

How to close the gender-gap in the blue economy?

A participatory look into what we still don't know

THEME: BUSINESS



1st MISSION ARENA

14-16 November 2023
Gothenburg SE



Workshop

How to close the gender-gap in the blue economy?

- **Mariana Mata Lara**, WIN-BIG representative, Sustainable Projects
- **Stephen Hynes**, Mapping and Intelligence Gathering at WIN-BIG, Galway University
- **Susana Bastón**, FLORES project, CETMAR
- **Molly Hughes**, UNITED project, U.Ghent



Agenda

- Women in the Blue Economy, Mariana Mata Lara
- Intervention from Susana Bastón, FLORES project
- Intervention from Molly Hughes, UNITED project
- Gathering data to close the gender gap, Stephen Hynes

WOMEN IN BLUE ECONOMY

INTELLIGENCE GATHERING
AND CAPACITY BOOSTING

Mariana Mata Lara– WIN-BIG, (s.Pro)

**BLUE
MISSION
BANOS**

Supporting the Mission
Ocean Lighthouse in the
Baltic and North Sea Basins

1st MISSION ARENA
14-16 November 2023
Gothenburg SE

REGIONAL FOCUS ARENA 1
NORWAY | South
SWEDEN | West-South
DENMARK | East
GERMANY | Schleswig-Holstein

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Why is it important to talk about women in the Blue Economy?



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Why WIN-BIG?

01

BuE is still a traditionally **male-dominated** economy in almost all its established and emerging sectors.

02

Women represent only **29%** of the overall workforce in the **BuE industry** and **20%** of the workforce of **national maritime authorities** in Member States.

03

Women are in the **lowest-paid, least-protected, and lowest-status positions**, with their contributions being overlooked or undervalued.

04

Data is currently unavailable for **other regions** and not yet available for all **Blue Economy sectors** in the **EU**.

05

Need for gender equality to be mainstreamed in appropriate legislation and policy initiatives to promote the creation of more and better employment for women.

06

Need to ensure a **gender-equal sustainable BuE**.



NEED FOR DATA!





WIN-BIG in a nutshell



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the European Union

Project number: 10111985

Date: May 1st, 2023 – April 30th, 2026 (36 Months)



- CONSORTIUM
- ADVISORY BOARD
- ASSOCIATED PARTNERS
- SUPPORT NETWORK
- 📍 SEABASINS TARGETTED

Arctic Sea

- ARCTIC FRONTIERS

Atlantic Ocean

- UAVR
- NUI GALWAY
- Marine Institute
- BlueBio Alliance
- Business as Nature
- Universidade NOVA de Lisboa
- Forum Oceano
- Canada Ocean SUPER CLUSTER
- DGPM
- UNCG

North Sea

- UGent
- Women4Oceans
- NORWAY AKP
- ECSA
- WISTA

Baltic Sea

- s.Pro
- SUBMARINER
- GEO
- HELCOM/ VASAB

Black Sea

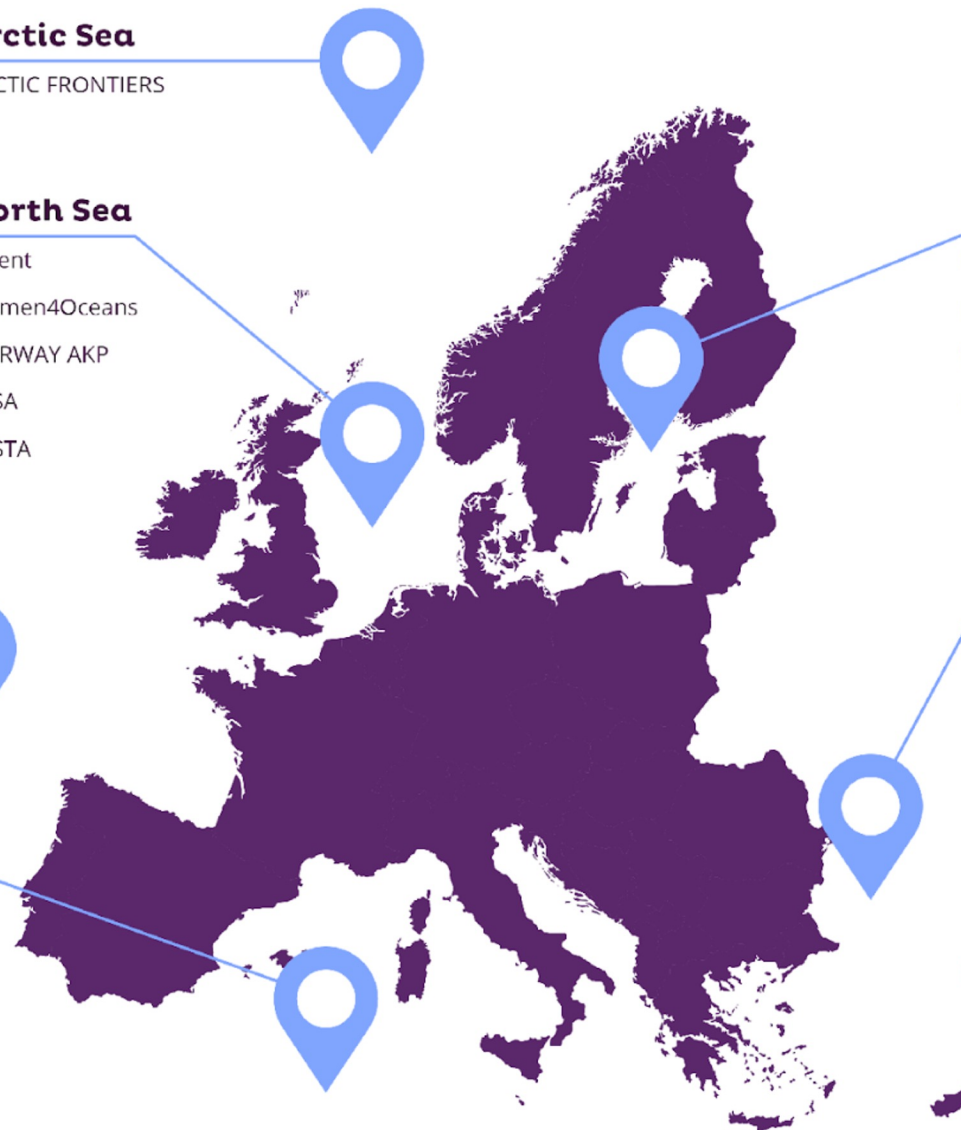
- Maritime Cluster Bulgaria

Mediterranean Sea

- Clúster Marítimo Marino de Andalucía
- Federazione del Sistema Marittimo Italiano
- French Maritime Cluster
- WESTMED
- CNR
- FAO

Other

- IORA-Indic Ocean



Objectives



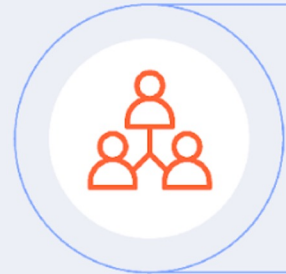
GENDER MAPPING

Map, assess, and report gender representation in regional EU Blue Economy and across sectors.



ENTREPRENEURIAL TRAINING

Provide tailored training and mentoring for women in various BuE sectors to boost entrepreneurship and innovation.



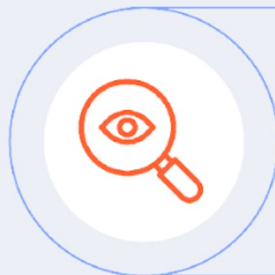
CAPACITY BUILDING

Identify and map capacity building needs per sea basin to empower women in leadership and promote their participation in BuE.



KNOWLEDGE SHARING

Facilitate networking, collaboration, and best practices exchange among sea basins through Women in Blue-focused retreats.



AWARENESS RAISING

Raise awareness of BuE gender issues and communicate in an inspirational and impactful way the need for and benefits of gender balance in EU BuE.



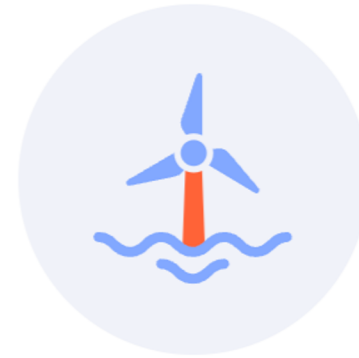
WE FOCUS ON
3 EMERGING BUE SECTORS:



Blue Sports and
Sustainable
Tourism



Blue Bioeconomy



Marine Energy and
Robotics

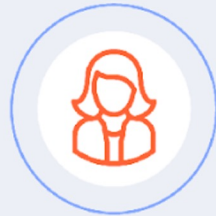


What and How?



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Target audience



WOMEN

Women professionals, entrepreneurs and female lead of startups and SMEs



MEN

Allies and advocates for gender equality



BuE SECTORS

All existing and emerging Blue Economy sectors



CLUSTERS & ASSOCIATIONS

Maritime & marine clusters and associations



PUBLIC & YOUTH

All other groups interested in the project



POLICY

Relevant national, regional and EU policy makers



ACADEMIA

Researchers working in the topic

Expected Results





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<https://winbigproject.eu/>



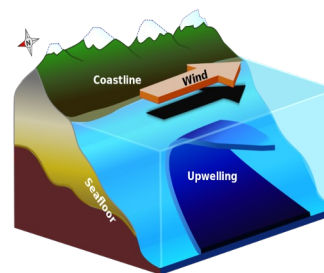
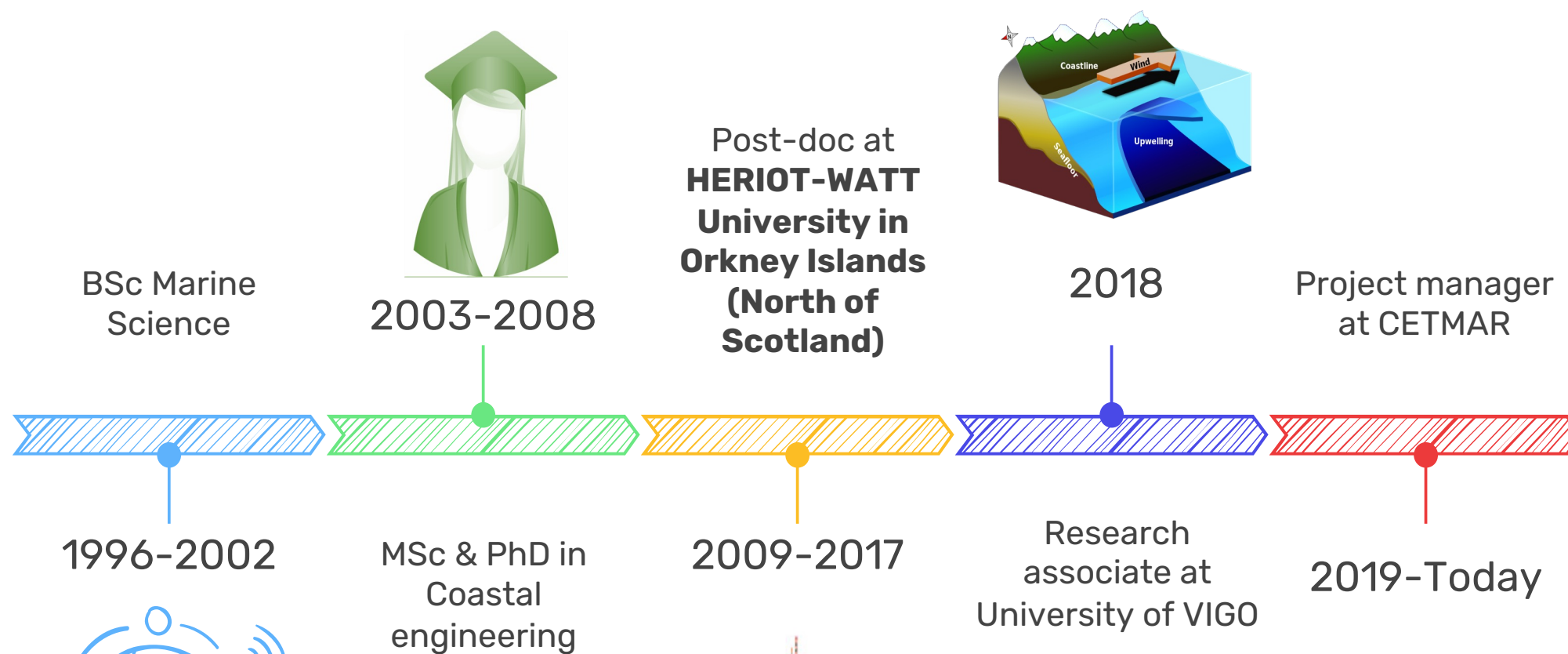
FOLLOW US!





Susana Bastón, CETMAR

About me



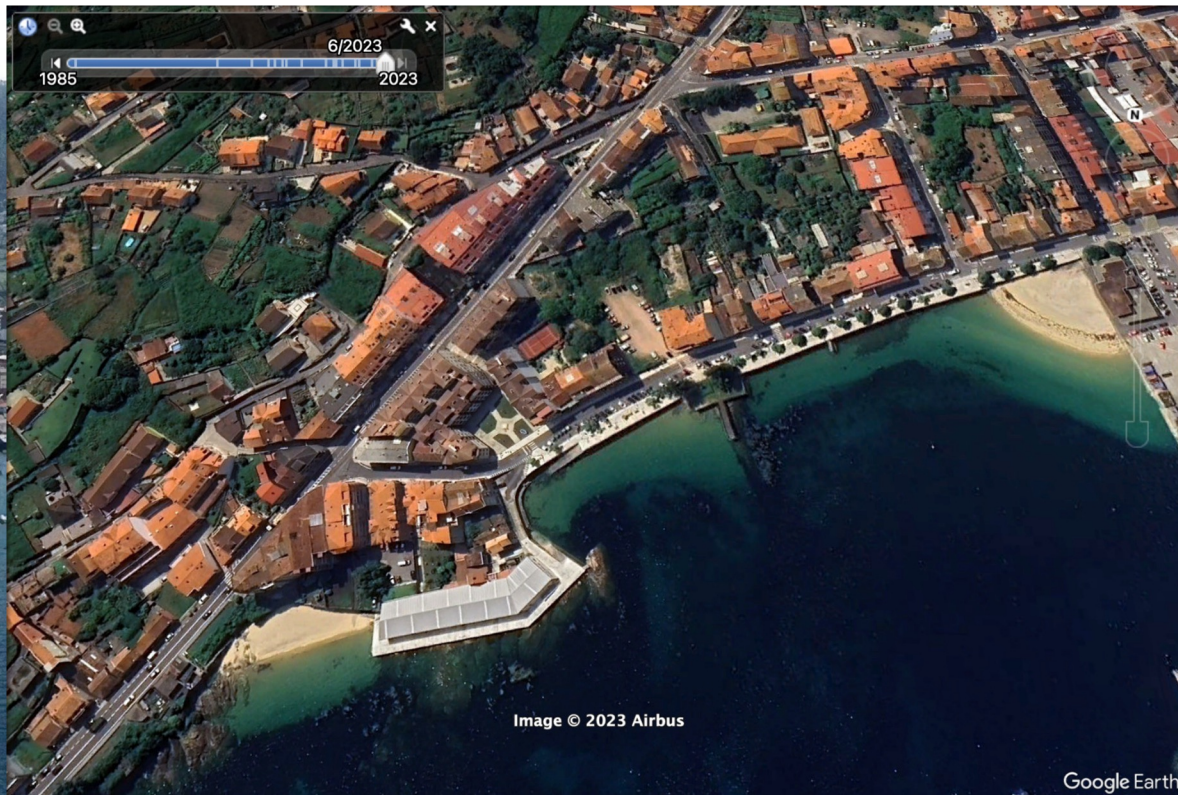
My childhood



My brother and I observing a tide pool.



Coastal engineering



MSc in Science & Technologies for Coastal management



11 women & 11 men

Stromness



OVERVIEW OF TEST SITES



Map 9

Plan Options for Offshore Wind and Marine Renewable Energy and Planned developments in Scotland

<https://www.gov.scot/publications/scotlands-national-marine-plan/>



Detail Key

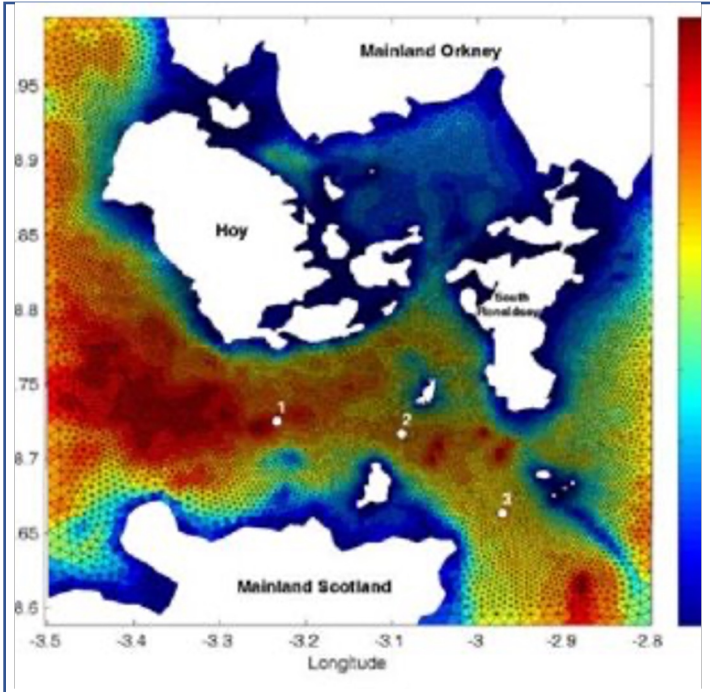
Offshore Wind and Marine Renewable Energy

Key:

- 12 Nautical Miles
- Sectoral Marine Plan Options
 - Offshore Wind Plan Options
 - Wave Plan Options
 - Tidal Plan Options
- Saltire Prize Identified Areas
 - Tidal
 - Wave
- Planned Developments
 - Scottish Territorial Waters offshore wind sites
 - Round 3 offshore wind zones
 - Test and Pilot offshore wind sites
 - Robin Rigg offshore wind demonstrator
 - Wave leases (The Crown Estate leasing round)
 - Tidal Leases (The Crown Estate leasing round)

Positions shown relative to British National Grid. Restricted. Not for Distribution. Reproduction in whole or part is not permitted without prior consent of Marine Scotland. © Crown Copyright, 2014. Oceanwise. All rights reserved. License No. EK001-201401001. Not to be used for Navigation © Crown copyright and database rights 2014 Ordnance Survey number 100024555. You are not permitted to copy, re-publish, distribute or sell any of this data in any form. Map is indicative. An interactive version of this map can be found on NMPI. Updated data sets will be added to NMPI when available.

What I did for ORE?



Modelling

- SUNTANS
- DELFT3D
- FVCOM



Field work

- MD03 GPS positioning & GSM communication & OCEAN DRIFTER IRIDIUM (ODi) campaigns
- Alba na Mara (Marine Scotland)



Dissemination

- Papers
- Conferences
- Family days



Collaboration

- [Orbital Marine Power Ltd.](#)
- [Aquatera Ltd.](#)
- Indian University

Swan- Cape Farewell 2013 Expedition



MD03 fieldwork and more!



“I designed, planned & undertook field work for measuring tidal races, as well as helped out other colleagues in their fieldwork”

Motherhood



Source: <https://www.npr.org/2020/05/21/860091230/pandemic-makes-evident-grotesque-gender-inequality-in-household-work>



New
life
load
ing



Main responsibility:

Work

Main responsibility:

Kids



2016

MRV Alba na Mara – Survey 1216A/1316A



Marine

The Pilot Pentland Firth and Orkney Waters Marine Spatial Plan needs your vote!

July 20, 2016 by [Marine Scotland Communications](#) | Category [Marine Directorate general](#), [Marine Planning](#)

The [Pentland Firth and Orkney Waters Plan area](#) supports a diverse marine economy and a vast majority of the area is used for multiple activities, meaning there is a potential for competition and conflict. To try and address this, this area was chosen to pilot the development of a marine spatial plan, aimed at supporting sustainable management of the area's seas, while balancing the needs of local communities and marine economic activities and protecting the environment on which they depend.



The pilot plan was a collaborative project, developed by working group that included Marine Scotland, Orkney Islands Council and Highland Council. It was given Ministerial approval in March 2016 and we're delighted to say that it has been shortlisted for a [Scottish Award for Quality in Planning](#). You can read more about it on the Marine Scotland [website](#) and [vote for it to win](#) the People's Choice category. Voting closes on the 1 November 2016.

There have been many lessons learned in going through the planning process which will inform the preparation of other [regional marine plans](#) and the governance arrangements that could underpin [Marine Planning Partnerships](#). It is also anticipated that the pilot Plan will establish a useful basis for the preparation of the two future regional marine plans for Orkney and the North Coast Scottish Marine Regions.

I was on-board for 1 week.
Would I accepted if it would
be 1 month instead?

Galicia



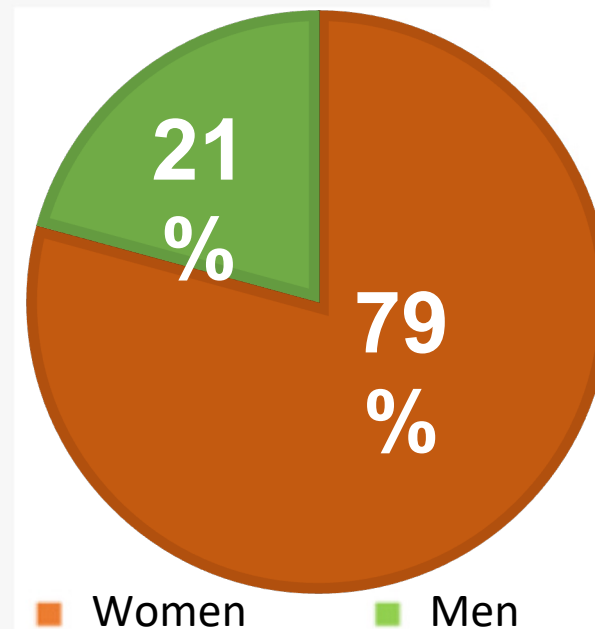
Wikinger offshore wind farm



CETMAR works in Blue economy



<https://cetmar.org/personal/>



	PhD	BSc	TVET
Women	10	29	3
Men	4	6	1

About me



Dr. Susana Bastón Meira

I am a dreamer, mum of two kids and Oceanographer. I grew up a less than 100 m from the beach. My drawings at school were sea landscapes. When I was 14 years old I knew that I wanted to be a marine scientist (just like James Cousteau). When the pier at my town was extended the adjacent beach turned, losing its embayed equilibrium planform, which pushed me to undertake a MSc in Coastal engineering followed by a PhD. In 2009 I moved to Orkney and became an expert in Offshore Renewable Energy (ORE). Now I am a EU projects' manager at CETMAR (NW of Spain)



Molly Hughes, U.Ghent

How to close the gender gap in the blue economy?

Perspective sharing by Molly Hughes

THEME: Business

Introduction



GHENT
UNIVERSITY



Artemia Reference Center

My career in the Blue Economy



B.S. in
Environmental
Biology

Restaurants &
Childcare

Restoration
Technician

Fisheries
Observer

Fisheries Data
Debriefer

MSc in Marine
Biological
Resources

Scientific Staff
at UGent ARC

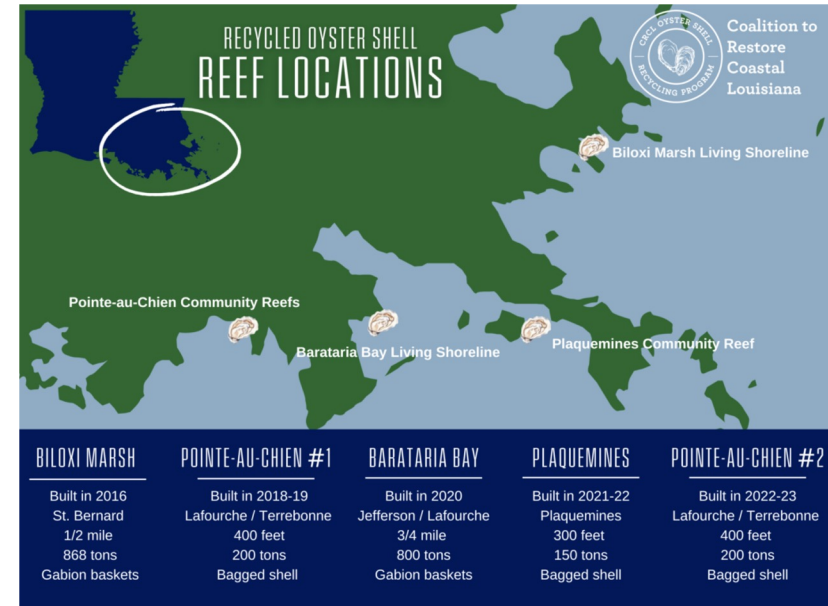
Gender dynamics throughout my career





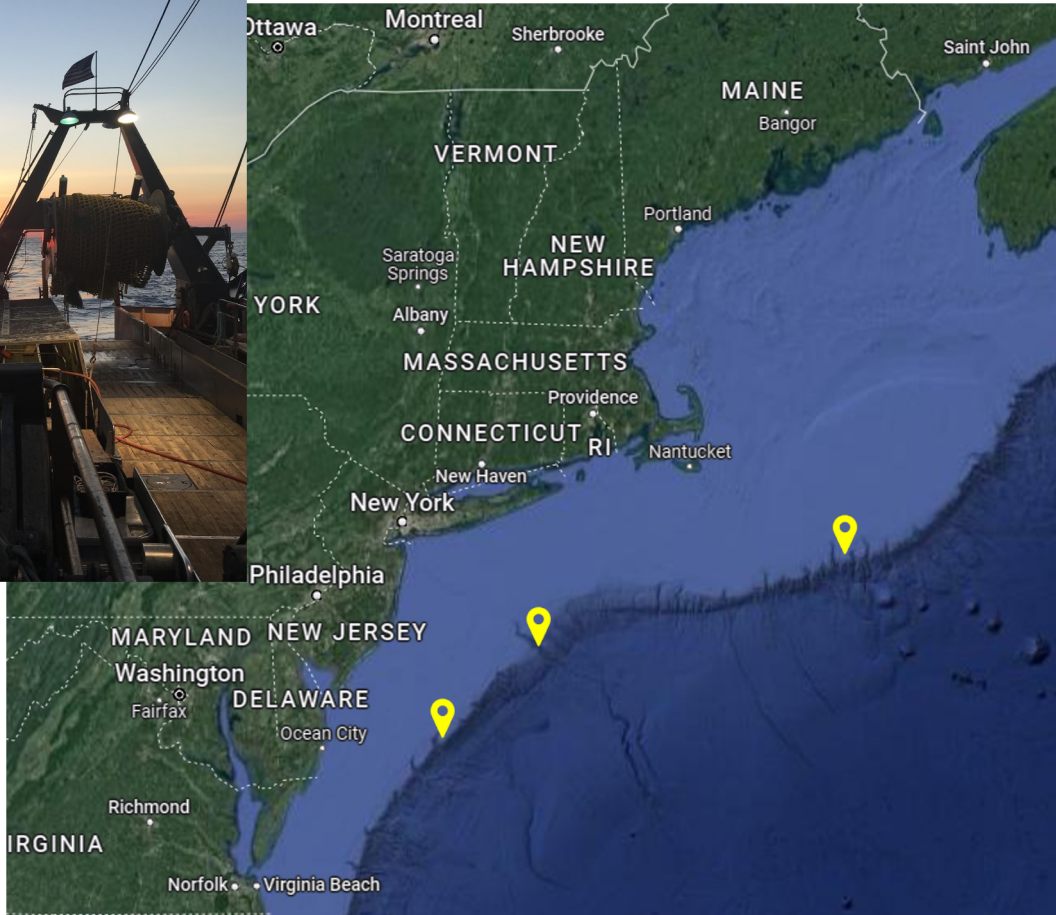
Coalition to Restore Coastal Louisiana

- Non-profit organization with a female director
- Restoration & Oyster Shell Recycling Program
 - All female team

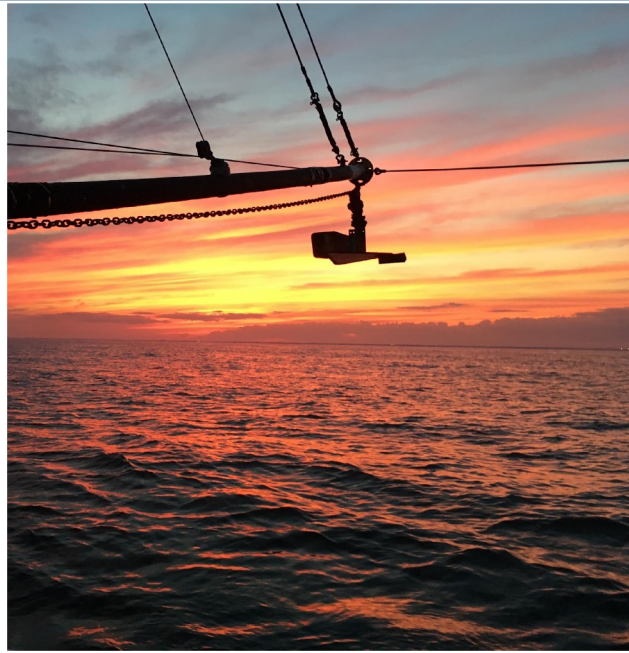




Northeast Fisheries Observer Program



- Fisheries Observer Program established in 1990s
- Early female observers faced challenges as first women to regularly deploy with fishing vessels
 - Hostility from fishermen
 - Harassment
 - Lawsuits carried out in response to sexual harassment



Fast forward...

My experience

- Mutual respect with fishermen and captains
- General perspective of captains is that female observers work harder onboard

National Marine Fisheries Service

- Northeast Fisheries Science Center
 - *Deputy Director: Nicole Cabana*
 - Fishery Monitoring and Research Division
 - *Director: Katherine McArdle*
- Contracting company: Integrated Statistics Inc
 - Woman owned business
- Roughly 50:50 gender ratio overall



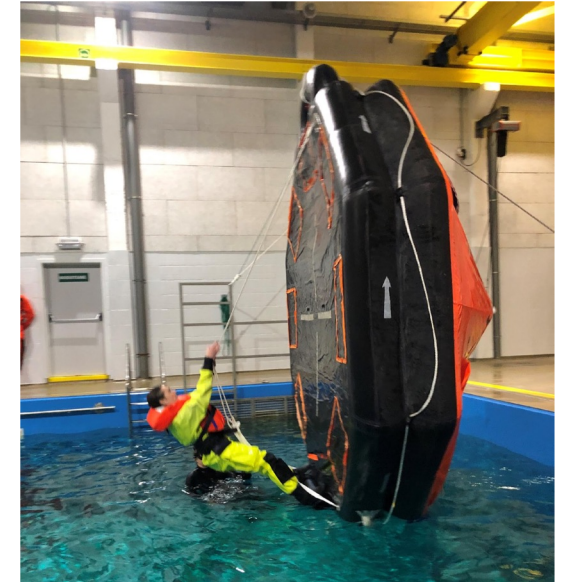
UGent Laboratory of Aquaculture and ARC



Belgian Pilot Partners

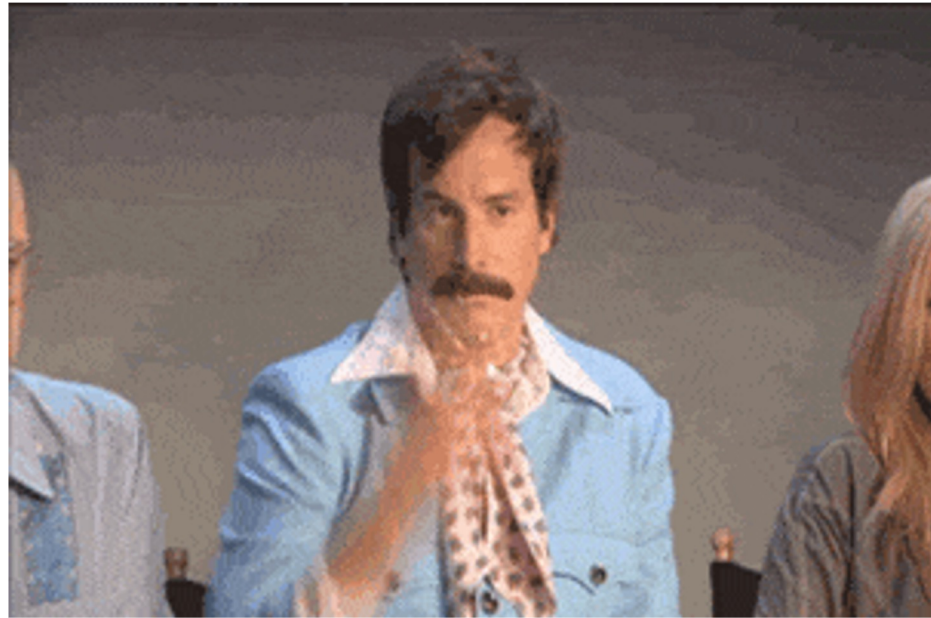
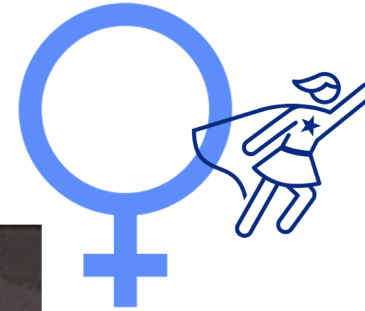
- UGent
 - ARC, Phycology, MTD
- VLIZ
- Parkwind
- Jan de Nul
- RBINS

Opportunities for career development



The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW)

We did it!



SEXISM SOLVED!

... Just Kidding

- My experience working in marine science has been positive in many ways but...
 - The women who have 'blazed the trail' ahead of me often paid a higher price for being the first.
 - There is still a long way to go
 - Gender wage gap
 - Culture that supports unequal domestic work
 - Accountability for perpetrators of sexual harassment and assault
- Continuing to challenge the status quo and showing solidarity with other women is essential if we want a truly equal working environment.

Thank you for your attention



Molly.hughes@ugent.be



Stephen Hynes, U.Galway



Collecting data on women's role and contributions to the EU blue economy sectors



OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY

1st Mission Ocean Arena Gothenburg
14-16 November 2023



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WP2: Mapping gender status in EU Blue Economy

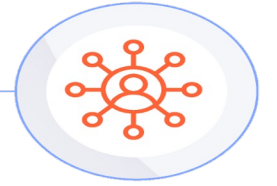
- Map and report on the gender status of the Blue Economy in all 6 sea basins
- Provide an estimate of the aggregate status of Women in the Blue Economy for EU as a whole
- Create a Blue Economy Gender living database
- Identify and map, per basin, capacity building needs to foster women climbing the leadership ladder in the Blue Economy
- Feed into EU Roadmap for Women Capacity Building in Blue Economy
- Throughout, special focus on emergent blue economy



The Survey Instrument

- Aims to advance our knowledge on gender issues across the European Union's (EU's) ocean (blue) economy and bring forward new ideas and solutions to build on women's current professional skills and potential
- An on-line survey
- We want responses from anyone working in an ocean economy industry in the EU, and of any gender
- All responses are anonymous
- Both closed form and open-ended questions
- Aiming for a 10-12 minute survey

Mapping and Intelligence
Gathering



WP2

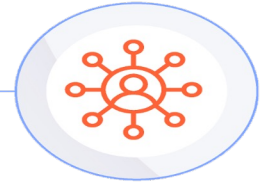
Mapping and
Intelligence Gathering

The Survey Instrument

○ Sections of Survey

- 1. Industry and Firm
- 2. Working arrangements and culture
- 3. Gender culture and treatment within organization/firm
- 4. Perception of opportunities to progress in career
- 5. Women in the workforce
- 6. Questions for Women Respondents only
- 7. Personal Demographics

Mapping and Intelligence
Gathering



Key Questions

- Are the goals of the survey clear from the information provided?
- Are the questions clear?
- Is any of the terms used/ language not understood?
- Do you feel any questions are not appropriate?
- Are we missing any important questions?
- Is the survey too long?
- Advice on distribution of survey instrument to target population?



THANK
YOU!

WIN
BIG



Co-funded by
the European Union

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Senior Project Manager at s.Pro

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