

REPUBLIQUE D'HAITI

Liberté – Egalité - Fraternité



Gender quote: an alternative to increase the women's participation in the port sector

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SCOPE OF THE PRESENTATION

- 1- Introduction
- 2- Haiti: Snap shot
- 3- Women's place in political and social life
- 4- Overview of the port sector
- 5- Women's presence in the port sector
- 6- Men's perception of women's role in the port sector
- 7- Strategies to put in place for increasing women's participation in the port sector
- 8- Recommendations
- 9- Conclusion

2- Haiti: Snap shot



3- Women's place in political and social life

- Women representation on state level

a) Gender and Executive Power

2008 Government

Function	Women		Men		Total
	Number	%	Number	%	
Prime Minister	1				1
Ministers	3	17	15	83	18
State Secretary	0	0	7	100	7
Total	4	15	22	85	26

3- Women's place in political and social life (cont'd)

b) Gender and Legislative Body Parliament

Function	Women		Men		Total
	Number	%	Number	%	
Senate	2	10	18	90	20
Chamber of Deputies	4	4	95	96	99
Total	6	5	113	95	119

3 - Women's place in political (cont'd)

c) Gender and Judicial Power

Supreme Court: No women

Appeal Court: Few women

3- Women Place in social life

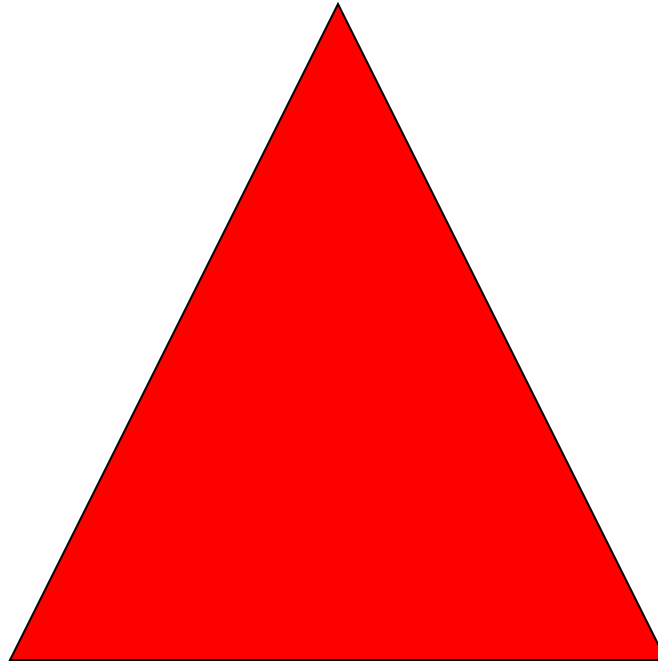
Public Administration: 15%

Private Sector?

4- Overview of the port sector

a) Port sector

2 Major International Ports



5 Minor Ports

7 Port Facilities

4- Overview of the port Sector

- Haiti has :
 - 2 international ports: Port of Port-au-Prince, Port of Cap-Haitien
 - 5 minor ports opened to international trade : St. Marc, Gonaives, Miragoane, Port-de-Paix, Jacmel
- The majority of tracked cargo to Haiti passes through the port of Port-au-Prince.
- Almost 95% of overall traffic and commercial exchanges are through Port-au-Prince alone. Volume of 2,944.000 Metric Tons in 2007 - 2008

4- Overview of the port Sector (Cont'd)

- Numbers of vessels in 2007-2008: 874
- Number of containers: 143.000 TEU
- 80% of trade with the United States
- The Port of Cap-Haitien is the 2nd largest port in country, and has seen a 60% increase in container traffic in the last two years.
- Terminals include: Thor Oil Terminal, Varreux general bulk and Oil Terminal, L.C.S (Cement Bagging Plant), Cimenterie Nationale, Moulins d'Haiti (Flour plant)

International Port of Port-au-Prince

The Main Wharf



TERMINAL VARREUX

General Bulk and Oil Terminal



TERMINAL PETROLIER DE THOR

Oil Terminal



Cimenterie Nationale

Cement Plant



L.C.S (Cement Plant)



Port of Cap-Haitien

The Main Wharf



Labadie







Minor ports

- The five (5) ports are minor ports. Vessels that call to these ports come mainly from United States ports. They serve as district ports for many small towns. The volume of cargo handled at these ports is significant.

5- Women's presence in the port sector

- Women's representation at the very beginning of the Port Authority (1978)
- Personnel distribution according to gender
- Strong women's presence in the following departments: General, Administrative and Financial Direction

5- Women's presence in the port sector 2008-2009

Port of Port-au- Prince	Number	Female	%	Middle Manager	Upper Manager
General Direction	44	12	27.3		5
Administrative Department	59	28	47.5	1	3
Control Department	9	3	33.3	2	
Logistics Department	8	0	0		
Operations Department	93	9	9.7	1	
Financial Department	39	16	41	4	
Security Department	109	3	2.8		
Technical Department	35	2	5.7		1
Port of Cap- Haitien	81	19	23.4	2	
Cabotage Ports	93	12	12.9		
TOTAL	570	104	18.25	10	9





6- Men's perception of women's role in the port sector

- Mitigate perception
- Operation: attitude sexist prevails
- Administrative: a paradoxe !

7- Strategies to put in place for increasing women's participation in the port sector

- 1- Motivate the young girls about the opportunities and their future role in the maritime and port sector
- 2- Establish a quota ratio for women in the hiring process
- 3- Encourage the women in the port sector to develop more self confidence and to acquire or obtain a strong training in this sector

Cont'd

7- Strategies to put in place for increasing women's participation in the port sector

4- Convince the State to respect its commitments in relation to gender equality as stipulated in the Constitution and in accordance with all Conventions and Declarations signed and related to this matter.

8- Recommendations

- 1- Create a women association in the port maritime sector
- 2- Promote the port sector in the schools in general and particularly those educating the young girls by organizing:
 - . annual regular fair on maritime careers
 - . Presentation on port activities
- 3- Put in place a policy aiming at recruiting women in the port
- 4- Develop educational program targeting the public in order to promote non sexist attitude

9- Conclusion

Even though many treaties and conventions have been ratified, a “Ministry of Women Condition and Rights” has been created, women are still struggling against all odds in order to be part of the decision making process.

This is why we must take the necessary steps in order to encourage women's participation or integration in the port maritime sector. This can only be achieved through a strong educational program and work policy.

Conclusion cont'd

In this regard, women can truly be considered as the engine of sustainable development and the spearhead in the fight against poverty. Taking in account that the ports in general play a vital role in the national countries economy.

**THANK YOU FOR
YOUR ATTENTION**