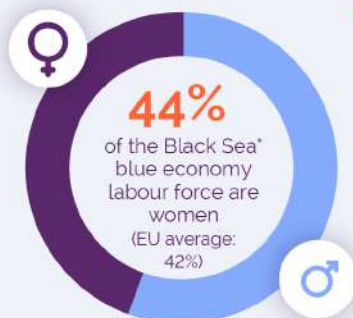


# NAVIGATING THE TIDES OF INEQUALITY: Women in the Black Sea Blue Economy



## WOMEN IN THE WORKFORCE



\* Bulgaria, Romania

Survey responses from the Black Sea Basin are limited in number. The results reflect a snapshot of perceptions and experiences, not a statistically representative picture of the regional blue economy workforce.

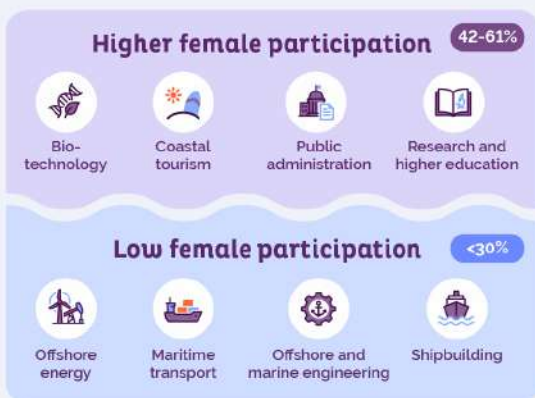
## WORKPLACE REALITY FOR WOMEN: BLACK SEA VS EU



## EU BLUE ECONOMY LABOUR FORCE

	EU	Black Sea Basin
Female	2,941,850	72,550
Male	4,130,743	93,227
Total	7,072,593	165,777

## Sectoral participation is highly polarised



### KEY INSIGHT

Positive signals, limited evidence: Women in the Black Sea Basin report very high inclusivity and leadership support, but the small sample size means these results should be read as an indicative snapshot rather than a regional benchmark.

## 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.