



Organization of
American States

FINAL REPORT

HEMISPHERIC SEMINAR: CHALLENGES OF WOMEN IN PORTS IN THE XXI CENTURY

August 17 – 21, 2009

Santo Domingo, Dominican Republic



Organization of American States

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I. BACKGROUND

The 10th Executive Board Meeting of the Inter-American Committee on Ports (CECIP), (Buenos Aires, Argentina, March 2009) adopted Resolution CIDI/CECIP/RES.11(X-09) “Subcommittee on the Participation of Women in Port Affairs of the Hemisphere,” which includes in the 2009 Work Plan the organization of a hemispheric seminar on a topic to be decided upon, and to be held in the Dominican Republic, the country that is currently holding the chair of the previously mentioned Subcommittee. In this sense, the Dominican Port Authority (APORDOM) proposed the organization of the event in the third quarter of 2009.

II. PLACE AND DATE

The Hemispheric Seminar: Challenges of Women in Ports in the 21st Century, was held from August 17 – 21, 2009, in the Hotel Meliá, in Santo Domingo, Dominican Republic.

III. AGENDA

The seminar covered the following topics:

- a. The international financial crisis and maritime-port women
- b. Women facing technological advances and automation in ports
- c. Climate change: a view from the perspective of women in ports
- d. Women Training in the port sector: new opportunities
- e. Safety and occupational hygiene and its impact for women in ports
- f. Gender quote: an alternative to increase women’s participation in the port-maritime sector
- g. Opportunities for new jobs (tourism companies and cruise ports, port logistics support areas)
- h. Proposal for a hemispheric network of international cooperation of women in ports.

IV. ORGANIZERS

The Seminar was organized by the Dominican Port Authority (APORDOM) and the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS).



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V. PARTICIPANTS

Seminar participants included 93 officials and executives from the following countries: Brazil, Chile, Colombia, Costa Rica, Dominica, Dominican Republic, Grenada, Haiti, Jamaica, Mexico, Peru, Puerto Rico, Spain, Suriname, United States, Uruguay, Venezuela. The participants list is included in **Annex A** of this report.

VI. DOCUMENTS

The list of documents presented at the seminar is included in **Annex B** of this report.

VII. CONDUCT OF THE SEMINAR

The seminar consisted of the following sessions: an opening session (administrative), a formal opening session, three plenary sessions and a closing session. (See **Document 1**, Schedule of the Seminar).

1. Opening Session (administrative):

This session was held on Tuesday, August 18, 2009 at 8:30 a.m. and was facilitated by José Lozano, Deputy Director of APORDOM (Dominican Port Authority), Lluðelis Espinal, Advisor to APORDOM and Carlos M. Gallegos, Secretary of the Inter-American Committee on Ports (CIP) of the OAS. It included an introduction of the seminar, a summary of the agenda, introductions of participants and coordinators and a discussion of general administrative matters.

2. First Plenary Session:

This session began on August 18, 2009 at 9:00 a.m. and covered the following agenda items:

b) Women facing technological advances and automation in ports

José Lozano, Deputy Director of the Dominican Port Authority (APORDOM) served as moderator.

Rosalie Donaldson, Vice President of the Port Authority of Jamaica explained that there is still a significant gender gap in the port sector due, among other causes, to women's traditional role of caring for the family and as homemakers. Nonetheless, women gradually have been making inroads into the maritime industry and have become an essential part of activities in this sector. She underscored technological advances in port activities, pointing out that they are currently more computerized, mechanized and



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programmed. She noted that while women are increasingly interested in joining this sector, they tend to be less specialized in technical aspects for reasons related to their academic background or lack of maritime education. Lastly, she stressed the need for equal access to education as a critical factor in improving women’s position in the industry and incorporating them into the advanced technology it now demands. **(See Document 2).**

José Quiñónez, Naval Attaché of the United States Coast Guard, outlined the technological advances in the sector, including: automation of ship movements and supply; movement of cargo and containers; special digitalized and communications equipment; specialization and efficiency of ports handling dangerous cargo and transfer ports, etc. He noted that technological advances were critical to increase efficiency in the use of equipment to move containers, improve planning in the use of wharf space, improve cargo transfer times, maximize port capacity, reduce overhead costs, improve port safety and protection, all of which increase their earning power. Finally, he pointed out that women’s total integration into the port sector is a process of growth and awareness-raising; technology and the automation of ports create new opportunities in specialized fields; education in the port industry is absolutely necessary; and the integration of women should focus on all areas of ports, and not only on the operational aspects. **(See Document 3)**

Karen Popa, Manager of Safety and the Environment of the Port of Caucedo in the Dominican Republic, discussed the participation of women in managerial roles in the sector, which currently averages 21%. She also mentioned technological advances that contribute not only to women but to the port sector as a whole in terms of improving operations through job flexibilization. **(See Document 4).**

Marita Kramp, Chief Legal Officer of Port Management de Suriname, highlighted the positive impacts of technological advances and automation and the importance of education and training to avoid displacement and unemployment among women. She offered examples of how women are being integrated into port activities in Suriname. She concluded by saying that while women are the most vulnerable in the division of labor, education and training are the answer that will enable women to rise to the challenge of technological advances and automation in ports. **(See Document 5).**

c) Climate change: A view from the perspective of women in ports

Otto Noak, Executive Director of the Central American Maritime Transportation Committee (COCATRAM), moderated this discussion.

Karen Rasmussen, a U.S. international development expert, discussed the “Gender and Climate Change” report published by the Inter-American Commission on Women (CIM)



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of the OAS. According to her, “The link between the environment and gender was first recognized in 1984 in the framework of the United Nations Environment Program (UNEP).” She asserted that it is not possible to understand “climate change, independently of its cultural, social, political, and economic context.” She pointed out that women and girls experience the negative consequences of natural disasters and poverty to a greater degree. She recalled that “70% of the world’s poor are women, and in urban areas, 40% of the poorest households are headed by women. They are the main producers of food staples such as rice, wheat and corn around the world (according to the 2007 FAO report) and climate change has a direct impact on these activities due to droughts and environmental changes. (See Document 6).

The next speaker, Lilian Almodovar, Deputy Director of the Institute for Water Resources of the U.S. Army Corps of Engineers, discussed the Operations Branch of the U.S. Army Corps of Engineers established in 1969. This office provides support in issues such as flood control, navigation and ecosystem restoration. She also mentioned the International Navigation Association (PIANC), a global organization that offers advisory services for the development of sustainable port infrastructure. She described climate change as a phenomenon that “is happening faster than expected and has a real impact on ecosystems, biodiversity, our lives and many economic activities, including navigation.”

She noted the direct impact on ports, such as: degradation, structural failures, changes in dredging levels, permanent loss of coastal sand, loss of terrain for port development, reductions in operations, impacts on schedules, loss of customers, and the exposure of docks and breakwaters (changing sea levels). As possible measures to curb the effects of climate change, she mentioned the establishment of planning and design standards that take into account the need to adapt to, and mitigate, climate change: in sea level, waves, winds, redesign of docks, elevation of structures in low elevation areas and incorporating such considerations in future development projects. (See Document 7).

Juan Mancebo, Director of the Secretariat for Environmental Matters of the Dominican Republic offered a presentation titled, “Climate Change and its Impact on Ports and Maritime Commerce.” He described climate change as “the greatest challenge that humanity must face in the 21st century.” He mentioned some of the external causes of climate change, such as those associated with orbital parameters (Milankovitch Cycles), variations in solar irradiance and the presence of interstellar dust. Some of the internal causes are: the appearance of non-volcanic natural aerosols or those produced by human activity, changes in greenhouse gas concentrations, and changes to the earth’s surface such as desertification, deforestation and changes in soil use, among others. He said that according to estimates, international maritime transportation emissions make up 1.6% to 4.1% of world CO₂ emissions derived from fossil-fuel burning. According to forecasts by the International Maritime Organization (IMO), such emissions will increase by a factor



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of 2.4 to 3 between 2007 and 2050. He underscored the enormous impact of the port sector on climate change, using the example that “a large cargo transport ship generates as much pollution as 50 million cars.” Finally, he discussed what we can do about this situation, such as: awareness-raising campaigns on recycling, reforestation, alternative fuels such as hydrogen or ethanol, reduced energy consumption, and so forth. (See **Document 8**).

Working group meetings on topics b and c

These groups met separately on August 18 at 4:00p.m. in order to identify the main conclusions and recommendations discussed in relation to their topic, which are included in **Annex C** of this report.

3. Opening Session (Protocol):

This session began at 5:00pm on August 18, 2009, and addressed the following agenda item:

a) “The international financial crisis and maritime-port women”

Ricardo Sánchez, expert on infrastructure and transport of the Economic Commission for Latin America and the Caribbean (ECLAC), compared the past behavior of the maritime industry with the crisis period. He noted the impact of the crisis in terms of reductions in the supply and demand of containers, the direct impact on freight, fuel and transport supply, and reductions in port activity in general. He pointed out that the crisis directly affects the sector and, in turn, the dynamics of international commerce. (See **Document 9**).

This was followed by presentations from representatives of the organizing institutions. Llu-delis Espinal, Advisor to APORDOM began by welcoming all of the participants to the Dominican Republic, the country that holds the chair of the Subcommittee on the Participation of Women in Port Affairs of the Hemisphere of the CIP. She presented the main objectives of the seminar, which included promoting the exchange of information on topics concerning women in ports in relation to 21st century challenges; Sector awareness about the important role of women in port development; and integrating and sharing experiences from different perspectives towards the strengthening of the hemispheric maritime-port sector.

Carlos M. Gallegos, Secretary of Inter-American Committee on Ports (CIP) of the OAS, then welcomed the participants, thanked the Dominican Republic for hosting the seminar and stressed the importance of the topic for the strengthening and development of the port sector in the hemisphere.



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Finally, Franklin Núñez, President of the Administrative Council of APORDOM, also welcomed everyone, noted that women play an important role in the sector and underscored APORDOM's progress in the education and training of women through its in-house programs, and the importance of women in the port activities of the Dominican Republic, as evidenced by the large number of Dominican women participants present.

4. Second Plenary Session:

The session began at 8.30 a.m. on Wednesday, August 19, 2009 and addressed the following agenda items:

d) Women training in the port sector: new opportunities

Fernando Rivera, President of the Caribbean Shipping Association moderated this discussion.

Diego Sepúlveda, Advisor to CIP/OAS, noted that gender equity has been included in the OAS agenda in order to promote equality between the genders by eliminating inequalities and promoting equal opportunity in access to the labor market, training for women, and the incorporation of women into all activities. He identified as some of the current failings in this regard, persistent concepts of a male-dominated pyramidal structure, criticisms of working mothers, and questions about the ability of women to maintain full-time jobs. In view of these problems, he proposed a reorientation of values in order to fully incorporate women. Finally, he mentioned some of the port schools available for training and that CIP/OAS programs are available to men and women alike. **(See Document 10).**

Otto Noak, Executive Director of the Central American Maritime Transportation Commission (COCATRAM), described training as “a critical tool for human resource administration that makes it possible to improve efficiency in the workplace.” He noted the benefits that come with adequate training, such as enhanced financial benefits, improved organizational atmosphere, increased productivity and better quality. With good training, women will have access to more specialized jobs. He later gave some examples of women leaders in the port environment, including María Isabel Fernández from Guatemala, Rita Myrie from Costa Rica and Lludelis Espinal from the Dominican Republic. He concluded with a brief summary of COCATRAM's 2009 maritime-port training program. **(See Document 11).**

César Caracas, Director of APEC University of the Dominican Republic, observed that the International Labor Organization (ILO) first acknowledged port work as vocational employment in 1951. He outlined the problems women face today, including the few training programs oriented towards women, which focus mainly on marketing,



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accounting and administrative management, while technical training programs mainly are geared towards men. Mr. Caracas went on to describe APEC University's Education and Training Program for the port sector, which includes men and women without distinction. Lastly, he underscored the importance of training women in all areas, pointing out that "with training, and women's natural commitment to the development of humanity, we can ensure that the sea and ships are safer, in safe hands." (See Document 12).

Stephany Gordon, Personnel Officer of the Port Authority of Grenada, mentioned human resources as a critical factor in improving the performance and development of the port sector. Constant technological advancement requires ongoing training, which must be available to women in conditions of equality. She described the low level of women's participation in ports citing, for example, the fact that "85% of women working in port sectors in the Caribbean do not hold management positions and the remaining 15% are in decision-making positions within the organization. She stressed the main barriers women face in the port sector, including perceptions of entrenched male domination in the sector and poor training levels associated with the resources available for them to continue their studies in different fields. She concluded with new opportunities for women to be developed in the port sector in the following fields: machine operators of forklifts and cranes, marine biology, prevention of marine pollution, maritime inspections, and so forth; women can be trained and included in such fields. (See Document 13).

e) Safety and occupational hygiene and its impact for women in ports

Kathleen Haines, Treasurer of the Women International Shipping Trade Association (WISTA) moderated the discussion.

Fidelia Solano, Chief of Industrial Security of the Caldera Port Society of Costa Rica, noted that occupational health is "a discipline to control accidents and illness through risk reduction." She observed that while cargo handling methods were extremely dangerous in the past, over the years, the port sector has provided machinery that reduces risks. It is still, however, considered "a high risk employment sector and involves exposure to various contaminants that are hard to control." She mentioned the active participation of women in the port sector in recent years, emphasizing the various activities performed by women in the industry and the need for a good occupational health program to prevent accidents. Finally, she offered a briefly overview of occupational health management in Port Caldera and gave several examples of how to prevent accidents through planning and a good occupational health system. (See Document 14).

Mayra Hernández, President of the Business Alliance for Secure Commerce (BASC) described safety as a necessary business strategy in ports given that 90% of world cargo is transported in containers. She indicated that "most women are not at the "operational core" of the business, but instead are working in offices in areas such as customer service



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and administrative and/or commercial divisions; operational aspects are mainly handled by men, along with supervision, maintenance and surveillance of shipyards.” She observed, however, that with new technological advances, women have new opportunities to work in areas such as planning, administration and control. Finally, she discussed the participation of women in the BASC and the importance of training not just in occupational safety but in all areas. **(See Document 15).**

Karen Popa, Manager of Safety and the Environment of Port Caucedo in the Dominican Republic, defined industrial safety as “commissioning the study of regulations and methods to ensure a production involving the least risk to humans and materials (equipment, tools, structures, etc.)” She pointed out that the Dominican Republic has had an Occupational Safety and Health Regulation in place for four decades, which was updated in 2006 and is currently in force. She stressed the need for industrial safety in ports particularly in jobs such as cargo handling, ship handling, and jobs involving heights and electricity. She concluded by stressing risk prevention as a critical factor for a safer work environment and, in turn, higher productivity. **(See Document 16).**

Sony Mercedes of the Dominican Society for Workplace Risk Prevention [Sociedad Dominicana de Prevención de Riesgos Laborales] defined workplace risk prevention as “activities geared towards eliminating or controlling risks to prevent professional or occupational accidents and/or illnesses.” Regarding the women’s issue, he said that the percentage of women working in cargo handling is 2% worldwide and 13% in ports. He offered a brief overview of regulations for port safety around the world and highlighted the Dominican Republic’s Occupational Safety and Health Regulation, which sets out contains critical norms to control risks in industrial activities. He concluded by noting, among other ideas, that “Safety and health in the workplace is a field in constant technical evolution and therefore, the requirements that are most likely to become obsolete must be subject to periodic review in light of developments in applied technology, through a methodology for the systematic updating of such regulations and guidelines.” **(See Document 17).**

f) Gender quote: an alternative to increase women’s participation in the port-maritime sector

Lludelis Espinal, Advisor to APORDOM, moderated the discussion.

María J. Calvo, specialist in ports for the Government of Spain, offered a brief presentation on the European Union and gender equity policies, including guidelines concerning equal pay, professional treatment, safety, evidence of sexual harassment, equal access to services and application of the equal opportunity principle. She went on to describe Spain’s policy on equality, including the laws and applications of those principles, citing some examples of specific and relief measures used by both sexes in



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Spanish firms. She also discussed the Strategic Equal Opportunity Plan 2008-2011, which aims to increase women's participation in fields such as politics, government administration, the judiciary, business administration, the media, and so forth. She concluded with a brief overview of the Spanish port system and how gender equality policies have been incorporated there. She emphasized the importance of professional and personal training and the implementation of plans for equality accompanied by effective evaluation measures. **(See Document 18).**

Susana Sena, a specialist from the National Port Authority (ANP) of Uruguay, discussed inequalities between men and women in all fields, the need for cultural change, training and awareness, and the importance of integrating women into the operational areas of the port sector. She went on to discuss the participation of women in the ANP, where 24% (225) of 940 civil servants are women. She added that women were awarded 54 out of 90 training scholarships available to its staff. She showed some statistics on women's participation in the sector, but noted that it is still quite low compared to men's, particularly in areas such as maritime and port operations and technical personnel. She then remarked on some of the progress made in gender equity, such as Law 18.104 of March 2007, on the promotion of equal rights and opportunities for men and women in Uruguay; the National Plan for equal opportunity and rights of May 2007; and, the signing of the Agreement for Quality Management with Gender Equity Program in January 2009. She concluded by stressing that in order to "achieve effective equal access to jobs in the port environment, and ensure that initiatives do not remain solely on paper, actions must be taken in the areas of training plans and staff selection. The relevant regulations must be improved and job quotas are a positive contribution to further policies of equality." **(See Document 19).**

Ginelle Noel, Chief of the Technical Office of the National Port Authority of Haiti, offered a brief overview of women's participation in the Haitian government, noting that women make up 17% of the total staff in the ministries, 10% in the Senate and 4% in the Chamber of Deputies. There are no women on the Supreme Court or in the Secretariat of State, although the current Prime Minister is a woman. She gave a brief outline of Haiti's ports, followed by a description of the presence of women in the port sector. In this regard, she said that women participate actively in general and administrative departments and the finance office. She mentioned several strategies to increase women's participation, among them motivating young women to take advantage of opportunities in the maritime sector and the establishment of quotas for women in the hiring process. Finally, she recommended several new opportunities to improve women's participation, including the establishment of a women's association in the maritime-port sector; the promotion of the port sector in schools, particularly to attract more women to the field; implementation of a hiring policy for women in parts; and the development of public education programs to promote non-sexist behaviors. She concluded by saying that despite all of the regulations in this area, there are still gender gaps that could be closed



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through education programs on maritime-port issues and good labor policies for women. (See Document 20).

Janina Ríos, Executive Director of the Board of the Costa Rican Institute of Pacific Ports (INCOP), briefly described the political structure in her country, pointing out that the highest post in the entity in charge of Atlantic and Pacific Ports, namely, the minister of Public Works and Transport, is a woman. She also noted that 9 of the 20 ministries in the Executive Branch are led by women. She briefly reviewed the history of women's participation in Costa Rica, highlighting women's suffrage in 1958, the creation of the National Women's Institute (INAMU), and the adoption of Law 7142 promoting the social equality of women. She also described the participation of women in INCOP and the Caldera Port Society. She concluded with a proposal for a "reform of Costa Rican law to make way for greater participation of women which, together with better education and training on the issue, will make it possible to visualize changes in this area in the short term." (See Document 21).

Meeting of the working groups on topics d, e and f

These groups met separately, on August 19, at 5:00 p.m., to identify the main conclusions and recommendations discussed on their topic, which are included in **Annex C** of this report.

5. Third Plenary Session:

The session began at 8:30 a.m. on Thursday, August 20, 2009 and covered the following agenda items:

g) Opportunities for new jobs (tourism companies and cruise ports, port logistics support areas)

Clive Forbes, Secretary of the Caribbean Shipping Association, moderated the discussion.

Magalis Toribio, Undersecretary for Cruise Ports of the Secretariat of Tourism of the Dominican Republic, introduced the cruise industry in the Dominican Republic. She underscored the growth in this sector in recent years and its contribution to the economy. She noted that the Dominican Republic is the number one cruise ship destination in the Caribbean, with 3 cruise ports and another in the works, among other comparative advantages. Finally, she noted the importance of this industry, which directly benefits the communities surrounding the port by contributing to their earning power and development. (See Document 22).



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Leonor Mondragón, President of the Fuel for Ships Business Association of Mexico [Asociación Empresario Combustible a Barcos] discussed the situation in Mexico in terms of logistics and competitiveness. She expressed concern over the country's recent low rankings in assessments of this sector. According to Ms. Mondragón, this outcome is based on Mexican exports: "While these grew considerably in recent years, the potential associated with its comparative advantages has not been reflected in our economy. This is due to elevated logistical costs and tariff regulations faced by businesses established in Mexico." She referred to the job situation in Mexico as critical to development. In this sense, she said that one of the main obstacles to the participation of women has been the lack of political strategies to reconcile the work-family issue, since women devote many more hours per week to the household than men. Finally, she offered a series of proposals on how to change the situation in the sector in Mexico. She concluded by emphasizing that "there are enormous opportunities to integrate women into the labor force in logistical platforms, particularly in two main categories: 1. key activities: those relating to customer service, inventory management and processing orders. 2. support activities such as: warehousing, merchandise handling, procurement and packing." (See **Document 23**).

Elke Mattos, Human Resources Manager of Portonave S.A. of Brazil, provided a brief description of activities and operations in Portonave S.A. She indicated that 68% of men in Brazil are working, compared to 45% of women with some job activity mainly in the services, business and government sectors. She offered other statistics on women's participation in Portonave, including the high percentage of women working in the human resources and finance departments and the high percentage (56%) of women with a high education level. Finally, she offered an overview of the jobs held by women in Portonave, including: administrative jobs, planning, cargo control, equipment operators, embarkation port operators, security officers and supervision. (See **Document 24**).

Diego Sepúlveda, Advisor to CIP/OAS, provided some historical context for the participation of women in high-level jobs. He offered the comparison that before, women held administrative management positions in only 3 countries of the hemisphere (Chile, Uruguay and Venezuela), while today, women hold executive positions in 18 countries (Antigua and Barbuda, Belize, Brazil, Canada, Colombia, Costa Rica, Chile, Guatemala, Guyana, Haiti, Jamaica, Mexico, Panama, Peru, Dominican Republic, Uruguay, United States and Venezuela). He observed, however, that women hold positions in Direct and Operational General Port Management Functions in only 6 countries: Argentina: port security manager in Bahía Blanca; Brazil: human resources manager; Honduras: port manager; Haiti: technical manager; Dominican Republic: port security manager in Caucedo; and Venezuela: port manager. He underscored that, compared to past years, new job opportunities are available today in the areas of safety and the environment, marketing, maritime traffic control, spatial planning and coordination with logistical



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support zones [zonas de apoyo logístico (ZAL)], container operations, as chiefs of operations, and in cruise ship services. **(See Document 25).**

h) Proposal for a hemispheric network of international cooperation of women in ports

Carlos M. Gallegos, Secretary of CIP/OAS moderated the discussion.

Mayra Hernández, President of BASC, stressed the importance of cooperation between governments, international entities, the private sector and business groups to promote the participation of women in all sectors. She mentioned as a primary objective, increased women's participation in port employment in the hemisphere; the promotion of women's participation in education and training programs; equal opportunity in maritime-port jobs; the creation of a hemispheric network of women; and, the establishment of national observatories to study the issue of gender in the maritime-port sector. She outlined collaborative proposals including the establishment of cooperation agreements with international entities, partnerships with training centers, the establishment of liaisons with the private sector in each OAS Member State, the establishment of a private sector advisory group and the creation of a network of women in the port sector. **(See Document 26).**

Kathleen Haines, Treasurer of WISTA (Women's International Shipping and Trading Association), explained that WISTA is an organization of networks for women in executive or decision-making positions in the maritime industry. It comprises 27 organizations worldwide, with 1,200 members who meet annually. Potential new members include people from countries such as Cyprus, Australia, New Zealand, Argentina, Chile, Malaysia and Ghana. WISTA offers benefits such as exchange of information, updates on the main events in the port industry, exchange of knowledge and ongoing education for its members through seminars and sponsored courses. **(See Document 27).**

Mysline Valerie, Advisor of the Port Authority of Dominica, underscored the need to obtain information from the workplace of women in ports, identify training needs for women in the sector, promote the exchange of visits by women from different ports, examine hiring policies and develop local organizations of women in ports. **(See Document 28).**

Clive Forbes, Secretary of the Caribbean Shipping Association (CSA), gave an overview of women's important contribution to the regional maritime sector. He mentioned some of the women currently working in high-level management positions in the industry. He then focused on the proposal to create a hemispheric network of women, emphasizing the importance of working together with organizations, groups and associations in general for



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the benefit and development of the peoples of the Caribbean and America. (See **Document 29**)

Meeting of the working groups on topics g and h and on the coordination of the conclusions and recommendations from the seminar.

These groups met separately on August 20, at 3:30p.m. to identify the main conclusions and recommendations for their topic, which are included in **Annex C** of this report.

6. Closing session

This session was held on August 20, 2009. It featured a presentation by Maribel Gasso on “Corporate Social Responsibility: an ongoing challenge.”

Afterwards, the coordinators of each working group read their main conclusions and recommendations, which are included in **Annex C** of this report.

Representatives of the organizing institutions offered concluding remarks. The first speaker was Carlos M. Gallegos, Secretary of the CIP/OAS, who declared the seminar a success, thanked all of those present for their active participation during the arduous work sessions, and thanked the Dominican Republic for its hospitality during the course of the seminar.

The next speaker was Franklin Núñez, President of the Administrative Council of APORDOM, who expressed appreciation for the dedication and efforts of all the participants, invited the foreign guests to visit the country again and wished them a good trip home. The seminar was formally concluded.

On Friday, August 21, 2009, seminar participants visited the Port of Samaná and Cayo Levantado.



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VIII. ANNEXES

ANNEX A List of Participants

	Country	Last name	Name	Institution	Title	E-mail
1	Brasil	Mattos	Elke	Portonave S.A.	Gerente de Recursos Humanos	emattos@portonave.com.br
2	Chile	Guerra Vallejo	Ximena	Empresa Portuaria Valparaiso	Jefa Unidad Gestion de Concesiones	xguerra@epv.cl
3	Colombia	Hernández	Mayra	Organización Mundial BASC	Presidente. Internacional	mayra_hernandez@costa.net.co
4	Colombia	López Muñoz	Liliana	Lopez & Asoc. Consultores Marítimos Portuarios y OTM	Gerente	consulmar.bta@etb.net.co
5	Colombia	Serna López	Felipe	Fundación FITS	Asistente de Proyectos	felipesernalopez@yahoo.es
6	Costa Rica	Lizano	Marcela	Instituto Costarricense de Puertos del Pacífico INCOP	Asistente Presidencia Ejecutiva	mlizano@incop.go.cr
7	Costa Rica	Ríos Olivares	Janina	INCOP	Dir. Ejecutiva de la Junta	jrios@incop.go.cr
8	Costa Rica	Solano Gutiérrez	Fidelia	Sociedad Portuaria de Caldera, S.A	Jefe de Salud Ocupacional	f.solano@spcaldera.com
9	Dominica	Valerie	Mysline	Dominica Air and Sea Ports Authority	Operations Manager	daspa@cwdom.dm
10	España	Calvo	Maria Jesus	Puertos del Estado	Jefe del Area de Control	mjcalvo@puertos.es
11	Estados Unidos	Almodovar	Lillian	Institute for Water Resources, USACE	Deputy Director	lillian.almodovar@usace.army.mil
12	Estados Unidos	Haines	Kathleen	Holbridge Capitol	Advisor	khaines@holbridge.com



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13	Estados Unidos	Quiñónez	Jose	Guardia Costera (USCG)	Agregado Naval	quinonesja@state.gov
14	Estados Unidos	Rasmussen	Karen Elisabeth	CIM/OEA	Consultora de Desarrollo Internacional y Genero	kr3051@gmail.com
15	Grenada	Budd	Delia	Grenada Ports Authority	Accounts Clerk	grenport@spiceisle.com
16	Grenada	Gordon	Stephany	Grenada Ports Authority	Personnel Officer	grenport@spiceisle.com
17	Haití	Noel	Ginelle	Autoridad Portuaria Nacional	Jefe del Gabinete Técnico	ginellebea@hotmail.com
18	Jamaica	Donaldson	Rosalie	The Port Authority of Jamaica	Senior Vice-President International Marketing	rdonaldson@portjam.com
19	Jamaica	Forbes	Clive	Caribbean Shipping Association	General Manager	clivefcsa@cwjamaica.com
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ANNEX B

LIST OF DOCUMENTS

Doc. #	Título/ Title	Expositor / Speaker	Idioma/ Language
1	Calendario/ Schedule		Español/ English
2	Women facing technological Advances and automation in Ports	Rosalie Donaldson	English
3	La mujer frente a los avances tecnológicos y la automatización en los puertos	José Quiñonez	Español
4	Mujer frente a los avances tecnológicos	Karen Popa	Español
5	Women facing technological advances and automation in ports	Marita Kramp	English
6	Género y cambio climático	Karen Rasmussen	Español
7	Cambio climático, mujer y puertos	Lilian Almodovar	Español
8	Cambio climático y su impacto en los puertos y el comercio marítimo	Juan Mancebo	Español
9	La crisis: perspectivas de largo plazo y efectos actuales en el sector marítimo y portuario	Ricardo Sánchez	Español
10	La capacitación de la mujer en el sector portuario: nuevo enfoque	Diego Sepúlveda	Español
11	La capacitación de la mujer en el sector portuario: nuevas oportunidades de empleo	Otto Noak	Español
12	La capacitación de la mujer en el sector portuario: nuevas oportunidades de empleo	César Caracas	Español
13	Women Training in the Port Sector: New Opportunities	Stephany Gordon	English
14	Seguridad e Higiene Laboral y su Impacto para las Mujeres en Puertos	Fidelia Solano	Español



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15	Seguridad y su impacto para las mujeres en puertos	Mayra Hernández	Español
16	Seguridad e Higiene Laboral y su impacto para las mujeres en los puertos	Karen Popa	Español
17	Prevención de riesgos laborales en puertos	Sony Mercedes	Español
18	Iniciativas para la igualdad efectiva entre hombres y mujeres en el marco de la política europea	María J. Calvo	Español
19	Cupo laboral por género: una alternativa para incrementar la participación de la mujer en el sector marítimo-portuario	Susana Sena	Español
20	Gender quote: an alternative to increase the women's participation in the port sector	Ginelle Noel	English
21	Cupo laboral por género. una alternativa para incrementar la participación de la mujer en el sector marítimo portuario en Costa Rica	Janina Ríos	Español
22	La industria de cruceros en la República Dominicana: Su potencial de desarrollo e impacto en las comunidades	Magalis Toribio	Español
23	Oportunidades de nuevos empleos en zonas de apoyo logístico portuario	Leonor Mondragón	Español
24	Portonave S.A.	Elke Mattos	English
25	Oportunidades de nuevos empleos	Diego Sepúlveda	Español
26	Red de mujeres portuarias: Una visión del sector portuario	Mayra Hernández	Español
27	WISTA (Women's International Shipping and Trading Association)	Kathleen Haines	English
28	Proposal for a hemispheric network of international cooperation of women in ports	Mysline Valerie	English
29	Hemispheric Network of International Cooperation of Women in the Port Community	Clive Forbes	English



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ANNEX C

CONCLUSIONS AND RECOMMENDATIONS BY THE WORKING GROUPS

Work-Group: “Women facing technological advances and automation in ports”

Work-Group integrated by:

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- Elba Ines de León, APORDOM, Dominican Republic
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- Sybiel Jacott, Port Management Co., Suriname
- Elke Matos, Portonave, Brasil
- Jennifer Marcano, APORDOM, Dominican Republic
- Marcela Lizano, INCOP, Costa Rica
- Jose Quiñonez, US Coast Guards
- Federico de la Cruz, Port Safety & Modernization Commission, Dominican Republic

Conclusions:

- 1.- The technological and operational advances have generated substantial changes in the port sector, which have improved human resources.
- 2.- The final stage for mobilizing cargo and the intensive use of physical strength, together with the use of palletes and the loading of the containers, the incorporation of cargo handling equipment between vessels and ports, have all allowed a downsizing of non-specialized port personnel and the incorporation of women in these operations.
- 3.- The administrative work women have been carrying out for many years, together with Information Technology and automation have allowed women to increase their level of participation in these areas, such as finances, accounts, controls, marketing, among others.
- 4.- These changes have allowed women to advance to management positions which in fact include women general managers at port.
- 5.- The paradigms that have closed women’s access to certain areas, such as training, are tools that will allow women to expand the labor opportunities to all the different port areas, including operating heavy equipment, such as cranes and other similar machinery.



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6.- In addition to the advances women have achieved in the port sector labor area it is estimated that there are still new areas available to continue developing the incorporation of women. Therefore, it is essential to expand and promote training for women to cover all areas whether it is administrative, technical, operational or managerial.

Recommendations:

1.- Promote a change of paradigms to break away from the traditional scheme, that port work is centered around the physical strength of the human resources. Instead, it is necessary to generate a broad vision that will open different port labor alternatives to women since the technological changes and automation allow for this, regardless of the nature.

2.- Reinforce study and support groups to achieve uniformity in terms of national and international organizational chart criteria that allow equality in the rendering of port services with similar opportunities for both men and women.

3.- Highlight the fact that women are not requesting to compete against men, but rather that they have equal opportunities.

4.- Overcome existing barriers that limit the participation of women in pursuit of greater opportunities according to their capacities.

5.- Incorporate participation measuring patterns in the different areas with clear and valuable statistics, and specific indicators that allow to take into consideration the levels of development or stagnation of women participation.

6.- Develop standard forms to collect data to generate these statistics and evaluations.

7.- Encourage organizations and institutions so that when they request candidates for a position they should expressly specify that the opportunity is available to both genders.

8.- Request the CIP port women participation and development committee to draw up these data collection forms and to disseminate and assess the response of the public and private sector.



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Work-Group: “Climate change: a view from the perspective of women in ports”

Conclusions and Recommendations

Work-Group integrated by:

- Coordinator: Liliam Almodovar, USACE, United States
- Karen Rasmussen, CIM/OAS, United States
- Norma Oliveros, APORDOM, Dominican Republic
- Nellys Sanchez, DPH, Dominican Republic
- Mayra Ortiz
- Cleopatra Bechara, OCAMAR, Venezuela
- Fidelia Solano, Sociedad Portuaria Caldera, Costa Rica

Conclusions

1. The “Green House” effect phenomena is produced by internal and external world factors.
2. A global focus and dramatic impact affects all groups of human kind, but particularly has a negative effect on the more vulnerable and marginalized communities such as women, children, handicap and elderly people. These communities will have less education opportunities, less availability and access to resources and adaptation to the consequences of the climate change.
3. Men and women do have different responsibilities within the society, so called their families, community and their country, to diminish the consequences of the climate changes.
4. The speed of this phenomenon overcomes all range expectations of a worse scenario projected 20 years ago. The climate changes all over the world are sudden and unpredictable, thus have caused climate events of larger intensity and length; higher waves, alteration/destruction of the marine ecosystem, larger corrosion patterns, the port structures become more vulnerable and higher levels of navigational risks. Besides, the port infrastructure turns out to be more exposed, the dredging requirements are more frequent, and there is loss of territory space for port expansion, among others.



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Recommendations

1. Provide solutions to mitigate climate changes, involving the Governments and every human inhabitant.
2. To have more responsibility to mitigate the effects caused by those countries with larger toxic emissions, hence helping those countries more vulnerable to the impact of those emissions.
3. Support the focus to provide the necessary resources to invest in research on how to mitigate the impact of the climate changes to a regional level, locally and by sector (economically and socially), to develop specific adaptation programs.
4. Promote the conception of precautionary programs and projects regarding the maintenance of the port infrastructure and protection of the marine ecosystem, as well as adapt and create a port community to implement and strengthen these programs which allow lessening the climate changes.
5. Foster investment in technological developments (machinery, equipment and others) which will replace those that contaminate.



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Work-Group: “Women training in the port sector: new opportunities”

Conclusions and Recommendations

Work-Group integated by:

- Coordinator: Nellys Sánchez, DPH, Dominican Republic
- Ximena Guerra, Empresa Portuaria Valparaiso, Chile
- Elizabeth Cabrera, OCAMAR, Venezuela
- Ruth Azorin, PORMAR, Perú
- Carmen Cortoreal, Comisión Presidencial Modernización y Seguridad portuaria, Dominican Republic
- Diego Sepúlveda, CIP/OAS

Conclusions:

1. There is a know-how that women have in general, the skill to simultaneously carry out different tasks and responsibilities.
2. The main characteristics women possess and which allow them to perform different roles at the same time are: they are more organized, they have a high degree of responsibility, they adapt to team work more quickly, they are more decisive when it comes to implementing plans, they are more determined, they are better prepared to confront crisis and pursuit greater training, including technological advancement.
3. In terms of training, there are many and diverse training programs, that range from basic courses to master degrees, which in most cases are not properly taken advantage of.
4. Women adapt more easily to changes and this includes new training programs and especially the pursuit and creation of courses to update ourselves.

Recommendations:

1. Design a labor model structured under gender equality.
2. Identify the areas in which women’s participation is the weakest for the purpose of directly enabling the operational and technical areas.
3. Promote the ability of women to participate in team work.



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4. Promote and disseminate just and timely training programs taking into consideration both genders, without discrimination.
5. Increase and disseminate basic education eliminating gender discrimination in all types of activities and training.
6. Highlight the fact that training is essential for prevention; “if you believe training is expensive, imagine the cost of ignorance”.
7. Encourage the CIP/OAS Hemispheric Subcommittee on Women’s Participation in Port Affairs to include the abovementioned proposals in their Work Plan. In addition, to request the International Organisms that are participating at this event, ECLAC, COCATRAM, CSA, BASC, WISTA, among others to adopt similar actions.



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Work-Group: “Safety and Occupational Hygiene as its impact for women in Ports”.

Conclusions and Recommendations

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- Sonny Mercedes, APEC University, Dominican Republic
- Maria de Lourdes Núñez, Consejo Nacional de Competitividad, Dominican Republic

Conclusions:

1. In most of the hemispheric ports they have not implemented preventive measures to mitigate port operation risks. Women’s participation is minimal in these activities.
2. National Legislation, in terms of industrial safety, is general and does not specify the port sector. However, the characteristics of the port sector merit adequate laws both for practices and for the risks involved in this industry.
3. The labor risks in the port industry have been increasing with technological development because both the equipment and the machinery are more complex and heavier. However, this does not limit women’s participation in holding positions within this sector.
4. It is important to highlight the work carried out by the International Labor Organization (ILO) which has developed methods and guidelines to prevent labor risks in port activities.
5. The lack of control measures in terms of industrial hygiene at the ports increase the level of labor diseases in face of the regulatory standards on this issue. In addition, port marine ecosystems and the people in the surrounding communities may become contaminated.



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Recommendations:

1. Check the main ports in each country to review the labor laws and safety and hygiene practices in force.
2. Develop a labor risk program at the main ports of each country to include all port users. In addition, define the minimum amount of safety equipment required to enter the port area.
3. Encourage the authorities in charge to certify port operations to include within their inspections, the minimum labor risk requirements needed at the ports.
4. Maintain a record of all the safety and hygiene enforcement indicators in each one of the main ports throughout the country.
5. Use ILO 2003 as a guideline to implement the labor safety and hygiene measures at the ports of each country.



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Work-Group: “Gender Quote: an alternative to increase the women’s participation in the port-maritime sector”.

Conclusions and Recommendations

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Conclusions:

1. There is a great lack of equality in job opportunities between women and men in the maritime and port industry. The main reason for this is the lack of training and the cultural conditions.

2. The experiences in some countries, such as Spain, have shown that the policies implemented to overcome this inequality have been positive through the allotment of labor quotas and the enactment of laws that promote equitable distribution between women and men by establishing quotas at different levels and areas.

3. In addition, we do acknowledge the significant improvements both at political and social level in women’s participation which has reduced labor gender inequality some Latin American countries.

4. Lastly, there is consensus in the convenience to disseminate, at hemispheric level, the national laws and the regulations adopted by regional organisms and agencies that promote the gender labor quota allotments to increase women’s participation in the port sector.



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Recomendations:

1. Review Spanish Legislation especially the “Organic Law for Effective Equality between Women and Men” (Ministry for Equality of March, 2007) as well as the existing laws in the OAS Member States.

2. Propose the creation of an organism that watches over gender equality.

3. Create mechanisms to disseminate equality.

4. Carry out a study of the skills and competencies that are required to perform the activities of each function needed at each technical level (operational / administrative) of the port sector.

5. Design equality plans following the Manual developed by the Ministry for Equality of Spain.

6. Consolidate the Port Women Hemispheric Network established by CIP/OEA that involves the different levels in which they work.

7. Create a virtual platform comprised of all the countries that is continuously updated by one person who is accountable in each country.

8. Encourage the CIP/OAS Hemispheric Subcommittee on Women’s participation in Port Affairs to include the above mentioned proposals in their Work Plan. In addition, to request the International Organisms that are participating at this event, ECLAC, COCATRAM, CSA, BASC, WISTA, among others to adopt similar actions.



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Work-Group: “Opportunities for new jobs (tourism companies and cruise ports, port logistics support areas)”

Conclusions and Recommendations

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Cruise Sector

Opportunities

- 1- Tour Operators
- 2- Tour Guides
- 3- Cruise Shipping Agents
- 4- Tourism Board
- 5- Marketing
- 6- Security
- 7- Cruise Facility
- 8- Seafarers

Challenges

- 1- Financing or Funds
- 2- Lack of educational institution
- 3- Balancing career and home commitments
- 4- Tradition, customs and practice – Culture barriers
- 5- To identify skills needed
- 6- Need for multi skills competence



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Solutions

- 1- Flexible time at work
- 2- Increase maritime educational Institution
- 3- Legislation to support equality men and women at the sector
- 4- Reach out and engage extended family to support the employment of women in the sector
- 5- TRAINING, TRAINING, TRAINING

Logistic sector

Opportunities

- 1- Transport
- 2- Custom Services
- 3- Inventory Control
- 4- Supply chain
- 5- Support activities
- 6- Storage Manager
- 7- IT Manager
- 8- Maritime lawyers

Challenges

- 1- Financing or Funds
- 2- Lack of educational institution
- 3- Balancing career and home commitments
- 4- Tradition, customs and practice – Culture barriers
- 5- To identify skills needed
- 6- Need for multi skills competence

Solutions

- 1- Flexible time at work
- 2- Increase maritime educational Institution
- 3- Legislation to support equality men and women at the sector
- 4- Reach out and engage extended family to support the employment of women in the sector
- 5- TRAINING, TRAINING, TRAINING



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Work-Group: “Proposal for a hemispheric network of international cooperation of women in ports”

Conclusions and Recommendations

Work-Group integrated by:

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Conclusions:

1. The Work Group takes into consideration the effect of the CIP/OAS hemispheric network of the women in ports, which requires improving its logistics in order to build a mechanism that will foster integration, cooperation, communication and information among women in the OAS Member States. In addition, the network would establish, enhance and update the database, promote knowledge, and create online training among others.
2. The Work Group recognizes the valuable experiences of other institutions and International Organizations such as BASC, WISTA, Caribbean Shipping Association, and many others, in order to build regional and global networks.
3. The Work Group also recognizes the importance of strengthening alliances between the public and private sector in order to forge cooperation and to apply economies of scale that will expand activities between both sectors, such as the consolidation of the Hemispheric Network of the CIP/OAS.

Recommendations:

1. To strengthen the CIP Women’s Hemispheric Network by using and taking advantage of technological and Electronic Tools which will allow the establishment of an accurate database, and regional and national informative websites that will, lead to the creation of an integral platform with an easy access to the women in ports.



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2. To establish alliances with regional and international cooperation organisms, as well as with private associations which have interest on the topic of women in ports.
3. To create an advisory committee with the participation of governmental and private sector representatives, that will help the CIP in follow-up the topic.
4. Urge Port Authorities of the OAS Member States to designate their coordinators (focal points), which is essential for the empowerment and expansion of the Hemispheric network.