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Ministerio
de Transportes
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CIP

Inter-American
Committee on Ports



OAS

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TAG'S INFORMATIVE BULLETIN

SOCIAL RESPONSABILITY, GENDER EQUALITY AND EMPOWERMENT OF WOMEN



LIMA - PERU / JUNE 2020

OBJETIVE

Provide a space for information and encounter at the national and international level with the purpose of disseminating at the hemispheric level the work carried out by women in the port sector and to share the actions that are being developed in social responsibility.

INDEX

1. Editorial (APN)	P. 3
2. Over US\$170,000 in Peru's Port Modernization works to fight COVID-19.	P. 4 y 5
3. CIP-OAS rewards best practices from sustainable and efficient ports for productive port-city relations.	P. 6
4. Outstanding Women – Peru, Argentina and Chile.	P. 7
5. Entrepreneurship Promotion on the Pacific Coast of Costa Rica through a Circular Economy Project.	P. 8
6. Inter-American Committee on Ports - OAS Recognizes Operational Continuity Plan of Peruvian Port Terminals.	P. 9
7. The Suriname Port Management Company contributes to societal development	P. 10
8. Female Talent and Leadership in Colombia's Aguadulce Port.	P. 11
9. Integral Port Administration of Veracruz has 39% female staff in its organization.	P. 12
10. Promoting Gender Equality and Women's Empowerment Practices.	P. 13
11. Panama Maritime Authority participates in the National Panama Solidarity Plan, performs volunteer service and works to prevent COVID-19 contagion.	P. 14
12. Panama chosen as the Headquarters and Permanent Coordination of the Women's Network of Latin American Maritime Authorities.	P. 15

EDITORIAL

As the world faces a health, social and economic crisis that is unprecedented in the history of the modern world, caused by the contagion of COVID-19, our port systems face challenges to respond and ensure port operations and services that secure the supply of food, medicine and essential supply chain products.

The Republic of Peru is a Member State of the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS), and Chair of its Technical Advisory Group (TAG) on Social Responsibility, Gender Equality and Women's Empowerment. Represented by its National Port Authority (NPA), Peru expresses its commitment to continue working with the stakeholders on the national logistics chain, in order to maintain the provision of services for national and international trade operations, which are crucial in this difficult global situation. It also recommends ensuring that the lives and health of port workers and their families are preserved, a vital issue in the fight against COVID-19 and the continuity of port operations.

In this sense, it welcomes the effort of solidarity being made at the national and international level by the various port authorities and operators, promoting social responsibility actions in times of health crisis in the region and the world. It also considers it extremely important to promote actions that favor inclusion and sustainable development, accepting and assuming responsibility for activities and decisions in society and the environment.

The role of port women in this context is even more deeply rooted in the different domains of the port sector, both in the administrative and operational areas, which until recently were reserved for men, strengthening their leadership role in port development in the Americas.

National Port Authority
Peru



commitment of the pertinent authorities and the members of the logistics-port chain. Led by the National Port Authority (APN), an agency from the Ministry of Transport and Communications (MTC), they have joined efforts to reach vulnerable populations located in the areas of port influence, also affected by the effects of COVID-19.

OVER US\$170,000 IN PERU'S PORT MODERNIZATION WORKS TO FIGHT COVID-19

MEDICAL SUPPLIES, FOOD AND DISINFECTANT MATERIAL WERE DONATED WITH SOCIAL FUNDS FROM THE MARITIME TERMINALS OF PAITA, PARACAS AND SALAVERRY.

The COVID-19 pandemic has put the entire Peruvian and world health systems on the front line. The port and logistics system, though not very visible to many, has been essential in confronting the pandemic and guaranteeing the supply of food, medicines and basic necessities.

In Peru, this has been possible thanks to the



SOCIAL FUNDS AND COMMUNITY ACTIONS

Given the current health emergency, as of May 6, the port terminals of Paita (Piura), General San Martín (Ica) and Salaverry (La Libertad), have developed, through their social funds, important community initiatives to mitigate the basic needs of many families and medical personnel in their areas of influence.

Everything from basic necessities (food, cleaning and disinfection supplies, etc.) to medical supplies (thermometers, personal protection equipment (PPE), rapid tests, among others) are part of the humanitarian aid provided by social funds, which as of April totaled 587,868,75 Soles or US\$ 171,891.

North: The 'Asociación Fondo Social Terminal Portuario de Paita,' which is in charge of social development programs in this northern part of the Piura region, contributed S/. 292,450 (US\$ 85,511) in humanitarian aid including food (1,500 family baskets), rapid tests, PPE and equipment for the laboratories of the 'Juan Valer Sandoval' Health Center and the 'Nuestra Señora de Las Mercedes' Hospital.

In La Libertad, the 'Asociación Fondo Social Terminal Portuario Multipósito de Salaverry' granted S/. 115,418 (US\$ 33,747), used to buy quick tests, thermometers, PPE, bleach, alcohol gel, liquid soap, drinking water and food for fishermen, "chalaneros" (people in charge of transporting fishermen from the dock to their boats) and neighborhood associations.

South: Meanwhile, the 'Asociación Fondo Social Terminal Portuario General San Martín,' whose social programs direct beneficiaries are residents of the province of Pisco (Ica), added S / 180,000 (US \$ 52,631) in donations. This includes mechanical fans, EPPs, infrared thermometers, bleach for the health posts and municipalities of Pisco, San Andrés and Paracas; as well as a disinfection arch for the municipality of the latter district. In addition, a modern ambulance equipped to attend to medical emergencies for the people of Pisco was donated.

Other important initiatives in the port sector that have joined this wave of community involvement, through their focus on social responsibility, are those launched by port terminals such as Callao (APM Terminals and DP World), Matarani (TISUR), Ilo (Southern Peru), San Nicolás (Shougang Hierro Peru), Chancay (Cosco Shipping Ports Chancay Peru), among others.

The assistance to the most vulnerable in their areas of influence included the delivery of basic necessities, as well as health protection inputs for various health facilities.

CIP-OAS REWARDS BEST PRACTICES FROM SUSTAINABLE AND EFFICIENT PORTS FOR PRODUCTIVE PORT-CITY RELATIONS



6TH EDITION OF THE MARITIME AWARD OF THE AMERICAS 2019

The Inter-American Committee on Ports (CIP) of the Organization of American States (OAS) announced both the winners of the 2019 Maritime Prize of the Americas, and those of the Outstanding Women in the Maritime Port Sector Award.

According to the announcement, the 'Social Responsibility' award was given to the Port of Buenos Aires, Argentina, for its Recycling Program, implemented to address the problem of excessive waste generation in the city of Buenos Aires, including waste from the port and 24 other municipalities. The initiative reduces waste generation and manages it adequately and efficiently by collecting recyclable materials from specific points of generation and then delivering them to the co-operatives dedicated to it. Once delivered, the recyclable material is separated for sale to recycling companies, for which the co-operatives receive remuneration, which is then distributed among their members.

The 'Port-City Relations' award was won by COMPAS, from Colombia. COMPAS, after having carried out a population census in its area of influence, found that 89% of that population has an income equal to or below the minimum wage, as well as failures in the coverage of domiciliary public services and that only 2% of the population has a university education. With this in mind, four lines of intervention were established with projects focused on water, education, productive projects and participation in transportation and mobility, positively impacting the community by getting 718 people to form and strengthen productive projects and 105 fishermen to receive training workshops on artisanal fishing. In addition, 116 jobs were created and 24 more are expected during 2020.

The Honorable Mention in this category went to PROCIP, Costa Rica.

In the category Green Operations in Ports and/or Terminals, the award went to Puerto Bahía, Colombia, which found out it had a fleet of vehicles for internal operations that generated greenhouse gases, increasing its carbon footprint and the risk of occupational accidents. In addition, it found that due to the lack of waste segregation, costs increased for not carrying out reuse or recycling actions. Aware of its impact on the surrounding communities and the sustainability of its operation, Puerto Bahía decided to develop an environmental sustainability program by adopting new practices that would decrease the effect on the environment and allow it to grow more sustainably.

Tecon Rio Grande (Brazil) was granted the award 'Disaster Management in Ports and/or Terminals', because of the inefficiency in containing accidents, such as an oil spill from a ship and a fire in a forklift truck, Tecon Rio Grande had to modify its emergency response structure through a medium and long term plan. This plan included different steps that strengthened its structure, as well as its presence in the emergency response of its community.

In this category, the CIP-OAS presented the award with an Honorable Mention to the National Port Authority of Peru, for its Plan for the Continuity of Operations of Port Terminals, for its contribution to the prevention or reduction of damage to the (marine) environment and communities; building resilience to natural disasters, oil and/or chemical spills, shipwrecks, among others.



Port of Buenos Aires, Argentina



Cartagena Terminal, Colombia



Bahía Port, Colombia



Tecon Rio Grande (Brasil)



Port of Callao, Peru



Orietta Gajate
General Manager of
Peruvian Port
Terminals (TPP)



Silvina Urreaga
Operations, Security and
Environment Manager,
Port of Buenos Aires

OUTSTANDING WOMEN

In its 2019 edition, the CIP also honored outstanding women in the sector, giving additional special recognition.

One of the winners was Silvina Urreaga, Operations, Safety and Environment Manager of the Port of Buenos Aires, in recognition of her trajectory and leadership in the search for better security conditions in ports and inclusive access to the development of the maritime-port sector in the Americas.

Silvina worked at the Port of Buenos Aires for over 10 years, focusing on port security and protection, holding positions such as Chief of Security and Sanitation and Assistant Manager of Security and Environmental Control, until she reached the Management of Operations, Security and Environment. Due to her leadership, she is the first woman to hold the position of Manager in an operational area in Puerto Buenos Aires.

Orietta Gajate, General Manager of Peruvian Port Terminals (TPP, for its acronym in Spanish), was also recognized and given an award for her successful career in the maritime-port sector and her contribution to the logistics connectivity of the Americas. With over 25 years of experience in positions such as Operations Manager at Greenandes Perú and General Manager at TPP, positions she performed simultaneously for three years, contributing in the beginning of operations of both until their growth and development.

Currently she is responsible for management of TPP, a maritime agency and logistics operator, in which she has been working for 15 years. During her management, she has expanded the range of services offered to meet the needs of its customers through seven business units such as cargo agency, warehouse, distribution, dry cargo logistics, among others.

This award's Honorable Mention was presented by the CIP to Mitze Ríos, General Manager of the Puerto Ventanas Community Center in Chile.



Port Caldera, Costa Rica

ENTREPRENEURSHIP PROMOTION ON THE PACIFIC COAST OF COSTA RICA THROUGH A CIRCULAR ECONOMY PROJECT

In 2020, the Costa Rican Institute of Pacific Ports (INCOP) in conjunction with the United Nations Development Program (UNDP) is executing a circular economy project in the Pacific Coast whose main purpose is the transformation of plastic materials recovered from rivers, beaches and seas, into elements for the construction sector.

According to Stephannie Soto, INCOP's Social Responsibility Consultant, the pilot plan will be carried out with APEPURE, a local association of people involved in artisanal fishing in the Central Pacific of Costa Rica. APEPURE was chosen for its willingness and initiative in the collecting of waste in the areas surrounding the port and its need for alternative sources of employment.

Currently, work is underway to enable a physical space for the material transformation plant, where the machinery for the different processes will be located in order to carry out the work safely, in addition to guaranteeing accessibility for people with disabilities. Once this is done and the training processes of the production cycle are concluded, the field work will begin.

Once the learning curve of the process is reached, the production of construction elements will start, which will have as final destination the tourism infrastructure projects developed by INCOP in the Pacific. The incorporation of these materials to said projects will not only give a new value to plastic, but will also add value to the structures where the recycled elements are incorporated, since it will have a sustainable and attractive focus for tourists.

It is important to mention that all processes, including decision-making, will be addressed with gender perspective. This project has major goals focused on promoting sustainable development in the area, creating jobs, supporting entrepreneurship and generating a sustainable model based on solid waste management of plastic origin.

INTER-AMERICAN COMMITTEE ON PORTS - OAS RECOGNIZES OPERATIONAL CONTINUITY PLAN OF PERUVIAN PORT TERMINALS

NATIONAL PORT AUTHORITY OF PERU RECEIVES HONORABLE MENTION IN THE CIP MARITIME AWARD OF THE AMERICAS 2019

The Operational Continuity Plan for port terminals in Peru, a technical standard implemented in October 2019 by the National Port Authority (APN), an agency of the Ministry of Transport and Communications (MTC), received an Honorable Mention in the Maritime Award of the Americas 2019, granted by the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS).

The standard promoted by the APN has been recognized as a good practice in the category of Disaster Management in ports and/or terminals, in the 6th edition of the award. It highlights its contribution in the prevention or reduction of damage to the (marine) environment and communities; building resilience to natural disasters, oil spills and/or chemicals, shipwrecks, among others.

Peru has more than 100 port facilities, including port terminals and wharfs, at the national level, which is why it was vital to have an operational continuity plan (OCP). The Plan establishes minimum guidelines in terms of operations, security, infrastructure, equipment, protection, technology and the environment to enable the gradual recovery of port activities, operations and services in the event of a natural disaster or an untimely event that totally or partially paralyzes the attention of vessels, cargo and passengers at port terminals in the maritime, river and lake areas.

The standard had the participation of the main actors of the logistic chain, such as the Chair of the Council of Ministers, the Civil Defense Institute, the United Nations Development Program (UNDP), Regional Government, Municipalities, Port Administrators and the port community in general. They contributed through sustained working groups, national and international workshops, and during the pre-



Multipurpose North Terminal of the Port of Callao, Peru

publication of the standard, with proposals for improvement, observations and comments that helped to strengthen its content, which includes technical-operational, security, protection, technological, infrastructure and port equipment aspects.

The Government of Peru, through the MTC and the APN, constantly works to guarantee the continuity of operations in the country's port terminals, in order to contribute with an adequate provision of services and activities in the country's logistic chain. This in order to help guarantee competitiveness, development and supply of food and diverse products in the capital and the rest of the country, as is the current situation.

THE SURINAME PORT MANAGEMENT COMPANY CONTRIBUTES TO SOCIETAL DEVELOPMENT

ACCOMMODATING OUR FUTURE

The Suriname Port management Company (SPMC) is responsible for the management of the largest public port in Suriname. Our main objective is optimally accommodate economic activities in support of the national economy. Based on our sense of responsibility towards the Surinamese community we also focus on supporting growth and development among particular the younger generation within the Surinamese community. Based on our slogan “accommodating our future” the company entered into an agreement with the Ministry of Defense (MoDef) to address specific needs of communities in the vicinity of its business locations. A joint committee was set up with experts from both organizations to help guide the projects and provide technical assistance. Beneficiaries are selected based on their needs.

A sub-area of the project covers infrastructural activities aimed at improving hygiene and safety of children and creating a stimulating learning environment within the community. In this contract SPMC agreed to provide financial means and technical assistance, while the contribution of the MoDef relates to providing expertise and manpower.

Some of the projects arising from this sub-area concern the improvement of sanitary facilities at primary schools. This initiative was taken to stimulate good hygiene practices amongst young children. SPMC believes that by teaching children proper hygiene and safety measures, we can bring about a positive change in society. With this in mind the company decided to contribute to this goal by offering one of the basic conditions to stimulate this behavioral change amongst school children. In both cases it concerned the renovation of the existing sanitary facilities of the schools that were in a deplorable state.

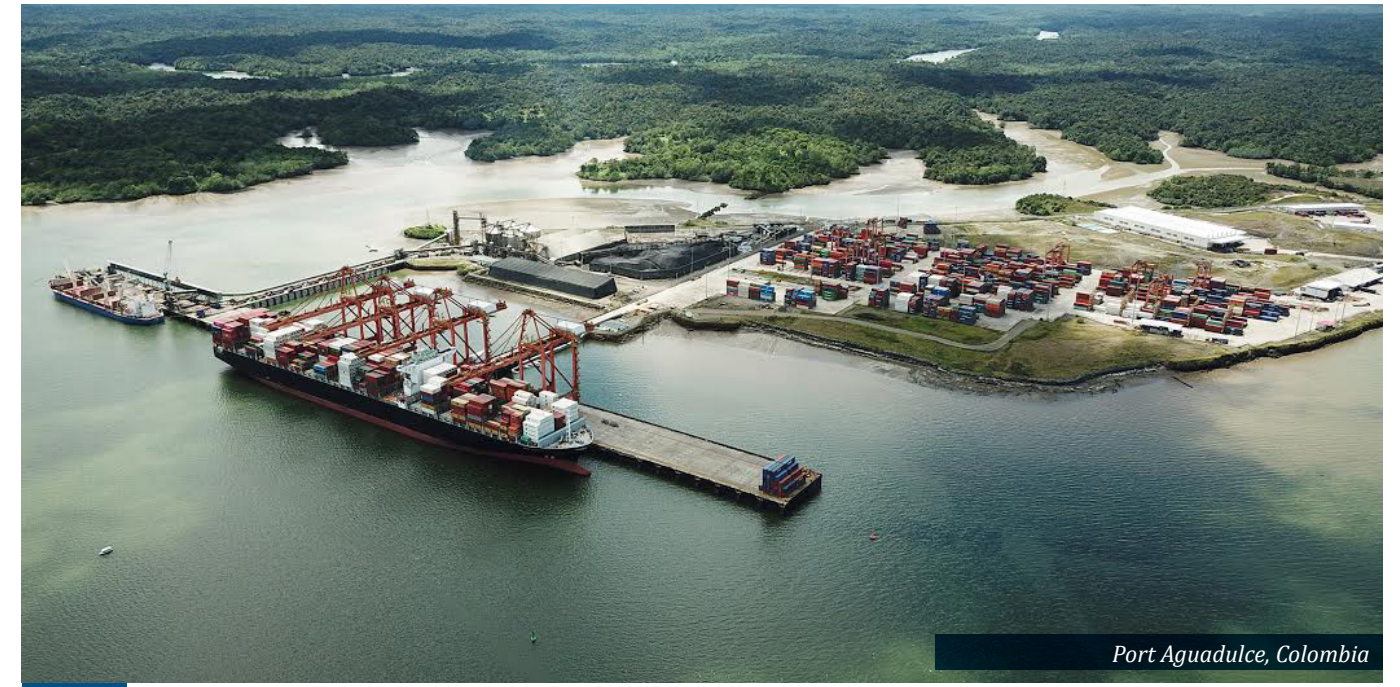
Being closely linked to our slogan, SPMC adopted a project aimed at improving the learning environment of children. As has been proven, reading exercises the brain, improves concentration and teaches children about the world around them. Reading also improves



the vocabulary, thus leading to highly developed language skills. It develops imagination, empathy and is a good form of entertainment, all while it calms the mind and relaxes the body. In this regard the committee approved a project focused on creating the basic conditions for children to visit a library. This ultimately led to an agreement with a local primary school. This project focused on renovation and construction activities to transform a standard classroom into a media library.

In order to provide the community, especially the youth, with a safe place to keep them occupied and provide educational, sports and other recreational activities. The committee also adopted a project from a neighborhood organization aimed at the construction of a community center. In order to stimulate the community to take ownership of the end product, this project is being executed in collaboration with members of the community. All the workers who are engaged in the activities surrounding the project are people from that specific area, who will also use the facilities themselves. Allowing them to contribute to the project increases the sense of ownership, which ultimately has a positive effect on the way the facilities will be used and maintained in the long run.

Started in 2019, the project regarding the library and one project focused on the improvement of the sanitation facilities have been completed, while two others have currently reached the end stage and will be completed around mid-2020. After completion, the SPMC will continue to look for opportunities to contribute to the further development of society by investing in other sustainable projects.



Port Aguadulce, Colombia

FEMALE TALENT AND LEADERSHIP IN COLOMBIA'S AGUADULCE PORT

The Sociedad Puerto Industrial Aguadulce (SPIA) is a multipurpose port located on the Aguadulce peninsula in Buenaventura, Colombia. Gender equity is among one of its pillars, a distinctive element in a sector traditionally made up by men. Puerto Aguadulce has found in that the women of the region and the country show innovation, professionalism and strength, as well as a high degree of commitment to the organization.

Currently, 35% of SPIA's staff are women who work at all levels of the company: two managers, section chiefs, coordinators, supervisors, analysts and assistants. Additionally, 100% of the women who hold positions in key areas of the business such as Operations, Commercial, Maintenance and Engineering have participated in technical skills development processes that directly contribute to high levels of operational effectiveness.

Of the total number of women working at the port, 63 belong to the Community Councils of the communities surrounding the Terminal; Yuly Paola Rentería, for instance, asserts: “I was trained by the company's development programs and now I work as an ITV operator. I want to continue innovating and learning at the Port”.

So far, all of the Port's female employees have taken part in the training and personal skills development programs designed by SPIA to strengthen their professional leadership skills, generate opportunities for them and their families and contribute to improve their quality of life.

Yirleza Caicedo, an Aguadulce woman says “I began at the Port in 2016 as a land-based worker and now I work as a maritime worker. I want to continue growing and I know that here in Puerto Aguadulce I will be able to do it. For me it has been a blessing to arrive at the Company; my life has changed and my children's education is better, everything has been for the better”.

According to Juan Manuel Posada, Human Resources Manager “The skills and excellence in the performance of Colombian women, especially from the Colombian Pacific, have allowed the design of demanding development and training programs that serve to enhance their capabilities, in order to make Puerto Aguadulce a port that connects opportunities with gender equity”.

Puerto Aguadulce is a latest generation container terminal, which began operations in November 2016, achieving high standards of productivity and security at an international level in all its operations. Its two majority shareholders are two of the world's leading port operators, International Container Terminal Services, Inc. (ICTSI) of the Philippines and PSA of Singapore.

INTEGRAL PORT ADMINISTRATION OF VERACRUZ HAS 39% FEMALE STAFF IN ITS ORGANIZATION

Mexico’s Integral Port Administration of Veracruz (APIVER) gender equity and women’s empowerment promotion can be seen in its hiring processes, which are carried out without gender distinction; that is, giving equal opportunities to both men and women. According to APIVER, 39% of its staff are women in different positions within the organization, such as Port Supervisors or management level positions, with the same benefits and salary level as their male counterparts.

Women are also encouraged to continue graduate training and studies; from which at least 20% of the female staff has benefited.

This policy is implemented at all organizational levels of those firms that transferred out from the port of Veracruz, where women make up 9 % of the total workforce of 6,770 people employees in 22 companies.

APIVER has carried out several awareness and dissemination campaigns on labor equality and non-discrimination and to ensure these concepts are observed organization wide, it has implemented



several policies. Some of these are: Procedures for Hiring, Training, and Instruction for Internal Communication; the Code of Conduct; Protocols and Procedures on Sexual Harassment and Non-Discrimination; establishment of the Committee on Ethics and Prevention of Conflicts of Interest; and, the Zero Tolerance for Non-Discrimination and Practices against Labor Equality and Gender Equity, as detailed by the organization.

With what has been described above, APIVER has managed to place the female sector as a key performance factor for the development of activities and decisions for the benefit of the Port of Veracruz.



PROMOTING GENDER EQUALITY AND WOMEN’S EMPOWERMENT PRACTICES

In the framework of commemorating International Women’s Day, the region’s port sector carried out various activities and recognized women who perform various tasks in the maritime and port industry, both in the public and private sectors.

This is the case of Mexico’s Integral Port Administration of Dos Bocas, which, with the objective of raising awareness and generating equity, held a workshop entitled “Empowered Women” with the participation of all its employees.

According to the Integral Port Administration of Dos Bocas, they are certified in the NMX-R-025-SCFI-2015 Mexican Standard on Labor Equality and Non-Discrimination. Its main objective is to incorporate

gender and non-discrimination perspective in the recruitment, selection, mobility and training processes, guaranteeing income equality, as well as the implementation of actions to prevent and attend to workplace violence and to carry out actions with equal treatment and opportunities.

This API also has an Ethics and Conflict of Interest Prevention Committee that promotes the new public ethics, the integrity of public servants and respect for human rights, using inclusive and non-sexist language.

These are practices and policies that seek to encourage and promote gender equity and are also promoted by the various port authorities in the region, as is the case in Argentina, Chile, Panama and Peru, among others.



Mechanisms implemented in APIVER to promote labor equality, gender equity and non-discrimination.



AMP volunteers in action

PANAMA MARITIME AUTHORITY PARTICIPATES IN THE NATIONAL PANAMA SOLIDARITY PLAN, PERFORMS VOLUNTEER SERVICE AND WORKS TO PREVENT COVID-19 CONTAGION

The Maritime Authority of Panama (AMP) is actively supporting the implementation of the Panama Solidarity Plan, aimed at families economically affected by the COVID-19 pandemic in the country. For this purpose, it used its fleet of institutional cars and engaged human resources to efficiently transport bags of food from the storage area at the Atlapa Convention Center in Panama City to the various communities in the country.

In addition, AMP Volunteers, active since February 15, 2020 with 60 collaborators from all organizational levels, are providing support in the organization, counting, logistics of loading and unloading of the food bags at the collection center. Additionally, support was provided to the frontline staff by COVID-19 at the

San Miguel Arcángel Hospital, providing them with lunches for 9 days.

On the other hand, while AMP continues to operate with an indispensable skeleton crew, it guarantees a high quality service to its national and international users. It follows the protocols of the Ministry of Health (MINSA) by implementing daily temperature taking for all those who enter the institution, providing alcohol gel for hand disinfection; and maintaining a constant cleanliness of its facilities, thus ensuring the well-being of its personnel against COVID-19.



Participants of the event in Cartagena de Indias, Colombia

PANAMA CHOSEN AS THE HEADQUARTERS AND PERMANENT COORDINATION OF THE WOMEN'S NETWORK OF LATIN AMERICAN MARITIME AUTHORITIES

The Panama Maritime Authority (AMP) took the necessary steps to become the Headquarters and Permanent Coordination of the Women's Network of Latin American Maritime Authorities (RED MAMLa, by its acronym in Spanish). AMP's election was the result of the recognition from and support of the Latin American countries and the management efforts to integrate the participation of women in the maritime and port sector at the national, regional and international levels.

The election took place within the framework of the Second Meeting of the RED MAMLa, held in Cartagena de Indias, Colombia, with the participation of civilian and military delegates from Bolivia, Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru and Panama, through Elvia Bustavino, Secretary General of the AMP.

This initiative is consistent with the AMP's strategic focus on increasing the participation and contribution of women as key actors in these sectors. The AMP has 42% female representation, professionals who stand out in management positions, such as: the Sub-administration, the General Secretariat, Directions, Assistant directions and Operational Heads. In recent months, the AMP held the Maritime Forum "Empowerment of Women in the Maritime Community"; additionally, Panama hosted the Second Annual WISTA America 2019 Meeting "Connecting the Maritime Industry of the Americas".



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TECHNICAL ADVISORY GROUP OF SOCIAL RESPONSIBILITY,
GENDER EQUALITY AND EMPOWERMENT OF WOMEN

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