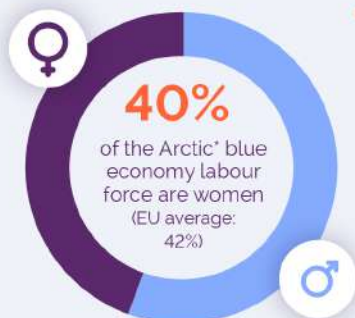


# NAVIGATING THE TIDES OF INEQUALITY: Women in the Arctic Blue Economy



## WOMEN IN THE WORKFORCE

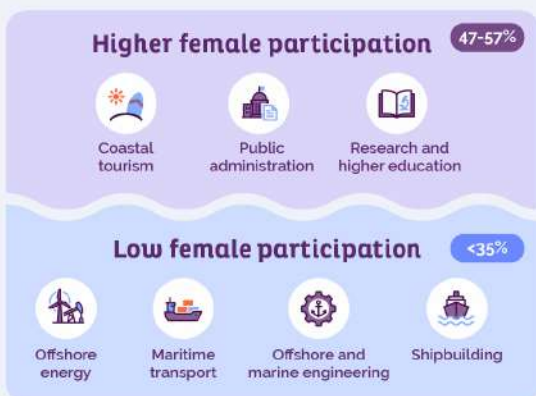


\* Iceland, Finland, Norway, Sweden

## EU BLUE ECONOMY LABOUR FORCE

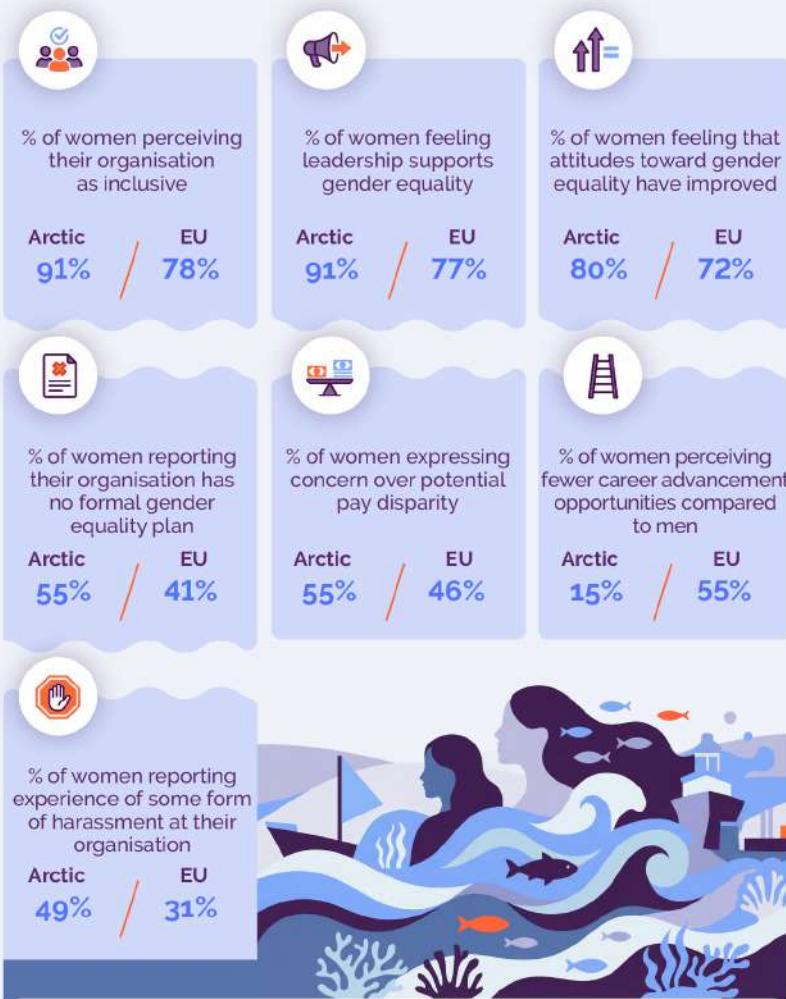
	EU	Arctic Basin
Female	2,941,850	254,369
Male	4,130,743	375,139
<b>Total</b>	<b>7,072,593</b>	<b>629,508</b>

## Strong sectoral contrasts



**Women report higher access to training (88% vs 39% of men)**

## WORKPLACE REALITY FOR WOMEN: ARCTIC VS EU



### KEY INSIGHT

A strong culture, unresolved risks: Women in the Arctic Sea Basin report high inclusivity and leadership support, but also face high levels of harassment, pay uncertainty, and limited confidence in formal gender policies.

## CHARTING THE COURSE: POLICY RECOMMENDATIONS FOR EQUALITY



- **Gender-disaggregated data:** Mandate harmonised EU-wide reporting on employment, pay, and career progression by gender across blue economy sectors. Use the data to track progress and inform targeted policy action.
- **Pay and promotion transparency:** Introduce mandatory transparency in pay structures and promotion criteria. Use audits and reporting to address gender pay gaps and unequal advancement.
- **Gender equality plans:** Require organisations to adopt formal gender equality plans with measurable targets, timelines, and accountability mechanisms. Link implementation to monitoring and compliance frameworks.
- **Training and mentorship in STEM and offshore sectors:** Invest in targeted training, upskilling, and mentorship for women in STEM-intensive and offshore industries. Prioritise pathways into technical and leadership roles in high-growth blue sectors.
- **Zero tolerance for harassment:** Enforce zero-tolerance standards through clear reporting channels, independent procedures, and protection for complainants. Make safe workplaces a non-negotiable condition for sector growth.
- **Inclusive education and awareness:** Strengthen education and awareness campaigns highlighting the economic and innovation benefits of gender parity.