

Gender Equality in the Maritime & Port Sector: from Awareness to Action

Cynthia A. Hudson
CEO

Panama City, Panama
April 28, 2016



Inter-American
Committee on Ports



Organization of
American States



HudsonAnalytix
Complexity made simple.

A Trusted Partner to OAS



- Established 1986
- Headquartered outside Philadelphia
- Associate Member of OAS CIP
- End-to-end advisory services and technical solutions
- Global Reach



**Ports &
Terminal Operators**



**Waterside
Facilities**



**Ship-owners
&
Operators**



Offshore

Gender Equality Defined

For some, Gender equality simply (but importantly) means same pay for the same work, not just holding the title or position.

Gender Equality Defined



From Wikipedia:

“The objective of gender equality is for people to acquire, if they so choose, equal treatment.”

WIKIPEDIA
The Free Encyclopedia

Gender Equality Defined

From **UNESCO**:

“Gender Equality means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development.

Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.”



Gender Equality Defined

From the UNITED NATIONS:

“Equality between women and men (gender equality): “refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, *sustainable people-centered development.*” (Emphasis added)

Gender Equality in our industry?



- Women can be successful in this industry.
- Women can overcome real and perceived obstacles (even ‘friendly fire’).
- Women that achieve leadership positions can educate, enable and empower other women. And can lead other women by example.

Why should Gender Equality still be a goal?

- It is ethical.
- It has far-reaching social and economic impact.
- As a dimension of CSR, we are investing in a better future for us all.
- It offers sustainability to our society and our industry

How do we know if we've gotten to Gender Equality?

- When there is equality of opportunity.
- When women have the same employment conditions as men.
- When women can equally achieve positions of leadership and power.
- When the right person for the job can be drawn from a competent gender equalized talent pool.
- When having women in a non-traditional field is considered 'mainstream'.
- When gender equality is the norm in industry, the workplace, and the community

What needs to be done?



A lot...

Education...

Incentivization...

Empowerment...

Thank You & Questions?



 **HudsonAnalytix**
Complexity made simple.

Ferry Terminal Building
Suite 300
2 Aquarium Drive
Camden, NJ 08103

Cynthia A. Hudson
CEO

Office: +1.856.342.7500
Mobile: +1.609.505.6878
Email: cynthia.hudson@hudsonanalytix.com