

2025 OUTSTANDING WOMAN CIP MARITIME AWARD OF THE AMERICAS

11TH EDITION

RECOGNIZING OUTSTANDING PORT MANAGEMENT



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DEPARTMENT OF
SUSTAINABLE
DEVELOPMENT

2025 MARITIME AWARD OF THE AMERICAS

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*RECOGNIZING OUTSTANDING
PORT MANAGEMENT*

OUTSTANDING WOMAN IN THE MARITIME AND PORT SECTORS

The 2025 Maritime Award of the Americas includes the category Outstanding Woman in the Maritime and Port Sectors, organized by the Secretariat of the Inter-American Committee on Ports (CIP) of the Organization of American States (OAS), in collaboration with the Inter-American Commission of Women (CIM) of the Organization of American States.

Now in its' 9th edition, the Award recognizes a female port and maritime professional who demonstrated dedication, leadership and innovation, empowering other women through significant achievements, as well as professional contributions for the development of the maritime and port sectors of the Americas.

MESSAGE FROM THE SECRETARIAT



Jorge Durán
Chief of the Secretariat
Inter-American Committee on Ports

The CIP Secretariat awards the 2025 Outstanding Women in the Port and Maritime Sector, now in its 9th year, with the purpose of recognizing the exceptional trajectory of women in the port sector. In this regard, we extend our most sincere congratulations to the winner of the 2025 Outstanding Woman in the Port and Maritime Sector Award.



Mona Swoboda
Program Manager
Inter-American Committee on Ports

Recognizing the fundamental role played by women in port development, as well as making visible their significant contributions to the efficiency of the industry, not only promote women empowerment but also make our sector more competitive, inclusive and modern. In this context, it is an honor to congratulate our 2025 Maritime Award of the Americas "Outstanding Woman in the Port and Maritime Sector" for her invaluable contributions to the port and maritime sector in the Americas.

Outstanding Woman in the Maritime and Port Sectors



Daniela Pinheiro
Executive Director

*Management Body for Port Labor of
the Ports of Salvador and Aratu*

For her leadership and dedication through significant achievements, as well as professional contributions for the development of the maritime and port sectors in the Americas.



Daniela Pinheiro

Brazil

Daniela Pinheiro, the current Executive Director of OGMOSA (Management Body for Port Labor of the Ports of Salvador and Aratu), is a prominent and innovative figure in the Brazilian port sector. Her career, spanning over two decades, is marked by a series of achievements ranging from process modernization to the tireless promotion of inclusion and gender equality. As the first career woman in Brazil appointed by port operators to the OGMOSA board, Daniela has revolutionized the management of casual port workers (TPAs) and propelled the sector towards a more diversified and sustainable future.

Daniela Pinheiro's greatest professional achievement was leading the complete computerization of the casual labor supply process at OGMOSA in 2006. In a predominantly male environment resistant to change, Daniela, then operational coordinator, implemented a computerized system that broke with centuries-old customs of scheduling and paying over a thousand workers.

Daniela Pinheiro's vision extends far beyond operational efficiency, embracing fervently the cause of diversity and inclusion.



Demonstrated multifaceted leadership...

This initiative, one of the pioneers in Brazil, not only modernized operations but also introduced transparency, efficiency, and organization, mitigating historical conflicts and paving the way for a more equitable and productive port environment. It is believed that this technological innovation was fundamental in making the port environment more inclusive and diverse, demonstrating how technology and diversity can feed into each other to create a more prosperous work environment.

At OGMOSA, under her executive directorship since 2023, Daniela has implemented concrete actions that have resulted in a remarkable increase in female representation. Currently, 43% of leadership positions at OGMOSA are held by women, a direct reflection of her internal promotions and the appreciation of female potential.

Daniela partnered with Plan International Brazil, participating in the "Girls Take Over" Project, which seeks to empower girls and young women, encouraging them to occupy leadership positions in society. This action takes place every year on the International Day of the Girl Child, a date created by the UN to give visibility to the fight against gender inequality. On this day, OGMOSA, and by encouraging the participation of other port companies, hosts a group of girls from more vulnerable communities who study in public schools, offering them the opportunity to interact with professionals from various areas of the company. The commitment to fill apprentice vacancies with participants from this project was also undertaken, providing them with the opportunity for their first job.

...driving essential practices for the advancement of the port sector

The concern for the well-being of workers and the community is manifested in the agreement with the Catholic University of Salvador (UCSAL) to offer psychological and psychosocial support to TPAs and their families. These initiatives demonstrate that Daniela uses her leadership position to promote a positive social and environmental impact, recognizing the historical debt to the communities that developed due to port activity.

Daniela Pinheiro's vision extends far beyond operational efficiency, embracing fervently the cause of diversity and inclusion. In 2022, she conceived and founded the "Women & Ports Association," noticing the scarce female participation in sector events and congresses. Currently with 120 port and maritime women from various Brazilian ports, the association's clear objectives are to boost female participation in the sector, promote gender equality, train, and create a robust support network. The association has become a powerful voice, mobilizing and inspiring women across the country.

Daniela Pinheiro also demonstrates a deep commitment to social and environmental responsibility. As Coordinator of the Technical Committee for Social and Environmental Responsibility of the National Federation of Port Operations (FENOP), she encourages port companies to align with the UN Sustainable Development Goals (SDGs). The creation of the "Ports & Bridges Project" aims to share good practices among companies, focusing on the port-city relationship and the promotion of sustainability. This initiative culminated in a technical cooperation with the Ministry of Ports and Airports of Brazil. Her involvement extends to the Innovation Working Group of the "Navegue Simples" Program of the Ministry of Ports and Airports and the ESG Thematic Committee in the Waterway Sector of the Brazilian Institute of Infrastructure. She also directly engages in community actions, such as the Clean Up Day of the All Saints' Bay, actively participating in environmental education and waste collection.



Women & Ports Association.



"Girls Take Over" Project.

A profound commitment to the community...

Daniela Pinheiro's management at OGMOSA is already yielding fruits in terms of recognition and competitiveness. In less than a year, the organization has been acknowledged for its innovative and inclusive initiatives. These advancements reflect a broader commitment to modernization, sustainability, and social responsibility within the port sector.

Daniela Pinheiro is, therefore, a transformative leader who, through her strategic vision, innovation, and unwavering commitment to inclusion, not only drives efficiency and competitiveness but also builds a fairer, more equitable, and prosperous work environment for everyone. OGMOSA owes much to her leadership and presence, and this inspiring story resonates in every corner of the Ports of Salvador and Aratu, as well as many others throughout Brazil.

...integrating social responsibility into her duties

This publication has been prepared by the Secretariat of the Inter-American Committee on Ports of the OAS based on the information received in the call for applications for the Award.

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