Role of Women in the Maritime Sector

Presented by
Mrs. Sherlett Martinez
Operations Manager
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Background

- CIP/OAS (2005) - Houston, Texas – 7th Meeting of the Executive Board of CIP
  Resolution: To create a Subcommittee on the Participation of Women in Ports Affairs of the Hemisphere – Chair: Venezuela

- The Women in Port Initiative/Belize (2009) resulted and became dormant a year later.
United Nations

- The Convention on the Elimination of all forms of Discrimination against women was adopted– 189 countries ratified
- Promotes Gender Equality;
- The integration of women into all levels of political, economic and social development has become a major objective for the UN and has led to the development of UN Women.
- Created by United Nations General Assembly (UNGA) in 2010;
- It is the United Nations Entity for Gender Equality and the empowerment of women;
- **Focus:**
  - Elimination of discrimination against women and girls;
  - **Empowerment of Women;**
  - Achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action, peace and security.
- UN General Assembly (193 World Leaders) adopted the SDGs to be realized by 2030
- Goal 5 speaks to “Achieve Gender Equality for Women and Girls everywhere”
1989 - IMO established Women in Development (WID) Programs which gave rise to:

“Strategy on the Integration of Women in the Maritime Sector” (IWMS)– 1st Program to Promote Women Advancement in the sector which encouraged Members States to open their maritime institutions to women and provide training for them alongside men

2003- Program established to promote regional support networks worldwide which gave birth to 7 regional associations like the Women in Maritime Association Caribbean (WiMAC)
WiMAC – 2015

- 15 Member States
- Established 2015 – Jamaica
- A Proactive Advocacy Network

Objectives:

- Create a Network to inspire, engage, educate and empower women in the Maritime Sector and enable them to contribute to the development of the industry in the region;
- Increase the involvement of women in the maritime industry by creating a platform and forum for the effective articulation and promotion of the contributions of women to the industry;
- Promote the awareness among young women of career opportunities with the maritime sector;
- First Conference held in Grand Cayman 2016
“Charting the Course for Generations of Women”

- Conducted a Regional Logo Competition -2015;
- Won by Belize: (Ms. Nicole Allen –HRM - PBL)
- First Conference held in Grand Cayman 2016 to shape a Strategic and Regional Agenda to foster Women’s Development and Participation to contribute to the growth of the Region’s Maritime sector
Belize: What have we been doing?

- Leading
Leading Cont’d...

- Leading: 5:2

BELIZE PORT AUTHORITY
MANAGEMENT TEAM

Mrs. Merlene Martinez, Ports Commissioner

Mr. Michael Jenkins, CSSM
Mrs. Sherlett Martinez, Operations Manager
Mr. Andrew Coc, Vessel Documentation Manager
Ms. Marciana Perdomo, Accountant
Ms. Tanya Aguilar, Human Resources Manager
Ms. Stacie Swift, Plan, Policy and PR Manager
Belize: What have we been doing?

- Promoting Women’s Participation in the Sector
We have been:

- Working in Partnership with our male counterpart
### Employing: Male/Female Employment in Port Sectors - **21% Females** (2016)

<table>
<thead>
<tr>
<th>Organization</th>
<th>Male</th>
<th>Female</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marine &amp; Services</td>
<td>3</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Caribbean Shipping Services</td>
<td>10</td>
<td>6</td>
<td>16</td>
</tr>
<tr>
<td>BTALCO</td>
<td>10</td>
<td>7</td>
<td>17</td>
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<tr>
<td>IMMARBE</td>
<td>7</td>
<td>14</td>
<td>21</td>
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<tr>
<td>Belize National Coast Guard</td>
<td>248</td>
<td>24</td>
<td>272</td>
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<tr>
<td>Belize Estate Company</td>
<td>8</td>
<td>4</td>
<td>12</td>
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<tr>
<td>DAN Shipping Services Ltd.</td>
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<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Puma Energy Bahamas S.A</td>
<td>13</td>
<td>7</td>
<td>20</td>
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<tr>
<td>Hokey Pokey Water Taxi</td>
<td>10</td>
<td>3</td>
<td>13</td>
</tr>
<tr>
<td>Port of Belize Limited</td>
<td>116</td>
<td>22</td>
<td>138</td>
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<tr>
<td>Eurocaribe Shipping Services Ltd</td>
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<td>4</td>
<td>14</td>
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<tr>
<td>Fort Street Tourism Village</td>
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<td>14</td>
<td>64</td>
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<tr>
<td>Requena's Charter Services</td>
<td>2</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Azucena's Boat Services</td>
<td>6</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>Belize Ship Handlers</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Belize Port Authority</td>
<td>51</td>
<td>23</td>
<td>74</td>
</tr>
<tr>
<td>Caribbean Shipping Agencies Limited</td>
<td>6</td>
<td>10</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>555</strong></td>
<td><strong>148</strong></td>
<td><strong>703</strong></td>
</tr>
</tbody>
</table>
We have been...representing

- BPA has appointed a National Liaison and Vice-President of Public Relations and Marketing - WiMAC;
- Responsible to encourage the integration, recognition participation of women in the sector;
- Training: Women at the Port Authority are given an equal opportunity to participate in training locally, regionally and internationally.
We have been participating:

- Belize Port Authority supported the 20,000 Strong Women Rally – 11 March, 2016
Recognizing: International Women’s Day:

Gift Certificate to 22 female employees
We have been......working!
What we would like from you...?

- Employ/Encourage our integration into the sector
- Encourage our participation
- Help to further the Agenda of Gender Equality as set out by the UN, CIP/OAS, IMO, WIMAC and BPA.
- Help us to together “Charter the Course for Generations of Women”.
Thank you

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