

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



WOMEN IN THE WORKFORCE

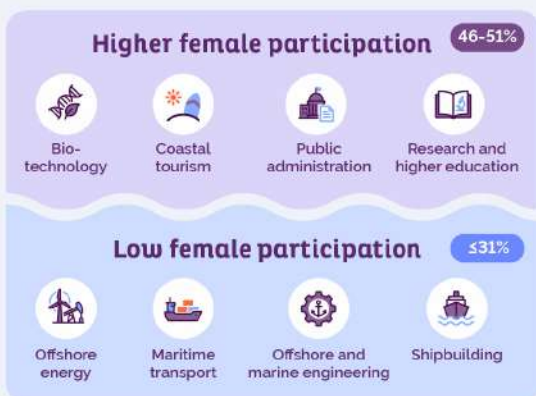


* United Kingdom, Belgium, France, Germany, Netherlands, Denmark, Sweden, Norway

EU BLUE ECONOMY LABOUR FORCE

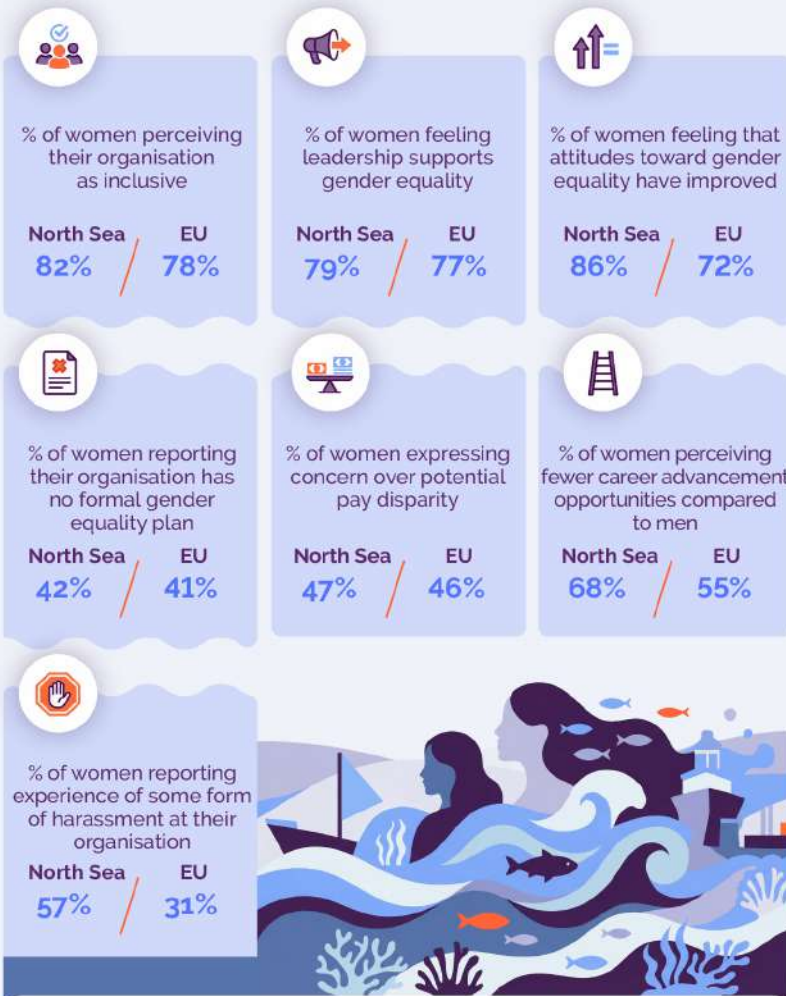
	EU	North Sea Basin
Female	2,941,850	1,301,827
Male	4,130,743	2,104,409
Total	7,072,593	3,406,236

Sectoral participation is highly polarised



Women report less access to training
(56% vs 61% of men)

WORKPLACE REALITY FOR WOMEN: NORTH SEA VS EU



KEY INSIGHT

Positive culture, limited progression:
Women in the North Sea Basin report strong inclusivity and leadership support but still face discrimination and harassment and see fewer opportunities for career advancement.

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.