

**10TH
EDITION**



INFORMATIVE BULLETIN

TECHNICAL ADVISORY GROUP

PORT-CITY RELATION, SOCIAL RESPONSIBILITY AND GENDER EQUALITY

**PANAMA MARITIME AUTHORITY
JULY-DECEMBER 2023**



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PORT-CITY RELATION, SOCIAL RESPONSIBILITY AND
GENDER EQUALITY.

EDITORIAL

In September 2015, the **Member States** of the United Nations, including the Republic of Panama, adopted the **Sustainable Development Goals (SDGs)** as an essential element of the **2030 International Development Agenda**, and as a universal call to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by that year.

The **Panama Maritime Authority** - (AMP, for its acronym in Spanish), as the supreme Entity for the implementation of the **National Maritime Strategy of the Republic of Panama** and representative to International Organizations regarding Maritime and Port Sector matters, such as the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS), has accompanied the country and the Maritime, Port, and Logistics Industry, undertaking tangible actions to advance the **2030 Agenda** and achieve the **SDGs**, aligning efforts with a shared State vision.

Taking into account the direct and indirect relationship of maritime transportation, ports, seafarers, and the community with the SDGs, **the AMP has developed projects aimed at "the individual, the human being, the people, as the center of our actions, identifying the solution to pending and urgent issues."**

As **Chair of the Technical Advisory Group on Port-City Relation, Social Responsibility, and Gender Equality**, and within the framework of the three-year work plan, the **Tenth Edition** of the informative bulletin is presented, highlighting the best practices and experiences of organizations throughout the hemisphere linked to the themes of the TAG in our commitment to having an integrated vision towards economic, environmental, and social sustainability from the world-class Logistics Hub in the Americas, Panama.

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By: Port of Ensenada (Mexico)

01 THE PORT OF ENSENADA: A GREEN MANAGEMENT SCHEME AND PORT SUSTAINABILITY FOR THE ECONOMIC DEVELOPMENT OF THE REGION.

The Administration of the National Port System of Ensenada (ASIPONA Ensenada), upon the constant economic growth and increased demand for logistic services, has designed strategic objectives to meet the needs of innovative infrastructure with greater capacity; ensuring that such development would be carried out with the necessary environmental protection standards to achieve a positive and beneficial relationship in all involved sectors, knowing that this would be key to succeed in facing these challenges.

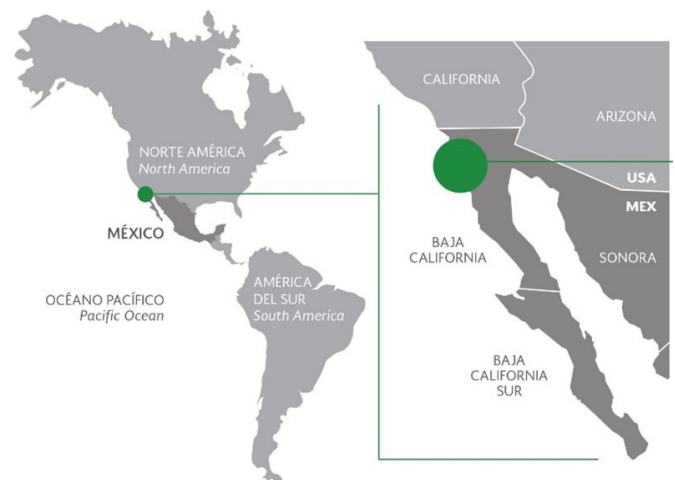
This initiative has been designed and developed with the highest standards, representing the **ultimate challenge in terms of green practices**, as the problem lies in designing an environmental sustainability system capable of mitigating the environmental impacts that may arise by creating objectives aligned with the environmental regulations applicable in the sector, as well as those of the Port of Ensenada.

As a result of this management, **actions have been developed** to treat the wastewater generated and reuse it in other processes, such is the case that **11 million liters of wastewater have been treated and reused in other processes.**

Furthermore, air and noise monitoring programs have been established, resulting in a reduction of noise levels in critical areas; additionally, the installation of solar panels has contributed to a reduction of 100 tons of CO₂eq.

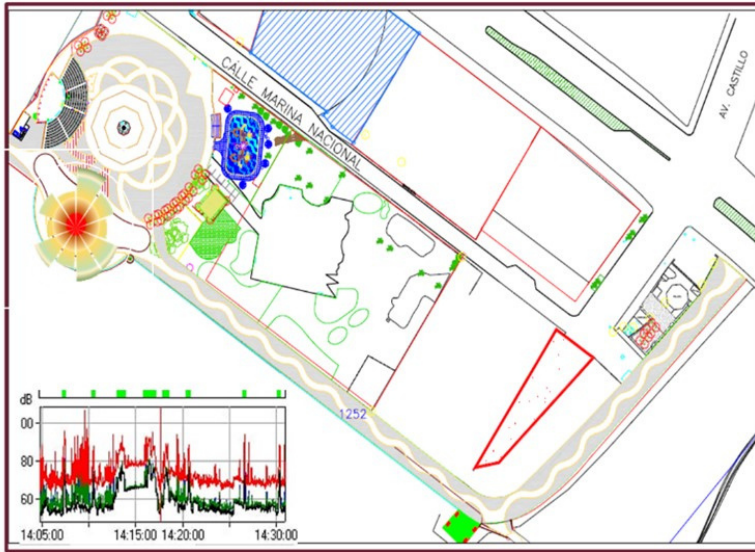
Similarly, **waste generation has been reduced by almost 90% compared to last year's statistics, to name a few achievements.**

The above results in the **Port of Ensenada being consolidated as the first Green port in Mexico certified under the Ecoports standard of the European Sea Ports Organization (ESPO)**, adopting a knowledge-sharing dynamic in the sector, positioning it as a port with exemplary practices and a model of sustainable development within the system.



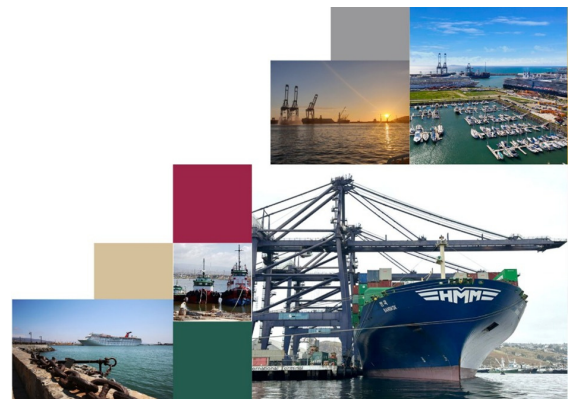
By: Port of Ensenada (Mexico)

01 THE PORT OF ENSENADA: A GREEN MANAGEMENT SCHEME AND PORT SUSTAINABILITY FOR THE ECONOMIC DEVELOPMENT OF THE REGION.



Currently, the Port of Ensenada has successfully maintained such an important certification, being the only one in the country to achieve this commitment. Additionally, it is recognized with the Environmental Quality Certificate, the highest national award.

In addition to this, due to the nature of the Port of Ensenada and its **coexistence with society**, there is a Port-City linkage program in place, a program that seeks the implementation of actions, programs, controls, and strategies jointly through presentations on the evolution, progress, and prospects of the Port, involving collaborations with non-profit and for-profit organizations, schools, governmental and non-governmental associations through the shared use of public and recreational areas within the port precinct



which helps to strengthen a culture of mutual support that is committed to sustainability and harmony among stakeholders, contributing to the economic and social development of the region and improving the quality of life.

By: Inter-American Development Bank (Washington, D.C.)

02 TRANSPORT 2050: THE PATH TOWARDS DECARBONIZATION AND CLIMATE RESILIENCE IN LATIN AMERICA AND THE CARIBBEAN.

It's time to act. Climate Change (CC) threatens humanity's survival, and urgent global policy actions are required to drastically reduce Greenhouse Gas (GHG) emissions within less than a decade to avoid irreversible damage to our planet.

For the maritime sector, responsible for 3% of global GHG emissions, the challenge is enormous. **It requires not only shifting energy sources but also an integral restructuring**, adopting CC mitigation measures across various policy areas and in coordination with other sectors. These changes must be well underway by 2030 to meet the goals of the Paris Agreement, practically within just over a lustrum. In Latin America and the Caribbean (LAC), failing to take action in the sector would lead to CO2 emissions from maritime activity increasing by approximately 118% by 2050, driven by a 176% increase in cargo operations.

In addition to GHG emission reduction measures, the maritime and port sector in the region **must implement adaptation and climate resilience measures in its infrastructure and operations** to mitigate the impact of CC on the region's economic performance. Maritime transport leads international cargo movements, transporting 76% of international goods, therefore, in LAC, the maritime and port network is a key asset for integrating its economies into global markets and fostering economic growth.

However, Climate Change and the potential **sea-level rise would affect key ports in the regional maritime network**, such as the ports of Panama, Cartagena, and most ports in Central America, posing significant risks to their economic activities, being that the Panamanian port sector represents 32% of the country's GDP, the port of Cartagena handles 6% of the region's TEU cargo transportation, and Puerto Cortés in Honduras participates in over 15% of Central America's maritime transportation routes.



Mindful of this, the IDB has developed a comprehensive **study of the transportation sector in LAC**, detailing for the first time the roadmaps for its green transformation and adaptation. The study contains the **required actions** specific to the maritime and port sector, particularly concerning strategic vision, policy instruments, institutional framework and strategic partnerships, presented within an implementation timeframe categorized as short, medium, and long term. **Recommendations are based on international best practices and a comprehensive sector diagnosis**

You can find this study at:

<https://publications.iadb.org/es/transporte-2050-el-camino-hacia-la-descarbonizacion-y-la-resiliencia-climatica-en-america-latina-y>

By: Panama Maritime Authority (Panama)

03 THE PANAMA MARITIME AUTHORITY AND ITS ACTIONS IN FAVOR OF EDUCATION.

In our commitment to the training of **future professionals** in the maritime, port, and logistics sector of Panama, the **Panama Maritime Authority** has made, as of the end of 2023 and through its current Administration that began in July 2019, a total economic contribution of USD\$ 15,500,000.00 to the **International Maritime University of Panama (UMIP)**, that corresponds to ten percent (10%) of the revenues collected by the General Management of Seafarers through the issuance of certifications for officers and seafarers.

With this contribution, we support the **education of men and women**, contributing to the growth and economic progress of the country by supporting the training of professionals who will work in the ranks of important companies, shipping companies, government organizations, and throughout the maritime, port, and logistics sector, both nationally and internationally.



This **action** is based on our **support for the 2030 Agenda for Sustainable Development** promoted by the United Nations (UN) and the International Maritime Organization (IMO).

At the Panama Maritime Authority, we maintain a commitment to the impact on various Sustainable Development Goals with this project, including but not limited to: **SDG 1** "End poverty in all its forms everywhere", **SDG 4** "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all", and **SDG 5** "Achieve gender equality and empower all women and girls."

By: Panama Maritime Authority (Panama)

04 DRIVING HUMAN DEVELOPMENT, SOCIAL JUSTICE, AND OPPORTUNITIES IN PANAMA.

With the aim of enabling **seafarers (men and women) to provide for their families and improve their incomes**, besides from regulating inland navigation and providing them with their corresponding maritime documentation, the current Administration of the AMP, from July 2019 to December 2023, has successfully benefited **61,000 individuals through training** in survival techniques, maritime safety, first aid, fire prevention/firefighting, nautical nomenclature, and biosafety protocols, as well as by issuing licenses for seafarers, second-class boat operators (up to 12 meters), and second-class fishing skippers (up to 12 meters).

Through this significant program, the AMP **engages with communities** to implement the "Colmena Plan", which has a nationwide scope, covering all 10 provinces and 3 regions.

In **our positive action towards the Sustainable Development Goals and our mission to drive human development**, social justice, and opportunities through actions that strengthen communities and families, achieving social inclusion and participation of all sectors, we also provide remote coastal communities with the **opportunity to earn additional income**.

We have **fostered a framework of trust** between authorities and residents, and it is gratifying to see the great work of women attending with the interest of receiving training and obtaining their licenses, **strengthening the gender focus and entrepreneurship** that is positively **impacting the economy of their homes located in rural areas**.



By: Operadora Portuaria Centroamericana (Honduras)

05 SOCIAL INVESTMENT PROGRAM: OPERADORA PORTUARIA CENTROAMERICANA.

The **Operadora Portuaria Centroamericana (OPC)**, a subsidiary of ICTSI for Honduras, is the company that was awarded the contract for the design, financing, construction, operation, and modernization of the container and general cargo terminal at Puerto Cortés. OPC offers its expertise, best practices, cutting-edge technology, modern infrastructure, and leadership to **generate opportunities and tangible benefits for the country's development.**

We have established a **robust social investment program** that has been implemented since the beginning of our concession in 2013. This program is aligned with the United Nations Sustainable Development Goals. Within these SDGs, we have prioritized specific objectives that reflect the nature and values of our company, such as strategic partnerships to achieve **goals, high quality education, decent work and economic growth, health and well-being, and climate action.**



ACTIONS 2023

Corporate Volunteer Program "Orange Helmets": In an effort to increase active participation of our employees and align volunteering actions with our social investment, the corporate volunteer program was reformed, refreshing the policy, image, and identity of volunteering to "Orange Helmets." It's worth noting that **OPC** has been characterized by **active participation of its volunteers**, with approximately 15,000 hours invested in social actions over the past 8 years. The new reforms allow for greater participation and improved incentive mechanisms for our volunteers.

The intention is for the new image to extend to a greater identification with the community and involvement of our community with the volunteer team. This reflects our **employees' commitment** to social investment actions and their willingness to contribute to the well-being of the community.



By: Operadora Portuaria Centroamericana (Honduras)

05 SOCIAL INVESTMENT PROGRAM: OPERADORA PORTUARIA CENTROAMERICANA.



Donation of a school bus to the Emanuel Municipal Integral Education Center:

One of our most significant projects is the sponsorship of the Emanuel Municipal Integral Education Center, a strategic alliance that began 9 years ago. In order to increase the institution's capacity to serve, we have managed the donation of a bus, designed to meet all the special needs of over **150 children** who will be provided with mobility to access their special education.

Collaboration with the Marine Studies Center:

In 2023, we reinforced our collaboration as leading members of the Marine Studies Center (MSC) committee, contributing this year to the efforts to protect the MSC in protected areas. These efforts include supporting patrol units with fuel, **active participation** in the committee, among other contributions that support the **protection and preservation of the seas and marine life in our country.**

Remodeling of Omoa Red Cross Ambulance: Another significant initiative in 2023 was the restoration and remodeling of an ambulance for the Red Cross in the city of Omoa. It's worth mentioning that the city of Omoa only has 4 ambulances for over 50,000 inhabitants, therefore, putting this unit into service by the community has provided greater opportunities for rescue and immediate care for the population of Omoa. The unit was completely restored by a team of volunteer collaborators from our institution.



Support for the Special Olympics 2023 for children with disabilities. We believe in **creating opportunities** in the sports arena for all children **without discrimination**, providing a platform for access to growth opportunities in sports abroad.

Puerto Cortés Hospital:

We continue our firm commitment to supporting the **maternity wards** of the Puerto Cortés Public Hospital. There is an annual budget of \$14,000 for infrastructure maintenance and air conditioning.

By: Panama Maritime Authority (Panamá)

06 OUR PEOPLE: DRIVING SOCIAL CHANGE.

The **workforce** of the **Panama Maritime Authority** is characterized by a high degree of **empathy with social causes and helping others**, which has led to numerous activities being carried out to obtain resources for charitable works. The philanthropy of the AMP People in this 2023 focused on several activities, including:

Donations to the Oncological Institute:

Year after year, funds are raised among our employees through various internal activities to make a donation to this Institute as part of the **Pink Ribbon campaign**.

These donations include personal hygiene items supplemented with purchases of essential supplies such as food supplements and awareness campaigns regarding this disease.



"Share Your Books and School Supplies" Project:

This year, it was decided to establish a collection center to donate unused books and school supplies, as the student population leaves behind a large number of books in good condition year after year, with the aim of having this resource utilized among our workers. The initiative aims to promote philosophies such as the **circular economy and make the most possible use of each resource**.

Donation to the Children's Hospital:

Thanks to numerous activities carried out at the **initiative of AMP workers**, various types of donations have been made to the children attending this Hospital. We appreciate the **collaborative spirit of the AMP People**, who greatly empathize with society, and in each participation, their action to provide an organized response to social needs is evident, stemming from commitment, cooperation, and a pursue to the common good.

By: Manzanillo International Terminal (Panama)

07 CORPORATE SOCIAL RESPONSIBILITY: THE DNA OF MANZANILLO INTERNATIONAL TERMINAL.

For Manzanillo International Terminal - Panama S.A. (MIT), **corporate social responsibility is a top priority** for the development of its business, which is why it is part of its DNA. Our corporate governance believes in and practices CSR throughout the organization, contributing to the challenges posed for **sustainable development** involving people, the planet, peace, and prosperity; meeting the expectations of our stakeholders, thus enhancing opportunities.

Our management is based on the **10 principles of the United Nations Global Compact** and the **17 sustainable development goals**, promoting participation and development that respond to the needs and priorities of the community.

MIT develops practices and technologies friendly to the conservation of natural resources and the environment; thus, it leads and contributes to initiatives that promote the use of renewable energy, such as the electrification of gantry cranes to reduce CO2 emissions. Throughout the terminal, a culture of recycling is fostered, transforming products into reusable materials. Likewise, it supports projects that achieve food sustainability through the establishment of school and community gardens.

Labor inclusion is a fundamental right practiced at MIT, hence **females play an important role** by performing tasks that were previously particularly for male staff.



We have developed specific programs to promote **gender equality**, including female staff in the operation of gantry cranes and heavy equipment handling; thus, becoming an **inclusive, competitive, and sustainable terminal**, obtaining recognition as pioneers in the field's development.



At MIT, the **link between the port and the community** is evident by creating opportunities where environmental, social, and governance aspects create synergy for the benefit of the surrounding society, fostering positive and participatory relationships, reaffirming together and in partnership, the commitment to our nation.

By: Manzanillo International Terminal (Panama)

07 CORPORATE SOCIAL RESPONSIBILITY: THE DNA OF MANZANILLO INTERNATIONAL TERMINAL.

Throughout this period, the **execution of continuous development programs** is achieved, among which stand out:

Educational improvement: contributing to the progress of Panamanian education processes; teaching/learning; infrastructure.

Interactive community: promoting the development of strategic partnerships with government institutions, non-profit organizations, churches, and civic clubs to develop interactive projects of impact, aimed at achieving sustainable development in the province of Colón.

Community assistance: supporting initiatives presented by organized groups, associations, social actors, and community members for the development of impactful activities and projects.

Recreational programs: strengthening the cultural identity development of children, youth, and adults, in interaction with art, culture, and music, among others.

Business Sponsorship: providing opportunities for economically disadvantaged and socially at-risk teenagers to gain part-time work experience.

Professional internships: offering opportunities for young people and future professionals from national and international educational institutions to gain work experience.

Environmental practices: promoting environmentally friendly initiatives and actions to reduce ecological impact, greenhouse effects, and carbon footprint.



By: Puertos del Estado (Kingdom of Spain)

08 PURPLE POINTS

The **Ministry of Transport and Sustainable Mobility** has strongly supported city projects and **safer transportation models for women**, with that aim, a collaboration protocol was signed in July of last year with the Ministry of Equality for the dissemination from ADIF, AENA, RENFE, and Puertos del Estado of "Purple Points" with the purpose of **offering women more equitable and safer transportation, where they feel more protected and free from harassment.**

Some studies already indicated that up to 57% of women had been victims of some form of harassment in public transportation, ranging from invasions of personal space, uncomfortable or lascivious stares, whistling, demeaning comments, to sexual comments, unwanted touching, threats, or insults.

With this agreement, which has a duration of four years, with the possibility of extension for another four years, **the distinctive "Purple Points" will be available at stations, airports, ports, and trains.** Through these, any user will have access to the 'Guide to Action against male Violence', with information about available resources for victims and their surroundings.

These points have personnel trained to advise and protect victims and activate the protocols deemed appropriate according to the situation. They are trained in psychological and legal assistance, social work, and have extensive training in gender equality.

In addition, they have an **important educational component** as they provide information about the importance of consent, gender equality, and the prevention of sexual violence.

Ultimately, the purple points send a clear message against male violence by acting as a deterrent to aggressors and reducing impunity. They not only seek to provide assistance to those in need but also **promote a culture of respect and solidarity.**

As society progresses, "Purple Points" will be seen as a valuable tool of the past, where it is hoped that in the future they will have no place and will be just an anecdote. **Not needing them would be the ultimate goal, signifying the end of male violence.**



By: **Empresa Multimodal (Colombia - Panama)**

09 EMPRESA MULTIMODAL AND ITS ACTION TOWARDS GENDER EQUITY.

For **Empresa Multimodal**, it has been **extraordinary** to generate projects aimed at strengthening SDG 5, under our commitment to support female leadership, consolidate the Sustainable Development Goals, the social responsibility policies of our company, and our **commitment to reducing the gender gap** and promoting competitiveness in the maritime, port, and logistics sectors, with equity and diversity.

VISIBILITY AND RECOGNITION

This is how we have created **Conversations with Equity together with Red MAMLa**, an association of women sponsored by the International Maritime Organization to create spaces and opportunities that promote the integral development of maritime women in the region, to show through interviews conducted by our president Carlos José González España, the different facets of women as human beings who **contribute not only to the economy but also to society and their families**. Currently, **we showcase and recognize 15 Professional Women from 10 Latin American countries** on digital platforms, resulting in over 4000 views and more than 60,000 impressions, with messages of female empowerment.

This project is underway in our purpose of continuing to **distinguish maritime, port, and logistics women**, showcasing them as role models, in order to inspire all girls, young women, and adult women. We invite you to watch the interviews at the following links and share these life stories with your port community.

Season 1

[https://youtube.com/playlist?
list=PL5ROKRbk7hLtRSiCVpb6Wp4yPPiJfsG
gH&feature=shared](https://youtube.com/playlist?list=PL5ROKRbk7hLtRSiCVpb6Wp4yPPiJfsGgH&feature=shared)

Season 2

[https://youtube.com/playlist?
list=PL5ROKRbk7hLt584njFYJVyQB7cQIC_W4
T&feature=shared](https://youtube.com/playlist?list=PL5ROKRbk7hLt584njFYJVyQB7cQIC_W4T&feature=shared)



By: **Empresa Multimodal (Colombia - Panama)**

09 EMPRESA MULTIMODAL AND ITS ACTION TOWARDS GENDER EQUITY.

TRAINING AND LEADERSHIP

Additionally, we have created and conducted, together with **PR PORTS**, the **Female Leadership Program - LIFE**, with the aim of **promoting empowerment practices for women in executive positions and boards of directors**, offering them a space for **learning and developing leadership skills and capabilities**, implementing negotiation tools, teamwork, conflict management, decision-making, and self-confidence for presentations.



The first edition held in Panama had the participation of **45 women from Ibero-America**, who hold middle and managerial positions in companies in the **maritime, port, and logistics** sectors, thanks to the support of more than 40 public and private organizations, including the CIP-OAS.

Currently, the 2nd Edition of LIFE is underway, which will take place from March 5th to 8th of this year, in the framework of International Women's Day.

We thank **Red MAMLa, PR PORTS, and CIP/OAS** for working together with our organization in favor of **Social Responsibility and Gender Equality**, in line with our principles based on the United Nations Global Compact and the Sustainable Development Goals.

By: Payardi Terminal Company (Panama)

10 PROFESSIONAL WOMEN WHO ADD VALUE THROUGH THEIR KNOWLEDGE AND WORK EXPERIENCE.

We are pleased to share the initiatives we have developed as a **company committed to promoting gender equality and social responsibility within the community.**

We promote gender equality by hiring professional women who **add value with their knowledge and work experience.**

Currently, we have 27 women, representing 25% of the workforce at Payardi; these women work in different areas and departments of the company, including senior management positions. We provide them with the **necessary tools for their professional growth** through ongoing training. We work to foster a **culture of equity and equality for our employees** through the development of campaigns and activities.

Development of the Women Entrepreneurs program with young members of the community.

This project aims to impact different aspects of the life of a young female entrepreneur who is also interested in the job market, and was developed with that goal in mind. Among the positive short, medium, and long-term results that we can achieve through this program, we could mention **the strengthening of the capacities and skills of the participants to develop their own businesses, generating income and economic autonomy.**

Also, the creation of support networks, collaboration, and solidarity among women entrepreneurs.

Finally, we have contributed to **local, regional, and national development** by generating employment, innovation, and added value.

This way, our company **promotes and drives equality, social inclusion, and sustainable development, generating a positive impact on society.**



By: The Latin America Women's Maritime Association (Panama)

11 RED MAMLa, CREATING A SEA OF OPPORTUNITIES FOR LATIN AMERICA.

Since our establishment in 2019, within the Gender Programme of the International Maritime Organization (IMO), we have been working on the **Strategic Axes of the Network**, which were approved by the Technical Cooperation Committee of the IMO and are aimed at **Education and Training for Equality, Institutional Recognition, Decent Employment and Consideration, Participation in Decision-Making, Image of Women as Maritime Resource, Harmonization of Regulatory Framework, and Regional Action**, in response to the IMO Strategic Plan, the SDGs, and the Sustainability of our Association.



Projects such as **"We Are MAMLa," "MAMLas at the Helm," "Conversations with Equity," "Coffee with MAMLa,"** the execution of over 15 high-level strategic partnerships, the implementation of training sessions, among others, have been, to mention a few, the initiatives that have allowed us to create more spaces and opportunities for women, under the principles of **Training, Visibility, Recognition, and Empowerment.**

Red MAMLa, through the support of the membership, 19 Member States and allies, has **educated, inspired, and promoted girls, young women, and maritime, port, and logistics professionals** by creating a platform of knowledge. We have also worked on integrating gender equality as a pillar in the design, **planning, and execution** of activities in this industry, aiming for equitable participation.

Positive impact actions on technical and gender issues achieved under Panama's leadership as the Host State are the result of a firm commitment to women in the maritime, port, and logistics sectors.



By: Port of Paramaribo (Suriname)

12 IMPLEMENTATION OF GENDER AND DIVERSITY STRATEGY AT DR. JULES SEDNEY TERMINAL, PORT OF PARAMARIBO, SURINAME.

The **Suriname Port Management Company** has a longstanding commitment to positive gender-sensitive practices and inclusion as; a focal point for Suriname at the OAS/CIP, a corporate member of WiMAC, and represented on the board of WiMAC - Suriname Chapter.

The company has also actively facilitated internships for individuals with a hearing impairment. Recently, the company also launched its **SDG policy**, marking a significant step towards sustainability. The challenge at hand was not only the development of our gender and diversity policy but also its **integration and mainstreaming at the terminal**.

Initiative under the IDB Project:

As part of the IDB project "Improving Transport Logistics and Competitiveness in Suriname," specifically under Component 3, titled "**Strengthening Institutional Capacity for Optimal Execution, Sustainable Asset Management, and Adequate Operation**", a comprehensive gender and diversity strategy was formulated for our Dr. Jules Sedney Terminal (formerly Nieuwe Haven Terminal). The primary objective of this strategy is to enhance the **representation of women and individuals with disabilities** within the workforce at the Dr. Jules Sedney Terminal.

Implementation Process:

The development and execution of this strategy were supported by A Company Consultora S.A. (A-01) in collaboration with Equal Chances at Green Development (ECGD).

Through extensive stakeholder categorization and engagement our approach ensured a diverse and representative sampling of perspectives.

The process involved data collection, baseline establishment, and the creation and implementation of an inclusion plan, guiding stakeholders through a journey of gender and diversity **awareness, sensitivity, and transformation** towards genuine inclusion.

Key Outcomes and Achievements:

Workshops conducted under this initiative were instrumental in sharing experiences and developing actions focused on core inclusion capacities. These capacities include **equal recruitment, gender and diversity considerations in the workplace, work-life balance, social responsibility, partnerships, and advocacy for equality, equal professional development and promotion, and fair division of labor and wages**.

The project resulted in the United Suriname Holding Company of VSH transport (terminal operator), permanently hiring two interns with disabilities at the end of the internship program.

For quite some year's now, the Suriname Port Management Company has also hired a female employee with a disability in the HR department and also has a physically challenged employee in our Security Department.

By: Port of Paramaribo (Suriname)

12 IMPLEMENTATION OF GENDER AND DIVERSITY STRATEGY AT DR. JULES SEDNEY TERMINAL, PORT OF PARAMARIBO, SURINAME.

FOLLOW UP AND COMMITMENT

To ensure the **sustained implementation of the strategy**, the Suriname Port Management Company has formalized its commitment through a Memorandum of Understanding (MOU). The MOU, signed on November 3rd, involves stakeholders who have committed to **implementing the strategy until 2025**. Going forward, all stakeholders, including signatories and non-signatories, will be actively invited to participate in activities aimed at achieving the overarching goal of increasing the representation of **women and individuals with disabilities at the Dr. Jules Sedney Terminal, Port of Paramaribo, Suriname**.



By: **AGP Group (Honduras)**

13 PORTDRIVE WOMEN EMPOWERMENT PROGRAM.

Estir, an AGP GROUP subsidiary, **promotes the involvement of women in port terminal trucking and other equipment, emphasizing inclusive empowerment** in Women's career at Puerto Cortes. The implementation of this program will break gender barriers.

Since 2022, Estir, together with Operadora Portuaria Centroamericana, (an ICTSI GROUP COMPANY), took this challenge to Honduras Port terminals which are bustling hubs of activity where goods are loaded, unloaded, and transported across vast distances.

While the industry plays a crucial role in global trade and commerce, women have historically been underrepresented in **terminal trucking roles and port operation equipment**.

Recognizing the need for change, the PortDrive Women Empowerment Program aims to encourage and support women who aspire to drive trucks within port terminals.

Key Objectives of the Program

- **Promoting Inclusivity:** By actively encouraging women to pursue careers in terminal trucking, the program aims to create a more inclusive and diverse workforce within the port industry.



By: AGP Group (Honduras)

13 PORTDRIVE WOMEN EMPOWERMENT PROGRAM.

- **Skill Development:** The program provides tailored training and skill development opportunities to equip women with the necessary expertise to thrive in terminal port operation equipment roles. Recognizing the importance of mentorship, the program connects participants with experienced professionals in the field, fostering a supportive network for women navigating their careers in terminal trucking and other equipment.
- **Economic Equality on the Horizon:** Traditionally, the financial side of port terminal trucking has been a domain where women have been underrepresented. However, the landscape is changing, driven by a recognition that empowering women financially is not only a matter of equality but a strategic imperative for the industry's growth and sustainability.



Breaking Stereotypes, Driving Success

PortDrive is committed to challenging stereotypes and dispelling misconceptions about gender roles in the transportation sector. **The Women Empowerment Program** serves as a beacon of change, challenging the notion that certain jobs are reserved for a specific gender.

Looking Ahead

As the PortDrive Women Empowerment Program gains momentum, it stands as a **testament to the commitment of Estir**, to create a workplace that **values diversity and promotes equal opportunities**.

The hope is that this initiative will not only change the landscape of terminal trucking but also serve as a model for similar programs across the transportation sector.

By: Navigation Center of Uruguay (Uruguay)

14 CENNAVE'S COMMITMENT TO THE SDGS BY: NAVIGATION CENTER OF URUGUAY.

The Navigation Center of Uruguay (CENNAVE, for its acronym in Spanish), a private business chamber of the maritime, port, and logistics sector, brings together the entire private community of the country. Within the framework of **Corporate Social Responsibility** activities, the Navigation Center carries out various **solidarity campaigns** focused on social responsibility and aligned with the United Nations Sustainable Development Goals (SDGs), among which we can highlight the following:



Solidarity campaign: For over 20 years, together with the Center's associates, we have collaborated by donating to local soup kitchens and institutions, delivering these donations to help families and children with their snacks and lunches. "Christmas with a Child" program: Providing Christmas baskets for children and their families.

Corazoncitos Foundation: We support the purchase of tickets for the solidarity event mega stroganoff, benefiting the foundation, so they can carry out their projects providing better care for children with congenital heart diseases in the country.

In 2020, the Navigation Center created **the Maritime Museum** with the aim of integrating the port-city community. Within this social framework, we participate in annual activities held in Uruguay such as: Heritage Weekend and Museum Night, opening the doors of our museum to the public for free.

These days, our museum receives visitors who tour the facilities, and we showcase maritime and port activities through recreational activities and our collection.

From the Corporate Social Responsibility Area, we focus on **collaborating with professional training** through our Training Institute, providing scholarships for various programs. At the corporate level, the Navigation Center established its **Training Institute** over 20 years ago, aiming to train professionals through various specialized courses, as well as careers in the maritime, port, and logistics sector for job placement in the industry. To date, more than 3,000 students have been trained.

In support of WISTA Uruguay, the Navigation Center collaborates by providing its facilities for meetings and various events, supporting activities related to **gender equality**.

By: Panama Maritime Authority (Panama)

15 COMMITTED TO OUR PEOPLE.

Contributing to the **well-being of all employees** is an important part of the internal strategy of the **Panama Maritime Authority**; to achieve this, there are two permanent health care programs in place. The first one, the Employee Clinic, provides primary health care services for the institution's employees. Here, medications are prescribed, referrals to specialists are made, and various types of tests are ordered.



In addition to this, the **Office of Equal Opportunities**, established by Law 42 of August 27, 1999, which declares the social interest in **guaranteeing and ensuring the effective exercise of the rights, duties, and fundamental freedoms of persons with disabilities and their families**, through the adoption of measures of inclusion and integration, affirmative action, and reasonable accommodations, on equal terms and quality of life, eliminating all forms of discrimination based on disability.

This office ensures that appropriate mobility conditions exist in the facilities for any person working or visiting them, as well as providing general staff training on related topics

CREDITS

PROPOSAL AND INITIATIVE

Framed within the Work Plan of the Technical Advisory Group on Port-City Relations, Social Responsibility, and Gender Equity, led by the Maritime Authority of Panama on behalf of the Republic of Panama as a member of the Inter-American Committee on Ports of the Organization of American States.

ARTICLES

Articles were voluntarily provided by Members of the Inter-American Committee on Ports of the Organization of American States:

- Port of Ensenada, Mexico
- Inter-American Development Bank, Washington D.C.
- Panama Maritime Authority, Panama
- Central American Port Operator, Honduras
- Puertos del Estado, Kingdom of Spain
- Empresa Multimodal, Colombia-Panama
- Red MAMLa, Panama
- Paramaribo Port, Suriname
- AGP Group, Honduras
- Navigation Center of Uruguay, Uruguay

Special Guests of the TAG Chair in Panama:

- Manzanillo International Terminal
- Payardi Terminal Company

Images were provided and/or taken from the official websites of each Organization.

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PANAMA
MARITIME AUTHORITY



OAS More rights
for more people



CIP Inter-American
Committee on Ports

