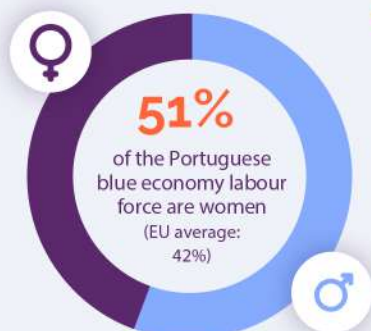


NAVIGATING THE TIDES OF INEQUALITY: Women in the Portuguese blue economy



WOMEN IN THE WORKFORCE



EU BLUE ECONOMY LABOUR FORCE

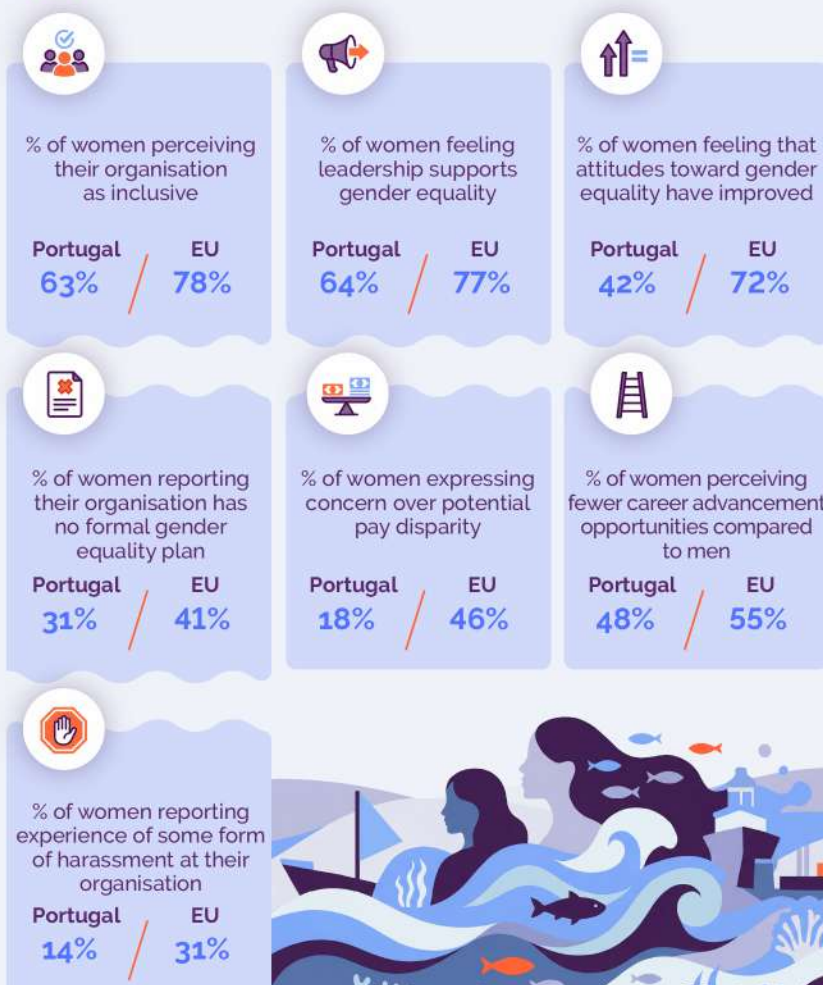
	EU	Portugal
Female	2,941,850	173,544
Male	4,130,743	167,390
Total	7,072,593	340,934

Sectoral participation is highly polarised



**Women report less access to training
(54% versus 61% of men)**

WORKPLACE REALITY FOR WOMEN: PORTUGAL VS EU



KEY INSIGHT

Comparing to EU, less women in Portugal believe that there have been improvements towards gender equality. Fewer women respondents consider their leadership committed and their organisations inclusive. On the positive side, results suggest that there are efforts being made towards gender equality at organization level in Portuguese blue economy. Potential pay disparities, career opportunities and harassment experiences seem to be decreasing and are reported by less women in Portugal, indicating an ongoing cultural change in Portugal. These aspects may influence women's perception regarding an