

NAVIGATING THE TIDES OF INEQUALITY: Women in the Baltic Blue Economy



WOMEN IN THE WORKFORCE

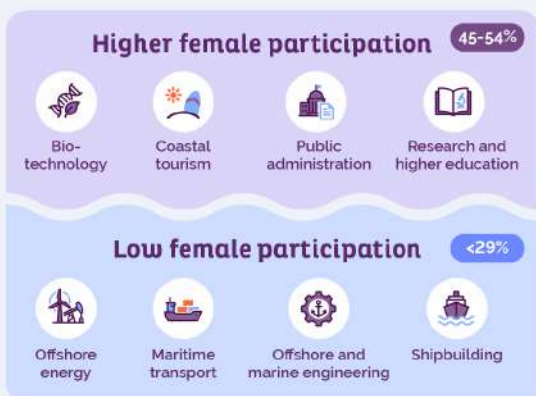


* Germany, Poland, Estonia, Latvia, Lithuania, Denmark, Sweden, Finland

EU BLUE ECONOMY LABOUR FORCE

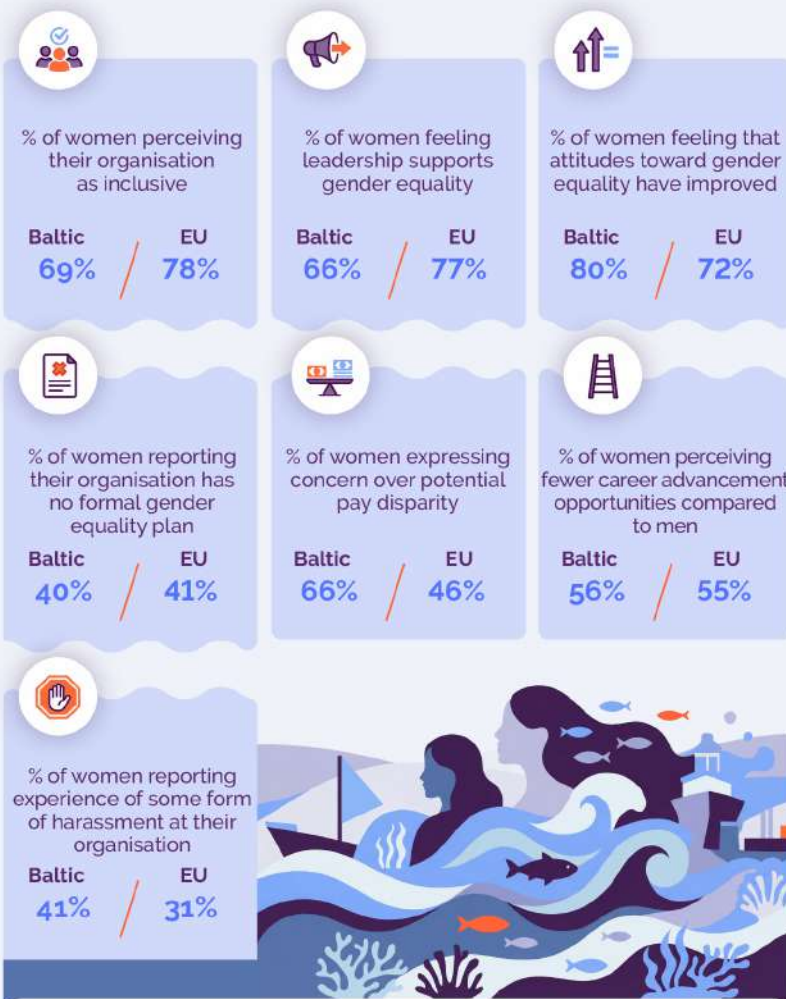
	EU	Baltic Basin
Female	2,941,850	619,711
Male	4,130,743	830,199
Total	7,072,593	1,449,910

Strong sectoral contrasts



Women report higher access to training (82% vs 67% of men)

WORKPLACE REALITY FOR WOMEN: BALTIC VS EU



KEY INSIGHT

Near parity, persistent strain: Women in the Baltic Sea Basin are close to gender balance in employment, but report lower confidence in workplace culture, higher exposure to discrimination and harassment, and the strongest concerns over pay inequality.

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.