Human Capacities with Gender Equality for Competitive Ports:
An Approach by the Inter-American Committee on Ports

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The Inter-American Committee on Ports (CIP) works towards the development of a competitive, secure, sustainable, and inclusive port sector in the Americas:

1. **Permanent Inter-American governmental forum** at the highest level to strengthen Inter-American port dialogue.

2. **Capacity Building** to promote and improve technical and managerial skills of port officials.

3. **Technical Assistance**, Regional Cooperation and Associate Members.

4. Dissemination and promotion of ports, and active cooperation and collaboration with the private sector.
Member States

1. Antigua y Barbuda
2. Argentina
3. Bahamas
4. Barbados
5. Belize
6. Bolivia
7. Brazil
8. Canada
9. Chile
10. Colombia
11. Costa Rica
12. Cuba*
13. Dominica
14. Dominican Republic
15. Ecuador
16. El Salvador
17. Granada
18. Guatemala
19. Guyana
20. Haiti
21. Honduras
22. Jamaica
23. Mexico
24. Nicaragua
25. Panama
26. Paraguay
27. Peru
28. Saint Kitts and Nevis
29. Saint Vincent and the Grenadines
30. Saint Lucia
31. Suriname
32. Trinidad y Tobago
33. United States
34. Uruguay
35. Venezuela
Strategic Alliances
Memorandum of Understanding
to increase the force of
CIP and WISTA’s efforts in key matters

Washington DC, December 2017

**Exchange** of technical expertise, best practices, and strategic information for port development;

**Cooperation** with government agencies, international organizations, and private entities for the implementation of activities to strengthen capacities;

**Empowerment** of female professionals in the port sector of the Americas through Networking; and

**Capacity Building**, including technical training, scholarships, among others.
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**Competitiveness** is the set of institutions, policies and factors that determine the level of productivity of a country (Global Competitiveness Report).

### Global Competitiveness Index

LAC position among 140 countries

- **Innovation**: 90
- **Business Sophistication**: 80
- **Market Size**: 113
- **Technology Readiness**: 115
- **Financial Market Development**: 100
- **Labor Market Efficiency**: 127
- **Goods Market Efficiency**: 93
- **Training and Higher Education**: 80
- **Health and Primary Education**: 88
- **Macroeconomic Environment**: 79
- **Infrastructure**: 83
- **Institutions**: 102

*Source: WEF Competitiveness Index 2015–2016*
Increase in the number of women in decision making positions results in significantly faster growing economies. (Organization for Economic Cooperation and Development)

Women make up only 2% of the maritime-port sector, but comprise 50% of the labor market (WISTA 2016);

Access to professional development, economic participation and working conditions in the sector must be favorable to all genders;

Port and maritime industry enjoys a strategic advantage for the promotion of gender equality.
Exhibit 4

Top management positions in Latin America include relatively few women

Female representation on executive committees, 2011, Percent

<table>
<thead>
<tr>
<th>Region</th>
<th>2011, Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latin America</td>
<td>8</td>
</tr>
<tr>
<td>Norway</td>
<td>15</td>
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<tr>
<td>US</td>
<td>14</td>
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<td>China</td>
<td>9</td>
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<tr>
<td>France</td>
<td>8</td>
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<tr>
<td>Germany</td>
<td>3</td>
</tr>
<tr>
<td>India</td>
<td>3</td>
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</tbody>
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Female representation on boards, 2011, Percent

<table>
<thead>
<tr>
<th>Region</th>
<th>2011, Percent</th>
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<tbody>
<tr>
<td>Latin America</td>
<td>5</td>
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<tr>
<td>Norway</td>
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<td>France</td>
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<tr>
<td>Germany</td>
<td>16</td>
</tr>
<tr>
<td>India</td>
<td>5</td>
</tr>
</tbody>
</table>

SOURCE: McKinsey proprietary database; company websites; annual reports; Thomson

1 Includes Argentina, Brazil, Chile, Colombia, Mexico, and Peru.
2 Includes Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, Singapore, South Korea, and Taiwan.
3 Includes Belgium, Czech Republic, France, Germany, Italy, the Netherlands, Norway, Sweden, and the United Kingdom.

International Maritime Organization (IMO) Integration of Women in the Maritime Sector Program (IWMS)

Gender-awareness training across the sector;

Gender-specific fellowships to increase participation of women in capacity-building initiatives;

Knowledge-sharing through the establishment of formal regional associations for women.
CIP Survey on Gender Mainstreaming Capacities in the Port Sector (2018)

Social, economic, and financial gains of promoting gender equality;

Equal access to training, economic participation and decision-making processes, boosts industry efficiency;

Promote cultural shift.
Big Challenges - Many Opportunities:

Conclusions and Take-Aways

Investments in inclusive training and capacity building programs for increased competitiveness to face industry trends and challenges;

Training and Capacity Building Initiatives must include gender perspective;

Regulatory measures must be enacted to foster and promote a cultural shift;

Facilitate access for the next generation – Stronger Institutions.
Thank you for your attention!

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