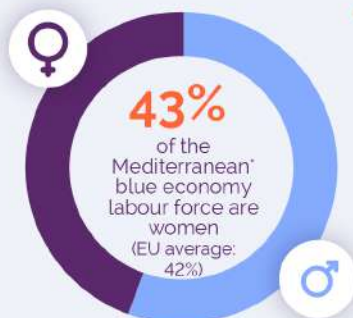


NAVIGATING THE TIDES OF INEQUALITY: Women in the Mediterranean Blue Economy



WOMEN IN THE WORKFORCE

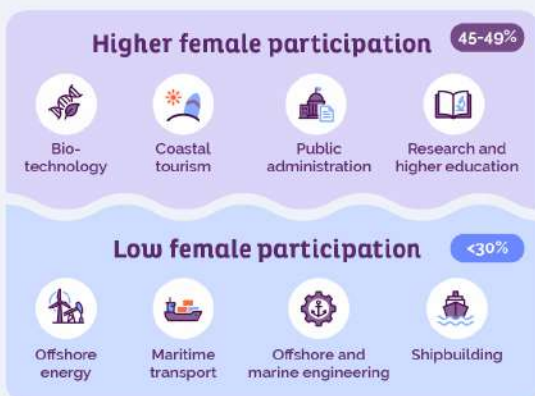


* Croatia, Cyprus, France, Greece, Italy, Malta, Slovenia, Spain

EU BLUE ECONOMY LABOUR FORCE

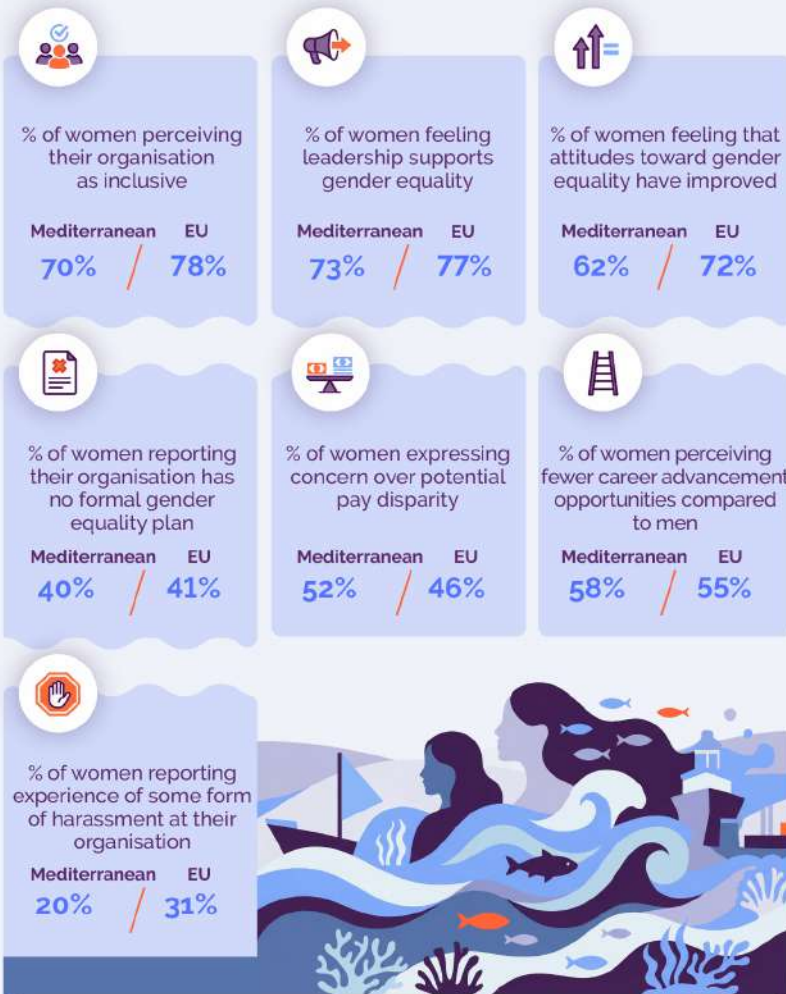
	EU	Mediterranean
Female	2,941,850	1,468,408
Male	4,130,743	1,978,213
Total	7,072,593	3,446,621

Strong sectoral contrasts



Women report less access to training (59% vs 89% of men)

WORKPLACE REALITY FOR WOMEN: MEDITERRANEAN VS EU



KEY INSIGHT

Progress is visible, but uneven: Women in the Mediterranean sea basin have lower confidence in inclusivity and leadership support and higher concern over pay inequality than EU average

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.