sectors of the industry, namely air, land and sea, for both passenger and freight transportation.

Our primary objectives are to support our members in continuous professional development to future-proof their careers, as well as to work in close collaboration with the public and private sectors, Government agencies and the academia to develop opportunities and synergy for industry transformation and growth, underpinned by strategic thrusts in digitalisation and sustainability.

Contact Us

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